



Saurabh Kaushik Pandya

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WORK EXPERIENCE:

Academic Experience:

Period	Organization	Designation
Aug 2022 onwards	MICA, Ahmedabad	Assistant Professor (Business Management)
June 2020 – Aug 2022	Indian Institute of Management, Nagpur	Assistant Professor (Strategy & Entrepreneurship)
Oct 2015 – June 2020	XLRI, Jamshedpur	Assistant Professor (Strategic Management)
May 2014 – Oct 2015	Indian Institute of Management, Raipur	Assistant Professor (Business Policy & Strategy)

Industry / Corporate Experience:

Period	Organization	Designation
Jun 2007 – Jun 2008	Unisource Worldwide Pvt Ltd.	Assistant Manager (Planning & Analytics)
May 2005 – May 2007	Go Airlines (India) Pvt Ltd.	Assistant Manager (Finance & Accounts)
Jan 2004 – Aug 2004	Ambica Auto (Tata Motors Dealership)	Management Assistant / Consultant
Jun 2002 – Aug 2003	Tata Motors Ltd.	Senior Officer (Internal Audit)

EDUCATION:

Degree	Institute / University	Year	CGPA / % marks
Fellow Program in Management (PhD equivalent) ('A' grade in 9 out of 14 Doctoral courses)	Indian Institute of Management (IIM) Bangalore	2008 - 2014	3.18/4.00
Master of Management Studies (2-year full-time MBA) (2 nd rank in 3 rd Semester; 1 st rank in 4 th Semester)	NMIMS (Narsee Monjee), University of Mumbai	2000 - 2002	72.16% (avg. of 4 semesters)
Bachelor of Commerce (2 nd , 1 st and 4 th Rank in college in the 3 years respectively)	Gokhale Education Society's college, University of Mumbai	2000	69.57%

TEACHING SYNOPSIS:

MICA Ahmedabad (August 2022 onwards):

- Managing Organization Ecosystem (PGP core course – anchor and co-teach) – 2022-23 and 2023-24 [feedback range 5.39 to 5.46 on a scale of 7]
- Global Governance, Change and Transformation (PGP core course – anchor and co-teach) – 2022-23 and 2023-24 ongoing [feedback 5.88 on 7]
- Strategic Management (PGP core course – 4 sessions) – 2023-24 [feedback range 5.74 to 6.03 on 7]
- Research Methodology (FPM core course – 4 sessions) – 2023-24 [feedback 6.98 on 7]

XLRI Jamshedpur (2023 onwards as visiting faculty):

- *Balanced Scorecard* (2-credit elective course for one-year Executive MBA) – 2022-23 and 2023-24 [feedback 5.49 on a scale of 6]

IRMA, Anand (2023 onwards as visiting faculty):

- *Strategy Implementation through Balanced Scorecard* (1.5 credit PGP elective course) – 2022-23 [feedback 4.43 on a scale of 5]

IIM Nagpur (June 2020 to August 2022 as full-time faculty):

- *Understanding Entrepreneurship* (PGP core course) – 2020-21 & 2021-22 [feedback in the range of 4.5 to 4.73 on a scale of 5]
- *Strategic Management* (core course) – 2020-21 & 2021-22 [feedback range 4.2 to 4.49 on scale of 5]
- *Strategic Leadership* (elective course) – 2022-23 [feedback awaited]
- *Holistic Strategy Implementation through Balanced Scorecard* (elective course) – taught five batches (3 batches as visiting faculty from 2017-18 to 2019-20, and then 2 batches as full-time faculty in 2020-21 & 2021-22 – [feedback range 4.35 to 4.85 on a scale of 5]

XLRI Jamshedpur (Oct 2015 to June 2020 as full-time faculty):

- *Strategic Management* (core course) – across programs [4.62 to 5.28 on a scale of 6]
- *Balanced Scorecard* (elective course) – across programs [4.51 to 5.76 on a scale of 6]
- *Strategic Management* (core course on the Virtual Interactive Learning platform) – 1-year online certificate program – handled three batches – [4.98 to 5.57 on a scale of 6]

IIM Raipur (2014-15 as full-time faculty & 2017 as visiting faculty):

