










Curriculum Vitae

Name/	WARREN STANLEY PATRICK		
Date of Birth	Sept 07, 1973		
Qualifications	Degree / Course	Institution	Duration
	Fellow in Management (Ph.D., HRM)	XLRI, Jamshedpur	2020–2024
	Post Graduate Diploma in Marketing Management-PGDMM	IMM, New Delhi	1996-1998
	B.A. (Hons) Mathematics	St. Stephens College, D.U.	1992-1995
	Schooling	St. Xaviers School, Delhi	1987-1991
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Profile Summary	<p>~Adjunct Associate Professor (Human Resource Management) at IMT, Ghaziabad w.e.f. Oct 2024.</p> <p>~Partner, Ryan and Stan Partners LLP (Consulting, Training & Executive Coaching) w.e.f. Mar 2020.</p> <p>~Ph.D. (Fellow in Management), HRM from XLRI, Jamshedpur (July 15, 2020 – Feb 09, 2024).</p> <p>~04 Publications: JGM (B, Q2), IJOA (B, Q2), Evidence-Based HRM (B, Q2) and MRR (Q1, in process).</p> <p>~21 years of corporate (industry) experience in leading Learning & Development/Strategic HR teams at HSBC, Standard Chartered, Edelweiss, ICICI Bank, and Yes Bank, and winning prestigious awards: <i>CII HR Excellence, BML Munjal L&D, Dual ISO Certification, GPTW, and Golden Peacock National Training</i>.</p> <p>~04 years of Academic (taught 8 full courses at MDI, Gurgaon, IMT, Ghaziabad & IIM Raipur) & Entrepreneurial experience (completed multiple Consulting, Training & Coaching assignments).</p> <p>~Received the 'Students Choice – Best Faculty Award' in March 2024 for teaching the 'International HRM' Course to the PGDM-IB, 2022-24 batch at Management Development Institute (MDI), Gurgaon.</p> <p>~By blood group, a positivist (B+ve), by inclination a pragmatist, in temperament a perfectionist, in practice a democrat; Catholic by faith, born in Chennai, raised in Delhi, educated in Jesuit Schools, hardened in the corporate world, and softened once more by academics; psychoanalyzed, naturalized, denatured — in short, an Indian corporate professional turned academician/entrepreneur.</p>		
Work Experience Summary	Organization	From – To	Designation
	IMT, Ghaziabad	Oct'24 onwards	Adjunct Associate Professor (HRM)
	Ryan and Stan Partners, LLP	Jan'20 onwards	Partner
	ICICI Bank	Jun'19 – Nov'19	JGM & Head – Learning & Development
	Edelweiss Financial Services Ltd	Aug'18 – May'19	EVP & Head – Strategic HR
	YES BANK	Oct'13 – May'18	Chief Learning Officer
	Edelweiss Financial Services Ltd	Sep'12 – Sept'13	SVP & Group Head – L&D
	HSBC	Sep'08 – Apr'12	SVP & Head of Learning, India
	Standard Chartered Bank	Nov'03 – Sep'08	Head – Service Training
	Kotak Life Insurance	Jan'03 – Oct'03	Sales Manager
	ICICI Prudential Life Insurance	Nov'00 – Dec'02	Unit Manager
	Indian Handicrafts	Jun'99 – Aug'00	Purchase Manager
	PepsiCo	Dec'97 – Apr'98	Sales Trainee

