Dr. Prakash D. Deshpande

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[**https://www.facebook.com/prakash.deshpande2**](https://www.facebook.com/prakash.deshpande2)

**Education**

* **Ph. D. (2003-2006) Biotechnology HRM**. *A Study of Biotechnology Industry- HR Planning and Development- An Industry Study, Covering the Global Aspects, Ranking, Skill Sets, Job descriptions and Job specification, Recruitment, Performance Management, HRD and all related aspects with special study of 12 Leading Biotech Industries in India. As per MITCON (an Organization of Maharashtra Government) – This is the only doctorate in Biotech HRM in Asian Region. A Special lecture was arranged by them.*
* **Master in Personnel Management** “A” Grade, 1979, Pune University. Project: A study of Organizational Effectiveness-confined to HR Department, **AIR India**, Mumbai. <http://www.airindia.in/mumbai.htm>
* **M.Sc.** Nuclear Physics, 1973, Pune University.
* **Diploma in Russian** 1979, Pune University
* **B.Sc.** (Hons), Physics, Mathematics, Statistics, 1971, Pune University.

**Research and Publications**

* **Applications of Microtone to Agriculture-** (1973-75) Pune University, Physics Department, with Department of Atomic Energy Govt. of India, Fellowship.
* **Research Guide :**

Symbiosis International University for HRM and General Mgt since 2010

[**http://siu.edu.in/Research/pdf/List-of-guides-Management.pdf**](http://siu.edu.in/Research/pdf/List-of-guides-Management.pdf)

Pacific University, Udaipur For General Management Since 2012

<http://pacific-university.ac.in/Content.aspx?Page=Allocation_of_Supervisor>

* **A book published** Human Resource Planning and Development in Biotechnology Businesses, **ISBN:** 978-3-659-41019-2 This helped dissemination of knowledge the world over

[**https://www.lap-publishing.com/catalog/details/store/gb/book/978-3-659-41019-2/human-resource-planning-and-development-in-biotechnology-businesses?search=Biotechnology%20HRP%20and%20D**](https://www.lap-publishing.com/catalog/details/store/gb/book/978-3-659-41019-2/human-resource-planning-and-development-in-biotechnology-businesses?search=Biotechnology%20HRP%20and%20D)

* Co- authored -A comprehensive book on Teak Plantation, in Marathi, (III editions). This increased awareness amongst general public and especially farmers about importance of Trees, Plants and Plantation Methods, right from Phenology, Botany, Nursery, soil types…. Economic Model for Plantation and commercial use of Teak-wood <http://www.bookganga.com/eBooks/Books/Index?BookSearchTags=Sag%20Lagavad&BookType=1>
* Publication of books, magazines, technical literature etc. for various clients.

## Articles in media: Popular Science. (Fiber optics, Vermiculture, Acupuncture Video recording etc.)

* Thesis “A Study of Human Resource Planning and Development in Biotechnology Businesses” an Industry Study, 2006. University Department of Management Sciences, Pune University, Pune
* A Paper presented on Biotech HR at “Bioadvantage 2007” as a special invitee expert unique in whole ASIA……..
* ISLAMIC BANKING:’A Proposed Integral Tool for Socio-Economic Growth- A Case study Based on Vidarbha region ( Maharashtra) A paper published in Kohinoor Business Schools ISSN Journal 2012, Spectrum, Volume I, Feb 2012 ISSN 0975-2153
* *A Framework To Map A Practice As Organization Development*

*Procedia Economics and Finance 11 ( 2014 ) 218 – 229,*[**www.elsevier.com/locate/procedia**](http://www.elsevier.com/locate/procedia)[**https://www.academia.edu/7718125/A\_Framework\_To\_Map\_A\_Practice\_As\_Organization\_Development**](https://www.academia.edu/7718125/A_Framework_To_Map_A_Practice_As_Organization_Development)

* **Research Interests**: Effect of technology on job content, job specifications and organizations. Designing necessary OD interventions, Knowledge Management.

##  Academic Profile (Jobs and consultancy)

* **Director Coherent Communication**, Full time Since June 2013

(Complementary activity since 1998)

Management Consultancy**, Training and HRD, OD,** Contact info

Email coherent49@gmail.com Mobile: +919421006425

This has been a continuous and parallel activity as it is a complementary activity to all other jobs which I have undertaken. **Training and Development of Human Resources,** **OD interventions** for Corporate and Government Organizations, Training of Trainers, Education Management, Improvement of Organizations for Maximizing Potentials, Re-engineering Consultancy, Action Plan and Execution. ISO 9000, ISO 14000, Task base team building and Project Management, In automobile, pharmaceutical, electronics and other industries.

