

Curriculum Vitae of AJANTHA S. DHARMASIRI

BSc.Eng. (Moratuwa), C.Eng., MBA (PIM-SJP), Ph.D.(PIM-SJP), FCIPM (SL), CMgr, CCMI (UK)

Senior Professor in Management,
Postgraduate Institute of Management, University of Sri Jayewardenepura.
ajantha@pim.sjp.ac.lk, www.pim.sjp.ac.lk, www.ajanthadharmasiri.info,
+94777766687 (Mobile), +94112689639 (Office)



BRIEF PROFILE

Senior Professor Ajantha Dharmasiri has a rare combination of being a Chartered Manager, Chartered HR Professional and a Chartered Electrical Engineer. He is acclaimed as a conference speaker, corporate trainer, strategy consultant, and a scholarly author. He became the first home-grown Senior Professor in Management of the Postgraduate Institute of Management (PIM), University of Sri Jayewardenepura, Sri Lanka, and was a Director / Chairman of the Board of Management of it. He became the first Sri Lankan to lead both the Chartered Management Institute (CMI) – Sri Lanka Chapter and Chartered Institute of Personnel Management (CIPM). He is an Adjunct Professor at Price College of Business, University of Oklahoma. He was the editor of the pioneering Sri Lankan Journal of Management (SLJM). Being a Commonwealth AMDISA Doctoral Fellow Fulbright Postdoctoral Fellow, and a Commonwealth Postdoctoral Fellow, he is also an independent director of several boards and serves in governing councils. Prof. Dharmasiri likes to identify himself as one who transitioned from being an “Engineer of Electrical” to an “Engineer of Hearts and Minds.”

GUIDE TO CV

Aspect	Page	Aspect	Page
Personal Information	2	Research Work	5
Life Purpose	2	Teaching Skills	18
Education	2	Management Consultancy Projects	18
Academic Qualifications	2	Feedback Received for Training	21
Professional Qualifications	2	International Involvements	22
Present Employment	3	National Involvements	22
Working Experience	3	Contribution to Humanity	25
Key Highlights of PIM Leadership	4	Refrees	26

PERSONAL INFORMATION

Name : Ajantha Sujeewa Dharmasiri
Nationality : Sri Lankan
Date of Birth : 07 September 1967
Civil Status : Married, has a daughter and a late son
Contact Address : 139, Maradana Road, Hendala, Wattala, Sri Lanka
Contact Phone No. : +94112689639 (Office), +94 777766687(Mobile)
E. Mail : ajantha@pim.sjp.ac.lk (Office),
ajantha.dharmasiri@gmail.com (Alternate)
Personal URL : www.ajanthadharmasiri.info

LIFE PURPOSE

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 Jayewardenepura, 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 Jayewardenepura, 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 Chartered Fellow of the Institute of Personnel Management (Sri Lanka) – CFIPM (SL)
3. A Chartered Manager and a Companion of the Chartered Institute of Management (UK) – CMgr, CCMI (UK)
4. Fellow of the Institute of Training and Development (Sri Lanka) - FITD
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)
7. Certificate in Teaching in Higher Education (CTHE) – University of Sri Jayewardenepura

PRESENT EMPLOYMENT

Senior Professor in Management,

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

WORKING EXPERIENCE

1. As the **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. (July 2014 – April 2021)

Overall managing the academic and administrative aspects of the institute whilst chairing the Board of Management and Board of Study.

2. **As a Faculty Member**, Postgraduate Institute of Management (PIM), University of Sri Jayewardenepura, 28, Lesley Ranagala Mawatha, Colombo 8, Sri Lanka. (Sept. 2004 – June 2014)

Wide array of aspects in teaching, researching, supervising, coaching, consulting, training, and administering.

3. As the **Head of Human Resources, Nestle Lanka Limited – Technical Division**. (March 2002 – August 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.

4. 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 Programs in Oman, Bahrain, and Saudi Arabia.

5. 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).

6. 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 & MLS with 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.

Key Highlights of PIM Leadership

Successfully leading PIM to greater heights with crafting and executing strategies, having formulated vision, mission, values, goals, and objectives in line with an “edifice of excellence” comprising of five pillars. A summary of key achievements in each pillar during the period from July 2014 to April 2021 are as follows:

Teaching Excellence:

- Doubling of the student number with quality assurance through Association of Advance Collegiate Schools of Business (AACSB) accreditation membership
- Vibrancy of 6 overseas study groups (UAE, Qatar, Oman, Kuwait, Bangladesh, Bahrain)
- Introduction of 5 new programmes (MBA in Taxation, MBA in Customs, Executive MBA, MPA in E-Government, MPA in Education Management)

Research Excellence:

- Sri Lankan Journal of Management (SLJM), flagship publication of PIM, becoming the first Sri Lankan research journal to be hosted by EBSCO (one of the top three research databases in the world).
- Production of ten PhDs with research rigour.
- Initiation of PIM's annual research conference (PIMARC)

Partnership Excellence:

- Doctoral partnership with University of New South Wales (UNSW), Australia paving way for 10 PhD scholarships for PIM MBAs so far.
- Initiation of over 12 short-term international management programs in association with leading universities in Australia, Germany, Hong-Kong, Indonesia, Japan, Netherlands, and Thailand.

- Vibrancy of over 100 Executive Development Programs (EDPs) tailored for corporate sector.

Sustainability Excellence:

- Over 300 % increase in surplus.
- Over US\$ 1,300,000 revenue from overseas study groups.
- 100 % paper-less learning environment with PIM's *Prajna* Learning Portal.

Governance Excellence:

- Continuation of self-finance status with zero dependence on treasury for both capital and recurrent expenditure.
- 100 % compliance with PIM's ordinance guidelines with proper conduct of Board of Management, Board of Study, and sub-committees such as Audit and Management Committee (AMC) and Finance and Remuneration Committee (FMC).
- 100 % compliance with Government Audit Regulations.