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	<p>Adjunct Associate Professor (HRM), IMT Ghaziabad: Oct 2024 onwards</p> <ol style="list-style-type: none"> 1. Commit to 12 hours weekly presence for teaching, mentoring, and institutional engagement, fostering growth. 2. Deliver 150 hours of teaching annually across five courses, meeting academic obligations. 3. Maintain flexibility for external consulting and teaching assignments, without revenue-sharing constraints.
 Research, Academics, Consulting & Executive Coaching assignments completed are mentioned in Annexure - A	<p>Partner, <u>Ryan and Stan Partners LLP</u>: Jan 2020 onwards – Till date Impacting organizations and people via Research, Academics, Consulting, & Executive Coaching.</p> <ol style="list-style-type: none"> 1. As a Researcher, Warren has published in Scopus indexed journals, namely (1) <i>Journal of Global Mobility</i> (2) <i>International Journal of Organizational Analysis</i>, and (3) <i>Evidence-based HRM</i> 2. As an Academician, Warren is a '<i>Visiting Faculty</i>' for HRM [taught overall 17 batches (435 hours) i.e., 8 courses since 2021] – details are mentioned in '<i>Annexure A</i>'. <ol style="list-style-type: none"> a. MDI, Gurgaon – taught 05 full courses & 03 half-courses (14 batches i.e., 375 hours since 2021). b. IMT, Ghaziabad – taught 01 full course (01 batch i.e., 30 hours) in 2023-24. c. IIM Raipur – taught 01 full course (01 batch i.e., 30 hours) in 2024. 3. As a Consultant, Warren helps firms (e.g., Ed-Tech Firms, MNC's, Private & Public Sector Enterprises) solve business problems by proposing fact-based, structured, and hypothesis-driven solutions. 4. As an Executive Coach, Warren coaches CXO-level professionals using a brain-based approach to transform their leadership performance by applying neuroscientific domains.
	<p>JGM & Head – Learning & Development, ICICI Bank: Jun 2019 – Nov 2019 Provided L&D functional expertise for enabling 1,05,000 ICICI Bank employees to deliver customer-centric solutions, nurture leaders, develop skills, and build a culture of data-enabled decision-making.</p>
	<p>EVP & Head – Strategic HR, Edelweiss Global Wealth & Asset Management: Aug 2018 – May 2019</p> <ol style="list-style-type: none"> 4. HR Transformation - Strategic direction for HR transformation, change management practices. 5. Talent Management & Leadership Development – Deployed a Talent Management & Leadership Development strategy in alignment with business goals and outcomes. 6. Campus Strategy & Employer Branding – Created an enviable talent pool from top B-schools.
	<p>Chief Learning Officer, YES BANK: Oct 2013 – May 2018</p> <ol style="list-style-type: none"> 1. Learning, Leadership Development & Talent Management – for 21,000+ employees. 2. Employee Engagement & OD Initiatives – to align employees with the vision & values of Yes Bank. 3. Employer Branding, HR Communications - Articles, Awards, Print & Digital Media, etc. 4. University & Schools Relationship Management - Developed and strengthened relationships with Top B-schools and led the Campus Hiring Program (Y-PEP) from premier B-schools.
	<p>Group Head – Learning & Development, Edelweiss: Sep 2012 – Sep 2013 Provided leadership for learning & development, transformation, and O.D. Projects to increase organizational capability and create competitive advantage.</p>
	<p>SVP & Head of Learning, India, HSBC: Sept 2008 – May 2012 Provided functional expertise for creating an empowering learning and capability development culture for all HSBC businesses in India through designing and deploying locally relevant learning interventions.</p>
	<p>Head – Training, Service, Standard Chartered Bank: Jan 2003 – Sept 2008</p> <ol style="list-style-type: none"> 1. Led training for the Contact Centers in Bangalore and Mumbai for the Consumer Bank Service teams. 2. Managed training delivery across the Consumer Bank Sales Teams in North from Dec 2003-Jan 2008.
<p>Prior Work Experience</p>	<ol style="list-style-type: none"> 1. Sales Manager, Kotak Mahindra Life Insurance Co. Ltd: Jan 2003 – Nov 2003 2. Unit Manager, ICICI Prudential Life Insurance Co. Ltd: Nov 2000 – Dec 2002 3. Assistant Manager, Indian Handicrafts: June 1999 - Aug 2000 4. Sales Trainee, Frito-Lay India (PepsiCo): Dec 1997 – May 1998
	<p style="text-align: right;">Signature</p> <p style="text-align: right;">Dated: October 05, 2024</p> 

