

Gautam Ghosh

Senior Consultant at Tvarita Consulting

me@gautamghosh.net

Summary

Gautam has over 8 years of experience in HR and Learning & Development in the Consulting and IT, BPO sector with firms like Satyam, Hewlett-Packard, Dell and Deloitte & Touche. His experience covers Knowledge Management, e-learning, Organization Development, Management Consulting, Training Management, Performance Management and Employee Relations.

He is an MBA in HR from XLRI, Jamshedpur, and has two and half years experience before that in hotel operations in ITC Hotels and pharmaceutical sales with Eli Lilly.

Gautam has given talks on “Blogging for Business” at organizations. He’s frequently quoted in the press as an authority on business blogging. If you want to interview him or invite him to speak at a conference, e-mail him at i@gautamghosh.net or call at +91-98665-11236.

Gautam’s blog has been listed by HRWorld amongst the top 25 HR blogs worldwide and also amongst the Career 100 - a list of the top 100 career related blogs globally in the English language. His blog is also featured on the Alltop Careers and Alltop India categories. Earlier the blog has been featured as a case study in the book Business Blogs: A Practical Guide

He has won the NHRD Network young managers’ paper writing contest in 1999, and has written and done case analysis on HR areas for Businessworld, Human Capital, The Human Factor, HR.com and Cybermediadice.com as well as youth magazine JAM. He has also been quoted extensively by publications like Human Capital, Economic Times and Daily News and Analysis.

Specialties

Business Consulting, Human Resources, Blogging and Communication, Training, Facilitation, HRD, Coaching, Leadership Development, Organizational Development, Employee Relations

Experience

Senior Consultant at Tvarita Consulting

November 2007 - Present (7 months)

Responsible for delivery of HR services and consulting assignments for clients in the high tech domain

1 recommendation available upon request

Blogger at <http://gauteg.blogspot.com>

June 2002 - Present (6 years)

I'm really passionate about helping fellow HR professionals increase their levels of competence. The belief is that we can be of immense value to organizations, if we evolve into business advisors. If you'd like to connect with me send me an email at gautam.ghosh @ gmail.com or call me at 9866511236 and we can bounce off some ideas.

I also believe that our world of work is changing slowly and surely and the skills that helped us be successful in the past will no longer be that helpful in the future.

Recent accolades:

1. Ranked by HRWorld amongst the top 25 HR blogs worldwide
 2. Amongst the Career 100 - a list of the top 100 career related blogs globally in the English language.
 3. Listed on the top career sites on Career.Alltop.com as well as the India category on India.Alltop.com
 4. Winner of the Best HR Blog Category in the RecruitingBlogs.com and ZoomInfo's "Best Blogs of 2007 contest"
- 14 recommendations available upon request*

Owner and Moderator at HRgyan

September 2000 - Present (7 years 9 months)

HR Gyan is a community that connects HR professionals to share current and emerging HR practices. My role is that of a facilitator and moderator (if need be)

21 recommendations available upon request

Owner and Moderator at Knowledge Management Society of India

August 2000 - Present (7 years 10 months)

This e-group seeks to integrate the various emergent thoughts in the field of Knowledge Management in a uniquely Indian way.

It seeks to be a community which shares learnings, knowledge, triumphs and tribulations in implementing this discipline in Indian organisations with their unique idiosyncracies and cultures.

2 recommendations available upon request

Managing Partner and Organizational Consultant at The Imgence Partners

September 2006 - November 2007 (1 year 3 months)

The Imgence Partners is a boutique OD, HR and Social Media consulting firm based in Hyderabad that works with clients in the areas of Performance Management, Business Blogging, Learning &

Development Strategy and Knowledge Management.

