

# PROF. AJANTHA S. DHARMASIRI

Name : A. S. Dharmasiri  
Ajantha Sujeewa Dharmasiri  
Nationality : Sri Lankan  
Date of Birth : 7 September, 1967  
Civil Status : Married, has a daughter and a son  
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## LIFE VISION

I choose to be a radiator and a reflector of positive energy by way of exploring and sharing growth-fostering knowledge with humankind.

This is because I have a genuine desire to utilize all the gifts that I have received from nature and nurture, unleashing the creativity in me with global reach and local touch.

Whilst doing so, I consistently maintain a balance between ongoing learning development, leadership growth and relationship richness.

## EDUCATION

Higher Education : Postgraduate Institute of Management, University of Sri Jayewardenapura, Sri Lanka  
Faculty of Engineering, University of Moratuwa, Sri Lanka  
Secondary Education: Royal College, Colombo 7, Sri Lanka  
Primary Education : St Joseph's College, Colombo 10, Sri Lanka

## ACADEMIC QUALIFICATIONS

1. Doctor of Philosophy in Management ( Postgraduate Institute of Management, University of Sri Jayewardenapura, Sri Lanka)
2. Master of Business Administration – MBA (PIM - SJP): Merit Pass
3. Bachelor of Science in Engineering: Electrical, Honours Degree from University of Moratuwa, Sri Lanka
4. GCE (AL) in 1986 with 3 A's & 1 B
5. GCE (OL) in 1983 with Distinctions in all subjects.

## PROFESSIONAL QUALIFICATIONS

1. A Chartered Member of the Institution of Engineers (Sri Lanka) – C.Eng.
2. A Fellow of the Institute of Personnel Management (Sri Lanka) – FIPM (SL)
3. A Fellow of the Institute of Training and Development (Sri Lanka ) - FITD
4. A Member of the Chartered Institute of Management (UK) – MCMI (UK)
5. A Member of the Association of HR Professionals (Sri Lanka)
6. Certified Peer Reviewer of the South Asian Quality System (SAQS) of the Association of the Management Development Institutions South Asia (AMDISA)

## PRESENT EMPLOYMENT

### **Professor in Management,**

### **Director and the Chairman of the Board of Management,**

Postgraduate Institute of Management (PIM), University of Sri Jayewardenepura, 28, Lesley Ranagala Mawatha, Colombo 8, Sri Lanka.

## WORKING EXPERIENCE

1. As the **Head of Human Resources, Nestle Lanka Limited – Technical Division.** (March 2002 – Oct. 2004)

The senior management position, operationally reporting to Vice President – Technical, with a functional reporting to Vice President – HR, covered two factories located in Makandura and Pollonnaruwa.

2. As a **Management Consultant**, Sensei Lanka (Pvt) Limited, (Oct 2000- Feb 2002)

A local branch of an international consultancy firm specializing in personal and corporate transformation.

Has conducted successful training programmes and consultancy assignments in Sri Lanka as well as in Bangladesh, whilst facilitating at Sensei Programmes in Oman, Bahrain and Saudi Arabia.

3. As the **Manager Human Resources** at Clipsal Lanka (Pvt) Limited, a Joint Venture between Gerard Industries, Australia and Orient Holdings, Sri Lanka (Oct 1998 – Oct 2000)

Involved in developing a HR Manual for the organization, initiating a training need analysis (TNA), setting up systems for training in line with ISO 9000 requirements, and establishing an integrated IT System (HRM2000).

4. As the **Human Resources & Administration Manager** at Hemas Garments (Pvt) Limited, a Strategic Business Unit of Hemas Holdings Limited, (Nov. 1997 – Oct. 1998)

Heavily involved in the manning of the new state –of –the- art factory put up at Welisara, as a member of the main management team, reporting to the Managing Director.

5.1 As an **Assistant Manager – Human Resources** at Unilever Ceylon Limited (May 1996 – April 1997)

One-year experience in Human Resource Management with special emphasis on factory related communication.

5.2 As a **Systems Manager – Manufacturing** at Unilever Ceylon Limited (April 1997 – Oct 1997)

Six months experience in Manufacturing related computer applications such as MFG/PRO and MLS as well as an overall exposure to Material Resource Planning (MRP II).

5.3 As an **Assistant Plant Manager** at Unilever Ceylon Limited, (July 1994 – May 1996)

Two years experience as the Plant Manager of Rinso/Vim Department with 40 operatives and 3 supervisors, with special emphasis on implementing HR practices at shop-floor level.

5.4 As a **Facilitator in Total Quality Management**, trained by Quest Quality Consulting, Australia, at Unilever Ceylon Limited. Three years (overlapping with the above) experience in conducting training programmes in TQM.

