

Anuradha (Anu) Oza is an MPA from Harvard University, an MSC in Development Studies from the London School of Economics and an MA in Personnel Management and Industrial Relations from the Tata Institute of Social Sciences Mumbai. She has a corporate career spanning almost thirty years in Asia, the United Kingdom, and the United States. She teaches HR.

Her education and training and her work experience cross all three sectors” private, non-profit, and public sectors. She started off her career with the prestigious Hindustan Lever Group of Companies as a Management Trainee from Tata Institute of Social Sciences, the only one from her batch to be selected and one of two women in the entire batch of thirty-five trainees. She went through a rigorous eighteen-month training programme moving from plush air-conditioned offices to walking the sales beat in small towns in South India to living in a village in rural Uttar Pradesh, where guns were a common sight. Hindustan Lever set up a punishing schedule because it was very clear that trainees needed to understand India and they needed to understand Bharat. Regardless of whether a trainee was from HR or Marketing or Finance, they had to understand the revenue model of the business.

Anu’s first factory stint was a six month workshop in Lipton’s Ghaziabad factory in Uttar Pradesh, which made Dalda. She took part in Industrial Relations negotiations as well as conducted workshops in Hindi for officers in the plant. She earned high marks for being a people person who had the capacity to slip into three languages, Hindi, Tamil and English effortlessly;. Anu had her second factory stint in Lipton’s tea factory in Ambattur industrial estate where her learnings were to deal with women workers as well as male workers, to bargain, to negotiate and to close.

Even before her formal training at Hindustan Lever began, Anu had been selected as a summer trainee by the group to work in the shoe factories of Pondicherry, Arumparthapuram and Tindivanam. She was called back by HLL during her final year to extend the project to different locations. This was the first time ever that Hindustan Lever had done this for a trainee.

Anu spent several years in HLL in learning and development and then branched off to corporate communications with HLL in Mumbai.

After two award winning years in corporate communication, she was selected as a British Chevening Scholar to go to the United Kingdom for study for a Master’s program. Later she went on to study at the Kennedy School of Government at Harvard University for a degree in Public Administration.

Anu’s career path continued to climb after that where she did stints at the United Nations Population Fund, and the Global Compact which is part of the Secretary General’s office. When she returned to India she led the leadership development practice of Mercer and was Vice President for Leadership Development for Accenture.

Her last role was as Director of Talent Management for Ford.

Anu has several passions. First Come empowerment of women and social work. She has trained over three thousand executives in the Prevention of Sexual Harassment Act. Apart from this, she loves teaching, training, writing and consulting.

She represents the NGO Khaana Chahiye at various forums.