Some assignments delivered:

- Accredited learning partner with ICICI Bank
- Delivered a program on Performance Management for a IT Products company
- Social Media Strategy for an executive search firm
- Workshop on Employment Branding and Social media for Frito-Lay India (PepsiCo India Snacks)
- Workshop on transitioning new employees to professional life for a professional services firm
- Talk on using social software tools for knowledge sharing for an Indian IT firm.
- Currently submitted proposals on Managerial Coaching and Development for a global pharmaceutical firm, Indian IT products company.
- Proposals also underway for Organizational Structuring and Climate surveys in two IT start-up firms

2 recommendations available upon request

Visiting HR Lecturer at Kirloskar Institute of Advanced Management Studies (KIAMS)

November 2006 - December 2006 (2 months)

Visiting professor at KIAMS for an HR elective on Performance Management and Competency Building

1 recommendation available upon request

Manager HR at Deloitte Consulting India Pvt. Ltd.

January 2006 - August 2006 (8 months)

HR Manager for technology consulting (Enterprise Application) practice.

Focussed on areas like Retentions, Rewards, Performance Management and Employee Relations for around 400 ERP Consultants.

4 recommendations available upon request

HR Generalist Advisor at Dell Inc.

January 2005 - December 2005 (1 year)

Focussed on a business partnering role with emphasis on talent management and development. I analyze the company objectives and improvement opportunities from a consulting viewpoint and works with my business unit to implement recommendations.

Succession Planning

Talent Management

Employee Development

Management Support

Coaching and Consulting business leaders

Organizational Culture initiatives

HR issue resolution

In my earlier role I was responsible for Organizational Development (OD) activities like:

- Employee Satisfaction Surveys
- 360 degree feedback
- High Potential Talent Development
- Psychometric tools
- Team Interventions

In addition to these activities I also delivered training programs in the leadership and management development areas.

2 recommendations available upon request

Training Development Specialist at Hewlett Packard

September 2003 - December 2004 (1 year 4 months)

Job Responsibilities

Management, Leadership & Professional Development of approximately 3000 employees in HP's Business Process Delivery Organization based out of Bangalore and Chennai.

Achievements

In conjunction with the technical training team developed the training road map for most of the roles in the organization.

Developed a worldwide basic Management skills program along with the worldwide leadership development team and piloted the same.

Modification of global training into local offerings by utilizing lower cost of local vendors while keeping global quality intact.

Delivery of approximately 30 training programs per quarter with a consistent rating above four (on a scale of five)

14 recommendations available upon request

Consultant - Individual & Organizational Development at Erehwon Innovation Consulting

August 2002 - June 2003 (11 months)

Training Delivery of programs like Creativity Thinking and Team Building.

Consulting assignments around Strategic Management initiatives of Clients

Research projects and setting up the firm's website

Senior Executive at Satyam Computer Services Ltd

April 1999 - July 2002 (3 years 4 months)

Initiated projects in the areas of KM, e-Learning, Competency Building and Organizational Development

5 recommendations available upon request

Territory Manager at Eli Lilly

December 1995 - September 1996 (10 months)

I was a Territory Manager for pharmaceutical sales at Eli Lilly India in the city of Agra. Of a team of two, we managed to achieve superb growth of speciality prescription drugs upto 140% of target. Relationship management with wholesale dealers, retailers and doctors was a critical skill for success.

1 recommendation available upon request

Front Office Supervisor at ITC

July 1994 - September 1995 (1 year 3 months)

As the Front Office supervisor of the ITC hotel Rama International at Aurangabad I was responsible for guest reservations to ensure that the hotel achieves optimum room occupancy.

Education

XLRI Jamshedpur

MBA, Human Resources, 1997 - 1999

Manipal Academy of Higher Education

Bachelor's in Hotel Management, Management, Marketing, Hotel Subjects, 1991 - 1994

Activities and Societies: Welcomschool (WGSMA), Literary & Dramatics Society, Editorial Board

St. Francis' College, Lucknow

ISC, 1979 - 1991

Honors and Awards

Was given awards for being the most prolific idea contributor in Satyam Computer Services.

Won the third prize in the Young HR Managers Conference for a paper written on 'The HR and IT partnership at Satyam' as part of the National HRD Network's Conference in New Delhi, 1999.