RESEARCH WORK

Special Achievements

1. Outstanding Paper Award by the *Journal of Management History* for the best article published in the year 2014.
2. Recipient of the Commonwealth Post-doctoral Fellowship 2014 involving a research and teaching assignment at the Aston Business School, Birmingham, UK.
3. 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.
4. 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.
5. 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.
6. Recipient of the Commonwealth AMDISA Doctoral Fellowship granted by the Association of Management Development Institutions in South Asia (AMDISA), in 2007.
7. 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.
8. Winner of Bursary Awards at the Annual Conference of British Scholars on South Asian Studies (BASAS), organized by the Birkbeck College of University of London, held on April, 2006.

1. Ralston, D. , Terpstra-Tong, J., Furrer, O.,... **Dharmasiri, A. S.** (2026), "Impact of organizational culture on employee psychological safety perception: The pivotal role of trust in top management across 18 societies", *International Business Review*, 36:1. <https://doi.org/10.1016/j.ibusrev.2025.102523>
2. Dissanayaka, T. & **Dharmasiri, A.S.** (2025), "Role of Styles in B2B Negotiation Impasses: A Dual Lens Perspective", *Conflict Resolution Quarterly*. 0:1-9. <https://doi.org/10.1002/crq.70017>
3. Amalanathan, A. Hemachandra, N. S. & **Dharmasiri, A. S.** (2025), "Improving Organizational Efficiency in the Public Sector Management: A Case Study on Reducing Inter-Hospital Transfers in a Base Hospital in Sri Lanka", *Sri Lankan Journal of Management*, DOI: <https://doi.org/10.33939/SLJM.30.01.05.2025>.
4. **Dharmasiri, A. S.** (2025), "Being Brilliant as Bankers: Insights of Intrapreneurship", *Annual Volume of the Association of Professional Bankers – Sri Lanka 2025*, 15-17.
5. Dissanayaka, T. & **Dharmasiri, A.S.** (2024), "An Exploration of Business Negotiation Impasses: Conceptualizing a Dual Path Approach", *Sri Lankan Journal of Management*, 29 (2), 89-118.
6. **Dharmasiri, A.S.** (2024), "Being Brilliant in a BANI World: A Managerial Perspective", *Annual Volume of the Association of Professional Bankers – Sri Lanka 2024*, 13-18.
7. Balasuriya, G. N. & Dharmasiri, A.S. (2024), "Antecedents of Life Insurance Purchase Intention in Sri Lanka: The Role of Regulatory Focus Relating to Prevention and Promotion", *Sri Lankan Journal of Management*, 29 (1), 1-31.
8. **Dharmasiri, A.S.**, Hafeez, M., Hemachandra, N. (2024), "Exploring Sustainable Indigenous Management Practices in Oman: A Strategic Alignment with Oman Vision 2040", *Journal of International Management*, (Paper accepted for publication)
9. Jayathilake, K.T.D., **Dharmasiri, A.S.** & Jayawardana. A.K.L. (2024) "Respectable Femininity and Career Progression: A Study on Women Holding Top Managerial Positions in the Sri Lankan Corporate Sector.", *Gender in Management*, Emerald Publication. (Paper accepted for publication)
10. Ralston. D. , **Dharmasiri, A.S.** ,Jane Terpstra-Tong; ... (2024), "The Impact of Microculture Cohorts on Organizational Culture Preference", *International Business Review*. (Paper accepted for publication)
11. Malake, K. A. P. & **Dharmasiri, A. S.** (2023), "Factors Influencing Knowledge Sharing Behaviour of Employees: Mediating Role of Self-Efficacy", *Sri Lankan Journal of Management*. 28 (2): 88-119.
12. **Dharmasiri, A.S.**, Amerasekara, T. & Perera, K.V.D.K. (2023), "Exploring Employee Engagement of Millennials in the "New Normal": A Study of Sri Lankan Professionals", *Sri Lankan Journal of Management*, 28 (1), 112 -134.

13. Perera, K.V.D.K & **Dharmasiri, A. S.** (2022), "The Impact of Psychological Contract Breach on Employee Performance: A Comparative Analysis of Generation Y and Generation Z in Relation to the Banking Sector in Sri Lanka", *Sri Lankan Journal of Management*, 27 (2), 1-32.
14. Gunasekara, M., **Dharmasiri, A.S.** (2022), "Conceptualizing Appraiser's Coaching Role and Individual Work Performance", *Asian Academy of Management Journal* (in press)
15. Ralston, D. , Terpstra-Tong, J., Furrer, O.,... **Dharmasiri, A. S.** (2022), " Are Societal-Level Values Still Relevant Measures in the 21st Century Businessworld? A 39-Society Analysis", *Asia Pacific Journal of Management*, 4: 1-44.
16. **Dharmasiri, A.S.** & Jayawardena, A.K.L. (2021), "Conceptualizing, Developing, and Validating a Measuring Scale for Employee Engagement: Evidence drawn across industries in Sri Lanka", *Sri Lankan Journal of Management*, 26 (1), 40-63.
17. Ralston, D. , Terpstra-Tong, J., Furrer, O.,... **Dharmasiri, A. S.** (2021), "The Global-Business Subculture Effect on Gender Differences: A 40-Society Analysis of Subordinate Influence Ethics Behaviors", *Journal of Business Ethics* (in press).
18. **Dharmasiri, A.S.** & Jayakody, G. K. (2020), "A Study of Strategic Sourcing and Strategic Supporting of Virtual Teams", *SAM Advanced Management Journal*. 86 (2): 45-3.
19. Dissanayake, T. & **Dharmasiri, A.S.** (2020), "The Impact of Perceived Justice and Organization-Employee Relationship Quality on the Turnover Intention of Operational Level Employees", *Sri Lankan Journal of Management*, 25 (2), 64-91.
20. **Dharmasiri, A.S.** (2020). "Whither Management Research: Reflections and Resolutions", Proceedings of the 9th International Conference on Management and Economics, 1-13.
21. **Dharmasiri, A. S.** (2019). A Book Review: Sustainable Human Resource Management by Senior Prof. Dr. Henarath H.D.N.P. Opatha. *Vidyodaya Journal of Management*, 5(1), 139-142.
22. Gunasekara, U.L.T.P. & **Dharmasiri, A.S.** (2019), "Understanding Virtuality: A Mixed Method Study Using Virtuality Index in Teams of Global Outsourcing Sector", *Thesis International Research Journal*, 8 (2): 115-136.
23. Peiris, H.R.N. & **Dharmasiri, A.S.** (2019), "Being Universally Unique: Towards Understanding the Buddhist Perspective of Human Resources, *HR Perspectives*, 5 (1): 38 -53.
24. Mendis, S. A. & **Dharmasiri, A.S.** (2019), "The Impact of Multiple Intelligences on Individual Work Performance and the Role of Generations", *Sri Lankan Journal of Management*, 24(1): 1 -29.
25. **Dharmasiri, A.S.** (2018), "Capacity Building for Economic Prosperity: Progress of a Premier Enterprise, *Annual Volume of the Association of Professional Bankers – Sri Lanka – 2018*, , 53 -60.