- *Strategic Management II* (core course) – two batches of PGP and one batch of FPM/PhD [3.6 to 4.2 on a scale of 5]
- *Strategic Management in Emerging Markets* (elective course) – one batch [3.6/5]
- *Corporate Governance* (elective course) – one batch [3.7/5]
- *Strategy Process Research* (doctoral course) – 2 batches [4.67 & 4.7 on a scale of 5]

MDPs / EXECUTIVE EDUCATION PROGRAMS DESIGNED / CONDUCTED: (Customized and Open programs)

- Joint **Program Director** for one-year online Post Graduate **Certificate Program in Strategic Management** 2021-22 at IIM Nagpur (around 105 participants)
- Designed and delivered **customized training programs** on Business Strategies / Strategic Thinking for senior executives of Adani Green Energy and Tata Steel (5 batches) as **Program Director**
- Conducted sessions as a part of **in-company (customized) corporate training programs** on Strategic Management for senior executives of HPCL and Western Coalfields Ltd (at IIM Nagpur), and Canara Bank (3 batches), Tata Steel (7 batches), Toyota Tsusho and Novo Nordisk (at XLRI Jamshedpur)
- Conducted sessions in five Open MDP (training) programs on **Strategic Thinking & Implementation**
- Conducted sessions in three Open Online MDP (training) programs on **Strategic Management**
- Sessions on *Vision, Mission & Strategic Reconciliation* in 2015 at IIM Raipur – in the **TEQIP program** of Government of India

INVITED TALKS / SESSIONS:

- Conducted sessions on **Entrepreneurship – Concepts & Tools** for fellows of the Mahatma Gandhi National Fellowship (MGNF) programme at **IIM Nagpur** in 2022 (Academic Modules 2 & 3)
- Master Class Sessions on **Business Model Canvas** for 32 participants of the Women Start-up Programme 2020-21 (WSP 3.0) at **IIM Nagpur** in April 2021
- Sessions on **Experiential Learning through Case Study Method** in the Orientation Program for incoming batch of PGP (2-year MBA) at **IIM Sambalpur** in August 2018 & July 2019
- Sessions on Case Study Method in the Orientation Week for various programs at **XLRI** in June 2018
- Sessions on Strategic Management for 1st & 2nd year students at **Christ Institute of Management, Lavasa (Pune)** in January 2017

PUBLICATIONS / BEST PAPER PROCEEDINGS:

- Ganguly, S., Das, S. & Pandya, S. (2022). "Influence of strategy typology on innovation: Evidence from the manufacturing sector". *International Journal of Electronic Government Research*, 18(2), pp.1-16. (doi: 10.4018/IJEGR.298156)
- Shukla, A., Narayanasamy, S., Ayyalusami, K. & Pandya, S.K. (2021). "Influence of independent directors on the market risks of Indian banks". *Journal of Asia Business Studies*, 15(1), pp.31-49. (doi: 10.1108/JABS-01-2020-0010)
- Pandya, S.K. (2020). "Early life experiences and their impact on effective learning and development." *Development and Learning in Organizations: An International Journal*, 34 (6), pp.49-51. (doi:10.1108/DLO-09-2019-0210)
- Pandya, S.K. (2017). "Early success experience as a predictor of fast-track career growth." *Development and Learning in Organizations: An International Journal*, 31(2), pp.10-12. (doi: 10.1108/DLO-07-2016-0057)
- Pandya, S.K. (2017). "Improving the learning and developmental potential of SWOT analysis: introducing the LISA framework." *Strategic Direction*, 33(3), pp.12-14. (doi: 10.1108/SD-09-2016-0132)
- Pandya, S.K. & Prabhu, G.N. (2012). "Senior Manager Leadership Development in Rapid Employee Growth Organizations." In Leslie A. Toombs (Ed.), **Best Paper Proceedings of the Seventy-second Annual Meeting of the Academy of Management**, Boston, USA. (doi: 10.5465/AMBPP.2012.119)

WORK IN PROGRESS:

