

Dr Mathai Baker Fenn

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Profile in brief:

- Psychologist with Masters and a Ph.D. In Psychology from IIT Bombay
- Nine years as Faculty in XLRI, Jamshedpur
- Visiting faculty, SPJAIN Centre of Management, Dubai and Visiting Associate Professor, American University of Armenia among others
- International Experience teaching and training in Europe and Middle East.
- Worked with many of India's top companies
- Excellent Communication Skills (takes sessions for school children as part of the ACE Club)
- Academic and Industry Experience. Broad range and a strategic perspective, giving an overall view of business and industry
- Currently CEO and Principal Consultant, The Talkshop, a Knowledge Management firm.
- Teaching experience with students that are primarily engineers, many from IITs

Career Milestones:

2007 - Present: CEO and Principal Consultant, the TalkShop, a consulting firm that I set up in 1996.

www.thetalkshop.in

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1998 – 2007: XLRI (<http://www.xlri.ac.in>) Jamshedpur – Professor

1996 – 1998: The Talk Shop- Partner and Principal Consultant

1994-1996: Free Lance Consultant, Bombay

1993 – 1994: Research Controller, FOREFRONT Business Integrated, Bombay,

1989 – 1998: Indian Institute of Technology (IIT), Bombay

Details of Experience

Function	Details
Academic	<p>(2008-Present) Designed and Coordinated the functioning of ACE CLUB, an activity of Talkshop aimed at supplementing school education with field based experiential learning.</p> <p>(2006, 2007) Conceived and Coordinated Stirling Research Conference held in association with Goa University</p> <p>(2007) Visiting Professor, GITAM Institute of Management</p> <ul style="list-style-type: none">• Organizational Behaviour• Consumer Behaviour <p>(1998-2007) Associate Professor and Coordinator, Organizational Behaviour Area, XLRI</p> <ul style="list-style-type: none">• Required workload: Three full credit courses along with two short duration training modules for

Function	Details
	<p>the industry.</p> <ul style="list-style-type: none"> • I taught courses in Consumer Behaviour, Organisational Behaviour, Organizational Theory and Management of Relationships • Additional Sessions- about twenty sessions every year in other training programs for the industry. • Coordinator of the Business Management Review Committee 2000-2002 • Designed/Coordinated training programmes for specific industry needs. • Teach Organizational Behaviour courses in the online (satellite based) education programme run by XLRI-HECL <p>Coordinator for the GLOBE project, a cross cultural study of leadership across 64 countries, anchored by Prof. Robert House, Wharton Business School, USA</p> <p>Visiting Faculty American University of Armenia (2004) Organizational Behaviour and Leadership II (2005) Advertising, Business Ethics, Consumer Behaviour and Leadership II (2007) Organizational Behaviour, Leadership I, Leadership II, Negotiation Skills, Business Ethics</p> <p>Xavier Institute of Management, Bhubaneshwar (www.ximb.ac.in) (1999,2000) Credit courses in Marketing Communications</p> <p>Mudra Institute of Communications, Ahmedabad (http://www.mica.ac.in)</p> <ul style="list-style-type: none"> • (1996) Workshop: Understanding The Emotional Environment • (1997) Course: Social Trends and their Relationship to Advertising
<p>Consulting and Training</p>	<ul style="list-style-type: none"> • (1995) OD consultant for Welspun Industries and was instrumental in crafting their motto and logo seen on their website. (http://www.welspun.com/) • (1995) An HR Audit to examine the HR assets of the firm and build efficiencies in the organizational structure. ADF Foods Ltd. (http://www.adf-foods.com/) • (1996) Presented a proposal for community based, paid-for, healthcare services and got funding for healthcare project from a Dutch Government through Center for Development Studies, Trivandrum (http://www.cds.edu) • (2005) Was the first external trainer for Virage Logic, Yerevan, this was also the first training initiative by the Business School of the American University of Armenia in Management • (2005) OB training program for Bank of Muscat (http://www.BankMuscat.com) • Was the coordinator for HCL Training Program at XLRI for four years. Was involved in designing and execution of training programs for many blue chip companies while at XLRI. • (2007) OD Consultant for Oxygen, a design firm (http://www.findoxygen.com) • “Women in Management”, a training program conducted for women executives in partnership with KC College of Management Studies, Bombay 4th and 5th Aug 2007 • Mentored a team of former students for the Armenian National Business Plan Competition, Yerevan (Oct 18, 2007), which was awarded the second prize