26. Madhushanka, R. & **Dharmasiri, A.S.** (2018), "The Impact of Corporate Governance Performance on Corporate Sustainability: A Sri Lankan Perspective", *Sri Lankan Journal of Management*, 23(2): 34 -66.
27. **Dharmasiri, A.S.** (2017), "Competing with Competencies: An HR Ecosystem Perspective", Annual Volume of the Association of Professional Bankers, 29th Anniversary Convention Volume of Association of Professional Bankers – Sri Lanka -2017, 49 -54.
28. **Dharmasiri, A.S.** (2017)," Defining HRM for Sri Lanka", *OPA Journal*, 33 (02): 83-85.
29. Jayakody, G. & **Dharmasiri, A.S.** (2017), "Emotional Intelligence and Performance: A Study of Employees in the Private Sector Middle Management Employees in the Education and Banking Sectors of Sri Lanka, *International Journal of Innovative Research and Knowledge*, 2(12), 94-103.
30. Jayarathne, W.G.N., & **Dharmasiri, A.S.** (2017), "Effects of Social Capital, Human Capital and the Family-Work Conflict on Perceived Female Career Development", *Sri Lankan Journal of Management*, 22(2), 1-41.
31. **Dharmasiri, A. S.** (2016), "Making Sense of "Five S": Mind over Matter", *HR Perspectives*, 5(1), 7 -12.
32. **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", www.researchgate.net
33. **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.
34. **Dharmasiri, A.S.** (2016), "Being diligent in becoming digital: Delicate balancing of twin dimensions", *Annual Volume of the Association of Professional Bankers- Sri Lanka - 2016* , 47-54.
35. Ranaweera, U.M.C. & **Dharmasiri, A.S.** (2016), "Generation Y and Their Job Performance", *Sri Lankan Journal of Management*, 21 (1), 39 -82.
36. **Dharmasiri, A.S.** (2016), "Academics and Knowledge: Reflections on Reality", *HR Perspectives*, Vol. 1 (1), 27 -33.
37. **Dharmasiri, A.S.** (2015), "Exploring an HR Ecosystem: A Glimpse through Ten Gs", *Kelaniya Journal of Human Resource Management*, 10 (1-2), 9-19.
38. **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.
39. **Dharmasiri, A.S.** (2015), "Essence of Engaging Employees", *PIMA UAE Journal*, 1 (3): 53 -56.

40. **Dharmasiri, A.S.** (2015), "Treasures and Travails of Telecommuting", *27th Anniversary Convention Volume of Association of Professional Bankers – Sri Lanka - 2015*, 9 -22.
41. 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.
42. **Dharmasiri, A. S.** (2015), "Overcoming People Challenges", *Economic Review*, 41: 6 - 10.
43. **Dharmasiri, A.S.** (2015), "Excellence Explored: Pioneering Experiences of a Premier Enterprise", *HRM Perspectives Journal*, 1(1), 157 – 175.
44. **Dharmasiri, A.S.**, Kumarasinghe, J., Perera, S. (2014), "Defining HRM for Sri Lanka", *HRM Perspectives Journal*, 1(3), 236 -245.
45. **Dharmasiri, A.S.** (2014), "Perceptions on Strategic Orientation of HR Professionals in South Asia", *HRM Perspectives Journal*, 1(3), 15 -35.
46. 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.
47. 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*. 20(2), 200-223.
48. **Dharmasiri, A.S** (2013), "Perceptions of Strategic Orientation of HR Professionals in South Asia", *International Review of Business Research*, www.bizresearchpapers.com
49. **Dharmasiri, A. S.** (2013), "Clearing the Hiring Hurdles: Ensuring Triple Fits", *Annual Volume of the Association of Professional Bankers - 2013*, 15 -30.
50. **Dharmasiri, A. S.** (2013), "Strategic Orientation of HR Managers: A South Asian Perspective", *South Asian Journal of Management*, 20 (2), 7 -39.
51. 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.
52. **Dharmasiri, A. S.** (2013), "Work in life and Life in Work", *HRM Perspective Journal*, 1 (2), 168- 182.
53. **Dharmasiri, A.S.** (2012), "Sustainability in Volatility: The People Challenge", *Annual Volume of the Association of Professional Bankers - 2012*, 22 -25.
54. **Dharmasiri, A.S.** (2012), "Work in Life and Life in Work", *Annual Volume of the Asia-Pacific Association of Labour Unions*, www.uniglobalunion.org
55. **Dharmasiri, A.S.** (2012), "Grandeur of Grounded Theory: Unearthing the Uniqueness", *HRM Perspectives*, 30 -35.