## RESEARCH WORK

### Special Achievements

1. Appointed as a Vice President of the Asia Pacific Federation of Human Resource Management (APFHRM)
2. Invited to be the honorary President of the Institute of Personnel Management (IPM), the largest professional body of HR professionals in Sri Lanka.
3. Outstanding Paper Award by the *Journal of Management History* for the best article published in the year 2014.
4. Winner of the IPM Lifetime Gold Award for the outstanding contribution to the Human Resource Profession, in 2014.
5. Recipient of the Commonwealth Post-doctoral Fellowship 2014 involving a research and teaching assignment at the Aston Business School, Birmingham, UK.
6. Winner of the Platinum Award from the PIMA (Alumni of the Postgraduate Institute of Management) in recognition of the outstanding academic excellence, in March 2010.
7. Recipient of Fulbright Senior (Post-doctoral) Fellowship that enabled teaching and researching at Price College of Business, University of Oklahoma, USA during July-Dec., 2009.
8. Gold medal for the best paper in Human Resource Management at the Third International Research Conference organized by the Faculty of Management and Finance, University of Colombo, held on December 2008.
9. Recipient of the Commonwealth AMDISA Doctoral Fellowship granted by the Association of Management Development Institutions in South Asia (AMDISA), in 2007.

10. Gold medal for the best paper in management studies at the Tenth Anniversary International Symposium organized by Sabaragamuwa University of Sri Lanka, held on July 08, 2006.
11. Invited as an Adjunct Professor, Division of Management and Entrepreneurship, Price College of Business, University of Oklahoma, USA, for summer teaching of International Human Resource Management.

### Journal Publications

1. Dharmasiri, A. S. (2016), "Making Sense of "Five S": Mind over Matter", *HR Perspectives* (in press)
2. Dharmasiri, A.S. , Buckley,M.R., Logan M. S., Logan L. W., Harvey, M.G. (2016), "When is Enough, Enough? Exercising Moderation in Executive Compensation", *Journal of Global Mobility*(in press).
3. Dharmasiri, A.S. (2016), "Exploring an HR Ecosystem: A Glimpse through Ten Gs", *Kelaniya Journal of Human Resource Management*, Special Issue on People Management Summit, 10 (1 &2): 5-10.
4. Dharmasiri, A.S. (2016), "Being diligent in becoming digital: Delicate balancing of twin dimensions", *Annual Volume of the Association of Professional Bankers*, 47 – 54.
5. Ranaweera, U.M.C. & Dharmasiri, A.S. (2016), "Generation Y and Their Job Performance", *Sri Lankan Journal of Management*, 21 (1 ): 39 -82.
6. Dharmasiri, A.S. (2016), "Academics and Knowledge: Reflections on Reality", *HR Perspectives*, Vol. 1 (1): 27 -33
7. Dharmasiri, A.S. (2015), " Mind over Matter: "Five S" Revisited", *A Compendium of Views on Accreditation for Institutional Learning and Growth*, Hyderabad: AMDISA, 133-137.
8. Dharmasiri, A.S. (2015), "Essence of Engaging Employees", *PIMA UAE Journal*, 1 (3): 53 -56.
9. Dharmasiri, A.S. (2015), "Treasures and Travails of Telecommuting", *27<sup>th</sup> Anniversary Convention Volume of Association of Professional Bankers – Sri Lanka*, 9 -22.
10. Gibson R.S. A. & Dharmasiri A.S. (2015), "A Study of the Factors affecting Web 2.0 Technology Adaptation for Knowledge Sharing in the Sri Lankan IT industry ", *Sri Lankan Journal of Management* , 20 (1 & 2): 1 -30.
11. Dharmasiri, A. S. (2015), "Overcoming People Challenges", *Economic Review*, 41: 6 -10.
12. Dharmasiri, A.S. (2015), "Excellence Explored: Pioneering Experiences of a Premier Enterprise", *HRM Perspectives Journal*, 1(1):157 – 175.
13. Dharmasiri, A.S., Kumarasinghe, J., Perera, S. (2014), "Defining HRM for Sri Lanka", *HRM Perspectives Journal*, 1(3):236 -245.
14. Dharmasiri, A.S. (2014), "Perceptions on Strategic Orientation of HR Professionals in South Asia", *HRM Perspectives Journal*, 1(3):15 -35.

