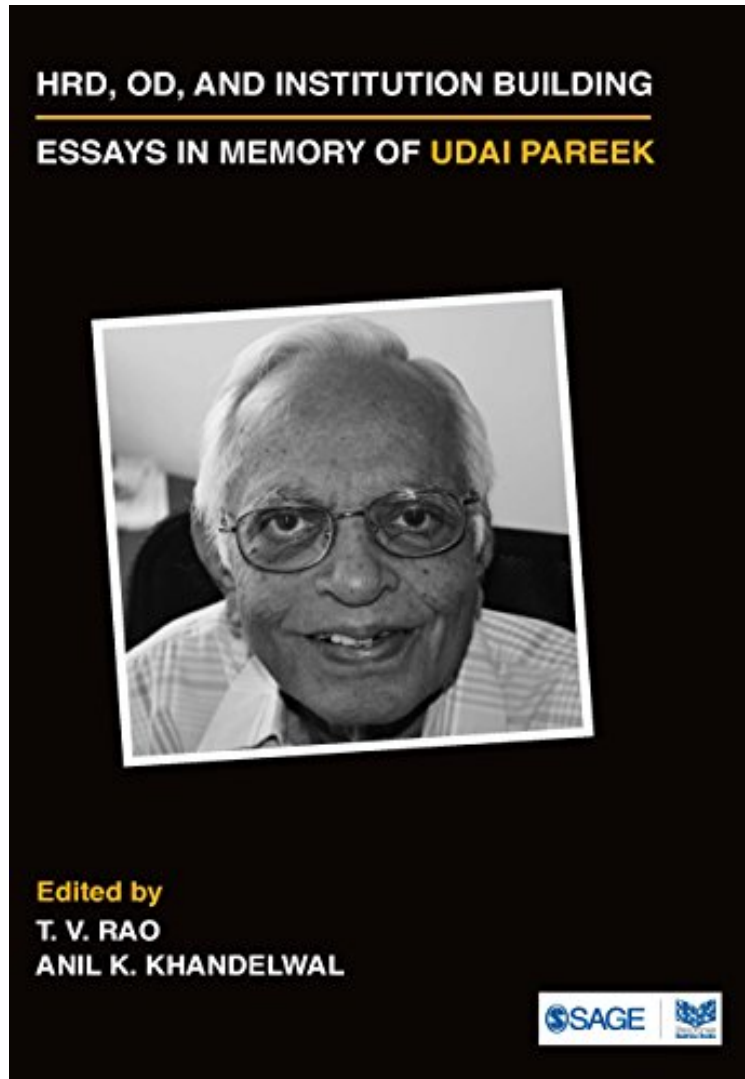


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About the Author T. V. Rao is currently the Chairman of T. V. Rao Learning Systems Pvt. Ltd, Ahmedabad. He was a Professor at Indian Institute of Management Ahmedabad (IIMA) between 1973 and 1994 and, subsequently, Adjunct/Visiting Professor until 2014. He is the Founder President of the National HRD Network (NHRDN), and the First Honorary Director of the Academy of HRD, India. He was also the President of the Indian Society for Applied Behavioral Science (ISABS). Dr Rao has worked as an HRD Advisor to Reserve Bank of India, has assisted the Administrative Reforms Commission in reviewing the personnel management practices for civil services, and has also served as a member of the HRM Committee of Nationalised Banks set up by the Ministry of Finance. Dr Rao has worked as a short-term consultant to UNESCO, Ministry of Health, Indonesia; National Entrepreneurial Development Association, Malaysia; and the Commonwealth Secretariat, London. Dr Rao has over 50 books to his credit, of which 15 are authored jointly with Dr Uday Pareek.