Function	Details
	<ul style="list-style-type: none"> • “Connecting Communities” a training program conducted for End to End Marketing Solutions, Dec 15th, 2007(2009) Training for HR employees of Mahindra Automobiles on Psychological Foundations of HR, • (2009 June) Conceived and conducted Wings – A two day residential workshop on making the transition from school life to college life for students of Class XII. • (2009 July) Gateway – Induction Training Programme for MBA Students, SB College, Changanassery. • (2009 July) Consultant for a Project on “<u>STUDY ON MINING ISSUES, ITS IMPACT ON THE LIVELIHOOD AND WAYS TO MITIGATE THE IMPACT</u>” with Parftners In Change, Delhi • (2009 August) Gateway – Induction Training Programme for MBA Students, KCCMS, Mubai • (2009 October) Consultant for the Project on RESEARCH ON INDIAN TNC'S OPERATIONS OUTSIDE INDIA ON CSR, Partners in Charge, New Delhi
Presentation, Publication and Professional Memberships	<ul style="list-style-type: none"> • Honorary Membership of the Association of Humanistic Psychology 1987 – 2007 • The Synthesis of Science and Art. Paper Presented at the Students Conference Organised at Loyola College, Trivandrum, Dec. 1985 • The drug - Use or Abuse: Who decides? Paper Presented at the 13th Annual Conference of the Kerala Manasastra Parishad, January, 1988 • History and Philosophy of Science International Summer School Organised at the Indian Institute of Science, Bangalore, March, 1990 • Protestant And Catholic Epistemologies Abstract Accepted for the Fifth Forum of <i>The Person Centred Approach</i>, Netherlands, July 1992 • The Talk Shop, A New Paradigm for Psychotherapy Paper Presented at "New Vistas in Humanities and Social Sciences", a seminar organised by the Department of Humanities and Social Sciences, IIT Bombay, June 1993 • Kerala: Business Outlook Lecture at the Commerce Faculty DevelopmentProgram, MG University, Edathua, Kerala, August 1997 • Knowledge as a core asset in the Internet Age Lecture at Xavier Institute Of Management Education, Bangalore, October 1997 • View Point, The Role of Emerging Trade Unions in Kerala Indian Express February, 1998 • Heart of Business Lecture at the Department of Management Science, Mahatma Gandhi University, Ettumanur, Kerala, March 1998 • Marketing Healthcare Services : Presentation at the consultation workshop organised by the Christian Medical Association and the World Council of Churches at Tata Institute of Social Sciences, Bombay, October 1998

Function	Details
	<ul style="list-style-type: none"> • Interpreters of the Internet, paper presented at the Fourth Annual International Business and Economics Conference at St. Norbert College, De Pere, Wisconsin, October 5-6, 2001 • The Enchanted Woods: Cosmology, Metaphors and Truth on the Internet, Paper presented at the Second International Conference of the Association of Internet Researchers, October 10-14, 2001, University of Minnesota, Minneapolis-St. Paul Minnesota, USA. • Cross-Cultural Perceptions Of Ethical Business Practices: An Exploratory Study” Marketing Management Association 2003 Spring Conference, March 12 – 14, 2003, Palmer House Hilton, Chicago • Organizational Design under Post-Modernization Vipin Gupta, Mathai B Fenn and Ancheri Sreekumar , Article in Transformative Organizations, A Global Perspective, Sage Publications, 2004 • “Why We Do What We Do.” Talk at IDC, IIT Bombay, March 2005 • “Contemporary Challenges For Qualitative Research” and “ Performative And Non-Positivistic Approaches To Business Education” T A Pai Management Institute, April 2nd, 2005 • “Challenges of Qualitative Social Science Research and “Work Motivation Beyond Homeostasis”, Goa University, March 29th, 30th 2005 • “Patients as Customers”, talk at Manganam Mundakapadam Mandiram Hospital, Kottayam, Kerala. • Performative Aspects of Social Science, invited talk at the national conference of the Indian Council for Philosophical Research, Goa University, 2007 • Gateways of India, A paper submitted for the conference, Finishing School: A Solution to Employability at TISS, Bombay on June 11th 2008 • Session Chair and Paper Presentation (<i>Death of the Engineer</i>) at International Conference on Brand Management, Nov. 21-22/ 2008, IMT, Gazhiabad • Fenn, M.B (2010) NGO'S TOOLKIT ON PARTNERSHIP WITH BUSINESS ; Partners in Change: New Delhi. (Private Publication)

Education

Education Qualification	<ul style="list-style-type: none"> • · 1989 – 1998: Ph.D. Indian Institute of Technology, Bombay, India (http://www.iitb.ernet.in) • · 1984 – 1986: M.A. Psychology, University of Kerala, Trivandrum, India Special elective courses in -Cognitive Psychology and Psychology of Consciousness -Regular courses in Advanced General Psychology, Research Methods, - Psychological Testing, Personality, Clinical Psychology and Current Trends In Psychology • ·1981 – 1984: B.A. Psychology, University of Kerala, UC College,. Alwaye, India