15. Ralston, D.A.; Egri, C. P.; Furrer, O., Kuo, M-H, Li, Y., ..., Dharmasiri, A. S., Weber, M. (2014) "Societal-Level Versus Individual-Level Predictions of Ethical Behavior: A 48-Society Study of Collectivism and Individualism", *Journal of Business Ethics*, 122 (2): 283-306.
16. Baur, John E, Buckley, M. R, Bagdasarov, Z, .Dharmasiri, A. S. (2014), "A Historical Approach to Realistic Job Previews: An Exploration into Their Origins, Evolution, and Recommendations for the Future", *Journal of Management History*.
17. Dharmasiri, A.S (2013), "Perceptions of Strategic Orientation of HR Professionals in South Asia", *International Review of Business Research*, [www.bizresearchpapers.com](http://www.bizresearchpapers.com)
18. Dharmasiri, A. S. (2013), "Clearing the Hiring Hurdles: Ensuring Triple Fits", *Annual Volume of the Association of Professional Bankers*, 15 -30.
19. Dharmasiri, A. S. (2013), "Strategic Orientation of HR Managers: A South Asian Perspective", *South Asian Journal of Management*, 20 (2): 7 -39
20. Siriwardene, A. S., Dharmasiri, A. S. (2013), "Factors Impeding the Effective use of Human Resource Information Systems (HRIS)", *Sri Lankan Journal of Management*, 17 (3 & 4): 88 -112.
21. Dharmasiri, A. S. (2013), "Work in life and Life in Work", *HRM Perspective Journal*, 1 (2): 168-182.
22. Dharmasiri, A.S. (2012), "Sustainability in Volatility: The People Challenge", *Annual Volume of the Association of Professional Bankers*, 22 -25.
23. Dharmasiri, A.S. (2012), "Work in Life and Life in Work", *Annual Volume of the Asia-pacific Association of Labour Unions*, [www.uniglobalunion.org](http://www.uniglobalunion.org)
24. Dharmasiri, A.S. (2012), "Grandeur of Grounded Theory: Unearthing the Uniqueness", *HRM Perspectives*, 30 -35.
25. Dharmasiri, A. S., Kodeeswaran, S. (2011), "A Study of Knowledge Sharing Practices of Civil Society Organizations in Sri Lanka", *Sri Lankan Journal of Management*, 17 (1-2).
26. Gunawardena, H., Dharmasiri A. S., (2011), "Organizational Reforms in the Sri Lankan Public Sector: Developing Process Re-engineering Framework", *Sri Lankan Journal of Management*, 16 (3 & 4): 40-62.
27. Dharmasiri, A. S. (2010), "Wither Strategic Orientation: Realty in the case of HR Managers", *Visitas*, Management Journal of the Open University of Sri Lanka.
28. Dharmasiri, A. S. (2010), "HR Managers in South Asian Banks: A Study of Strategic Orientation", *Journal of Inter-disciplinary Studies*, Center of Banking Studies, 1 (1), 72 -86.
29. Dharmasiri, A.S., Wickremasuriya, P. (2009), "Factors Affecting the Implementation Effectiveness of ISO 9001(2000) Standard and its Impact on Business Results", *Sri Lankan Journal of Management*, 16 (2-4), 1 -10.
30. Dharmasiri A.S (2010), "Strategic Human Resource Management in Sri Lanka", *CIMA Edge*, Published by Chartered Institute of Management Accountants, Sept.- Nov.: 2-3.

31. Dharmasiri, A.S (2010), "Epitome of Engaging Employees", *22<sup>nd</sup> Anniversary Convention Volume of Association of Professional Bankers – Sri Lanka*, 61-74.
32. Carte T. A., Dharmasiri A. S and Perera T. (2011), "Building IT Skills in Sri Lanka: Learning by Doing", *Information Technology for Development*, 16 (4).
33. Dharmasiri, A. S. (2009), "Strategic Orientation of HR Managers in the Commercial Banks in South Asia", *International Review of Business Research*, www.bizresearchpapers.com
34. Dharmasiri, A.S. (2009), "Strategic Orientation of HR Managers in Mobile Communicating Companies in South Asia", *Sri Lankan Journal of Management*, 14 (2), 25 -31.
35. Dharmasiri, A.S. (2008), "Teaming Together in Turbulent Times: Manifest Reality and Multiple Responses", *20<sup>th</sup> Anniversary Convention Volume of Association of Professional Bankers – Sri Lanka*, 117 - 128.
36. Dharmasiri, A. S., Samarakoon, U. and Sureshandra, R. (2008), "Factors that Influence Hiring in Sri Lankan Organizations", *Sri Lankan Journal of Management*, 13 (3 & 4), 30 -38.
37. Dharmasiri, A. S. (2008), "A Study of Strategic Orientation of Human Resource Professionals in Sri Lankan Corporate Sector", *Sri Lankan Journal of Management*, 13 (1- 2), 67 - 84.
38. Dharmasiri, A.S and Gnautham, J. (2008), "The Influence of Quality of Work-life on Organizational Commitment: A Study of the Apparel Industry", *Sri Lankan Journal of Management*, 13 (1- 2), 117 - 140.
39. Dharmasiri, A. S. (2007), "A Study of Leadership Roles Played by Tsunami Camp Volunteers", *Sri Lankan Journal of Management*, 12 (1- 2), 89 -114.
40. Dharmasiri, A. S. , Wickremasinghe, S. D. (2006), "Effectiveness of Monetary Rewards in Motivating Police Officers", *Sri Lankan Journal of Management*, 11 (1 - 2), 21-36.
41. Dharmasiri, A. S. (2005), "Strategic Orientation of a Sri Lankan Electrical Manufacturer", *Management Case Studies*, Shukla, B. and Prashar, S. (ed's), New Delhi: Amity University Press, 43 -59.
42. Dharmasiri, A. S. (2004), "Enhancement of Conceptual Competencies of HR Professionals", *Sri Lankan Journal of Management*, 9 (3 - 4), 167 - 188.
43. Dharmasiri, A. S. (2000), "Development of Conceptual Competencies of Sri Lankan Managers for Strategic Decision Making", *Sri Lankan Journal of Management*, 5 (3 - 4), 195 -227.

