

Bhavna Sharma

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Qualification Summary

Accomplished academic leader with a Ph.D. in the Sociology of organizations and leadership, bolstered by extensive experience in strategic HR consulting, program management, organizational development, team leadership, and strategic planning.

Demonstrated success in leading large-scale initiatives, driving organizational transformation, and fostering inclusive, performance-driven cultures. Expertise in conceptualizing and implementing frameworks that align with academic & business goals, enhance productivity and improve stakeholder engagement. Recognized for exceptional teaching and mentoring at the university level. Excel at developing and delivering comprehensive courses like Quest for wisdom & human flourishing, sociology of work & Occupations curricula, fostering student engagement and promoting academic excellence. Awarded for teaching prowess and consistently lauded for high teaching evaluations, reflecting a commitment to educational quality and student success. Proven ability to recruit and develop top talent, optimize processes, and deliver impactful educational programs. Committed to advancing sociological and business research and education through innovative, interdisciplinary approaches and collaborative leadership.

Areas of Expertise

- Academic Administration Collaboration
- Student Engagement & Success
- Curriculum Development
- Organizational Development & Growth
- Strategic Human Resources Consulting
- Team Leadership & Management
- Wise Organizations & Leadership
- Academic Research Leadership
- Change Management

Education

Doctor of Philosophy (Ph.D.) in Sociology (2019 – 2024 expected), University of Florida – Gainesville, FL

- **Dissertation Title:** *Constructing a prototype for **wise organizations and wise leadership** through cross-cultural, mixed methods Study.*
- **Advisors:** *Dr. Ardelt, Monika (chair), Dr. Gattone, Charles, Dr. Navot, Edo, Dr. Bluck, Susan Barbara (Psychology-external member), University of Florida*
- **Ph.D. Candidacy:** *Passed Doctoral comprehensive exams in March 2023, Primary area - Social Psychology, Secondary area - Aging & the life course, Methods, and Theory Exams.*
- **All But Dissertation (ABD):** *Admitted to candidacy on 24th February, 2023.*
- **Dissertation Proposal Defense** *passed on 22nd February 2024*
- **Coursework:** *Three Quantitative methods seminars (up to advanced level), Two Qualitative methods seminars (up to advanced level), Research Design, Three Sociological Theory seminars (Classical, Contemporary, Applied), Two Philosophy (Aristotelian Ethics, Epistemology), Social Psychology, Wisdom & human flourishing, Aging & the life course, Population, and demography, writing seminar.*

Master of Social Work (MSW), Tata Institute of Social Sciences – Mumbai, India

Bachelor of Social Work (BSW), First Division, Rank-II, Jamia Millia Islamia – New Delhi, India

Academic Experience

Undergraduate Teachings at University of Florida – Gainesville, FL

2019 — Present

Undergraduate Teachings

Direct undergraduate courses in Sociology of Work and Occupations, Undergraduate Sociology Research, Quest for Wisdom & Human Flourishing, and Principles of Sociology at a prestigious university. Develop and deliver engaging course content over multiple semesters, fostering student understanding and interest in complex sociological concepts. Mentor and lead teams of research assistants each semester, enhancing their academic and professional skills. Collaborate with faculty and administrators to contribute to the university's academic mission and uphold educational standards.

- Mentored a dynamic team of research assistants, guiding them through academic research processes and professional development.
- Awarded Graduate School's Teaching Assistance Award for exceptional teaching performance in Fall 2023/Spring 2024.
- Received high teaching evaluations, reflecting dedication to student success and educational excellence.

Professional Experience

School of Inspired Leadership (SOIL) – Gurgaon, India

2016 — 2018

Executive Vice President – Consulting and Executive Education

Directed comprehensive project management activities, including scope definition, conflict resolution, budgeting, staff planning, and preparation of deliverables such as reports, presentations, and client discussions. Cultivated a prestigious client portfolio comprising leading domestic and international organizations, including premier public sector entities. Innovated and launched new executive education products while forging strategic global partnerships.

- Drove substantial business growth and enhanced service offerings for SOIL's consulting and executive education sectors by securing high-value client mandates and building a robust team to ensure seamless project delivery.
- Pioneered and expanded key practice areas at SOIL, including Capability Building, Design Thinking and Innovation, Happiness Research, and Analytics and Decision Sciences.

