



### **SANTHOSH BABU: Managing Director of ODA-Organisation Development Alternatives**

Santhosh Babu is the Managing Director of ODA-Organisation Development Alternatives ([www.odalternatives.com](http://www.odalternatives.com)). ODA works in the area of **Organisation Development and has worked with around 80 Organisations in the Past. Some of these organisations are Airtel, Aviva, Metlife, Sterlite, Microsoft, Dr Reddy's Lab, Ranbaxy, Virgin Mobile. Citi, Mckinsey, WHO, US AID etc.** Organization development is a system-wide application of behavioral science knowledge to the planned development and reinforcement of organizational strategies, structures, and processes for improving an organization's effectiveness."

Santhosh Babu visits many educational institutions like MDI, IMT and ISB. His acclaimed study on the *Leadership Styles of Ten Indian Politicians* was published as a two- page report in *The Economic Times* on April 7<sup>th</sup> 2009.

Santhosh, focuses on **Transformation related projects, Leadership Development** and **CEO coaching**. Santhosh has been trained in System Behaviour large group interventions tools like Appreciative Inquiry and Future Search, Gestalt, NLP, Executive Coaching, Social Network Analysis, personality type theories like MBTI and Enneagram. An avid reader and writer, Santhosh's *articles*, have been published in leading newspapers like the *Financial Express, Economic Times, Business Standard, DNA* and *The Hindustan Times*.

The gamut of his work experience ranges from teaching students in a primary school in Bhutan to doing Stage Hypnosis Shows in top ranked institutions like the IIT's and IIM's. Santhosh has worked with WWF India before starting his OD consultancy. When he is not facilitating organisation Transformation programs, he trains dogs, helps schools and NGOs in Transformation.

He has been a *keynote speaker* at many **prestigious conferences**, some of which are listed below:

- Abbot Healthcare Global meet
- US AID annual Conference
- Schering-Plough annual Sales conference
- Annual Global IT meet, Ranbaxy
- Annual Conference, Amex Travel Business
- Annual sales meet, Bausch and Lomb
- PLES day, Infosys
- Cisco Systems
- Microsoft Offsites

- EMC Vision Mission retreat
- GENPACT various offsites
- Intel Annual Offsites
- Accenture Annual meet
- Nestle sales meet
- Birla Soft sales and marketing meet
- Godfrey Philips Annual sales Conference
- General Motors annual sales and marketing meet, twice
- Apollo Tyres Annual Sales meet in Bangkok
- Ingram Micro Annual conference in Bangkok
- McDonald's Annual Meet
- Annual conference of Citibank
- Annual conference of ABN Amro
- HLL annual sales conference
- Airtel annual Sales conferences
- Bajaj Allianz Annual sales conference
- ICI paints annual sales conference
- McKinsey & Company annual offsite
- Annual sales conference of Blue Star
- GSK annual sales conference
- Annual sales meet of ING Vysya
- Sales conference of Coca- Cola
- Hewlett Packard Sales conference
- Several Annual sales meets for Ericsson
- Annual Sales meet of Electrolux
- Annual Sales meets of Ayudhya Allianz, Thailand
- Annual Sales conference of Wella, Middle East
- Annual offsite of American Express BPO
- Annual HR meet of all the HR professionals of Daksh

He has also done **several training programs** for a large number of **prestigious organisations** in India and aboard like:

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| • ABN Amro         | • LG                 |
| • Airtel           | • Microsoft          |
| • American Express | • Mudra              |
| • Amway            | • Metlife            |
| • Aviva            | • Nestle             |
| • Coca Cola        | • Pfizer             |
| • Citi Bank        | • Philips            |
| • Bausch and Lomb  | • Ranbaxy            |
| • Birlasoft        | • Sterlite           |
| • Deutsche Bank    | • Sony               |
| • Dr Reddy's Lab   | • Steria             |
| • Ericsson         | • TATA Motors        |
| • GE Medical       | • The Times of India |
| • Genpact          | • Virgin Mobile      |
| • General Motors   | • Xansa              |
| • Hewitt           |                      |

#### **Book**

He has written several articles in the Financial Express and Economic Times