56. **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): 30-42.
57. 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.
58. **Dharmasiri, A. S.** (2010), "Wither Strategic Orientation: Realty in the case of HR Managers", *Visitass*, Management Journal of the Open University of Sri Lanka, 5-16.
59. **Dharmasiri, A. S.** (2010), "Epitome of Engaging Employees", *Annual Volume of the Association of Professional Bankers - 2010*, 61-73.
60. **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.
61. **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.
62. **Dharmasiri A.S** (2010), "Strategic Human Resource Management in Sri Lanka", *CIMA Edge*, Published by Chartered Institute of Management Accountants, Sept.- Nov.: 2-3.
63. **Dharmasiri, A.S** (2010), "Epitome of Engaging Employees", *22nd Anniversary Convention Volume of Association of Professional Bankers – Sri Lanka*, 61-74.
64. 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).
65. **Dharmasiri, A. S.** (2009), "Strategic Orientation of HR Managers in the Commercial Banks in South Asia", *International Review of Business Research*, www.bizresearchpapers.com
66. **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.
67. **Dharmasiri, A.S.** (2008), "Teaming Together in Turbulent Times: Manifest Reality and Multiple Responses", *20th Anniversary Convention Volume of Association of Professional Bankers – Sri Lanka*, 117 - 128.
68. **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.
69. **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.

70. **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.
71. **Dharmasiri, A. S.** (2007), "A Study of Leadership Roles Played by Tsunami Camp Volunteers", *Sri Lankan Journal of Management*, 12 (1- 2), 89 -114.
72. **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.
73. **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.
74. **Dharmasiri, A. S.** (2004), "Enhancement of Conceptual Competencies of HR Professionals", *Sri Lankan Journal of Management*, 9 (3 - 4), 167 - 188.
75. **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.** and Malake, K. A. P. (2026), "Organizational Resilience through Knowledge Sharing: Self-Efficacy as a Catalyst for Safety-critical Learning In South Asian Aviation", a paper presented at the South Asian Management Forum (SAMF) 2026, jointly organized by the Association of Management Development Institutions of South Asia (AMDISA) and Royal Institute of Management (RIM), Bhutan held in May 2026.
2. **Dharmasiri, A.S.** (2025), "Being Brilliant in a BANI World: Implications to Management Education", a paper presented at the Research Colloquy with the theme, "Reimagining management education in Sri Lanka", organized by the Department of Business administration, University of Sri Jayewardenepura, held on October 2025.
3. Dissanayake, T. and **Dharmasiri, A.S.** (2025), "The role of negotiation styles on staff satisfaction and sustainability implementation: Perspectives from garment industry in Sri Lanka", a paper presented at the conference with the theme, "Modern challenges and opportunities for the apparel Industry, jointly organized by Monash Business School, Australia and Postgraduate Institute of Management held in February 2025.
4. Wadumestri, H. and **Dharmasiri, A.S.** (2025) , "The mediation effect of psychological contract on the relationship between talent management and turnover intention", a paper presented at the conference with the theme, "Modern challenges and opportunities for the apparel Industry, jointly organized by Monash Business School, Australia and Postgraduate Institute of Management held in February 2025.
5. Ralston, D. , Terpstra-Tong, J., Furrer, O,... **Dharmasiri, A. S.** (2021), "The Impact of Gender Role Orientations on Subjective Career Success: A Multilevel Study of 36 Societies", a paper selected for the annual conference of the Academy of International Business (IAB) – Held in June 2021 via online.

6. Nagasena, P.M.C.P., Weragoda, R.B L. and **Dharmasiri, A. S.** (2021), “ Impact of COVID 19 Pandemic on the Subjective Wellbeing of the Executives in Private and Public Sector Organizations in Sri Lanka”, a paper presented at the annual conference of the National Science Foundation, titled “COVID-19: Impact, Mitigation, Opportunities and Building Resilience”.
7. **Dharmasiri, A.S.** (2020), “Management Research in the Context of Business Intelligence in Shaping Organizations in Emerging Economies”, Keynote Speech published as a paper of the proceedings of the International Conference on Management and Economics (ICME 2020), organized by the Faculty of Management and Finance, University of Ruhuna, held on 11 September, 2020.
8. **Dharmasiri, A.S.** (2020), “Mind, Matter and Managers”, Convocation address delivered at the 15th General Convocation of Wayamba University of Sri Lanka held on 09 January, 2020.
9. **Dharmasiri, A. S.** (2018), “Whither Management Research: Reflections and Resolutions”, Keynote Speech published as a paper of the proceedings of Annual Research Symposium in Management of Faculty of Business studies and Finance, Wayamba University of Sri Lanka held on 22 June, 2018.
10. Thubellage, D. S. , **Dharmasiri, A. S.** , Senarath, J. U. (2017). Evaluation of Health Policy: How Well Have the Policies on Prevention and Control of Ischermic Heart Disease Been Evaluated in Sri Lanka? 4th Annual Research Symposium on Social Sciences and Humanities, ARSSSH-2017 (pp. 39-44). Colombo: National Centre for Advanced Studies in Humanities & Social Sciences, Sri Lanka. Retrieved from https://ncas.ac.lk/Proceedings/ARSSSH_2017/arrssh2017.html.
11. **Dharmasiri, A.S.** (2017), Public Service Capacity Building in Sri Lanka: The PIM Experience, a paper presented at the 14th South Asian Management Forum held in Maldives.
12. **Dharmasiri, A.S.** (2015), Excellence as Essence: Pioneering Experiences of a Premier Enterprise, a paper presented at the 13th South Asian Management Forum held in Colombo, Sri Lanka.
13. **Dharmasiri, A. S.** (2013), Perceptions of Strategic Orientation of HR Professionals in South Asia, a paper presented at 13th International Business Research Conference, organized by World Business Institute, held in Kathmandu, Nepal.
14. **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.
15. **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.
16. **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.

