



Damodar Menon

Profile :Business Leader with over 40 years experience in a global multi-cultural environment covering Banking, HR (including Behavioral Sciences and OB), Finance,& BPO

Expertise :Emphasis on re-orientation of human behavior for embracing Change, thereby upscaling and upgrading Operations. Unique blend of Operational Experience and Academic Exposure thereby adding value and credibility to both.

Qualifications :

- M.Sc.Certified Associate of the **Indian Institute of Bankers (CAIIB)**
- Fellowship in Planning and Management with the **University of Birmingham, UK**, sponsored by the British Government under the Colombo Plan.
- **Strategic Leadership Program** with Phase I at **IIM-A**, and Phase II at **ISB**

Specific Qualifications in the field of Behavioural Sciences and OB

- Professional Training with **Indian Society of Applied Behavioral Sciences (ISABS)** affiliated to **National Training Laboratories (NTL), USA**.
- **Head of the Department of Behavioural Sciences & OB at the State Bank Staff College Hyderabad, the Apex L&D Institution for Senior Leadership of the State Bank Group**
- Member of **ISTD (Indian Society for Training & Development)**

Overall Experience :

- **Senior Banker, Regional Manager** - 25 years
- **VP and Head of HR & Finance** of California Software (Calsoft) – 4.5 years
- **Set up and led a Centre of Excellence** for Back-office Banking Operations of major UK Banks, through **Siemens and Atos, as Vice President**– 13 years

Supplementary Specialized Experience in the field of Behavioural Sciences and OB

- Expert in selection, administration, and analysis of a wide range of Psychometric Tools, and then relating the results with Personal and Organizational Behaviour.
- Successfully led and facilitated more than 30 rounds of very sensitive T-Group Sessions, each session of 5 day duration.
- Specialized in facilitating an exclusive “Combo Offer” called the “**Three Roses Bouquet**” Program, which encompasses 3 full-day Sessions on (a) Understanding Self & Others through Transactional Analysis, (b) Sharpening Inter-Personal Skills through FIRO-B, and (c) Enhancing Professionalism.
- Also facilitated Programs covering Motivation, Leadership, Personal Values, Organization Values, Organizational Culture, Habits, Role Clarity, Self-Management, Management of Change, “My Boss & I”, Stress Management, Counselling, Group Dynamics, Personal Effectiveness, Various dimensions of Trainer Development, etc.
- Designed tailor-made programs depending on the needs of the Organization, and the requirement of the individual Target groups.

- Led the Rolling-out out Role Clarity Exercise for Senior & Middle level Leadership team members, when India's biggest Banking Group underwent a major reorganization exercise initiated by McKinsey.
- Helped People and Organizations to understand the root-cause of their Behaviour and Attitude. This is logically followed by guidance to decide the direction in which they wish to bring about change, so as to achieve Operational Excellence.

Other Competences

- Excellent communication and presentation skills
- Enjoys dealing with people. Exposure to the field of HR in general and Behavioral Sciences in particular, has sharpened the skill to understand and appreciate people.
- Strategic Thinking, Planning, and Execution
- Successful working in a Multi-cultural environment