Intec Capital – Delhi, India

2014 — 2016

Vice President and Head, Human Resources and Administration

Elevated productivity and business outcomes by aligning HR strategy with business objectives and driving review mechanisms. Engineered performance-driven culture through strategic, rapid HR interventions in compensation, variable payouts, and incentive structuring, resulting in enhancing rewards for sales, collections, and credit teams. Directed critical business planning functions, including Annual Operating Planning and forecasting, budgeting, manpower planning, performance, and success planning.

- Spearheaded the recruitment of 400 professionals across Intec branches and seven top management roles, including CEO.
- Implemented robust performance management and reward systems for sales, collections, and credit functions.
- Transformed HR policies, processes, and systems to meet evolving business needs.

S C Johnson Products Pvt. Ltd. – Gurgaon, India

2011 — 2014

Head of Business Transformation & Excellence, and head HR of Global Product Supply

Headed Corporate Social Responsibility for SCJ, designing and executing disease prevention, education, and environmental leadership initiatives. Developed and implemented a strategic business-relevant learning and development Framework. Delivered rapid market and consumer satisfaction by conceptualizing and implementing a program management framework and roadmap for first-to-insight, first-to-market, and first-to-delight initiatives. Directed 10 business projects as PMO in FY 11-12 and led 4 major business programs as Business Transformation and Excellence lead from FY 12 onwards.

- Lean transformation program for manufacturing across six factories, engaging 600 employees and leveraging DMAC and lean principles, resulting in 25% cost savings, enhanced employee motivation, and significant process and quality improvements.
- New Product Innovation transition to India, the largest SCJ India project, elevating customer feedback scores from 3.1 to 3.9 by instilling rigor and accountability throughout the NPI transition.
- HR Program - EVP (Employee Value Proposition), a comprehensive employee engagement initiative, boosting employee satisfaction scores from 78% to 92% and reducing attrition from 45% to 26% in Sales and 25% to 13% in other functions.

Additional Experience

General Manager- Talent Acquisition, Management and Retention, Diageo India – Delhi & Bangalore, India. 2009-2011

Regional Head of Human Resources, Genpact Headstrong – Bangalore, India. 2006 - 2008

Head of Human Resources for consulting services, PricewaterhouseCoopers Pvt Ltd. – Delhi, India. 2001-2006

Training and Quality Circles Lead, Samsung India Electronics – India, South Korea. 1998-2001

Lead Process Innovation and Industrial Relations, Daewoo Motors – India, South Korea. 1996-1998

Volunteer Experience

Host for the First Global Summit for Co-creating a World that Works for All. <https://worldthatworks.eventbrite.com/>

Reviewer for the Journal of Undergraduate Research (JUR), University of Florida. 2024 onwards.

General Secretary, elected for the Aggregate- Graduate Students Club, University of Florida. 2024-2025

General Secretary, elected for the Florida Society of Social Sciences (F3SS), University of Florida. 2023-2024

Helping the Emerging Scholar Committee of the Society for the Study of Human Development (SSHD), USA.

Served for 2 terms as an elected Executive committee member and life member of the Delhi Management Association (DMA), India.

Awards & Fellowships

2024, The Jerome A. Connor Dissertation Award for 2023-2024, Department of Sociology and Criminology & Law, University of Florida, a plaque, and a monetary award of \$500.

2024, University-level Graduate Student Teaching Award (GSTA) for exceptional achievement in teaching for Fall 2023 and Spring 2024, University of Florida, a plaque, and a monetary award of \$500.

2023, Fellow of the Women Lead program, Fall 2023 cohort. University of Florida Institute for Early Career Scholars.

2023, Department of Sociology, Travel Award, University of Florida, Fall 2023, \$300.

2023, College of Liberal Arts and Sciences (CLAS), Travel Award, University of Florida, \$300.

2021, Pat Primeaux Best Paper Award for “The Benefits of Wise Organizations for Employee Well-Being” (Monika Ardel and Bhavna Sharma) at the International Vincentian Business Ethics Conference, DePaul University, Chicago, IL (online), October 21-23, 2021

Publications

Bhavna Sharma. “My Tryst With The Destiny: The Heartfelt Confessions by Men for All Men.” The forthcoming book is on the triumphs and turbulence of men and their mysticism.

