



SOMAIYA
VIDYAVIHAR UNIVERSITY

K J Somaiya Institute of Management

Dr. Nikhil Mahindroo



Dr. Nikhil Mahindroo works as an **Associate Professor of Practice in OB & HR** area at **K J Somaiya** Institute of Management and has served as a **visiting/ guest faculty at NMIMS**. He has facilitated courses/ MDPs on *Organizational Behaviour, HRM, PMS, People Analytics, Leadership Development, Management Consulting, Negotiation Skills, Mindfulness, Emotional Intelligence, Behavioural Economics & Change Management*.

He has been **serving SHL as a Senior/ Associate Consultant since the last 4.5 yrs.** and was recognized globally among 'Top Delivery Consulting Professionals' in 2020. Prior to that, he has **11.5 yrs.** of **industry** experience in **Fortune 500** companies. He started his career with **L&T** in **Sales and Marketing** before accruing rich experience in **HR** while working for **SBI** (1.5 yrs.) and **BPCL** (9 yrs.). Nikhil has worked closely with C-Suite and senior leadership on critical assignments like building Talent Pipeline through Leadership Development and Succession, L&D, Engagement, Analytics & Technology and OD/ Change interventions.

Nikhil has partnered with SHL's clients to generate **talent solutions across the employee life cycle**. He has worked with marquee *clients cutting across nations, sectors & levels – HSBC, Zee, Airtel Africa, Accenture, Deloitte, GSK, Piramal, SKF, Bajaj Finserv, Aegon Life, ABG, Tata Motors, Mahindra AFS, L&T*; shaping their **talent decisions to drive business outcomes**. He has core **consulting** experience in developing **competency framework, CBI**, designing and delivering **AC/ DC** (F-2-F/ virtually) with development dialogues/ plan (**IDP**), **Assessor Training** and virtual talent **assessments** powered by **AI/ ML, High Potential & Leadership** solutions and providing deep **Talent Insights**. He has experience as a **lead assessor** and is a **facilitator** for SHL's flagship 'Personality & Ability Assessment' certification.

As a certified **CII HR Excellence Assessor**, he has partnered with global giants like *HUL, Saint Gobain and Kirloskar* in their pursuit of HR Excellence.

He is a **certified Brain-based Coach** from NLI - ICF Accredited with experience in coaching CXOs. His empathy and unwavering faith enables coachees to set, own and achieve stretched developmental goals aligned with their aspirations. His passion for designing and delivering training and consulting assignments is backed by **Instructional Design** Certification from iDesignSkills, **TTT Master Certificate** from Dale Carnegie, **Diploma in L&D** from ISTD and a hands-on experience in leveraging an array of **psychometric assessments** (viz. personality, motivation, cognitive ability, emotional intelligence, leadership styles and organizational climate).

Nikhil is a 'Learner for Life' - from **Design Thinking** Certification by MIT to **ODCP** certification by **TISS & ODA** to Human Process **Labs (ISABS – up to Phase A)** to **Strategic HRM** from **IIM A** to **Mind Mapping** from Buzan to **Advanced Diploma in Buddhist Studies & Vipassana** from Mumbai University: the growth mindset empowers him to create value for his clients & realize his purpose of Making a Difference.

Nikhil holds an **MBA in HR** (topper) and **BE** in Electronics and Telecom from K J Somaiya, Mumbai. As an avid researcher, he has completed his **PhD** from NMIMS on 'Impact of Vipassana Mindfulness Meditation on Emotional Intelligence, Character Strengths and Well-Being', a mixed-methods study leveraging experimental design and phenomenology. *He has published work in ET HR and reputed journals (ABDC/Scopus indexed), served as a panelist on CNBC Awaaz, and won the best paper award at an International Conference.*