Interests

management and leadership development, learning organizations, human resources development, organization development, HR Strategy, Talent Management, Learning Strategy, Business Blogging, Social Media, Web 2.0, Employment Branding

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67 people have recommended Gautam

"I am happy to write this recommendation for Gautam. This young man never fails to amaze me with his incredible visibility on the Internet, his amazing credentials, and his honest demeanor. Even though we have never met face-to-face, I would very much like to do so during my next business visit to India. I am also happy to share our resources with Gautam and wish him much success in all his future endeavors!"

— **Anil Behal**, *Business Development Manager (PA), UnitedHealth Group*, worked with Gautam at Tvarita Consulting

"Gautam is an absolutely brilliant HR professional! A look at recommendations about him on Linked In is proof of that even if someone has not read his Blog , met him during one of his lecture rounds or interacted with him in workshops. He is the only HR professional I have met who emphasises his desire to transform the HR profession into a Business Advisory function. We have a Management Guru in the making. Mark my words."

— **Ranjit Jatar**, *Serial Entrepreneur, Reffster HR Pvt Ltd (Name under change)*, worked with Gautam at <http://gauteq.blogspot.com>

"Gautam and I go back to the Recruiting Blogswap of 2006 (pre-College Recruiter.com's takeover) and I'm not just saying this because his initials are fabulous ;-) He's well-read and well-rounded in the ways you'd want an HR/recruiting consultant to be, and writes in a highly readable style. Covering a wide range of topics that nevertheless all tie together in his professional passion of HR, his blog is a constant presence with consistent quality over time. Read him, learn & enjoy."

— **Glenn Gutmacher**, *Founder, Recruiting-Online.com*, was with another company when working with Gautam at <http://gauteq.blogspot.com>

"Read Gautam daily! He is one of the top bloggers in his space. Gautam packs each post with keen insights and provides context for his thinking. So often blogs are filled with excerpts from other blogs with no additional commentary. Gautam will comment on what others have posted, but when he does, he always goes the extra mile to share his take and provide an interesting point of view. Gautam has a deep appreciation for innovation, but doesn't embrace new ideas simply because they are new. He strikes that just-right balance of thoughtful skepticism and early adoption."

— **Christian Anderson**, *Director of Corporate Communications, Jobster, Inc.*, worked with Gautam

at <http://gauteq.blogspot.com>

"Gautam has been a pioneer in setting the trend for HR blogging in India. In my rating he is the best HR Blogger and also the face of HR blogging in India to the global community. Gautam has excellent understanding of HR issues, challenges and has the ability to foresee HR and business trends and analyze its impacts. He has also been able to brand HR in business community with his convincing ideas and analysis. His ideas have educated and inspired many students, HR professionals, academicians and business leaders. His humility and approachability is also remarkable and despite his pre-occupations he is always willing to lend his valuable advice and support. It's a sheer pleasure knowing and sharing thoughts with GG and I wish him the very best for all his future endeavors."

— **Ajit Chouhan**, *Owner and Moderator, HR Funda*, worked directly with Gautam at <http://gauteq.blogspot.com>

"He is the perfect HR-Guru an HR student can get. Gautam Sir was our Performance Management Professor (visiting faculty), he has an amazing knowledge in every aspect in HR, be it OD or PM or even Recruitment. He made the entire 30 sessions of learning so captivating that at the end our class was yearning for more. He is really a great professor and a true inspirator. A perfect GURU for our HR batch."

— **Lisa Bose**, *Student, Kirloskar Institute of Advanced Management Studies*, was with another company when working with Gautam at Kirloskar Institute of Advanced Management Studies (KIAMS)

"Gautam's Blog is truly, inspirational writing on the works of HR and reveals, that he thinks real time and new age on where this industry is headed. A 'finger on the pulse approach' attracts readers right from students aspiring to make HR as a career to C level interest. I do see him developing and mentoring communities in related domains in the future. He can be best defined as an Inspirational HR Strategist."