#### Papers

1. Dharmasiri, A.S. (2015), Excellence as Essence: Pioneering Experiences of a Premier Enterprise, a paper presented at the 13<sup>th</sup> South Asian Management Forum held in Colombo, Sri Lanka.
2. Dharmasiri, A. S. (2013), Perceptions of Strategic Orientation of HR Professionals in South Asia, a paper presented at 13<sup>th</sup> International Business Research Conference, organized by World Business Institute, held in Katmandu, Nepal.

3. Dharmasiri, A.S. (2012), Work in life and life in work, a paper presented at the Annual International Conference of the UNI Global Union, held in Colombo.
4. Dharmasiri, A. S. , and Srinivasan V. (2011), Perceptions of Strategic Orientation of HR Professionals in South Asia, a paper presented at the Second International Research Conference of the Indian Academy of Management, organized by the Indian Institute of Management, Bangalore.
5. Dharmasiri, A. S. and Senavirathne, L. (2010), Organizational Commitment of Sri Lankan IT Professionals, a paper presented at the International Management Conference organized by Rajarata University of Sri Lanka.
6. Dharmasiri, A.S. and Wickremasuriya, P. (2009) Factors Affecting the Implementation Effectiveness of ISO 9001(2000) Standard and its Impact on Business Results, a paper accepted for the Forth International Research Conference on Management and Finance, organised by Faculty of Management and Finance, University of Colombo.
7. Dharmasiri, A. S. and Pannalage, T. (2009) Teaming Challenges of Offshore Software Development Companies, a paper accepted for the 13th International Workshop on Teamworking organized by Tilburg University and TIAS-Nimbas Business School, Tilburg, The Netherlands.
8. Dharmasiri, A.S. (2009), Strategic Orientation of HR Managers in Commercial Banks in South Asia, a paper presented at the 10<sup>th</sup> International Business Research Conference, organized by World Business Institute, held in Dubai, UAE.
9. Dharmasiri A.S. (2009) Strategic Orientation of HR Managers in Mobile Communicating Companies in South Asia, a paper presented at the Sixth International Conference on Business Management, organised by Faculty of Management and Commerce, University of Sri Jayewardenepura.
10. Dharmasiri A. S. and Pannalage, T. (2009) Team Effectiveness of Offshore Software Development Companies, a paper presented at the Sixth International Conference on Business Management, organized by Faculty of Management and Commerce, University of Sri Jayewardenepura.
11. Carte T. A., Dharmasiri A. S and Perera T. (2008) Building IT Skills in Sri Lanka: Learning by Doing, a paper presented at the International Conference on Information Systems (ICIS) under the category of Information Systems research and education in developing countries organized by Paris Dauphine University, France.
12. Dharmasiri A. S. and Kodeeswaran S. (2008) A Study of the Knowledge Sharing Practices of the Civil Society Organisations in Sri Lanka, a paper presented at the Third International Conference on Management and Finance, organised by Faculty of Management and Finance, University of Colombo.
13. Dharmasiri, A. S. and Gnautham J. (2008) Quality of Work Life and Its Impact on Organisational Commitment, a paper presented at the Fifth International Conference on Business Management, organised by Faculty of Management and Commerce, University of Sri Jayewardenepura.

