



LIW | Leadership, not just leaders

## Sanjay Dugar

Associate Consultant  
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Based in Bangalore, India, Sanjay joined LIW in 2010, having spent 22 years earlier working at various positions in IT/ITeS companies including President and finally as the Head – India Enterprise.

Sanjay specialises in the design and delivery of leadership and managerial training programs in organisations. Fundamental to Sanjay's approach to working with clients is an emphasis on close collaboration and skill transfer to client staff, to build the capability to manage current and future growth in leadership talent within the organisation.

A holistic approach to leadership development and succession planning has enabled Sanjay to successfully deliver and implement learning and development initiatives across global, national and regional borders. Typically an assignment of this scale has included the development of an overall human capital management strategy, working with the leadership team to develop and agree a strategy and plan for leadership development in alignment of organisation culture and values, and the redesign of the organisation structure and roles. In addition it is also important to build the skills and behaviours necessary to operate successfully in the new environment, align the processes and systems across national boundaries, develop a strategy and plan to recruitment and redeploy staff and align performance measurement and management systems to the new strategy.

Leadership development at every level, together with executive and senior management coaching has been a major component of every assignment, assisting senior managers to effectively lead their people through major change and deliver lasting improvements to business performance. This has been achieved by helping executives to gain the commitment of key stakeholders to the change by building effective relationships with key stakeholders, building leadership capability, communicating with staff and involving them in the change process to build ownership of the change at all levels within the organisation.

Sanjay has been responsible for successfully building capability in senior executive teams, project teams, virtual teams and self-directed work teams.

Sanjay has worked with a number of major organisations (in India, Malaysia, US, Australia, South Africa, Dubai, Qatar, Singapore, Sri

### Mini Bio

- Sanjay specialises in the design and delivery of leadership and managerial training programs.
- Sanjay's passion, and his career with US based captive offshore company heading its India wide business, has brought in the experience that adds value to his training delivery.

### Qualifications

- CPF (Certified Professional Facilitator) – International Association of Facilitators
- MBA (International Business and Strategic HR – University of Wales)
- BE (Electronics and Communication)



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Lanka, and Hong Kong) including Microsoft, Oracle, IBM, Aircel, Yahoo, Airtel, Vodafone, Qualcomm, Cisco, Mondial Orient, Mother Care, KPMG, Ernst and Young, Goldman Sachs, Nomura, Thomson Reuters, Deutsche Bank, ING Vysya, LSI Technologies, Intuit, Societe Generale, Merck millipore, Mindtree, Oerlikon, Nielsen, EMC, Akamai, Asian Paints, Novartis, Telstra.