- With Aniruddha Chatterjee (TAPMI), Kyle Bruce (Macquarie University, Sydney) and Munish Thakur (XLRI Jamshedpur), "Harnessing Collective Mindfulness for Alignment and Agility: A Phenomenological Study of Service Teams" (selected at the **Academy of Management (AOM)** Seattle conference 2022)
- With Prof Ganesh N. Prabhu (IIM Bangalore), "Development of Senior Managers: Insights from Rapid Growth Phase of Indian Software Services Firms". The paper will be submitted to a top-rated journal shortly. (This paper was presented at **Academy of Management (AOM)** Chicago conference in 2018)
- With Prof Ramya T. Venkateswaran (IIM Calcutta) and Prof Ganesh N. Prabhu (IIM Bangalore), "Learning from international acquisition experience: Narratives from an Indian EMNC". **Won the Best Paper of the Conference Award** at the **Indian Academy of Management conference (INDAM – January 2020)** at IIM Tiruchirappalli (India), and will soon be submitted to a top tier journal

CONFERENCE PAPERS:

- 2023. "Harnessing Collective Mindfulness for Alignment and Agility: A Study of Service Teams" (with Aniruddha Chatterjee, Munish Thakur & Kyle Bruce). **India Strategy Conference, IIM Bangalore**, December 14-17, 2023.
- 2023. "Impact of Developments in Artificial Intelligence on the Linkages between Transaction Cost Economics and Organization Theories" (with Deepika Gupta and Sanjeev Ganguly). **Strategic Management Forum Annual Convention 2023**, IIM Tiruchirappalli, India, December 18-20, 2023.
- 2023. "Evaluating Management Graduates' Propensity for Startup Employment" (with Adarsh Singh). **Strategic Management Forum Annual Convention 2023**, IIM Tiruchirappalli, India, December 18-20, 2023.
- 2020. "Learning from international acquisition experience: Narratives from an Indian EMNC" (with Ramya T. Venkateswaran and Ganesh N. Prabhu). **Indian Academy of Management (INDAM) conference**, IIM Tiruchirappalli, India, January 2-4, 2020; **Won the Best Paper of the Conference Award** (sponsored by Emerald Publishing Ltd.) and **Best Paper of the Track** (Organization and Management Theory) Award (Paper presented by Ramya T. V.)
- 2018. "Performance Management in Emergent Market MNEs". **Academy of International Business (AIB) Oceania Chapter Annual Meeting (Research Symposium)**, Melbourne, Australia, November 16-17, 2018.
- 2018. "Development of Senior Managers: Insights from Rapid Growth Phase of Indian Software Services Firms" (with Ganesh N. Prabhu). **Academy of Management (AOM) Annual Meeting**, Chicago, IL, USA, August 10-14, 2018.
- 2018. "Exploring the determinants of trust in co-opetitive knowledge transfers" (with Aniruddha Chatterjee). **ANZIBA (Australia and New Zealand International Business Academy) Annual Conference**, Brisbane, Australia, Jan 31 – Feb 2, 2018. (Paper presented by my co-author)
- 2013. Paper proposal titled "Organizational Learning and Innovation in Creative Industries" at the Asian Perspectives on Creative Industries Conference at **Singapore Management University (SMU)**, June 7-8, 2013.
- 2012. "Senior Manager Leadership Development in Rapid Employee Growth Organizations" (with Ganesh N. Prabhu). **Academy of Management (AOM) Annual Meeting**, Boston, MA, USA, August 3-7, 2012. [Was selected as part of the **Best Paper Proceedings**]
- 2011. "The Upper Echelons Theory – A Critique of the Philosophical Foundations". **Indian Academy of Management (IAM) Conference**, Bangalore, India, December 18-20, 2011.
- 2011. "Organizational Learning & Performance - The Role of Experimentation & Experiential Learning Processes". **Eastern Academy of Management International (EAM-I) Conference**, Bangalore, India, June 26-30, 2011.
- 2011. "Top Management Team (TMT) Characteristics, Processes and Impact on Firm Performance". **Indian Institute of Management Ahmedabad (IIM-A) Doctoral Colloquium**, Ahmedabad, India, January 3-4, 2011.