— **Roma Ahuja**, *Founder, Resources-India*, was a consultant or contractor to Gautam at <http://gauteq.blogspot.com>

"Gautam is one of the brightest and most engaging bloggers in the business, period. He is one of the few people who has truly learned how to apply the social web for transcending geographic borders, time zones and cultural mores, and does it seamlessly. More than that, Gautam knows his business and clearly articulates things that most people end up confusing themselves over. He underscores that being a market watcher and industry commentator is not enough -- you also need to know what you're talking about. Clearly, Gautam does. I am happy to recommend Gautam as a professional and online friend."

— **Amitai Givertz**, *Principal, AMG Management Advisors, Inc.*, was with another company when working with Gautam at <http://gauteq.blogspot.com>

"Gautam's blog is part of my daily dose of reading, something I look forward to everyday. Professionally, he has managed to achieve an iconic status in the world of blogging because he lends a lot of credibility and rigour to the field. Respite like an oasis!"

— **Sairee Chahal**, *Consultant, SAITA Consulting*, was with another company when working with Gautam at <http://gauteq.blogspot.com>

"Gautam's blog has always made interesting reading with the newest of management thoughts being articulated there. It is correctly among the most widely read blogs globally!"

— **Aparna Sharma**, *President, Noam Management Consulting*, was with another company when working with Gautam at <http://gauteq.blogspot.com>

"Gautam writes a well respected blog. I interviewed him for a book on business blogs. He has won a number of awards for his blog and received important recognition. He is a thought leader in the human resource area."

— **Bill Ives**, *Consultant/Writer, Self-employed*, was with another company when working with Gautam at <http://gauteq.blogspot.com>

"It is the simplest thing in the world to start a blog. To continue writing it is difficult. To write a blog which is focused, relevant and a reference for us in the business is a HUGE achievement. After all it's the stuff that sounds simple that is the most difficult. But Gautam does that with passion, finesse and quiet determination. His knowledge base in OD and HR consulting is vast, but it is his way of setting it in different contexts whether it is technology, networking, or even the way professionals are evolving is what sets him apart. In the process one gets a refreshing and new perspective on what's going on. His is a view that works for me. And I would rely on his judgment and experience in order to possess knowledge and insights quite like no others- in this field."

— **Riitu Chugh**, *Business Director, Communications Industry*, was with another company when working with Gautam at <http://gauteq.blogspot.com>

"Gautam has created a great network and his blogs are very informative. A well read and amazing writer, his example and encouragement made many in our team take up blogging and networking more seriously...a genuinely helpful person, his trademark is his amazing time management.....always has (creates) time for all"

— **Rachel Griffin**, *Sr. Consultant, Spearhead Intersearch*, was with another company when working with Gautam at <http://gauteq.blogspot.com>

"Gautam and I, both avid bloggers, met via the blogosphere because of our shared interests, including Human Resources, Organization Development, workplace learning, and consulting. Via his blogs, Gautam has enhanced access to HR ideas, news, and research. Gautam is not only a tireless blogger, he is also a leading promoter of global connections and conversations."

— **Terrence Seamon**, *Learning & OD Consultant, Self-employed*, was with another company when working with Gautam at <http://gauteg.blogspot.com>

"Gautam is a tech savvy HR professional and his career moved from Sales to HR to consulting, teaching, blogging and its a long journey. He is among few who has got this kind of breadth in HR and his network is outstanding. I should say that he was an eye-opener for the HR team at PepsiCo foods in 2006 when he shared the power of Blogging - it was a very informative and provided the team with lots of insights. Gautam has got great future - for any latest trends or information on HR, just visit his blogspot."

— **Krishna K**, *Human Resources, PepsiCo*, was a consultant or contractor to Gautam at <http://gauteg.blogspot.com>

"Gautam has been one of the first people in India to blog seriously about his professional interests (HR). He is regular and articulate and this has resulted into extensive dissemination of knowledge. I am not from the same functional domain but I have found his work very accessible and wide-ranging. Even without my saying so, his many awards and contributions to professional publications stand testimony to his standing as one of the foremost business bloggers of our times."