14. Dharmasiri, A. S. (2007) Strategic Orientation of HR Managers in Sri Lanka, paper presented at the ANZAM 2007 Management Conference organized by University of Western Sydney.
15. Dharmasiri, A. S. (2007) Perceptions of Senior Managers on the Strategic Orientation of HR Professionals, paper presented at the Forth International Conference on Business Management, organised by Faculty of Management and Commerce, University of Sri Jayewardenepura.
16. Dharmasiri, A. S. (2006) A Preliminary Study of Strategic Orientation of HR Professionals in the Sri Lankan Corporate Sector, paper presented at the 9<sup>th</sup> South Asian Management Forum jointly organized by Association of Management Development Organisations in South Asia (AMDISA) and the North South University, Dhaka, Bangladesh.
17. Dharmasiri, A. S. (2006) A Study of Leadership Characteristics of HR Professionals as Strategic Partners in Sri Lankan Corporate Sector, paper presented at International Research Conference on “Management for Growth and Development” (IRCMGD), organised by the Faculty of Management, University of Colombo.
18. Dharmasiri, A. S. (2006) Study of Leadership Roles Played by Tsunami Camp Volunteers, paper presented at International Conference on Business and Management, Singapore.
19. Dharmasiri, A. S. (2006) Grandeur of Grounded Theory: Unearthing the Uniqueness, paper presented at the Tenth Anniversary International Symposium organised by Sabaragamuwa University of Sri Lanka.
20. Dharmasiri, A. S. (2006) Post-Tsunami Nation Building – A Pioneering Effort from a Premier Business School, paper presented at the Annual Conference of British Association for South Asian Studies (BASAS), held at the Birkbeck College, London, UK.
21. Dharmasiri, A. S. (2006) The Effectiveness of Monetary Rewards in Motivating Police Officers, paper presented at the Third International Conference on Business Management, organised by Faculty of Management and Commerce, University of Sri Jayewardenepura.
22. Dharmasiri, A. S. (2005) The Impact of Employee Personality Types on Customer Orientation, paper presented at the 10<sup>th</sup> International Conference on Sri Lankan Studies, organized by University of Kelaniya.
23. Dharmasiri, A. S. (2005) Development of Conceptual Competencies of HR Professionals, paper presented at the International Management Conference, organized by the Invertis Institute of Management Studies, Baerilly, Uttra Pradesh, India.
24. Dharmasiri, A. S. (2005) Strategic Orientation of a Sri Lankan Manufacturer, paper presented at the second Renvoi (international conference) on case studies in management, organized by Amity Business School, Noida, India.
25. Dharmasiri, A. S. (2005) Conceptual Competency Development of Sri Lankan Managers, paper presented at the Second International Conference on Business Management in the Third World, organized by Faculty of Management & Commerce, University of Sri Jayewardenepura.



## Books & Book Chapters

- 1 Dharmasiri, A. S. (2015), *HRM for Managers: A Learning Guide*, Colombo: Postgraduate Institute of Management
- 2 Dharmasiri, A.S. (2014), *People Engineering: Conversations on a Caring Craft*, Colombo: M D Gunasena.
- 3 Dharmasiri, A. S. (2013), *Humane Results: Discovering the Distinct Dimensions*, Colombo: Sarasawi Publications.
- 4 Ranasinghe S. & Dharmasiri, A. S. (2013), *HR Challenge: Dynamics of Value Creation and Competition Through People*, Colombo: Institute of Personnel Management.
- 5 Dharmasiri, A. S., Ammeter, D. B., Baur, J. E. & Buckley, M. R. (2012), *Promises of Telecommuting and Preferences of Millennials: Exploring the Nexus* in Sauser, W. E. I. & Sims, R. R. (2012), *Managing Human Resources for the Millennial Generation*, Charlotte: IAP.

## Other Studies

1. Application of simulation techniques for HR processes – a study conducted, based on the inputs gathered by attending a workshop titled “simulation for social scientists” organized by University of Koblenz, in July 2008. (2008)
2. Training effectiveness of the Police Department of Sri Lanka – a preliminary study done with Dr Travis Perera, for the National Police Commission of Sri Lanka. (2006)
3. Behavioural studies on the Tsunami victims – series of research conducted together with MBA students of the PIM. (2005 – 2006)
4. Presence of Human Resource Development Climate in Sri Lankan organizations – a preliminary study done on selected private sector organizations in Sri Lanka as part of the MBA assignments. (2000)
5. Application of Balanced Scorecard in the Electronic manufacturing sector – a preliminary study done as part of the MBA assignments. (1999)

## Other Research Roles

1. Is the Editor of the Sri Lankan Journal of Management
2. Is the Editorial Advisor of the HRM Perspectives Journal, published by the Institute of Personnel Management Sri Lanka.
3. A member of the panel of reviewers of:
  - a. Sri Lankan Journal of Management, published by the Postgraduate Institute of Management.
  - b. Colombo Management Journal, published by the Faculty of management and Commerce, University of Colombo.
  - c. Journal of Management and Science, published by the Vavunia Campus of the University of Jaffna.
  - d. Journal of Marketing Management, published by the Department of Marketing, University of Kelaniya.

- e. Journal of Interdisciplinary Studies published by the Centre of Banking Studies, Central Bank of Sri Lanka.
4. Is a member of the research team appointed by the National Education Commission (NEC) to study Education management for next decade.
5. Is a doctoral research supervisor of Malaysian Science University, Faculty of Graduate Studies, University of Colombo and the Postgraduate Institute of Management.
6. Is a master's research supervisor of Postgraduate Institute of Management, Faculty of Management and Finance, University of Colombo, Open University of Sri Lanka and the Eastern University of Sri Lanka.
7. Is an External Examiner of the thesis examination panels of :
  - a. Postgraduate Institute of Management.
  - b. Faculty of Graduate Studies, University of Colombo.
  - c. Faculty of Graduate Studies, University of Ruhuna, Sri Lanka.
  - d. School of Management Sciences, Tezpur University, Assam, India.
8. A session chairman of the research conferences such as:
  - a. International Conference of Business Management (ICBM) organized by Faculty of Management and Commerce, University of Sri Jayewardenepura
  - b. International Conference on Business and Information (BAI) organized by International Business Academics Consortium (IBAC).

