
Biography of Mr. Pramod Joshi



Mr. Pramod Joshi has over 25 years of experience in the High-Tech and IT industry, about half of which was acquired while living abroad. He also has about 4 years of recent experience in the education arena, training and mentoring young students for future career success, faculty members for teaching effectiveness, and working professionals & young managers for corporate success. Till recently, he was the **Managing Director, Syncata (India) Pvt. Ltd.**, now a subsidiary of Snap-On, a USD 2 Billion plus company listed on the New York Stock Exchange. He chose to relinquish this position in order to pursue his interests in teaching, training, mentoring and writing. During his 9 years at Syncata, he helped the company become a premier provider of software products and services to several well known International and Indian companies, including - American Honda Motors, Toyota Motor Corporation, Nissan Motors, Intel, Dell, Amgen, Unocal, Transamerica, JP Morgan Chase, BPCL, HPCL, Sony India, Weekender, DSCL, DCM Benetton, etc. He was responsible for creating a strong employee-oriented culture and professionally managed work ethos that won the company a very high level of employee and customer loyalty.

Prior to his stint at Syncata India, Mr. Joshi was **Director of Sales** at Syncata, Inc. (NetBase Computing, Inc. at that time) at Los Angeles in USA. He was responsible for **marketing, sales and business development** and was

instrumental in developing business with various clients like Intel, American Honda Motors, IBM Global Services, Microsoft, Actuate, MSS Global, etc.

Prior to joining the Syncata group, he held various positions of responsibility in **Tata Unisys, later renamed Tata Infotech and subsequently merged with TCS**, a leading provider of software services in the international market. In his last position with Tata Unisys, Mr. Joshi managed the **Sales and Marketing** of its offshore and onsite software development/support services in **Eastern USA and Canada**. In that capacity, he was responsible for over **US \$ 6 Million of services revenue** for his company. In earlier positions held in the same company, he managed functions as diverse as **HR, Finance, Legal and Business Support**, in addition to technical consulting on software application design and development.

He received his MBA in Marketing and Information Systems from the **Indian Institute of Management, Bangalore, India** in 1987, where he was the recipient of the **IOC Gold Medal for the Best All-round Performance** at the PGDM (equivalent to MBA in Universities) program. He also holds an **M.Tech.** degree in Electrical Engineering from **Indian Institute of Technology, Kanpur, India** and a **B.Tech.** degree in Electronics Engineering from **Institute of Technology, Banaras Hindu University, Varanasi, India**. He has been an active member of the sports teams at these institutes and was made the captain of his college volleyball teams within a year of his joining them as a player. He was awarded the highest honour for sports excellence (sometimes termed the Institute Colours) for outstanding performance in Volleyball at each of these institutes. He has represented his colleges in other sports, business and cultural competitions at various inter-IIT and inter-IIM meets.

Mr. Joshi often sits on assessment panels on behalf of reputed companies and top B Schools. He has intensive experience in **people assessment** through interviewing and other behavioural techniques. He is brought into organizations to assess the human potential of senior managers (at General Manager, AVP and VP levels) prior to their consideration for promotion to positions of higher responsibility. He is also consulted by top companies and B-schools while designing their recruitment and selection processes.

Mr. Joshi is a popular speaker at various seminars on themes ranging from **eCRM / eGovernance to Managing Change and Global Challenges**. He has lectured at various institutes, including his Alma Maters - IT-BHU, IITK and

IIMB - apart from being a guest speaker and mentor at some B-Schools in the National Capital Region. He has **published articles in the Times of India, Career Economy, Business & Management Chronicle and IMAGES Fashion magazine**. His flair for writing allows him to cover a wide range of technical and non-technical subjects. He also **writes poetry in English and Hindi**, though none of it has ever been put up for publication for the masses. Mr. Joshi was also featured in a **Times of India article on "Reverse Brain Drain"**, highlighting the individuals who had returned to serve India after working in the international arena. He has also co-authored a **self-help book titled "How to Succeed in Group Discussions and Interviews"** with his colleague and partner, Mr. Arvind Kumar, also an IITK and IIMB alumnus.

Teaching and mentoring are Mr. Joshi's abiding passions and he now guides, mentors and trains future managers. He is a **Co-Founder and Director at The Winning Mantra, NOIDA** and is also on the **Corporate Advisory Boards** of many educational institutions. The Winning Mantra offers training and consulting services in the area of personality transformation, designed and delivered by him and his team of like-minded professionals in their quest to bridge the yawning gap between the two islands of academia and industry. He also has been involved in conducting **Faculty Development Workshops**, in which he has provided training to teachers at some engineering colleges and B-Schools. One of the recent workshops he conducted for a B-School was on the **Case Study Method and Writing Business Cases for effective teaching at B-Schools**. At another top B-School in the National Capital Region, he helped design and implement a competency-driven interviewing process to select candidates for admission to their MBA programmes. He also conducts workshops on Problem Solving and Analytical Thinking, Teamwork and Leadership Skills for higher people effectiveness in the corporate world. He is also a **Founding Member of the North East Technical Education Society**, involved in improving access to higher education for students of North Eastern India.

Mr. Joshi has **lived and worked in France, Mexico, USA and India** during his career. He has reasonable familiarity with languages such as **Spanish, French, German and Japanese**. His extracurricular interests include **travelling, music, reading and writing, beach volleyball, tennis and golf**. He currently resides in NOIDA, India with his wife Hema and daughters Nidhi and Pallavi.

Mr. Joshi's experience and expertise also allow him to deliver guest lectures in the following areas, among others:

- Marketing Management
- Effective Software Project Management
- Software Project Estimation
- Business Communication Effectiveness
- Creative Leadership
- Team Building
- Effectiveness in Group Discussions and Personal Interviews
- MBA as a Career Option

Mr. Joshi's speaking fees is a nominal Rs. 10,000 per lecture, **but for deserving students and institutions, he has been known to do his lectures even free of charge.** His normal rates for a day-long workshop range from Rs. 25,000 to Rs. 40,000 (plus taxes and excluding travel and board expenses), depending on the course content and attendee profile.

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The larger the island of knowledge, the longer the shoreline of wonder.

In your thirst for knowledge, be sure not to drown in all the information. In your quest for wisdom, be sure to keep your knowledge from drowning you.