

An Interview With Ashis Sen

Ashis Sen and Gary Low

The International Journal of
Transformative
Emotional Intelligence:
Research, Theory, and Practice

Contact Information:

Emotional Intelligence Training & Research Institute (EITRI)

P.O. Box 271877

Corpus Christi, TX 78427

888-680-7983

www.eitri.org

Editors:

Richard Hammett

Gary Low

Darwin Nelson

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ISSN 2165-0098

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Dr. Ashis Sen serves as Dy. General Manager (Training & Balanced Scorecard) at HPCL and is the Vice Chairman of Forum for Emotional Intelligence Learning (www.ifeil.org). He is the India Coordinator for Society for Organizational Learning (SOL) and one of the first members at Execution Premium Council at Palladium for Balanced Scorecard Implementation. Dr. Sen has conducted workshops and delivered talks on Strategy, Balanced Scorecard, Emotional Intelligence, Vision Building, Competency Assessment, and Leadership in many forums worldwide. Dr. Sen has actively participated in building a Harvard Business School, Case Study: *Hindustan Petroleum Corporation Ltd.: Driving Change Through Internal Communication*. Several of his articles have been published in international periodicals including *Reflections & Systems Thinker*, the *Balanced Scorecard Report* published by Harvard Business Publishing, *Human Factor*, and *Petrotech*, amongst others. He is also a contributing author of two articles that have appeared in previous volumes of this journal.



Sen received the Personal Excellence Award at the 2014 Eleventh Annual Institute for Emotional Intelligence convened on the beautiful hill top campus of McLennan Community College. He has served with distinction in many capacities and is an acclaimed author and speaker on leadership, change management, balanced scorecard, and coaching. He and colleagues were instrumental in the historic development of the Forum for EI Learning in India. Today, he serves as inspiration to many through his work and vision of leadership, change management, and organizational development globally.

EITRI Note: This is the second interview with Personal Excellence Award recipients in a series of special interviews with exceptionally talented professionals. The 2014 interview featured Margo Murray.

EITRI: Dr. Sen (Ashis), thank you for taking time from your busy schedule to share some of your unique experiences and perspectives with EITRI colleagues. To begin, tell us a little about you and highlight some of your significant achievements.

ASHIS: First and foremost, I express my gratitude for providing this opportunity to share my thoughts and experiences. I function as General Manager and Head – Capability Building at Hindustan Petroleum Corporation Limited (HPCL), a fortune 500 company, primarily involved in refining and marketing of petroleum products. HPCL is a Government of India Enterprise focused on both business and social objectives.

I joined this organization more than three decades back after my engineering degree. For about two decades I worked in supply locations and then in construction of cross-country pipeline projects.