



Jay is the Managing Director of Empowered Learning Systems Pvt. Ltd. which focuses on Consulting, Training, Organisation Processes & Coaching. A Certified Management Consultant (CMC) with nearly 30 years' experience in industry, he specializes in strategic planning, leadership development, change management, and empowering learning throughout organisations. Further, he has been an Executive Coach for senior business managers for many years.

Besides being a Faculty member at various management schools at Mumbai, Pune and at Indian School of Business (ISB), Hyderabad, Jay is a member of different professional bodies, including the Strategic Management Society (SMS), the American Society of Training and Development (ASTD), Society for Human Resources Management (SHRM), International Coach Federation (ICF), the Institute of Management Consultants of India (IMCI), among others. He has been a speaker at a number of international conferences in Japan, USA, Panama, Netherlands, Egypt & South Africa.

His education was in different parts of India: a graduation from the Madras Christian College (majoring in economics, with mathematics and statistics as additional subjects), a post-graduation from the reputed Tata Institute of Social Sciences, Mumbai (specializing in Personnel Management and Industrial Relations), and a Law degree, saw Jay ready to make major contributions to organisations. In 1999, he was one of the chosen few to be selected for the prestigious Chevening Gurukul scholarship to the London School of Economics on Global Leadership & Excellence. Besides, he is also a certified Coach (ACC) & a Global Professional in Human Resources (GPHR).

After a bright and rewarding stint in the corporate world with Tatas, he moved on to fully engage in wider organisational consultancy, setting up Empowered Learning Systems in 1992. His assignments have been for a wide range of companies, both nationally and internationally, in the Middle East (Saudi Arabia, UAE, Oman and Qatar), Sri Lanka, Nigeria and South East Asia (Singapore, Malaysia & Thailand). Participants for his workshops have been drawn from all levels of employees – front-line managers, supervisors, middle, senior managers and board

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He has been a regular faculty member at the Maharashtra Government's Administrative Staff College (YASHADA) at Pune, the Tata Management Training Centre and the Indian School of Business, Hyderabad. His articles have featured in many publications in India & overseas, including a book published by Pfeiffer. Besides, he has a regular column in the BusinessDay, Nigeria's reputed Economic Daily.

He has also organized & facilitated India's first Corporate Leadership Expedition Journey ('Reach for the Sky') when a team scaled Mount Kilimanjaro (Africa's highest peak at over 19,340 feet) on August 15th, 2007, timing with India's 60th Independence celebration.