* **Professor and Director,** IIMS Pune July 2012-till May 2013 ( KRA same as during 2008-2010) [www.iimspune.edu.in](http://www.iimspune.edu.in)
* **Professor and Director, IIBR, Pimpri**, MBA Affiliated to Pune University June2011-May 2012. **KeyAchievements:** Started MBA affiliated to Pune University for working professionals/students, Overall development of Faculty and training them to handle admissions related and other administrative work with weekly review meetings and keeping the management and University of Pune informed. Establishing contacts through email with all the students and teachers, Professors and regulatory authorities. Provided excellent Leadership for all for empowering them. [www.iibr.org](http://www.iibr.org) **(position next to Executive President)**
* **Professor and Director, KBS Kurla (W) Mumbai,** MMS affiliated to Mumbai University June 2010\_Feb 2011. **Key Achievements:** Providing the engine for initializing a New Management Institution affiliated to Mumbai University offering MMS, two year post graduate program in Management. Motivational, streamlining the everyday activities carried out effective e-learning networking with students for their successful career development. [www.kbs.ac.in](http://www.kbs.ac.in) **(position next to Executive Secretary of the Trust)**
* **Professor and Director, IIMS Pune 2008-2010. KeyAchievements:** *Initiating the project, Approval of AICTE, Admissions of Students, Training of Teachers and Staff and full Organizational Development. First batch students,- 36 students were taken to Singapore and were given international internship experience while doing Management Course.* Strategic and Regulatory. Teacher's Development for mentoring students. Innovation in Teaching Learning, Stress on aligning curriculum with best practices currently in vogue in industries..... [www.iimspune.edu.in](http://www.iimspune.edu.in) **(position next to Executive President)**
* **Professor and Director, CSIBMR Pune.** (April 2007 –May 2008) **Key Achievements:**: Pune University approved Professor and Director of Management Institutes **(position next to Executive Secretary of the Trust))**
* Visiting faculty, Evaluator at SCDL Pune (2002-2006) <http://www.scdl.net/>

**Key Achievements: Distance Learning, Conduction of Examinations- curriculum setting, paper setting, and examinations up-to evaluation**

* Visiting faculty at IMED, Pune, (1998-2004) **KRA**: **Learning various aspects of Management teaching and mentoring students**
* Lecturer in Physics, National Defence Academy, Khadkwasla, Pune. (1979-84) <http://www.nda.nic.in/>
* Lecturer in Physics, Fergusson College, Pune. (1976-1978) <http://www.fergusson.edu/>

##  Administrative/Managerial Positions Held (Jobs)

* **General Manager** **Feb 2001- Jan 2003** Prithvi Surveys (P) Ltd <http://www.prithvisurveys.com/index.html> … **Key Achievements:**. Established norms for each level of employee, Made appropriate changes to Hardware and software where necessary for smooth and efficient conduct of the organization.

**(total 100 people, 20 Managers and 70 Operatives, 10 technical staff)**

* **Operations Management** **Jan 1991-Jan 2001** Parashuram Process Pune. **Key Achievements:**Business process and production processed improvement leading to increase in Moral, Efficiency and bottom line…along with agreed turn around time and customer satisfaction
* **Manager production and operations**- Language laboratory **1988-1991** Acoustic Engineers Pune. <http://www.acenindia.com/> Manufacturing and Business Process Improvement, through documentation, and traceability, on the job training and process improvement, for quality efficiency customer satisfaction and increased turnover. **Key Achievements:** Designed and implemented manufacturing model, Operations and Maintenance manual for full system of Language Laboratory **(incharge, Engineers and operatives, office staff)**

**A Partial list of Consultancy Assignments**

### Training Programmes Designed and Conducted\* (since 1988) Behavioral,

###  Generic Skills Development (OB and OD), and skills enhancement

* Sensitivity. Human Relations
* Interpersonal Skills Development
* Communications Skills and processes
* Negotiations skills
* Conducting Meetings and Public speaking
* Team Building and Leadership management
* Goal setting and problems solving
* Resolutions and Management of conflicts
* Stress Management
* Life Styles, Habits, Creativity.
* ISO 9000, QS 9000, ISO 14000, complete development for internal audit and

 ready for certification from any international certification agency

* Environmental Management Systems.
* Development of Graduate Trainees
* Customized Training, for Practical aspects of Marketing and Sales, Finance for

 Non-Finance people, Innovation and Entrepreneurship

List of Seminars, Workshops, Talks

* Lectures at the competitive Examination Center of Pune University for the I.A.S.

 entrance examination.

* Project guide for American undergraduates in “Maharashtra Culture and

 Language” at the ACM office, Pune.

* Training and Documentation for Adult and Non-formal Education at the Indian

 Institute of Education, Pune.