— **Diptakirti Chaudhuri**, *General Manager - Hindi Business, HT Media Limited*, was with another company when working with Gautam at <http://gauteg.blogspot.com>

"Gautam is the true HR strategist - he combines the connect that is so essential for an HR professional and the thought leadership found very seldom in the HR community. He is a change agent and will be one of the leading names in the HR Consulting World a few years from now!!!"

— **Anjali Sinha**, *Assistant Manager, Deloitte Consulting India Pvt Ltd*, worked indirectly for Gautam at Deloitte Consulting India Pvt. Ltd.

"Gautam is an amazing person to know both on and off work. His knowledge about the HR industry is formidable to say the least and he is exceptionally good and what he does. His networking capacity has no end. It was a pleasure knowing him and working with him."

— **Nikita Zutshi**, *Senior Staffing Analyst, Dell International Services*, worked with Gautam at Hewlett Packard

"Gautam Ghosh is one of the first people I met who really understood how to use blogs and social networking sites. He has impacted the views of thousands of HR people through his blogs and posts. Always the first to know of a good idea, GG is a great asset to have as a consultant."

— **Abhijit Bhaduri**, *HR Director, Pepsico International*, was with another company when working with Gautam at The Imagen Partners

"Gautam is very analytical by nature and extremely focused. Its because of him that I got interested

in HR training and the world of MBTI [Myers-Briggs Type Indicator]. What impressed me most was Gautam's ability to network with people. He has to date, remained friendly and helpful, two traits that will take him far. And his networking ability is very apparent going by his number of connections in almost any network :)"

— **Lakshmi Mareddy (lak@mareddy.com)**, *Sr. Technical Writer, Satyam Computers*, worked directly with Gautam at Satyam

"Gautam is a highly focussed manager with the the aptitude to solve problems in very simple yet effective ways. His relationship with his colleagues & friends have always been fruitful. He is a true entrepreneur and an expert in his field."

— **Arnab Das**, *Associate (Consulting Segment), Hewitt Associates*, was with another company when working with Gautam at Deloitte

"Gautam and I began our sales career together, more than a decade ago with Eli Lilly. Along with his selling skills, he is remembered for his command over the English language spiced with good humour and dry wit (potent combination, i say...)."

— **Mona Puri**, *Territory Manager, Eli Lilly and Company*, worked directly with Gautam at Eli Lilly

"I had requested Gautam to do a half day interactive session on the how to use Blogs to build an Employer Brand. Gautam painstakingly prepared for the session and got my team really excited about blogging. Since then some of them have started their own blogs and have tried to convince other colleagues to do the same. Gautam is the expert I would hire at any time if I had to do the workshop again."

— **Abhijit Bhaduri**, was Gautam's client

"Gautam an HR consultant with deep rich insights on anything in HR. In short can call him "HR-Guru" I wish i could have worked with him and learned as i always aspire to be an HR consultant myself . Best Mehnaz"

— **Mehnaz Amjad**, *Associate Analyst-Recruitments, Deloitte*, worked indirectly for Gautam at Deloitte & Touche

"Gautam is a great guy best of all he is a great thinker and a great person. GG all the best in your new role."

— **Aditya Pal Singh**, *Client Manager-HR & finance Practice at ABC Consultants, ABC Consultants*, worked with Gautam at HRgyan

"Gautam Brings an astute business acumen and implementing the same in the field of Human Resource, always been a great asset for the company he is associated with to date."

— **Amit Sachdev**, *consultant, ABC*, was a consultant or contractor to Gautam at Dell International

Services

"Gautam is a great person to know - Full of knowledge and anecdotes, he is the life of any meeting/forum for all the substance he has to offer. I am confident he will go very far as a HR professional and as a human being. From the cow belt tosky`s the limit"

— **Jaya Awasthi**, *Senior Manager, Deloitte*, worked directly with Gautam at Deloitte & Touche

"It was great to work with Gautam in Hewlett Packard. During his stay in HP, Gautam made a huge impact. He rolled out the management skills program in HP BPO which was a huge success. He brings in a lot of expertise in leadership development and organizational effectiveness."