17. **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.
18. **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.
19. **Dharmasiri, A.S.** (2009), Strategic Orientation of HR Managers in Commercial Banks in South Asia, a paper presented at the 10th International Business Research Conference, organized by World Business Institute, held in Dubai, UAE.
20. **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.
21. **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.
22. 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.
23. **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.
24. **Dharmasiri, A. S.** and Gnautham J. (2008) Quality of Work Life and Its Impact on Organisational Commitment, a paper presented at t the Fifth International Conference on Business Management, organised by Faculty of Management and Commerce, University of Sri Jayewardenepura.
25. **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.
26. **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.
27. **Dharmasiri, A. S.** (2006) A Preliminary Study of Strategic Orientation of HR Professionals in the Sri Lankan Corporate Sector, paper presented at the 9th South Asian Management Forum jointly organized by Association of Management

Development Organisations in South Asia (AMDISA) and the North South University, Dhaka, Bangladesh.

28. **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.
29. **Dharmasiri, A. S.** (2006) Study of Leadership Roles Played by Tsunami Camp Volunteers, paper presented at International Conference on Business and Management, Singapore.
30. **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.
31. **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.
32. **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.
33. **Dharmasiri, A. S.** (2005) The Impact of Employee Personality Types on Customer Orientation, paper presented at the 10th International Conference on Sri Lankan Studies, organized by University of Kelaniya.
34. **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, Bareilly, Uttar Pradesh, India.
35. **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.
36. **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. Kandenaarachchi, S. & **Dharmasiri A.S.** (2025). “Disruption and Change: Managerial Approach through Agile Mindset” in Endress T. & Badir, Y.F. (2025), “Business and Management in Asia: Disruption and Change” (in press).
2. **Dharmasiri, A.S.** (2022), “*Strategic Strides: Serene Sharing for Sustained Success*”, Colombo, S Godage & Sons.

3. Patrik, S.F, Cooray, S. and **Dharmasiri, A.S.** (2022), "*MAS Holdings: A Story of Resilience During the Covid-19 Pandemic*", MAS Publication.
4. **Dharmasiri, A.S.** (2021), "*Performing Amidst a Planetary Pandemic: Persevering Experiences of a Premier Enterprise*" in "COVID-19: Impact, Mitigation, Opportunities and Building Resilience", Colombo, National Science Foundation.
5. **Dharmasiri, A.S.**, Jayawardena, A.K.L, Rathnayake, S., & Bamunusinghe, R. (2021), *PIM Cases in Management*, Colombo: Postgraduate Institute of Management.
6. **Dharmasiri, A. S.** (2020), "*Continuing with COVID-19: Academic Activities Ahead*" in "*COVID-19 Pandemic: Post Lockdown Disruption and Evolving Academic Environment*", Hyderabad, Association of Management Development Institutions of South Asia. (E book: ISBN: 978-81-946331-2-9).
7. **Dharmasiri, A. S.** (2020), "*Continuing with COVID19 Pandemic: Initiatives, Involvements in Experiences & Practices*" in "*Teaching-Learning and Academic Interactions amid COVID-19 Disruption*", Hyderabad, Association of Management Development Institutions of South Asia. (E book: ISBN: 978-81-946331-0-5).
8. **Dharmasiri, A. S.** (2019), *HRM for Managers: A Learning Guide*, Second Edition, Colombo: Postgraduate Institute of Management.
9. **Dharmasiri, A.S.** (2019), "*Discovering International Human Resource Management: A Glimpse through 10 Gs*", in Fonseka, A.T. "*Essays in International Business*", Ed. , Colombo: Postgraduate Institute of Management.
10. **Dharmasiri, A.S.** (2018), *People Perspectives: Diverse Discussions for Discovery*, Colombo: Institute of Personnel Management.
11. **Dharmasiri, A. S.** (2015), *HRM for Managers: A Learning Guide*, Colombo: Postgraduate Institute of Management.
12. **Dharmasiri, A.S.** (2014), *People Engineering: Conversations on a Caring Craft*, Colombo: M D Gunasena.
13. **Dharmasiri, A. S.** (2013), *Humane Results: Discovering the Distinct Dimensions*, Colombo: Sarasawi Publications.
14. Ranasinghe S. & **Dharmasiri, A. S.** (2013), *HR Challenge: Dynamics of Value Creation and Competition Through People*, Colombo: Institute of Personnel Management.
15. **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 (Selected few among many)

1. An Exploration of Business Negotiation Impasses: A Dual Path Approach (ongoing)

2. Exploring the dynamics of employee engagement in Sri Lankan professionals: a comparative analysis of millennials and centennials in the gig economy (ongoing)
3. Measuring the Engagement Level of Employees in Sri Lankan Industries – A Sri Lankan perspective with special emphasis on FMCG, Polymer, Banking, Insurance and Finance Sectors - a comprehensive industrial survey collectively done by the Research Centre published by the Postgraduate Institute of Management (2018).
4. Exploring employee engagement in apparel, IT and BPO sectors in Sri Lanka - a comprehensive industrial survey collectively done by the Research Centre published by the Postgraduate Institute of Management (2017).
5. Identification of special education needs of primary school children in Sri Lanka – a comprehensive industrial survey collectively done by the Research Centre published by the Postgraduate Institute of Management (2016).
6. 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).
7. 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).
8. Behavioural studies on the Tsunami victims – series of research conducted together with MBA students of the PIM. (2005 – 2006).
9. 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).
10. Application of Balanced Scorecard in the Electronic manufacturing sector – a preliminary study done as part of the MBA assignments. (1999).

Conference Speeches and Orations (Selected few among many)

1. “Brilliance in Human Capital Management”, a keynote speech delivered at a seminar organized by the National Chamber of Exporters, Sri Lanka in February 2020.
2. “Mind, Matter and Managers”, Convocation address at the Annual Convocation of the Wayamba University of Sri Lanka in January 2020.
3. “Essential Leadership Skills for Professionals”, a speech delivered at a seminar held in Doha organized by the Sri Lankan professional associations in Qatar in January 2020.
4. “Radically Reinventing Reality: New Perspectives of HR”, the concluding a speech delivered at the National HR Conference organized by the Chartered Institute of Personnel Management in September 2019.
5. “Emerging HR Leaders: High Tech and High Touch”, a speech delivered at the International HR Conference organized by the Fiji HR Institute, Fiji in October 2018.