* Project - Script writing and making Audio Cassettes for Functional English, (UGC

 Syllabus) for ACEN, Pune. Complete Design, Training of Particapants such as

 Script writers, voice over personnel, recording up-to finishing of cassettes for sale

* Training for teaching and teaching Italian language for mangers at L & T LTD.

 Nashik, for a prospective collaboration ( production of tractors)

* Resource Person at National Workshops on Sports Psychology, E-commerce,

 and for IT Refresher Courses at University level.

* Talks on AIR on various topics such as Prospecting of Minerals, Video

 Recording, Ozone layer depletion etc.

* Attended TFCI’s e.biz India 2000 August 2000
* Attended International Seminar on Vipassana Meditation and Health

 (Nov 27th -Dec. 6th 1990) at Dhammagiri, Igatpuri, Nasik. India.

* Guest speaker at MITCON college of Management, 2007, on Biotech HRM
* Participated in Indo-US summit on higher education, 30,31 July and Aug 1, 2010,

 Organized by Kohinoor Education Trust, Mumbai, In Hyatt International

 Santacruze, Mumbai.

* Entrepreneurship Development for Students

## **List of organizations interacted for Training and Development (available few websites given)** Key Achievements: Improved Behavioral Skills, better technical coordination, Improved stress Management, Improvement in performance

* Susan Asia Ltd. Shirval.
* Associated Capsules Ltd. Shirval <http://www.acg-associatedcapsules.com/faq/index.php>
* TELCO, Pune, TELCO, SPD, Dighi, TELCO, Mumbai <http://www.tatamotors.com/>
* Thermax Ltd. Pune. <http://www.thermaxindia.com/>
* The New India Assurance co. Ltd. Pune, <http://newindia.co.in/Content.aspx?pageid=1049>
* Isha Steel Processors Ltd. (Amphorge Group) Pune.
* L. & T. (Nasik) Facilitation -Teaching Italian Language
* Many Government Departments (Through YASHADA, Pune) <http://www.yashada.org/2012/index.php>
* Wartsila Diesel Ltd. Khopoli.
* Bajaj Auto Ltd. Pune.
* Hindustan Antibiotics Ltd.Pune.
* Hindustan Petrochemicals Ltd. Bombay
* Bajaj Tempo Ltd. Pune
* Cummins India Ltd. Pune.
* High Explosive Factory, Pune.
* Inventa Link International UK
* Defence Research and Development Organisations, Ministry of Defence,

Govt. of India.- (HEMRL, R & D Engineers Dighi)

* High Energy Materials Research Laboratories,Pune.
* Research & Development Engineers, Dighi, Pune
* Tata Johnson Ltd.
* Maharashtra Housing Area Development Authority, Professional Development Center Pune

## **Mass Communication**

* **Educational Media Research Center, Pune University (1983)**

 “Software Development for Educational Television Programme Production” –

 for College teachers, in Pune, at the E.M.R.C. Pune University.

 (Jan-May -1983) <http://www.emrcpune.com/>

* **Mass Communication Using Portable Video- gear in UNESCO (1975-76)**

 Pre-production, Production and Postproduction researchand all aspects of

 video programme production for community development using portable video

 equipment, at the Film and Television Institute of India, Pune.

 <http://www.ftiindia.com/>

* Advertising, Technical literature Design, Script writing for companies Such as Thermax Pvt Ltd. Isha Steel processor, Jayashree Electron…. Etc as Independent consultant
* **Translation.** Localization of MS office, technical translation for companies such as IBB, Expertise in translation from English to Marathi, Proofreading, copy writing, etc.

## **Visits abroad**

* Visit to Singapore for getting international internship for Indian students

 (IIMS 2008-10) in Industries at Singapore. (Aug –Sep 2007, Jan-Feb 2008)

 (13 internships – 2008-10) (36 internships 2007)

* Visit to Singapore for Trade negotiations and marketing training

(November 2000)

* Visit to the United Kingdom for marketing research (August -September 1996)
* Visited Thailand in June 2016 for Marketing and Tourism

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**Creative translation work for Indian languages: Job 00038936**

Source language(s): English
Target language(s): Hindi, Tamil, Telugu, Kannada, Marathi, Malayalam, Bengali, Oriya, Assamese, Gujarati, Sanskrit, Punjabi

Details of the project: We have one project for Indian languages,that would be on weekly basis.

We are recruiting freelancer translator who have Best Knowledge in transcreation have relevant experience (2-5 min).

This job is already available.

Special requirements to the applicants: A transcreation project.

We will pay for this job 0.03 EUR per word

Who can apply: Freelancers only

Deadline for applying: 07/31/2017

Keep this ad at the site permanently

Paresh
LingoMantra
India
[www.lingomantra.com](http://www.lingomantra.com/)
IP: 125.18.105.242 (Pune, India)
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