

Jacob Thomas Panicker

Jacob has over 20 + years of varied experience in Training, Consulting and Coaching across sectors like Manufacturing, IT, Banking, Consulting, Pharma and NGO's. He has been an Accenture Accredited Leadership and "Coaching in the Workplace Trainer and Coach" and has Instructional Design and Consulting experience through ITAP International for Capitol One - a major Bank in the US. He was a Consulting Associate for the Ken Blanchard Companies and empaneled facilitator for Cirrus (Now Accenture) Cirrus and Hemsley Fraser - UK and ODE Singapore. His strengths in Organizational Development vary from Executive Coaching, Assessment Developmental Centers, design, execution and facilitation in the areas of Leadership Developmental, Managerial Effectiveness, Understanding Behaviors (DISC Methodology), Dynamic Communication, Effective Coaching Skills, Goal Focus, Interviewing Skills, Interpersonal Relationships, Planning & Prioritization, Performance Facilitation, Mentoring Skills, NLP, Strategies for Success and Sales - (Zig Ziglar), Train the Trainer, Time Management, Presentation Skills, Behavioral Selling Skills, Team Working and Building with Music, Customer Service, among others.

He has led workshops both experiential and classroom, across locations for over 100 organizations including Accenture (Consulting, IDC (IT) & BPO), ABN AMRO Bank, Akzo Nobel (India, Sri Lanka) for Ken Blanchard Companies®, Accuramech (Saint Gobain), AG MELCO (UAE, Dhaka , Colombo) Axis Bank, BOC, Bharat Forge, Bajaj Allianz Pune, Bayer Crop Sciences, BNP Paribas, Boston Consulting Group, CAPITA, Clariant India, C-DAC, Centro Combustion (DANIELI Group), Cox & Kings, Crompton Greaves, CRISIL, CONSECO, Cummins, Dabur, DHL, Deloitte, Deutsche Bank, EXL, Emptoris Technologies, EFCO, Ferrero India, FIAT, Fritolays – PepsiCo, Geodesic, Honeywell, Howden India, Infosys, IBM, IDBI Bank, IdeaS, ICICI Lombard, IIT Kharagpur, Indecomm Global Services, Kirloskar Pneumatic, KPIT Cummins, Jindal Steel- Hissar, Kale Consultants, J P Morgan Chase, Mahyco, MARSH Insurance Brokers, MERCER HR Consulting, Neilsoft , NABARD, NEW VISION Software, Quinnox Technologies, Indo Rama, Remik, Rathie Dye Chem, Syntel, Saama Technologies, SEARS IT, SUZLON, Satyam, SBI Life, Springer Nature,, SCMHRD, Sungard Global Technology, Syngenta, TCS, Winsoft Technologies, Wokhardt, Xpanxion International, Rapidigm (Fujitsu), TATA Capital, Thermax, Triple Point Technology, Pune University, UTI Bank, UGS PLM, Vodaphone, WALCO Foods, Zensar, Unilever (India, Sri Lanka, Bangladesh) for Hemsley Fraser, Etisalat and TCOM - U.A.E, among others, for Junior, Middle and Senior Management.

He has Consulting and Executive Coaching (MD's / CEO/ Managers) experience with organizations like AG MELCO across 3 countries, Chiron Vaccines, Ferrero India, Fluent Tech, India Safety Vaults, CariCRIS – West Indies, C.B. Richard Ellis, MMF India, Saama Technologies, Shalina Laboratories, Rapidigm, Remik India Ltd., Pergo India, Xpanxion International, Indecomm (IGS), Accuramech (Saint Gobain), Transfix, TEK India (Groupe Cahors), Ballasore Alloys Ltd. etc. and continues doing so in domains such as Sr. Recruitment using Behavioral Benchmarking, behavioral Effectiveness, Working together, Leadership Development, Team Alignment, Work Environment Analysis and fitment besides quantifying and acting on Strategy, leveraging Activity Based Costing with Quantact Consulting for instituting Strategy Maps / Balanced Scorecards. He has coached multinationals across geographies across levels in India, Sri Lanka, Bangladesh, UK, US, Russia, Czech Republic, UAE, Paraguay and France.

In his free time, he balances Theatre and Music ; has scored Music for 2 Indian Movies and also acted and played music in a regional movie Amaltash. He is a pro bono member on the Board of Trustees for Good Shepherd Homes -an NGO into rehabilitation of street children.



AREAS OF EXPERTISE

- Executive Coaching
- Leadership Development
- Personal Effectiveness
- Change and Cultural Diversity
- Understanding Self and Others
- Managerial Effectiveness
- Team Facilitation
- Management Development

Qualifications & Certifications

- Executive Coaching - Mike Jay's Leadership University, US
- Certified Professional Behavior Analysts, CPBA , SII USA
- Certified Professional Values Analyst – CPVA, SII USA
- Attributes Analyst (Trimetrix) through Success Insights International & TTI
- "Emergenetics" Singapore
- Situational Leadership II (SLII) • GTPQ Global team processes questionnaire and Competency Profiling System by ITAP International (Hofstede's Model - Cultural Diversity in the Workplace
- Certified Master Practitioner in Neuro Linguistic Programming, FNLP Florida
- Zig Ziglar Trainer
- Accenture Accredited Leadership and Coaching in the Workplace Trainer & Coach
- Masters in Personnel Management
- Certified in Hoozyu (Birkmans Method) and Deep Democracy Conversations