



Paulson Joseph

OD Consultant, Trainer, Executive Coach, Psychometric Specialist, Firewalk Instructor

Overview

Paulson Joseph has over 4 decades of work experience of which 2.5 decades are in training and development across levels in various industries.

His experience in OD consulting includes Vision, Mission, Values and Competency Framework creation. He has expertise in the creation of competency based recruitment processes, integrating competences in Performance Appraisal and 360 Degree Feedback, Design and Delivery of Assessment/Development centers incorporating a range of psychometric tests.

As a master trainer in the design, delivery, evaluation and management of training, he has expertise in behavior and skills training both in small and large group formats, using class-room as well as outdoor experiential learning formats. He designs and delivers leadership as well as management development programs with ROI mapping. He is master trainer for leadership development programs from BlessingWhite USA.

As a NLP Master Practitioner he provides Executive Coaching and Wellness Coaching for leaders and delivers group coaching for project teams.

Paulson Joseph retired from the Air Force holding the rank of Wing Commander having functioned as a fighter pilot, training faculty/coordinator, pilot selection and recruitment specialist. He holds multiple post graduate qualifications including MSc, MS Counselling, MBA, and Diploma in Training and Development. As a Level A/B certificate holder from British Psychological Society, he is one of the few delegated assessors authorized to deliver psychometric certification training in India. He is qualified in range of tools including 15FQ+, JTI, MBTI and Hogan suite.

Client Engagements

- Designed and conducted OD interventions, Organizational Diagnostics, Structured Training Need Analysis across industries like Pharma, Retail, FMCG, Banking & Financial Services, Information Technology, Media, Engineering, Health Care and PSUs.
- Delivered skill based training for senior managers in Performance Coaching, Mentoring, Leadership, Negotiation, Presentation Skills, Team Building, Feedback, Delegation, Time Management, Motivation, Competency Based Interviewing, Assessment Centers, Training of Trainers, Assertiveness, Conflict Resolution, Managing Meetings etc

Areas of Expertise <ul style="list-style-type: none">Coaching SkillsMentoring SkillsCareer Counselling SkillsCommunication SkillsLeadershipManagerial DevelopmentAssertiveness TrainingTrain The TrainerPresentation SkillsNegotiationConflict ManagementPlanningProblem Solving and Decision MakingInterviewing Skills (Competency Based)	Industry Exposure <ul style="list-style-type: none">TelecomAutomobileRetailITEngineeringBFSIPSUs
	Professional/Corporate Experience <ul style="list-style-type: none">Military Pilot- Air ForceTraining Faculty- Air ForceRecruitment/Selection- Air ForceMaster Trainer- Govt of India, Blessingwhite USADirector and Promoter- Psytech India and HR Anexi and Mentoria Pvt Ltd

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