6. "Future of Work", a keynote speech delivered at the Annual HR Conference organized by the National Institute of Personnel Management (NIPM), India in Pune in September 2018.
7. "Competitive Advantage through People", a keynote speech delivered at the BSHRM Annual HR Conference held in Dhaka, Bangladesh in March 2018.
8. "Touch Savvy" HR Leaders: Caring, Daring and Sharing, a speech delivered at the National HR Conference in June 2017 organized by the Institute of Personnel Management, Sri Lanka.
9. "Reinventing HRM as Paradox Navigation: Reflections on a Rewarding Renewal", Prof. Sudatta Ranasinghe Memorial Oration delivered at the Postgraduate Institute of Management in May 2017.
10. "Championing Change", a keynote speech delivered at the BSHRM Annual HR Conference held in Dhaka, Bangladesh in March 2017.
11. "Authentic Leadership for Sustained Business Success", a speech delivered at the National HR Conference in June 2016 organized by the Institute of Personnel Management, Sri Lanka.
12. Emergence of "Tech-tradi" tribe in South Asia, a keynote session delivered at the 34th NIPM Conference held in Coimbatore, India in October 2015.

Other Research Roles

1. Currently the **Programme Coordinator** of the Doctor of Business Administration (DBA) of the PIM.
2. Was the **Editor** of the Sri Lankan Journal of Management, the only Sri Lankan management journal hosted by EBSCO global database.
3. Is an **Editorial Advisor** to the International Journal of HRD, published by the World Federation of People Management Organizations (WFPMA).
4. Is the **Editorial Advisor** of the HRM Perspectives Journal, published by the Chartered Institute of Personnel Management Sri Lanka.
5. 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 Vavuniya Campus of the University of Jaffna.
 - d. Journal of Marketing Management, published by the Department of Marketing, University of Kelaniya.
 - e. Sri Lankan Journal of Social Sciences published by the National Science Foundation
 - f. Journal of Interdisciplinary Studies published by the Centre of Banking Studies, Central Bank of Sri Lanka.

6. Was a **Member of the Research Team** appointed by the National Education Commission (NEC) to study Education management for next decade.
7. Is a **Doctoral Research Supervisor** of many Sri Lankan universities including Faculty of Graduate Studies, University of Colombo, and the PIM.
8. 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.
9. Is an **Examiner** of the thesis examination panels of :
 - a. Postgraduate Institute of Management.
 - b. Faculty of Graduate Studies, University of Colombo, Sri Lanka.
 - c. Faculty of Graduate Studies, University of Sri Jayewardenepura, Sri Lanka.
 - d. Faculty of Graduate Studies, University of Ruhuna, Sri Lanka.
10. 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).
11. Has been a **Paper Reviewer** of the annual doctoral colloquium, organized by the Faculty of Management Studies and Commerce, University of Sri Jayewardenepura.
12. A **Member** of the Academy of International Business (AIB).
13. **Sri Lankan Representative** of the South Asian Chapter of the Academy of International Business.
14. A **Well-cited Researcher** who currently maintains an **H Index of 12** and **I-10 Index of 13** as per the Google Scholar citation status. (<https://scholar.google.com/citations>).

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. Doctor of Business Administration (DBA),
 - ii. MBA – General, MBA in Taxation (MBAT), MBA in Customs and International Trade (MBA – CIT), MBA – Banking & Finance, MBA – HRM,
 - iii. Master of Public Administration (MPA),
 - iv. Master of Custom Administration (MCA),
 - v. Postgraduate Diploma in Public Administration (PDPA),
 - vi. Maser of Public Administration in Education Management (MPA – EM)
 - c. University of Colombo

- i. Doctor of Business Administration (DBA)
 - ii. Master of Business Studies (MBS): Human Resource Management
 - iii. 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 Open University of Sri Lanka.
2. Subjects covered most frequently are:
- a. Leadership in organizations
 - b. Business Strategy
 - c. Strategic Human Resource Management
 - d. Organizational Behaviour
3. Consistently maintained an overall rating of above 4.5 in a 5-point scale, based on end-term course evaluations by the participants. Few recent examples are:
- a. MBA 507 Organisational Behaviour – overall rating 4.95
 - b. MBA 510 Human Resource Management -overall rating 4.80
4. Involved in program design such as MBA in Taxation, MBA in Customs and International Trade, Executive MBA of the Postgraduate Institute of Management.

MANAGEMENT CONSULTANCY PROJECTS HANDLED

October 2021	Change management as a part of the development of a Port Management Information System (PMIS) – An ADB Project (Consultant)
March 2017	Development of a performance management system for Dilmah (Consultant)
October 2016	Development of a leadership coaching scheme for Ceylon Pencils (Consultant)
December 2015	Development of an organizational structure for Vidul Lanka, the largest micro-hydro-electricity project developer in Sri Lanka (Consultant)
September 2014	Developing an organizational structure for the Virtual Organization of Coordinating Secretariat of the Science and Technology Initiatives (COSTI). (Consultant)
March 2014	Introduction of a scientific job evaluation system for Ceylon Pencils Limited (Consultant)
April 2013	Development of a mechanism for performance evaluation of employees at the Sri Lankan Textile and Apparels Institute (Consultant)

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 (Consultant)
October 2013	Development of a performance management system for Wijeya Newspapers (Consultant)
December 2013	Establishment of a performance management system for Sri Lanka Rupavahini Corporation (SLRC) (Consultant)
April 2013	Critical Evaluation of the Scheme of Recruitment (SOR) of the Road Development Authority (RDA) for speedy implementation (Consultant)
June 2013	Establishment of a Performance Management System for KIK Lanka, Katunayake (Consultant)
December 2012	Development of a Strategic Plan for Sri Lanka Rupavahini (SLRC) (Consultant)
June 2012	Design and Conduct of a Potential Assessment Centre for Sri Lankan Airlines (Lead Consultant)
December 2011	A study of optimum cadre utilization of Durdans Hospital, Colombo (Lead Consultant)
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) (Consultant)
March 2009	Development of a Balanced Score Card for Sri Lanka Telecom (Consultant)
January 2009	Enhance the application of global best practices in selected ports of South Africa (Consultant)
November 2008	Development of a HR plan for the career development of the Technical Officers of Sri Lanka Telecom (Consultant)
August 2008	Strategic HR Review of SEDCO, Jeddah, Saudi Arabia (Consultant)