— **SURYA PRAKASH MOHAPATRA**, *Training Manager, Hewlett Packard*, worked directly with Gautam at HP

"I know GG as probably one of the most sought after HR pro's in India :) Kudos !!! Ranjith"

— **Ranjith Menon**, *Editor In Charge; Member, HRudaya; HRinIndia*, worked with Gautam at HRgyan

"The network created by Gautam and the effort put behind this whole concept at a time wherein professional networking sites were not so accessible, is simply great. His tendency to go in depth on issues, provide resources was very helpful. Great going, GG!"

— **Nehul Goradia**, was with another company when working with Gautam at HRgyan

"Gautam is a mine of information. He is always willing to help. And the group HRgyan opened and entire new world for me. Thanks Gautam for creating HRgyan!"

— **Neetu Sadhwani**, was with another company when working with Gautam at HRgyan

"I can say with confidence that Gautam is a shining example of the new breed of professionals giving HR a good name. Very few would have the breadth as well as depth of interest and knowhow he has. I have known him now (directly as well as indirectly) for 4 years, and have benefitted greatly from it."

— **Anish Raju**, worked directly with Gautam at HRgyan

"I have been a member of Gautam's yahogroup, HR gyan for sometime now. I should the group is very informative and throws a lot of insight into HR as a subject. I wish Gautam the very best and I am he will continue to do the good work."

— **G Karunakaran**, worked with Gautam at HRgyan

"Gautam is an icon for new age knowledge professionals. There is a take away for one and all from

his constant endeavour for excellence, his unparalleled knowledge, enthusiasm and amazing people skills."

— **Sairee Chahal**, worked directly with Gautam at HRgyan

"I know Gautam through the HR Gyan e-group on Yahoo! As moderator of this group, Gautam has been a great source of inspiration to fellow HR members. He has proven time and again to be a huge library of information to fellow HR associates. Having initiated and founded this group has helped the online HR community get networked closer even though we are miles apart! That, in itself is an achievement!"

— **Kavitha Nagarajan**, was with another company when working with Gautam at HRgyan

"I have envied Gautam all along for his strong networking skills within the community of HR professionals in India and beyond, effectively leveraging on available IT options to do so. Highly appreciate his understanding of emerging HR practices to initiate and manage interesting discussions on the same."

— **Kanchan Ghoshal**, was a consultant or contractor to Gautam at HRgyan

"Gautam is extremely innovative with ideas and meticulous in their implementation. His strong analytical abilities combined with his extremely affable, modest and down-to-earth nature make him a gem of a person. I recommend him strongly."

— **Mukesh Hegde**, *Biz Dev Mgr, Satyam*, worked with Gautam at Satyam Computer Services Ltd

"Gautam does a great job in managing e-groups. The quantity and quality of Gautam's contributions is amazing."

— **Prasad Kurian**, was with another company when working with Gautam at HRgyan

"Gautam was really effective as the moderator for HR Gyan - managing the flow of knowledge through that group & making best practises widely available. As a co- member of KMSI, he was active in developing the science of knowledge management both in theories & in practise."

— **Pooja Arora**, was with another company when working with Gautam at HRgyan

"Gautam has a great future in HR as a thought leader. He has tremendous breadth of knowledge as well as the necessary network for idea dissemination. As a person is "easy to do business with"."

— **Anshuman Panda**, *Manager - Learning and development, Hewlett Packard*, worked directly with Gautam at HRgyan

"GG's relentless drive, zeal and enthusiasm to create an interactive online forum for HR folks is beyond comparison..I have enjoyed being a silent member of the group, and sincerely wish him the

best..Adieu"

— **Nimrata Randhawa**, worked with Gautam at HRgyan

"I have known Gautam through the HRD fraternity meetings and more specifically thru the online presence he has! As a fellow professional, I have found him to be an extremely knowledgeable person with a voracious appetite for learning. Gautam is open to share his knowledge and expertise with others.Prompt, polite, it is a pleasure interacting with him!"