Bhavna Sharma & Monika Ardel. Cross-cultural inquiries into the transformational wisdom of wise organizations and wise leaders. (Book Chapter in a forthcoming publication).

Monika Ardel & Bhavna Sharma. Successes and challenges of teaching transformational wisdom in a university class. (Book Chapter in a forthcoming publication).

Spännäri, Jenni, Monika Ardel, Miia Paakkanen, and Bhavna Sharma (Forthcoming). “Wisdom and Compassion at Work and Beyond.” In Judith Stevens-Long, Abigail Lynam, and Eeva K. Kallio (eds.): *The International Handbook of Adult Development and Wisdom*. New York, NY: Oxford University Press.

Ardelt, Monika and Bhavna Sharma (2023). “The Benefits of Wise Organizations for Employee Well-Being.” *Business and Professional Ethics Journal*, 42(2), 171-204. <https://doi.org/10.5840/bpej2023614140>

Ardelt, Monika and Bhavna Sharma (2021). “Linking Wise Organizations to Wise Leadership, Job Satisfaction, and Well-Being.” *Frontiers in Communication: Organizational Psychology*, 6(685850), 1-23. <https://doi.org/10.3389/fcomm.2021.685850>

Conferences & Presentations

2024, Sharma, Bhavna, “The Tripartite Power of Virtues, Choices, and Friendship during Work-life as Predictors of Satisfaction after Retirement.” Institute for Learning in Retirement (ILR) and University of Florida (UF) Aging Science Award Program, Gainesville, FL, April 3-10, 2024

2023, Sharma, Bhavna, “The Role of Ethics and Agency during work-life as Predictors of Satisfaction in old age.” Society for the Study of Human Development, Philadelphia, PA, October 13-15, 2023

2022, Ardel, Monika and Bhavna Sharma. “Re-humanizing the Workplace: Testing the Positive Effect of Wise Organizations on Employee Well-Being Mediated by Wise Leadership.” Society for the Study of Human Development 2021-22 Conference Series (online), April 4-5, 2022.

2021, Ardel, Monika and Sharma, Bhavna. “Benefits of Wise Organizations on Employees’ Well-Being: A Comparison of Younger and Older Workers.” The Gerontological Society of America Annual Meetings (online), November 10-13, 2021

2021, Ardel, Monika and Sharma, Bhavna. “The Benefits of Wise Organizations for Employee Well-Being.” 28th Annual International Vincentian Business Ethics Conference, DePaul University, Chicago, IL (online), October 21-23, 2021

2019, Sharma, Bhavna. “Diversity and Inclusion as a Business Strategy”. Regional Conference of National Institute of Personnel Management (NIPM), HR- Making the Business future-ready. New Delhi, India. March 8-9, 2019

2018, Sharma, Bhavna, and Ravindra Patil. “Status of Sports Infrastructure and Promotion in Tribal Ashram Schools in Nashik District in the State of Maharashtra, India.” National Seminar on Status Tribal Ashram Schools, Jamila Millia Islamia, and Bhartiya Vidyapeeth universities, India, December 28-29, 2018

Influencers, Teachers, & Technologies

- My Mother Kusum Sharma (Moral clarity) | My Father BK Sharma (Reflective and innovative teaching)
- Monika Ardelt (Wisdom, aging & life-course) | Robert Sternberg (Balancing interests)
- Anil Sachdev (Appreciative Inquiry (AI), Inspired Leadership) | Peggy Holman (self-organizing workplaces)
- Christine Whitney Sanchez (Search for meaning and finding one's center) | Prasad Kaipa (Science and spirituality)
- Meditation, with His Holiness the Dalai Lama and other Tibetan monks in Dharamshala, India | Vipassana Meditation with S.N. Goenka | Inner Engineering with Sadhguru (Isha Foundation)
- Qualtrics, STATA 18, SPSS Statistics 25, MAXQDA 24, Otter.ai, Clarivate's EndNote, Ithenticate, Microsoft Projects, Canva, Students response and engagement systems (Canvas e-learning platform, Turnitin, i-clicker)

Inner-net

- Observe leaders and organizations on the path to enlightenment | Listen to their stories
- Reflect and write about what I find meaningful | Live simply | Love deeply | Give unconditionally, That's me.