

Pradeep Gogte
Assistant Professor
Faculty – Organisational Behaviour and Organisational Development
Rizvi Institute of Management Studies & Research

Mr Pradeep Gogte, 66, is an MA in Personnel Management and Industrial Relations from the Tata Institute of Social Sciences (TISS), Mumbai, 1974. Since then, he worked with renowned organisations such as Godrej & Boyce, Tata Power Co, Johnson & Johnson, Skypak Couriers, Wartsila Diesel and Tata Donnelley (now, Infomedia 18), in manufacturing as well as at their corporate offices. He managed HR and Administration assignments covering manpower planning and recruitment, design and conduct of training and management development modules, performance management systems, industrial relations, discipline management and the development and management of several HR-related policies and practices.

He also worked for about 6 years with high-profile management institutes like the Indian School of Business (ISB), Hyderabad, and the S P Jain Center of Management, Dubai – Singapore, with primary responsibility for admissions, placements, hiring of faculty, supervising HR processes and teaching HR. He last worked in the HR function with Adfactors PR Pvt Ltd, Mumbai, as Vice President – Human Resources.

After doing a one-year HR consulting assignment with Star Auto Industries, Mumbai, he was Director General of the National Headquarters at the Indian Cancer Society, Mumbai, till March 2016.

As 'visiting faculty' in post-graduate schools of business in India and overseas, as well as at professional institutes of PR, Corporate Communication and Mass Media in India, he has taught HR-related courses covering subjects such as Recruitment, Industrial Relations, Labour Laws, Organisation Behaviour, Organisation Development, Mentorship, Strategic HRM, Training for Interview Readiness and HR Aspects of PR.

Moreover, during his corporate experience, he had designed and conducted diverse in-company training programmes like Effective Inter-personal Relationships, Effective Business Presentation Skills, Communication and Assertiveness Skills, Team-building Workshops, Supervisory Excellence, Security and Fire Fighting Training for Shop-floor Supervisors, Constructive Performance Management Systems, Portfolio Management and Reputation Management.

Mr Gogte is professionally associated with the Bombay Management Association (BMA), National Institute of Personnel Management (NIPM) and the National HRD Network, Mumbai Chapter. At the executive level, he was also a Member, Executive Committee of the BMA, 1994-96, Member, HRD Committee of the Bombay Chamber of Commerce and Industry (BCCI), 1993-97, and Member, HRD Committee of the CII (Western Region), 1996-2001.