



Dr. Paras

Life Leadership Coach

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MY JOURNEY

The year 2005 marked the beginning of my career as an Entrepreneur. I started off as an Independent Consultant like any other training and development professional. I love exploring the human mind and understanding how every individual reacts and handles situations. And I realized I needed to hone my skills in the field of Human Solutions. Since 2005, I have consulted and facilitated many projects. What remained constant though is my unconventional methods of Coaching and Mentoring. I am the Founding Member of Tava-Mitram, a Non Profit Organization, an initiative to provide quality coaching to those who have the necessity

VALUE PROPOSITION

- Eleven years running and building a very successful coaching company
- Demonstrative awareness of own values, beliefs and behaviors
- I recognize how these affect practices and use these self-awareness to manage my effectiveness in meeting the client's, and where relevant, the sponsor's objectives.
- I constantly explore and improve the standard of my practice to bring about a propelled change.
- I believe in establishing and maintaining the expectations and boundaries of the mentoring/coaching contract with the client and, where appropriate, with sponsors
- I have a proven track record of skillfully building and maintaining an effective relationship with the client, and where appropriate, with the sponsor
- Partnering with my clients and sponsors to bring about insight and learning is optimum.
- I constantly inculcate and introduce Models and Techniques, models and tools, techniques and ideas beyond the core communication skills in order to bring about insight and learning

SCHOLASTICS

2013-2016:	Maharshi University of Information Technology – UP - Ph.D. - Organisational Behavior
2009-2013:	University of Pune - Master's Degree - Philosophy (DL)
2011-2012:	IIM - Lucknow - Executive program in Human Resource Management
2010-2012:	Merc Institute of Management – PGDM - Business Administration and Management
2008–2010:	IBMS (Chittor) - Master's in Psychotherapy and Counselling(DL)

CERTIFICATIONS

2015:	REBT – Albert Ellis Institute NY (USA) - Advance Certification
2015:	Advance Diploma with Specialization in Business English - The American TESOL institute
2014:	HOGAN Assessment Certification
2014:	CPC (Coach Specific Training Program) – ICA
2013:	TA101- International Transactional Analysis
2012:	Result Coaching Systems – Coaching Skills
2011:	Safe Start Trainer Certification - Electolab Training Systems
2010:	Master Practitioner NLP
2009:	Basic NLP Practitioner
2008:	Clinical Hypnosis - California Hypnosis Institute India
2008:	16PF5
2008:	Past Life Therapy from Tasso Institute



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A FEW PROJECTS WORTH MENTIONING

A Leading Cosmetic and Personal Care Brand - August 2015

Now no organization can have conflict free operations. The same had arose here. Interpersonal Relationship and Organizational Behavioral correction being the agenda on hand, was intervention was needed with reference Trust, Respect for another needed. Post completion of the project the group had witnessed a change in the employees EI levels, Sense of Time and Trust and productivity.

Process and Project Engineering Industry - June 2014

The group had witnessed a dip in attitude and ownership which resulted in a dip in their productivity and growth. A 9 month contract to ensure that the interpersonal and professional relationship was salvaged was set in action. A complete shift in their thought process, belief systems and attitude was set in motion. After 9 months, the big shift in their personal lives and the cross functional groups created a stir in the organization. A combination of assessment, coaching, counselling, and training was implemented here.

A Leading Electronics group - December 2013

My relationship with them lasted 3 years. I had conducted my signature program titled as "FSS" across cross-functional departments Pan India was conducted with a combination of Coaching and Training.

A Firm formed in 1936 - into multiple verticals - March 2013

Executive and Leadership Coaching for Middle and Senior management over a period of 9 months. The first 3 months of coaching witnessed a remarkable change in the organizational attitude which lead to operations across multiple verticals in the firm with the middle level management handling interpersonal relationship conflicts. The model utilized here, was a combination of internal assessment, coaching and counselling with periodical training on productivity and change sustenance. The firm had recorded growth which surpassed the record over 10 years,

A Leading Fiber Optic Manufacturing Company - January 2012

A need for intervention and change in beliefs, thought process and systems arose when the firm realized internal conflicts and resistance to change was bringing the firm down. A synergy was sought during the course of which, Pan India workshop on PEP for middle and junior management was formulated. A 9 months intervention program in 2 plants with sever interpersonal conflicts in the Leadership Team was addressed. Coaching for RND. My association with them lasted a year during the course of which the company witnessed higher GPW ratings.

AREAS OF EXPERTISE

COACHING

- Strength Based Leadership
- Life Leadership Coaching
- Executive Coaching
- Team Coaching
- Group Coaching
- Interpersonal Coaching
- Spiritual Coaching

MENTORING

- Collaborative Leadership
- Psychometric Assessments
- Change Management Program
- Emotional Intelligence
- Intra Personal Leadership Skills

COUNSELING

- Transactional Analysis
- REBT Technique
- Inner Child Work
- Cognitive Behavioral Therapy
- Family Therapy