#### Other Involvements

1. Sri Lankan representative of the Association of the Management Development Institutions South Asia (AMDISA).
2. An Ex-officio Member of the Board of Management, National Institute of Business Management (NIBM).
3. A Non-executive director at Citizens Development Bank and Finance PLC (with effect from February 01, 2012)
4. A Non-executive director at Softlogic PLC (with effect from July 01, 2016)
5. A member of the standing committee on postgraduate studies of the University Grants Commission (UGC)
6. A Member of the governing council of the Institute of the Personnel Management (IPM), Sri Lanka.
7. A member of the board of study of the Sri Lanka Institute of Marketing (SLIM).
8. A regular columnist of Daily Financial Times, with a weekly contribution titled "Humane Results".  
(<http://www.ft.lk/category/columns/ajantha-dharmasiri/>)
9. A weekly columnist of Sunday Observer with the title, "People Perspectives". (e.g. [http://www.sundayobserver.lk/2015/02/08/fin28.asp\\_](http://www.sundayobserver.lk/2015/02/08/fin28.asp_)

10. A member of the editorial panel of a popular monthly magazine, Business Management Digest.
11. A Key Note speaker at a variety of local and international conferences.
12. Has been actively involved in the National HR Conference (NHRC), the largest HR event in South Asia
  - a. As the chairman of the technical committee in 2013 with the theme, "In Search of HR Excellence: Thoughts, Tools and Teams".
  - b. As the chairman of the overall conference chairman in 2015
13. Was the head of the panel of judges for the Annual awards of Holcim Lanka for five consecutive years (2011 – 2015).
14. Has been a sought after moderator of public events organized by Chartered Institute of Marketing (CIM), Employers Federation of Ceylon, American Chamber of Commerce (AMCHAM) etc.
15. An advisor to the Old Royalists HR Professionals Association (ORHRPA), the only such body of any school in Sri Lanka.

## TEACHING SKILLS

1. Demonstrated a flair for effective lecturing during the sessions conducted in,
  - a. Price College of Business, University of Oklahoma, USA
    - i. B AD 5973 and MGT 4710 : International Human Resource Management
    - ii. MGT 4183 180 Negotiation
  - b. Postgraduate programs of the Postgraduate Institute of Management:
    - i. MBA – General, MBA – Banking & Finance, MBA – HRM, Master of Public Administration (MPA), Master of Custom Administration (MCA), Postgraduate Diploma in Public Administration (PDPA), Pre-MBA – Certificate Course in Executive Management
  - c. University of Colombo
    - i. Master of Business Studies (MBS): Human Resource Management
    - ii. BSc – Business Management: Strategic Human Resource Management
  - d. Other Institutes
    - i. MSc – HRM program of University of Kelaniya, Sri Lanka
    - ii. BSc – Business Management program of University of Sri Jayewardenepura, Sri Lanka.
    - iii. BSc – Business Management program of Imperial Institute of Higher Education, a validated centre of University of Wales, UK.
    - iv. BSc – Business Management program of Open University of Sri Lanka.
    - v. National Diploma in HRD conducted by Sri Lanka Institute of Training & Development.
    - vi. Diploma in HRM conducted by National Institute of Business Management (NIBM).

2. Subjects covered most frequently are:

- a. Business Strategy
- b. Strategic Human Resource Management
- c. Organizational Behaviour
- d. Management Consultancy Skills
- e. Professional Communication

3. Consistently maintained an overall rating of above 4 in a 5 point scale, based on end-semester course evaluations by the participants. Few recent examples are:

- a. MBA 500 Managing Organizations – overall rating 4.5
- b. MBA 505 Organizational Behaviour – overall rating 4.5
- c. MHR 652 Interpersonal Relations Skills – overall rating: 4.5
- d. MBA 511 Managing People – overall rating: 4.5

### MANAGEMENT CONSULTANCY PROJECTS HANDLED

October 2016	Development of a leadership coaching scheme for Ceylon Pencils <i>(Consultant)</i>
December 2015	Development of an organizational structure for Vidul Lanka, the largest micro-hydro-electricity project developer in Sri Lanka <i>(Consultant)</i>
September 2014	Developing an organizational structure for the Virtual Organization of Coordinating Secretariat of the Science and Technology Initiatives (COSTI). <i>(Consultant)</i>
March 2014	Introduction of a scientific job evaluation system for Ceylon Pencils Limited <i>(Consultant)</i>
April 2013	Development of a mechanism for performance evaluation of employees at the Sri Lankan Textile and Apparels Institute <i>(Consultant)</i>
June 2013	Development of a performance management system for the public sector as a joint project between Public Service Commission (PSC) and Postgraduate Institute of Management <i>(Consultant)</i>
October 2013	Development of a performance management system for Wijeya Newspapers <i>(Consultant)</i>
December 2013	Establishment of a performance management system for Sri Lanka Rupavahini Corporation (SLRC) <i>(Consultant)</i>
April 2013	Critical Evaluation of the Scheme of Recruitment (SOR) of the Road Development Authority (RDA) for speedy implementation <i>(Consultant)</i>
June 2013	Establishment of a Performance Management System for KIK Lanka, Katunayake. <i>(Consultant)</i>

