

EMMANUEL DAVID

Director, TATA Management Training Centre, Pune.

Emmanuel has been at the helm of leadership in multi sector companies from Auto, Hospitality, Infrastructure, Financial services to Oil & Gas. His experiences span businesses such as family owned entities, JVs and MNCs, where he witnessed the complete life cycle of an organization right from start-up, growth, downsizing and turnaround. This wealth of experience has equipped him with rich insights into the interplay between culture, strategy and decision making.

This repertoire of experience, has enabled Emmanuel to influence the pedagogy and portfolio of program offerings at TMTC. Partnering with Senior Tata Leaders, he has endeavoured to create the context for learning through various touch points of experience. He has further created and curated a body of knowledge around Unconventional Learning which is part of some select Leadership Programs.

Emmanuel was awarded the "British Gas Chairman's Safety Award" for Social Impact for his Leadership in the Relief & Rehabilitation efforts during the Surat Floods in 2006. This has become a Case Study at the IIM, Ahmedabad on the Leadership role of HR in times of crises.

An Alumnus of XLRI, he has equipped himself with an Advanced Management Program of AIMA on Strategic Profitability Management and is also a certified Belbin Team Role Facilitator (UK) and Advanced Hogan Assessment Interpretation Coach, USA. He has coached more than 100 Tata Leaders in the Tata Group. He is also one of the select group of Mentors at Columbia University's MS Program on Technology Management USA, to provide regular and individual guidance to the students of the Masters program to bring their project ideas to action.

He has successfully resolved legacy industrial disputes in several companies like Shriram Honda, British Gas and Voltas. He has been able to inspire and introduce best practices in culture and human resources in greenfield ventures like Volvo and Oberoi Hotels, Bangalore and raised Employer- Employee relations to new levels. He is a regular speaker at various national and international forums. He spoke on 'Authentic Leadership' at GE Crotonville's Manager Development Course in USA. He has addressed the IAS Cadre on Leadership. He is a panelist for the selection of Tata Administrative Services Managers of the Group.

Emmanuel makes time for community activities. He serves on the Board of St. Peter's High School, Panchgani and Under the Mango Tree an NGO (UTMT). UTMT is a social enterprise that promotes beekeeping to increase agricultural productivity, enhance incomes and improve livelihoods of marginal farmers in India. Emmanuel is also an avid blogger, writer, photographer and an experimental chef.