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Vijayan Pankajakshan is a Gold Medalist from the Human Resources Management & Labour Relations School of Tata Institute of Social Sciences (TISS), Mumbai and he has a number of success stories that have marked his 25 years plus career life in the realm of Personnel Management, Employee Relations, Organisational Development, Total Quality Management and Manufacturing Management. Undoubtedly, Vijayan has a deep understanding of business. He has conceptualised and executed innovative HR practices and processes resulting in organisation building based on Vision and Values platform.

He has a track record of having worked in diverse organisation settings ranging from MNC to Indian and from single business units to conglomerates. He has been associated with enterprises of excellence starting with ICI, and going onto Novartis, Marico, Unilever Best Foods, IFFCO Group (UAE), AC Nielsen (UAE), Mahindra & Mahindra and finally, CHEP India (a Brambles company) where he was Director - Human Resources. Effective December 1, 2009, he has been attached to WE Business School (earlier known as Welingkar B School), Mumbai (ranked amongst the top 20 business schools in India) as Dean.

Vijayan's work is aptly exemplified by the organisation building and growth story of Marico, a company he was closely associated with for a decade between 1990 and 1999. During his tenure with the company, many innovations and best people practices were implemented resulting in, for one, the Palakkad factory being a union free location for over 9 years and even thereafter not having experienced any breakdown in management - employee relations. For another, the company witnessed the successful implementation of a job-rotation scheme, a practice that saw Vijayan, himself, taking on the mantle of General Manager - Manufacturing, Palakkad. National recognition of these efforts was not lagging



behind. Marico won the National Human Resources Development Network (NHRDN) award for Best HR practices in 1994. Vijayan's responsibilities have been diverse - from HR & OD to quality - He was the Chief Company-wide TQM Facilitator between 1994 and 1996 - to manufacturing, but in none has he not delivered through commitment and innovative practice.

Knowledge, especially in his vocational domain, is held very dear by Vijayan. He is ever ready to imbibe and impart. He holds certification in Competency Development & Management and in Managing the Learning Function conducted by the American Society of Training & Development (ASTD) at Atlanta, USA, as well. Acclaim has come his way on account of the numerous papers presented across national and international fora to his credit. He was invited to speak at the 13th Global Leadership Forum, at Istanbul, Turkey, in September 2009. He has also got recognition amongst his peers from the HR professional fraternity for his important contributions. He is currently the Executive Committee member of the Mumbai chapter of NHRDN. Vijayan works extensively with students, academia and institutions (including teaching at TISS, Mumbai, and Sadhana Centre for Management & Leadership Development (SCMLD), Pune) to enhance effectiveness and collaboration of institutions. He has mentored many a youngster who have gone on to occupy senior and top management positions in India and outside. He actively contributes to a monthly Business HR Quiz column in NHRDN's monthly newsletter.

And now...as PRINCIPAL CONSULTANT with ELS, Vijayan brings into play his various facets for the benefit of clients. Vijayan is also a licensed KEPNERandFOURIE Program Leader in Problem Solving, Decision Making and FreeZone Innovation Thinking.