Dec 2012	Development of a Strategic Plan for Sri Lanka Rupavahini Corporation (SLRC) <i>(Consultant)</i>
June 2012	Design and Conduct of a Potential Assessment Centre for Sri Lankan Airlines <i>(Lead Consultant)</i>
Dec 2011	A study of optimum cadre utilization of Durdans Hospital, Colombo <i>(Lead Consultant)</i>
April 2010	Design of an Advanced Certificate in Management Program., as an Asian Development Bank (ADB) Project for Sri Lanka Institute of Advanced Technical Education (SLIATE) <i>(Consultant)</i>
March 2009	Development of a Balanced Score Card for Sri Lanka Telecom <i>(Consultant)</i>
January 2009	Enhance the application of global best practices in selected ports of South Africa <i>(Consultant)</i>
November 2008	Development of a HR plan for the career development of the Technical Officers of Sri Lanka Telecom <i>(Consultant)</i>
August 2008	Strategic HR Review of SEDCO, Jeddah, Saudi Arabia <i>(Consultant)</i>
December 2007	Development of an HR Scorecard for Aitken Spence Group, Sri Lanka <i>(Consultant)</i>
January 2006	Application of the Balanced Score Card including the HR parameters at Rahimafrooz Group, Bangladesh. <i>(Lead Consultant)</i>
November 2005	Design of a 360 degree leadership feedback tool for MaerskSealand, Bangladesh. <i>(Consultant)</i>
December 2005	Improvement of the management module of the undergraduates of the Faculty of Medicine, University of Ruhuna as an ADB funded project. <i>(Consultant)</i>
March 2005	Study of the effectiveness of training at the Police Department of Sri Lanka <i>(Consultant)</i>
January 2005	Implementation of Relief, Rehabilitation and Reconstruction projects for Tsunami affected victims in Sri Lanka <i>(Project Advisor / Consultant)</i>
July 2003	Design and conduct of an organizational-wide climate survey for Nestle Lanka limited <i>(Internal Consultant / Advisor for Line Managers)</i>
January 2002	Development of leadership competencies of managers at MaerskSealand, Saudi Arabia. <i>(Consultant)</i>

September 2001	External facilitation for the implementation of “Enterprise Culture” initiative of Unilever Arabia (covering Bahrain, Oman, and Saudi Arabia) <i>(Consultant)</i>
July 2001	External facilitation for the implementation of “Enterprise Culture” initiative of Unilever Ceylon <i>(Consultant)</i>
October 1998	Development of HR policies, procedures in line with organizational strategy at Orient Group and its subsidiaries including Clipsal Lanka Limited, a Joint Venture with Gerard Industries, Australia. <i>(Project Team Leader)</i>
March 1998	Setting up of the training centre with needed systems in place at the new apparel manufacturing plant of Hemas Garments, Welisara, Sri Lanka <i>(Project Team Leader)</i>
May 1997	Factory-wide implementation of TQM by way of training the entire workforce of Unilever Ceylon Limited. Functioned as a resource person trained by Quest Quality Consulting, Australia <i>(Project Team Member)</i>
January 1997	Improvement of factory productivity of Unilever Ceylon Limited by of introducing a “staggered meal-break system” (actual increase by 7%) <i>(Project Team Member)</i>

## FEEDBACK RECEIVED FOR TRAINING

Following are a few selected feedback among similar many on the training programs conducted in twelve countries in Asia, Africa and the Middle East.

“He has delivered exactly what our organization required, in a meaningful and enjoyable manner.”

**Niaz Raheem**

*Group Director*

*Rahiemafrooz Group, Dhaka, Bangladesh*

“Ajantha is an excellent facilitator with potential to be a key international player.”

**Stanley Samuel**

*Former HR Director*

*Nestle India – Moga Factory, Moga, Punjab, India*

“He facilitated to ensure effective knowledge transfer with active participation of all.”

**Eugine Kearnes**

*Port Manager*

*Port of Saldanha, Transnet, South Africa*

“He gave significant insights into our strategic human resource development program, in making it comprehensive and competitive.”

**Tareq Ragaban**

*HR Director*

*SEDCO, Jeddah, Kingdom of Saudi Arabia*

“Ajantha’s novel approach in ensuring variety and impact in delivering training programs was very useful to us.”

**Chandana Wijyanama**

*Former Regional HR Director*

*Franke Foodservice Systems – Asia, Hong Kong*

“Ajantha’s professional views, ideas, suggestions and recommendations were extremely insightful, practical and relevant....”

**Stefan Huber**

*Former CEO*

*Holcim Lanka, Colombo, Sri Lanka*

“He has satisfied us more than 100 percent. We thoroughly enjoyed his sessions.”