— **Achyut Menon**, *Sales Manager South, Shriram Pistons and Rings Ltd*, worked with Gautam at HRgyan

"I have known Gautam through the HRD fraternity meetings and more specifically thru the online presence he has! As a fellow professional, I have found him to be an extremely knowledgeable person with a voracious appetite for learning. Gautam is open to share his knowledge and expertise with others.Prompt, polite, it is a pleasure interacting with him!"

— **Achyut Menon**, *Sales Manager South, Shriram Pistons and Rings Ltd*, worked with Gautam at Knowledge Management Society of India

"I have known Gautam to be very sincere, honest and hard working individual with a thirst for learning and sharing of learnings. He (though he is relatively younger than I) is a grand old HR guy, who could be a boon for many to know and work with."

— **Sairamesh G**, worked directly with Gautam at HRgyan

"Gautam is a talent goldmine, I have had the opportunity to know him thru our hrgroups, his insight and understanding of business and people is remarkable. I personally think Gautam as one of India's top notch business talent."

— **Rajnish Borah**, was with another company when working with Gautam at HRgyan

"I know Gautam for past few years, he has done wonderful work in the areas of Learning & Development,Knowledge facilitation, Gautam is an excellent professional in the areas of HR, particularly in Learning & Development, Human Interctions & creating good networked communities, Gautam exhibits excellent professional leadership. Nelson CORDEIRO Director-iPeople India Bangalore M-09342855611"

— **Nelson Cordeiro**, was with another company when working with Gautam at HRgyan

"Gautam is a fine thinker and exceptional writer. His knowledge in the training and learning initiatives is awesome. He continuously engages the group in a meaningful discussions with minimum moderation - which is a hallmark of the group."

— **Raghava Rao G V L**, *founder, HRI*, worked directly with Gautam at HRgyan

"Gautam is a highly networked individual with a lot of network. He is very well read and writes profusely. He has helped bring together the professional KM community in India through the KMSI egroup. HRGyan started by Gautam has become a forum for HR professional#s to exchange thoughts and seek help. If you want information on a new trend or practice, you will always get it from Gautam."

— **Roshan Joseph**, worked directly with Gautam at Knowledge Management Society of India

"Gautam is the most well informed and well connected person I have come across in the HR field. He seems to be completely immersed in the subject and is turning into a point of reference in most areas. His presence seems to be all over thanks to the net which he leverages very well. I would closely follow his journey and am sure it will be a huge success."

— **Gagan Adlakha**, was with another company when working with Gautam at HRgyan

"I have known Gautam since his days at HP. He is known to me as a person with great contacts & always has time to help with references of the right people & helping me connect with them. Through him my contacts at LinkedIn has increased quite a bit. His views on present day news as well as his views on management is worth reading & must add his blog site provides very interesting reading material."

— **Sangeetha Ponnappa**, worked directly with Gautam at HRgyan

"Gautam has done great work in creating HRgyan. I continuously receive mails on this group. This keeps me in touch with latest happenings in the HR front."

— **Harinarayana Singamsetty**, was with another company when working with Gautam at HRgyan

"Gautam has been an inspirational person with strong commitments to quality and time. He is self motivated and his interactive skills always enhanced his leadership role in the company. It is a gift to be his friend and work with him."

— **ROY D'CUNHA**, *Internal Auditor, Hewlett Packard*, worked with Gautam at HP

"As a client, Goutam was a thorough professional, responsive, interested...and a gentleman. Was quick with his replies, and readily offered support to do our job well. It certainly was a pleasant experience interacting with him."

— **Neela N**, was a consultant or contractor to Gautam at HP

"Gautam is an excellent professional. He is always updated on latest HR concepts, trends and research. This shows in his conceptualisation skills and ability to interact as an extremely valuable resource in the HR team. I have also observed him to be a good listener and puts in an effort to help the other person understand his view point patiently. Overall a pleasant person to be with."

