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## KEY SKILLS

- ❖ LEADERSHIP DEVELOPMENT
- ❖ BUSINESS TRANSFORMATION
- ❖ CHANGE MANAGEMENT
- ❖ HUMAN CAPITAL STRATEGY
- ❖ EXECUTIVE COACHING
- ❖ TALENT ARCHITECT
- ❖ STRATEGIC EMPLOYEE RELATIONS

## EDUCATION

- PHD - BIT Mesra, Ranchi
- MBA - SIBM, Pune
- LLB - Gov. Law College, Mumbai
- BSC - Loyola College, Madras
- Professional Certified Coach
- Trained Behavioural Analyst

## AWARDS

- Late Ranjan Ghosh Memorial Award 2011
- SIBM Alumnus of The Year in 2011
- Lifetime Achievement Award in HR 2015

# DR. PRINCE AUGUSTIN

LEADERSHIP DEVELOPMENT | TRANSFORMATION & CHANGE | ORG DESIGN & ER

Dr. Prince Augustin is the former Executive Vice President - Group Human Capital & Leadership Development, of the USD 16 billion Mahindra Group. He has nurtured three and a half decades of all round Business linked HR transformation experience covering all facets of organization change, structuring, integration, capability building, coaching, Fostering Diversity & Inclusion, Creating employee insights & Managing Employee Relations with leading Indian & Multinational corporations such as Mahindra & Mahindra, Star TV, Castrol, IPCA Laboratories, Burroughs Wellcome & Associated Cement Companies Ltd. . Experience spans across manufacturing, Pharma, Cement, Services like finance & hospitality, hotels & holidays.

Dr. Prince's work in building the Human Capital in growing organizations, enabling organizational change through Coaching/Mentoring and deployment of HR Processes, empowerment and institutionalization of the Human Resources function and managing large, global, diverse Human Resources has been well acknowledged in India and abroad. He is the winner of the Late Ranjan Ghosh memorial award at Symbiosis Institute of Business Management in Pune, in addition to being awarded as the "Alumnus of the year" in 2011, at SIBM and 'Life time Achievement Award' for contribution in the field of HR.

Dr. Prince set up and institutionalized coaching as an employee development intervention across the Mahindra Group in various parts of the world through 'Reflective Conversation' and an ICF approved coaching program called the 'Mahindra Certified Reflective Conversationalist', which has been well accepted both, across the group internally and amongst stakeholders.

Over the past two decades Dr. Prince played a key role in the growth and expansion of the USD 16 billion Mahindra Group. In April 2022, post his retirement from the Mahindra Group, he founded BiT PARTNERS, a Behavioural Insight & Transformation company committed to fostering sustainable growth by leveraging behaviour based transformations.

- ❖ Professional Certified Coach (PCC) from the International Coaching Federation
- ❖ Trained Behavioural Analyst from the Institute of Motivational Learning, Singapore
- ❖ Certified Practitioner of Hogan, Harrisons, MBTI, WorkPlace Big Five, OPQ from SHL, FIRO-B, Belbin team role analysis and a facilitator for group processes
- ❖ Member of the International Coach Federation
- ❖ Member Governing Council of Learning and Organizational Development (L&OD) Roundtable in India
- ❖ Member of the CII National Committee on Leadership & HR
- ❖ Former Member of Society of Indian Automotive Manufacturers (SIAM) Human Capital Group
- ❖ Former Board Member of Mahindra Group companies viz. Mahindra First Choice Services Ltd, Mahindra Namaste Pvt. Ltd and Former Chairman of Mahindra Contech Ltd
- ❖ Former Member of FICCI – National HR Committee
- ❖ Former Member of the Advisory Board - Symbiosis International (Deemed University), Pune