**Rohan Pandithakoralage**

*Director HR*

*Eitken Spence Group of Companies, Colombo, Sri Lanka*

“Ajantha was exceptional both in his content and also in his delivery, which was exactly what we were looking for.”

**Mahesh Nanayakkara**

*CEO*

*Citizens Development Bank, Colombo, Sri Lanka*

“His bi-lingual delivery with fluency in English and Sinhala, catering for a wider audience was very significant.”

**D J Nandasiri**

*Former Group HR Manager*

*Singer Sri Lanka Limited, Colombo, Sri Lanka*

## **CONTRIBUTION TO THE HR PROFESSION**

1. Chairman of the National HR Conference 2015 with the theme, “HR for National Prosperity”
2. Chairman of the Technical Committee of the National HR Conference 2013 with the theme, “In Search of HR Excellence: Thoughts, Tools and Teams” with the highest ever number of participants.
3. Chairman of the Research and Publication Committee of the IPM for the past three years.
4. Was instrumental in developing the IPM’s definition of HRM for Sri Lanka.
5. Has been actively involved in obtaining the Charter status to the IPM.
6. Editor-in-chief of the HR Perspectives Journal, an annual publication of IPM.
7. A co-author of the book, “HR Challenge”, the first ever research book published by the IPM.
8. A key resource person for several national HR conferences.
9. A keynote speaker and a moderator for several evening sessions organized by the IPM.

10. A Member of the governing council of the Institute of the Personnel Management (IPM), Sri Lanka for the past three years.
11. Has been an advisor to the Old Royalists' HR Professionals Association (ORHRPA) since its inception.
12. Has conducted regional sessions in Galle and Kandy to popularize HRM with the theme "HRM for Life".

## **CONTRIBUTION TO THE COUNTRY**

1. Only Sri Lankan to teach International HRM for the Masters Level at the Price College of Business, University of Oklahoma, USA, in keeping the Sri Lankan flag high
2. Has been a contributor to the national level HR related policy development in working closely with the Public Service Commission, National Education Commission and Sri Lankan Association for the Advancement of Quality and Productivity (SLAAQP).
3. Has been a member of the Task Force appointed by the Presidential Secretariat to propose recommendations for the improvement of the Sri Lanka Administrative Service (SLAS).
4. Has been instrumental in developing a Performance Appraisal (PA) to the public sector in jointly working with the Public Service Commission (PSC).
5. Has been a sought after speaker and a moderator of national level public events organized by National Chamber of Commerce (NCC), Chartered Institute of Management Accountants (CIMA), Chartered Institute of Marketing (CIM), Sri Lanka Institute of Training and Development (SLITAD), Employers Federation of Ceylon, Organization of Professional Associations (OPA), Association of American Chamber of Commerce (AMCHAM) etc.
6. Has been conducting sessions for students of Jaffna, Vavuniya and Trincomalee through "video-conferencing" in reaching the North- East student community.
7. A resource person of popular weekly education programs in TV channels such as "Doramadalawa" on ITN and "Illakaya" on Rupavahini.
8. Was a key facilitator and a module writer of the Chief Innovation Officer (CIO) program for the senior public officials of Sri Lanka, sponsored by the World Bank.
9. An authorized trainer of the International Aviation Academy, managed by SriLankan Airlines., in line with making Sri Lankan an aviation hub.
10. Has been a founder member of the editorial staff of the popular science weekly, "Vidusara", in disseminating scientific knowledge with rural masses.
11. Has conducted a program tailored for the public sector, titled "Winning Mindset", in several institutions such as Prime Minister's office, Ministry of Environment, Ministry of Housing Development etc.
12. Has been serving in several interview panels in selecting high caliber professionals to key public sector positions such as the Director General of Sri Lanka Institute of Development Administration (SLIDA).



## CONTRIBUTION TO THE HUMANITY

1. A strong advocate on work – family – society harmony in meaningfully enriching both personal and professional spheres of life.
2. A member of the Parish Council of St. Peter’s Church, Negombo, Sri Lanka., advocating inter-religious harmony in a multi-ethnic, multi-religious and multi-cultural city.
3. A member of the advisory board of the Centre for the Education of Hearing Impaired Children (CEHIC), Sri Lanka.
4. Has been “simplifying “complex theoretical perspectives for the betterment of student community, in line with practicing simplicity.
5. A student mentor and a spiritual counselor.

## OTHER INFORMATION

1. A key facilitator and a module writer of the Chief Innovation Officer (CIO) program for the senior public officials, sponsored by the World Bank.
2. Has functioned as the coordinator of the students mentoring program at the PIM, where faculty members are assigned a group of protégés.
3. Was the *Forum Manager* in the recently concluded distance-learning program offering the Postgraduate Diploma in Public Administration where monthly evaluation of uploaded student group reports done.
4. Engaged in Science Fiction (SF) writing and published two collections of SF stories in Sinhala.
  - a. “*Tharu Nethi Ahasa*” in 1992
  - b. “*Hiru Miya Yai*” in 1994

## REFEREES

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