— **Gazal Vishwanath**, *HR Manager, Hewlett Packard*, worked with Gautam at HP

"Gautam is more than an expert in Knowledge Management. In his everyday dealings, he embodies the ideals of that discipline. Through Gautam in India, I came to know and work with people in France that I hadn't previously knew existed. Even a short contact with him and you will be KMinng more and more, setting up blogs, communities and initiatives."

— **Simon Hartley**, *Program Manager, HP*, worked with Gautam at HP

"I have always been amazed by the amount of work Gautam was able to handle. I often wondered whether days in Bangalore would last 48h or whether Gautam had 2 jobs into one: a day one and a night one. He obviously has a passion for reading and shares his passion broadly. He is not shy about his opinions and does not hesitate to think against the current."

— **Olivier Lavergne**, *Learning & Development Manager, HP*, worked with Gautam at HP

"At our first interaction, there was not a doubt that why DELL has a reputation of picking the best. Gautam is undoubtedly one of the finest, highly motivating and exceptionally bright finds. He not only has the quality of keeping the audience "glued" in but keep them motivated through out his sessions."

— **Raghav Datta**, *HR Generalist, DELL*, worked directly with Gautam at Dell International Services

"Gautam has been a key member of HP's learning and developement team. Having worked with him, i found his abilities to take initiatives and taking them to fruition as commendable. Some of his initiatives has helped the company effectively develop and deploy a talent management program."

— **Tushar Kumar**, *Transition Manager, Hewlett-Packard*, worked with Gautam at HP

"My interactions with Gautam left me with no doubt that I was dealing with a person,whose understanding of training issues and delivery modes are par excellence. He amazed me with his passion for human learning and his thirst for knowledge. He is a master"

— **Shekhar Sanyal**, was a consultant or contractor to Gautam at HP

"Gautam, is the person who introduced me to Linked-In and getting an opportunity to write endorsement for him is a previlage. I must appreciate his professionalism and perseverance during our close interaction while his assuming the charge at HP. His knack for training, networking and blogs is undisputed. I wish him all the best for the new assignment with Dell."

— **Pankaj Pipariya**, was a consultant or contractor to Gautam at HP

"Though we never met in person while he worked for HP, I always found his online postings to be very valuable. His understanding of Knowledge Management and passion for the subject were

obvious even from 10,000 miles away."

— **Bruce Karney**, *Senior Knowledge Management Consultant, Hewlett-Packard*, worked with Gautam at HP

"From the time Gautam joined HP till the time he actually left it the HR was completely assured that as far as the Training and Development branch is concerned is really running well and whatever funds were allocated to it is being managed properly because Gautam was there. He was a pioneer in HP as far as conducting trainings are concerned."

— **SAURABH SAHA**, *Technical Analyst, Hewlett Packard*, worked indirectly for Gautam at HP

"Gautam did exceptional activities in the area of KM and e-Learning while he was in Satyam."

— **Venkataraman Chivukula**, *Release Manager, HP*, worked with Gautam at Satyam Computer Services Ltd

"Gautam was doing an excellent job in the area of Leadership with his smart skill sets."

— **Venkataraman Chivukula**, *Release Manager, HP*, worked with Gautam at HP

"Gautam showed a keen knowledge of business issues and the related reasons for launching learning initiatives. We found him to be knowledgeable, committed and energetic in our interactions."

— **B P Rao**, was a consultant or contractor to Gautam at HP

"We worked together on an eLearning project - driving it internally and it was great working with him and a thorough learning experience for me through his inputs on ideas and process to drive the initiative."

— **Arghaya Palit**, *Management Trainee, Satyam Computers*, worked directly with Gautam at Satyam Computer Services Ltd

"The hallmark of Gautam's work is innovation. He has time and again come up with extremely inventive ideas to work around knotty problems. He is very clearly result oriented in his approach to work."

— **Syam V**, *Consultant, Satyam Computer Services Ltd*, worked directly with Gautam at Satyam Computer Services Ltd

Expertise

Personnel Policies, Compensation and Benefits, Business Development, Organizational Development

[Contact Gautam on LinkedIn](#)