

CURRICULUM-VITAE

Name : **Dr. Rashmi Hebalkar**
M.Com., DHE, M.Phil, Ph.D.(Management)

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Career Objective : To work for an organization where knowledge & innovation are inherent in work culture.
To seek a position that would liberate my potential & help in achieving professional growth & making the most of local to global opportunities.

Strengths : A keen learner, innovative teacher, a trainer, consultant and mentor.

Research : Doctoral Research in the faculty of management (H.R.D.)
Topic : “Quality Circles in Banks”
Action Research on Synergogy, a Training & Development Technique.

Recognition : **Recognised Ph.D. Guide in Management.**

Recognised P.G. Research Guide.

Recognized Post Graduate Teacher in General Management & Human Resource Management.
(Pune University)

Achievement : Received **BOLT** (Broad Outlook Learner Teacher) Award instituted by Air India.

Work Experience : **I) Teaching :**

- 32 years in teaching field as a full time teacher and also as a visiting faculty at post graduate and at M.Phil level in Commerce & Management.

- COORDINATOR-BBA and M.Com –S.P. College

Special Areas – Principles & Practice of Management, Strategic Management, Research Methodology, Corporate Governance Business Communication, Human Resource Management, Training & Development, Organisational Behaviour, Organizational Development, etc.

II)FDP and TOT

Conducted various Faculty Development for management institutes and

Train The Trainers Programmes for corporates and Training Organizations. II)MDPs: Management Training

A Trainer, Facilitator and Consultant in various management concepts – Quality Circles, Small Group Activity, Personality Development, Leadership, Creativity, Communication, Motivation, Problem Solving Techniques, Self Directed Teams, TQM, Positive Attitude etc.)

Imparted training at – Tata Motors, Kirloskar Brothers Force Motors, Daimler Chrysler ,TACO group,and many small to big companies, P.W.D., State Bank of India, Bank of Baroda, Reserve Bank of India (College of Agricultural Banking), Venkateshwara Group of Industries, Nurses Administrators Association, Niwara, Yashada, various schools and colleges & Management Institutes etc.
(for grassroot employees,engineers,managers,shop heads etc.)

III) Coordination :

Coordinated National seminars for ‘Business Ethics

Foundation’ on- ‘Ethics at Crossroads’ ‘and Corporate Governance :Myths or Reality’

Coordinated various leadership programmes for ‘Leslie Sawhny Programmes, Mumbai (For Teachers, Students, Supervisors, Workers, Managers) and also joined as faculty.

Coordinated State level seminar cum workshop on Quality Initiatives in Higher Education.

Coordinated Teachers Workshop in revision of Syllabus of Commerce and Economics (Std. XI & XII).

Coordinated many other workshops on co-curricular & extra curricular activities.

Editing :

Was Associate editor of ‘Maharatta Industrial Annual’.

for

Edited Trainers’ Directory for ‘Indian Society

Training and Development’.

Writing :

Articles and Papers :

Published more than 150 articles on Management and Commerce in newspapers and magazines like a) Times of India, Sakal, Kesari, Aikya b) Maharatta Industrial Annual, Quality Circle forum of India’s publications ‘CAB Calling’, Quarterly of RBI’s College of Agricultural Banking.

Read papers at National and International conferences on ethics, Leadership, Empowerment,ritual intelligence etc.

Books :

1. Text Book on Organization of Commerce.

2. Company Meetings.
3. Management Perspectives of 21st Century Manager –(Co Author)
4. Fundamentals of Training. (not yet published)
5. Training Methodology. (not yet published)
6. Ghyaa Barari– (A Book on Personality Development in the light of Management). “Le Udan” -Hindi Translation
7. ‘pardarshi- vaadale’ – Poetry –Translation
8. Personality (Pearson) –Translation :English into Marathi
9. Brilliant Start Up (Pearson) - Translation :English into Marathi

Remarkable Assignments :

Trainer, facilitator consultant for Tata Motors, Pune and Ahmedabad from the last six years for their one of the TQM initiatives (Self Directed Teams and Quality Circles)
 Handled consultancy assignments for a mall (HRM), CA Firm (HRD), YASHADA(Training)
 Was associated with YASHADA (Yashwantrao Chavan Academy of Development & Administration) an institute for the development of Administrators of Maharashtra.
 - associated for Designing & Writing ten training modules for various stakeholders of Child Labour Elimination (UNDP Project)
 - Lead faculty for developing class four employees of Maharashtra state (ILO project)

Evaluator – Diploma Programme I.S.T.D.

Visiting faculty for PGDBA programme for IT employees0n .

Association

- : Life Member – All India Management Association.
- Life Member – Indian Society for Training and Development (Ex-Secretary & Management Committee member, Pune Chapter)
- Founder Member, ex Chairperson and management Committee member – Business Ethics Foundation.

Personal Details :

Date of Birth : Jan 12, 1959

Marital Status : Married

Qualification : **Qualification**
Year
Class

Ph. D.

A	1989	M. Phil
I	1983	D.H.E.
I	1981	M. Com.
I	1979	B. Com.