



Partner Bio

Partner Name Here G.Sairamesh

Sai is an organizational Consultant, Trainer, Executive coach, & Key note speaker. He is passionate about Leadership Development, Team Development & Team building and Personal effectiveness leading to interpersonal effectiveness.

Professional Expertise/Services

Sai's motto is to make a difference to people & organizations with whom he comes in touch with. His business is committed to the profession of helping people & organizations to effectiveness & GROWTH!

G Sairamesh (Sai), is a masters graduate in MHRM, M.Sc Applied Psychology with specialization in Human Resources Development & Management, Marketing & Sales.

Sai, has over 16 years of managerial experience & 17 years of organization & individual development consulting & coaching with organizations covering the fields of Manufacturing, Service, Marketing, Sales HRD and People Development in his overall experience of 24 years. He was the past founding team member of NIS Sparta and an Associate Consultant in "Group for Institution Development" (GRID), Bangalore and the Director of TRAC, Organization Effectiveness – Training & Consulting, Bangalore. He was formerly head of HR with bplinnovation Business Group, head of HR and People Development Process with Reliance Petroleum Ltd.

Sai has studied Sociology, Psychology, Human Resources Development & Management, Marketing & Sales. Sai is a Professional intern with Indian Society for Individual Social Development (ISISD), Sai is interested in behavioral sciences and in facilitation of Human Process Laboratories (T-Groups). He is trained for HRD Facilitation, O.D. interventions, and Assessment (Development) Centre in organizations. He is experienced for over a decade in administering and interpreting psychological instruments. He is a member of IOAC (Individual and Organisation Assessment Centre) Forum & Psychological Assessment Forum (UK).

Sai has extensively used MBTI, Proception2™ DISC, BMA, ProActive DISC Index, ProActive Value Index, PTPS, Belbin Team Roles, Thomas Kilmann Conflict Management Styles, Eqi, & Firo B in the programmes, which facilitate in individual understanding as well groups. Sai has added knowledge and skills to facilitate and interpret LPI & SLPI. Sai has facilitated large audiences – middle and senior level in understanding individual types and impact of type in interpersonal relationships and teamwork, besides leadership development. Sai is a leadership & team coach.

Sai is an Organization & Individual Change management consultant. He is one of the foremost and perhaps the amongst the 1st in the country to have been trained by the Tension Management Institute, Charlotte, USA in Conducting, Consulting & Coaching client specific activity management. The objective is to facilitate the client in establishing areas which engage them in enhancing their execution effectiveness.



Sai is associated with professional bodies in the disciplines of HRD, Marketing & Sales, and Management. He is a life member of NHRD, Bangalore Chapter. He is also a member of All India Management Association (MIMA).

He has conducted MBTI based workshops, and programmes on Leadership, Managerial Effectiveness, Group Problem Solving & Decision Making, Creativity, Creative Problem Solving & Opportunity Finding, Performance Coaching & Counseling, Assessment Centers, Team

Recent Assignments -

- M/s. Asian PPG – Leadership & Team Development
- M/s. Weir Minerals I Pvt Ltd – Executive Effectiveness
- M/s. Rane Group – Leadership & Management pipe line development
- M/s ING Vysya Bank – Senior Management Team building intervention

Please see <http://www.tracconsultants.com/> & <http://www.tracassessmentsystems.com/> for representative list of clients.

Education and Professional Affiliations :

Academics: B.Sc., PGDM, PDGHRM, MHRM, M.Sc. Applied Psychology, ACSTH, ACC.

Professional:

- ❖ MBTI® Step I & Step II - Professional Counselor,
- ❖ Belbin Team Roles™ Accredited Professional,
- ❖ Certified Professional Behavior Analyst – **DISC** Master Facilitator
- ❖ Certified Behavioral Analyst – **Proception2™ DISC** – Master Trainer & Facilitator
- ❖ Certified Professional Values Analyst – **PIAV & BMA** Master Facilitator
- ❖ Certified Attribute Indicators Analyst – **CAIA, CIC**, Master Trainer, Facilitator, & Administrator
- ❖ Certified TriMetrix™ Analyst & Consultant
- ❖ Certified Axiometrics® Analyst - **CAA**
- ❖ Certified Axiological Analyst & Master Facilitator
- ❖ FIRO – B Counselor,
- ❖ Leadership Styles & Practices analyst & counselor
- ❖ Essential Enneagram Analyst – Administrator, Counselor, & Coach
- ❖ ACC, ICF® Certified Executive Coach - Leadership & Team Coach. Professional Member ICF®, Professional Member IAC(R), & AC(R),
- ❖ Certified Group Executive Coach
- ❖ Certified ChangeWorks Professional - Personal & Professional Change Management Facilitator



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Contact Information

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<http://www.tracconsultants.com/> for training & consulting related requirements &

<http://www.tracassessmentsystems.com/> for assessments related requirements.

<http://www.coach4excellence.in/> for coaching requirements

<http://gsairamesh.wordpress.com/> learning blog

<http://coach4excellence.wordpress.com/> coaching blog

<http://c4ex.wordpress.com/> a blog for coachees & potential coachees