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Bio Brief

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My work experiences have taken me into different type of organizations that include technology, manufacturing, and not-for-profits. There is one common thread that I emphasized at each stop – creating value by upholding the human experience. People in the organizations I worked for characterized me as a dedicated and authentic people person who championed collaboration, flexibility, teamwork, enhanced skills for solving complex challenges.

The last stay of my journey lasted twelve years in a global manufacturing company with a technology slant. As a leader of the learning and change unit, I helped transform the organization from a top-down ‘do as you are told’ culture to a one that skillfully practiced ‘do what it takes’. The organization practiced collaboration, and members were skilled at addressing unprecedented challenges brought about by competition and changing customer demands and delivered results.

The transition effort provided me the opportunity to apply a wide range of skills and capabilities grounded in the field of organizational behavior, learning and development, and change management. The experience was challenging and rewarding and helped me grow as a person and as a consultant.

By education, I am an organizational behaviorist (PhD – Case Western Reserve University). My first university degree is from Bangladesh in the pure sciences. While working on a physics degree, I realized that I had a passion for enriching human capacity. This is what brought me to the US and I was able to further my education in the field of Organizational Behavior.

I also taught graduate level courses as an adjunct faculty in the department organizational development at a local university. Prior stays include working at AT&T, Lucent Technology, and Alcatel-Lucent in the role of an organizational development specialist and a product manager.

I aspire to leverage the eclectic education, experiences, abilities, and the Flex-C3 consulting framework grounded in my own practice, to help organizations skillfully navigate the extreme challenges brought about by uncertainty and change, so they continue to be productive and stay competitive.