



ANEETA MADHOK, PhD, SHRM-SCP, PCC.

Dr. Aneeta Madhok, is Managing Director of Open Spaces Consulting in Mumbai, India. A global professional, HR systems expert, people person, creative thinker & writer, much sought after speaker, academician of repute, behavioral scientist and experienced trainer.

She draws upon ancient wisdom from India to throw light on modern day situations with clarity and conviction. Her approach has always been to create integrative and inclusive, holistic frameworks and perspectives for the work that she does. She is keenly interested in the ways that individuals integrate themselves with organizations and group dynamics in teams. In her research, teaching and consulting, Dr. Madhok looks for opportunities to translate management practice into theory and vice versa.

Aneeta has coached for over fifteen years, and professionally for the last seven years. With an emphasis in coaching for women in management boards, Aneeta also coaches CEO's, senior executives, and professionals who face significant challenges navigating fast changing environments. Aneeta's practice includes individual clients in several countries and varied professions. She is also a frequent speaker about and teacher of coaching skills around the country as well as a lead instructor for several workshops for the corporate. She partners with organizations in the design of OD interventions to build internal leadership potential.

Aneeta's competencies developed over 37 years of professional practice enable her to be a coach who touches and transforms lives and careers, and a trainer who actually transfers learning into the participants through proven methods and practices. A deep insight into people matters has resulted in high repeat demand for her personality profiling, coaching and skill building training services in the areas of emotional intelligence, performance management, and behavioral skills.

Dr. Madhok is a recipient of the British Chevening Scholarship from the U.K. Foreign & Commonwealth Office. She has received the award for Best Faculty in Management from Bombay Management Association as well as the Narsee Monjee Institute of Management Studies (NMIMS University). Her area of experience and expertise is in Human Resource and Organizational Development. Her acumen in Performance Management Systems, Behavioural Skills Training, Personnel Assessment, HRD Systems Design and Improvement has seen proven success for various multinational, large and small enterprises through innovative insights and solutions.

Dr. Madhok has received international certification from the International Coach Federation (PCC Level) and the gold standard in the HR profession (SHRM-SCP). She is also Certified Management Consultant and a Master Trainer for the 'Global Professional in Human Resources (GPHR) Certification' for the Society for Human Resources Management (SHRM).

Dr. Madhok qualified with an honors degree in Psychology from Delhi University and MBA in HRD from XLRI, Jamshedpur, followed by a PhD in Managerial Leadership from Punjab University in Chandigarh India. Her corporate career in India spanned over 12 years with the DCM Group's SRF Limited and, FMCG major, Marico Industries. Her work in academia from 1993 to 2007 included tenure as Dean of NMIMS University School of Business; plus Dean of the Center for Human Resources, SP Jain Center of Management in Singapore and Dubai. She has also had a long stint in HR with a large diversified group in North India and an FMCG major

She has conducted over 300 workshops and done over 900 hours of coaching with organizational leaders. She is accredited in the usage of The Leadership Circle, MBTI, FIRO-B, Thomas Profiling, Belbin Team Roles, Hogan Assessments, Erickson Coaching framework, SHRM Master Trainer and is a Fellow of Sumedhas Academy for Human Context.

She has served the management consulting profession as Chairperson of the International Council of Management Consulting Institutes (2009-2011), which has a presence over 50 countries, and earlier as President of Institute of Management Consultants of India.

Dr. Madhok has consulted to the International Labour Organisation and has interacted in several national and international professional fora. She holds life membership of the Indian Society for Training and Development, Bombay Management Association, and National HRD Network. Dr. Madhok is also a fellow the Sumedhas Academy for the Human Context. International memberships include Society for Human Resources Management, USA and Dubai Human Resources Forum.