December 2007	Development of an HR Scorecard for Aitken Spence Group, Sri Lanka (Consultant)
January 2006	Application of the Balanced Score Card including the HR parameters at Rahimafrooz Group, Bangladesh. (Lead Consultant)
November 2005	Design of a 360-degree leadership feedback tool for MaerskSealand, Bangladesh. (Consultant)
December 2005	Improvement of management module of the undergraduates of the Faculty of Medicine, University of Ruhuna as an ADB project. (Consultant)
March 2005	Study of the effectiveness of training at the Police Department of Sri Lanka (Consultant)
January 2005	Implementation of Relief, Rehabilitation and Reconstruction projects for Tsunami affected victims in Sri Lanka (Project Advisor / Consultant)
July 2003	Design and conduct of an organizational-wide climate survey for Nestle Lanka limited (Internal Consultant / Advisor for Line Managers)
January 2002	Development of leadership competencies of managers at MaerskSealand, Saudi Arabia (Consultant)
September 2001	External facilitation for the implementation of “Enterprise Culture” initiative of Unilever Arabia (covering Bahrain, Oman, and Saudi Arabia) (Consultant)
July 2001	External facilitation for the implementation of “Enterprise Culture” initiative of Unilever Ceylon (Consultant)
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. (Project Team Leader)
March 1998	Setting up of the training centre with needed systems in place at the new apparel manufacturing plant of Hemas Garments, Sri Lanka (Project Team Leader)

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 (Project Team Member)
January 1997	Improvement of factory productivity of Unilever Ceylon by of introducing a “staggered meal-break system” (increased by 7 %) (Project Team Member)

FEEDBACK RECEIVED FOR TRAINING

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

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

Eugene Kearnes

Port Manager, Port of Saldanha, Transnet, South Africa

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

Niaz Raheem

Group Director, Rahiemafrroz Group, Dhaka, Bangladesh

“He is simply excellent in both his contents and conduct”.

Manjula Perera

Former HR Director, Vinod Patel Group, Fiji

“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 amazed us with his brilliant delivery and relevant thoughts”

Thushara Perera,

HR Manager, Trans Maldivian Airways, Maldives

“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 professional views, suggestions and recommendations were extremely insightful and practical.”

Stefan Huber, *Former CEO, Holcim Lanka, Colombo, Sri Lanka*

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

Rohan Pandithakoralage

Former Director HR, Aitken Spence Group of Companies, Colombo, Sri Lanka

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

Mahesh Nanayakkara

CEO, Citizens Development Banking and Finance, Colombo, Sri Lanka

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

D J Nandasiri

Former Group Head of HR, Singer Sri Lanka Limited, Colombo, Sri Lanka

INTERNATIONAL INVOLVEMENTS

1. **Immediate Past President** of the Chartered Management Institute (CMI) – UK - Sri Lankan Chapter with a wide network including Hong Kong, Singapore, and Malaysian chapters.
2. Involved as the **International Member** of the Peer-reviewers Committee of the South Asian Quality System (SAQS) accreditation audit in over 10 institutes inclusive of:
 - a. Institute of Business Administration (IBA), Karachi, Pakistan
 - b. Management Development Institute (MDI), Gurgaon, India
 - c. Institute for Financial Management and Research (IFMR), Chennai, India
 - d. Business School of the University of Central Punjab, Lahore, Pakistan.
 - e. Welinkar Business School, Mumbai, India
3. **Initiator** of the accreditation process for the Postgraduate Institute of Management by obtaining membership of the AACSB (Association to Advance Collegiate Schools of Business), world’s premier accreditor of Business Schools.
4. Appointed as a **Vice President** of the Asia Pacific Federation of Human Resource Management (APFHRM).
5. 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.
6. Was the **Sri Lankan Representative** of the Association of the Management Development Institutions South Asia (AMDISA).

NATIONAL INVOLVEMENTS

Involvements in the Field of Human Resources

1. **Winner** of the IPM Lifetime Gold Award for the outstanding contribution to the Human Resource Profession, in 2014.
2. Was the **President** of the Institute of Personnel Management (IPM), the largest professional body of HR professionals in Sri Lanka.
3. Was the **Co-Chair** of the premier HR event, World HR Congress 2021 to be held in Colombo, jointly organized by the World Federation of People Management Organizations (WFPMA) and the Chartered Institute of Personnel Management (CIPM), Sri Lanka.
4. **Chairman** of the National HR Conference 2015 with the theme, “HR for National Prosperity”.

5. **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.
6. Was the **Chairman** of the Research and Publication Committee of the CIPM.
7. Was instrumental as a **Leader of a Think-tank** in developing the CIPM’s definition of HRM for Sri Lanka.
8. A **Key Player** involved in obtaining the Charter status to the IPM. (IPM to CIPM).
9. Has been the **Editor-in-chief** of the HR Perspectives Journal, an annual publication of CIPM.
10. A **Co-author** of the book, “HR Challenge”, the first ever research book published by the CIPM.
11. A **Key Resource Person** for several national HR conferences.
12. A **Keynote Speaker** and a moderator for evening sessions organized by the CIPM.
13. Has been an **Advisor** to the Old Royalists’ HR Professionals Association (ORHRPA) since its inception.
14. Has been a **Speaker** in conducting regional sessions in Galle and Kandy to popularize HRM with the theme “HRM for Life”.
15. 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).