WORKSHOPS / SEMINARS / CONSORTIA ATTENDED:

- Junior Faculty Consortium at the **Strategic Management Society (SMS) special conference, Hong Kong** (December 2016)
- Attended the 2-day **Teaching with Simulations** seminar conducted by **SP Jain Institute of Management & Research**, Mumbai (in collaboration with Harvard Business Publishing), in September 2016
- Junior Faculty Workshop at the **Academy of International Business (AIB) annual conference, Bangalore** (June 2015)

- Attended the 2-day **Case Teaching workshop** conducted jointly by IIM Ahmedabad and Harvard Business Publishing at Hyderabad, in May 2015
- HR Division's Doctoral Consortium at the **Academy of Management (AOM) Annual Meeting at Boston** (August 2012)
- **ISB Doctoral Consortium** on Teaching (DCoT) conducted by the Centre for Teaching, Learning & Case Development (CTLC) at Indian School of Business (ISB) Hyderabad in August 2012
- **NHRDN** (National HRD Network) Annual HR Conference at Bangalore in November, 2011
- **ISB Business Research Workshop** at the Indian School of Business (ISB) Hyderabad in June 2010

REVIEW ASSIGNMENTS:

- Reviewer for Development & Learning in Organizations: An International Journal (since 2017)
- Reviewer for International Journal of Human Resource Management (IJHRM) (since 2017)
- Reviewer for IIM Bangalore Case Centre (2019)
- Reviewer for Emerald Emerging Markets Case Studies (2017 & 2018)
- Reviewer for Academy of Management (AOM) Annual Meeting/Conference since 2011
- Reviewer for Pan-IIM World Management Conference in 2015
- Reviewer for Indian Academy of Management (IAM) biennial conferences in 2013 & 2011
- Reviewer for Eastern Academy of Management International (EAM-I) Conference in 2011

ACADEMIC & ADMINISTRATIVE RESPONSIBILITIES HANDLED:

- Co-chair, Fellow Program in Management (doctoral program) at MICA from June 2023 onwards
 - Played a key role in the FPM curriculum revision implemented from AY 2023-24
- Member, Admissions Committee, at MICA from June 2023 onwards
- Member, Entrepreneurship Immersion Committee, at MICA from June 2023 onwards
- Chairperson, Executive MBA program at IIM Nagpur from June 2021 to June 2022 (2-year weekend program – Nagpur & Pune campuses)
- Chairperson, Curriculum Design & Review Committee at IIM Nagpur (Feb to June 2021) – designed the curriculum for Executive MBA program and revised the curriculum for the full-time MBA program
- Chairperson, Strategy & Entrepreneurship Area, IIM Nagpur, from December 2020 to June 2022
- Member, Admissions Committee, IIM Nagpur, from June 2021 to June 2022

- Member of the Corporate Programs Committee at XLRI (2018-2020)
- Member of the Entrepreneurship Development Centre (EDC) Committee at XLRI (2016-2018)
- Member of the Doctoral Program committee and Library committee at IIM Raipur (2014-15)

- Thesis Advisory Committee (TAC) member for Niharika Parasar at MICA, Ahmedabad (proposal stage)
- Thesis Advisory Committee (TAC) member for Aniruddha Chatterjee at XLRI Jamshedpur (thesis defended)
- Part of the Comprehensive Examination Committee (panel) for five doctoral students (2 full-time FPMs and 3 Executive FPMs) for their comprehensive exams at XLRI in 2017, 2018 & 2019
- Academic Advisor for four doctoral students (3 Exec FPM and 1 FPM) at IIM Raipur (responsible for guiding them in selection of courses, case-writing and comprehensive exams and viva)
- Part of the evaluation panel for three doctoral students for their comprehensive exams and viva-voce at IIM Raipur in 2015 (2 FPMs and 1 Exec FPM)

REFERENCES:**1. Rishiksha T. Krishnan**

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2. Ganesh N. Prabhu

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3. Rejie George Pallathitta

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PERSONAL DETAILS:

Date of Birth: 26-Nov-1979

Current Address: B-301, Garden Residency 1, Bopal, Ahmedabad – 380058.

Permanent Address: 506, Royal Tower, I C Colony, Borivali (West), Mumbai – 400103.

Marital Status: Married

Languages Known: English, Hindi, Gujarati, Marathi