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ANNEXURE – A

Research, Academics, Consulting, & Executive Coaching (RACE) Assignments

Research Articles Published	Research, Academics, Consulting, & Executive Coaching (RACE) Assignments			
	1) Patrick, W. S., Jha, J. K., & Sharma, K. G. (2022). Strategic international human resource management (S.I.H.R.M.) framework: an integrated review and directions for future research. <i>Journal of Global Mobility: The Home of Expatriate Management Research</i> . [ABDC: B; Scopus: Q2] https://www.emerald.com/insight/content/doi/10.1108/JGM-08-2022-0039/full/html			
	2) Patrick, W. S., Thakur, M. and Jha, J. K. (2023). "Attrition" versus "intention to stay": are psychological empowerment and psychological well-being viable retention strategies in the "Great Resignation" context? <i>International Journal of Organizational Analysis</i> , Vol. ahead-of-print No. ahead-of-print. https://doi.org/10.1108/IJOA-03-2023-3664 [ABDC: B; Scopus: Q2]			
	3) Patrick, W. S., Thakur, M. and Jha, J. K. (2023). Attachment and Attractiveness Towards Organizations: Reinforcing the Intention to Stay Amidst the 'Great Resignation'. <i>Evidence-based HRM</i> , Vol. ahead-of-print No. ahead-of-print. https://doi.org/10.1108/EBHRM-03-2023-0067 [ABDC: B; Scopus: Q2]			
Academic / Teaching Experience	Visiting Faculty at Management Development Institute (MDI), Gurgaon [Full Courses]			
	<i>Name of the Course</i>	<i>Target Audience / Hours</i>	<i>From</i>	<i>To</i>
<i>Note.</i> HRM=Human Resource Management	Consulting Skills	PGDM-HRM batch (30 hours)	10 th Sep'24	20 th Nov'24
	Organizational Design & Change	PGDM-HRM batch (30 hours)	10 th Jan'24	21 st Mar'24
	International HRM (02 batches)	PGDM-IB 02 batches (60 hours)	2 nd Jan'24	29 th Feb'24
	Consulting Skills	PGDM-HRM batch (30 hours)	12 th Sep'23	07 th Dec'23
	Online PGDM	PGDM-Exec-MBA batch (15 hours)	7 th May'23	4 th Jun'23
CCM=Coaching, Counselling, and Mentoring	TBHP (HC)	PGDM-HRM batch (15 hours)	31 st Jan'23	23 rd Feb'23
	International HRM (02 batches)	PGDM-IB batch (60 hours)	2 nd Jan' 23	27 th Feb'23
	CCM (HC)	PGDM-HRM batch (15 hours)	10 th Nov'22	12 th Dec'22
	CCM	PGDM-Exec batch (30 hours)	06 th Nov'22	15 th Jan'23
	Strategic HRM	PGDM-HRM batch (30 hours)	26 th Sep'22	18 th Dec'22
TBHP=Team Building for High-Performance	International HRM (02 batches)	PGDM-IB batch (60 hours)	4 th Jan' 22	22 nd Mar'22
	Visiting Faculty at Management Development Institute (MDI), Gurgaon [Guest Lectures]			
IB=International Business.	People Issues in M&As	PGDM-BM batch (3 hours)	11 th Aug'24	11 th Aug'24
	People Issues in M&As	PGDM-BM batch (3 hours)	9 th Aug'24	9 th Aug'24
	Emotions and moods at work	PGDM-BM batch (3 hours)	24 th Jul'24	24 th Jul'24
	Emotions and moods at work	PGDM-HRM batch (3 hours)	23 rd Jul'24	23 rd Jul'24
	Managing Risk in Consultancy	PGDM-Exec batch (1.5 hours)	19 th May'24	19 th May'24
HC=Half Course.	Cultural Issues in M&As	PGDM-Exec batch (3 hours)	20 th Apr'24	20 th Apr'24
	Organizational Culture & issues	PGDM-B. Analytics (3 hours)	16 th Mar'24	16 th Mar'24
	Cultural Issues in M&As	PGDM-BM batch (3 hours)	05 th Feb'24	05 th Feb'24
	International HRM	PGDM-HRM (3 hours)	04 th Nov'23	04 th Nov'23
	Human Behavior in Organizations	PGDM-BM batch (3 hours)	23 rd Sep'23	23 rd Sep'23
GL=Guest Lecture	Employer Branding & Culture	PGDM-BM batch (3 hours)	18 th Feb'23	18 th Feb'23
	Employer Branding Practices	PGDM-BM batch (3 hours)	19 th Feb'23	19 th Feb'23
	Strategic HRM	PGDM-IB batch (1.5 hours)	29 th Nov'22	29 th Nov'22
	International HRM	PGDM-Exec batch (1.5 hours)	27 th Dec'22	27 th Dec'22
	CCM	PGDM-Exec batch (1.5 hours)	22 nd Dec'22	22 nd Dec'22
	International HRM	PGDM-IB batch (1.5 hours)	02 nd Dec'22	02 nd Dec'22
	Theories of Motivation	PGDM-HRM (3 hours)	18 th Sept'22	18 th Sept'22
	Leadership in the Pvt. Sector	PGDM-Exec batch (3 hours)	28 th Aug'22	28 th Aug'22
	Emotions at the Workplace	PGDM-HRM (3 hours)	27 th Aug'22	27 th Aug'22
	Strategic HRM	PGDM-BM batch (1.5 hours)	6 th Jan'22	6 th Jan'22
Strategic HRM	PGDM-IB batch (1.5 hours)	9 th Dec'21	9 th Dec'21	
	International HRM	PGDM-BM batch (1.5 hours)	25 th Nov'21	25 th Nov'21
	International HRM	PGDM-IB batch (1.5 hours)	28 th Oct'21	28 th Oct'21
	Visiting Faculty at Institute of Management Technology (IMT), Ghaziabad			
	People Issues in M&A's	PGDM-HRM batch (30 hours)	23 rd Dec'23	18 th Feb'24
	Cultural Issues in M&As (GL)	PGDM-BM batch (1.5 hours)	23 rd Feb'24	23 rd Feb'24
	Creative Problem Solving (GL)	PGDM-BM batch (06 hours)	25 th Feb'24	25 th Feb'24

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	Visiting Faculty at Indian Institute of Management (IIM), Raipur				
	Strategic HRM	Executive MBA batch (30 hours)	15 th Jul'24	03 rd Sep'24	
Consulting & Executive Coaching Assignments Completed	Project Title	Organization	Billing (INR)	Dates	Duration
	Leadership Workshop	Mahindra Finance	via XLRI	26 th -28 th Sep'24	03 days
	Strategy Workshop	UFO Moviez	05 Lacs	27 th Nov'23	01 day
	Interviewing Skills	NLC India Ltd.	via XLRI	10 th -13 th Oct'23	04 days
	Strategy Workshop	Better Cotton (India)	05 Lacs	9 th -11 th Jan'23	1.5 days
	Strategic Hiring	Ambit Pvt Ltd.	07 Lacs	Aug'22 – Nov'22	04 hours
	Executive Coaching	Ambit Pvt Ltd.	2.25 Lacs	Aug'22 – Oct'22	06 hours
	Advisory Services	ELSA India Pvt. Ltd.	06 Lacs	Oct'21 – Dec'21	16 hours
	Advisory Services	Coursera India Pvt. Ltd.	08 Lacs	Mar'20 – Jun'20	16 hours