Governance Roles

1. Was an **Ex-officio Member** of the Board of Management, National Institute of Business Management (NIBM).
2. Was the **External Member** of the Ethics Committee of the Central Bank of Sri Lanka.
3. Had completed the full nine-year term as an **Independent Non-executive Director** at Citizens Development Business Finance PLC (with effect from February 01, 2012).
4. An **Independent Non-executive Director** at Softlogic PLC (with effect from July 01, 2016).
5. An **Independent Non-executive Director** at D. Samson Industries Group (with effect from August, 2017).
6. An **Independent Non-executive Director** at UB Finance PLC (with effect from 01 September, 2024)
7. An **Independent Non-executive Director** at Elpitiya Plantations PLC (with effect from 01 January, 2025)

8. A **Board Director** of the Sri Lanka Institute of Biotechnology (Pvt) Limited (appointed by the Ministry of Finance with effect from October, 2020).
9. Was a **Member** of the standing committee on postgraduate studies of the University Grants Commission (UGC).
10. A **Member** of the governing council of the Benedict XVI Catholic Institute (BCI), Negombo, Sri Lanka.
11. Was a **Member** of the governing council of the Northshore Campus, Sri Lanka.
12. A **Member** of the board of study of the Sri Lanka Institute of Marketing (SLIM).

Other Involvements

1. Was a **Member** of the committee appointed by the President for the establishment of the “School of Governance” duly amalgamating Sri Lanka Institution of Development Administration (SLIDA), Institute of Policy Studies (IPS) and Miloda Academy of Financial Studies etc.
2. Has been a **Key Resource Person**, in developing a Performance Appraisal (PA) to the public sector in jointly working with the Public Service Commission (PSC).
3. 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.
4. Actively involved as a **Chair / Co-Chair/ Member** of the panel of judges in several key awards
 - a. Great HR Awards 2025 by CIPM in collaboration with Mercer Consulting India.
 - b. National Best Employee Awards 2025 by Employers’ Federation of Sri Lanka.
 - c. National Business Excellence Awards organized by the National Chamber of Commerce for more than five years.
 - d. CEO Excellence Awards organized by the Global CEO Magazine
 - e. Was the head of the panel of judges for the Annual awards of Holcim Lanka for more than five consecutive years (2011 onwards).
5. Was the **Co-Chair** of the Technical Evaluation Committee of the Biotechnology Park project jointly handled by Ministry of Finance and Ministry of Education. (2020)
6. Was a **Member** of the Committee on streamlining medical administration posts, appointed by the Ministry of Health. (2020)
7. Was a **Member** of the Task Force appointed by the Presidential Secretariat to propose recommendations for the improvement of the Sri Lanka Administrative Service (SLAS). (2014)

8. A **Regular Columnist** of Daily Financial Times, with a weekly contribution titled “Humane Results”. (Over 450 columns so far)
(<http://www.ft.lk/category/columns/ajantha-dharmasiri/>)
9. A **Weekly Columnist** of Sunday Observer with the title, “Strategic Strides”. (Over 150 columns so far) (e.g.
<http://www.sundayobserver.lk/2020/10/11/business/tranquility-amid-covid-19>)
10. A **Weekly Video Producer** titled, “Management Minute with a Life-long Learner” with over 200 episodes. (e.g. <https://www.youtube.com/watch?v=jeAJULrr47o>)
11. A **Member** of the editorial panel of a popular monthly magazine, *CEO Magazine*.
12. Was a **Key Facilitator and a Module Writer** of the Chief Innovation Officer (CIO) program for the senior public officials, sponsored by the World Bank.
13. Has functioned as the **Coordinator** of the students mentoring program at the PIM, where faculty members are assigned a group of protégés.
14. Was the **Forum Manager** in the distance-learning program offering the Postgraduate Diploma in Public Administration where monthly evaluation of uploaded student group reports done.
15. Has been a **Virtual Conductor** of sessions related to Master of Public Administration (MPA) for students of Jaffna, Vavuniya and Trincomalee through “video-conferencing” in reaching the North- East student community, since 2010.
16. A **Resource Person** of popular weekly education programs in TV channels such as “Doramadalawa” on ITN and “Illakaya” on Rupavahini.
17. 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.
18. An **Authorized Trainer** of the International Aviation Academy (IAA), managed by SriLankan Airlines, in line with making Sri Lankan an aviation hub.
19. Has been a **Founder Member** of the editorial staff of the popular science weekly, “Vidusara”, in disseminating scientific knowledge with rural masses.
20. Has been a **Trainer**, with a program tailored for the public sector, titled “Winning Mindset”, in several institutions such as the Prime Minister’s office, Ministry of Environment, Ministry of Housing Development etc.
21. Has been an **Interview Panel Member** in selecting high caliber professionals to key public sector positions such as the Director General of Sri Lanka Institute of Development Administration (SLIDA).
22. Engaged as a **Science Fiction (SF) Writer** and published two collections of SF stories in Sinhala: “*Tharu Nethi Ahasa*” in 1992; “*Hiru Miya Yai*” in 1994.

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 a **Simplifier**, converting complex theoretical perspectives for the betterment of student community, in line with practicing simplicity.
5. A **Student Mentor** and a **Spiritual Counselor**.

REFEREES

1. **Prof. Michael R. Buckley**
Professor in Management and Psychology
Price College of Business, University of Oklahoma, USA
Tel: +1 405 325 2651,
Fax: +1 405 325 7688,
Email: mbuckley@ou.edu
2. **Prof. Vasanthi Srinivasan**
Professor in Organizational Behaviour and Human Resource Management
Indian Institute of Management, Bangalore, India
Tel: +91 80 2699 3101,
Fax: +91 80 2658 4050,
Email: vasanthi@iimb.ernet.in
3. **Prof. Ananda Jayawardane**
Senior Professor in Civil Engineering & Former Vice Chancellor
University of Moratuwa, Sri Lanka
Tel: +94 11 2651259,
Fax: +94 11 2689643,
Email: anandaj@uom.lk

I hereby confirm that the above information is true to the best of my knowledge.



Ajantha S. Dharmasiri
01 June 2026