

Dr. Paroma Bhattacharya

Email ID: p.bhattacharya@lse.ac.uk | LinkedIn: [in.linkedin.com/in/paromabhattacharya](https://www.linkedin.com/in/paromabhattacharya)

EDUCATION

Ph.D. Management – Durham University Business School

2018 – 2021

- Graduated with a Ph.D. in Management, in collaboration with the International Centre for Leadership and Followership at the Durham University Business School and the LSE Social Innovation Lab at the London School of Economics and Political Science
- Research focus: "Team Leadership Processes and Outcomes in Startup Social Enterprises in India"
- Funding: Funded by European Research Council (ERC) Grant – Individual Action Through Social Organizations: The Case of Poverty

M.Sc. Development Management – London School of Economics and Political Science (LSE)

2012 – 2013

- Graduated with a Merit in M.Sc. Development Management, Department of International Development
- Courses: International Development Management, International Employment Relations, Leadership in Organizations, Business Model Innovations at the Base of the Economic Pyramid

Bachelor of Arts, English Literature – St. Xavier's College, Mumbai

2008 – 2011

- Graduated with a B.A. in English Literature with a First Class Degree, scoring 71.16 %
- Award: Ranked 3rd in the Bachelor of Arts examination (English Literature) in the entire University of Mumbai
- Graduated with a Sociology Honours Programme Certificate

Higher Secondary Certificate Examination – St. Xavier's College, Mumbai

2006 – 2008

- Scholarship: One of the 17 students across Mumbai to be awarded the Dorabji Tata Scholarship in 2007-2008 – this scholarship was renewed every year until graduation, on the basis of high academic and extracurricular achievements
- Scored 82% in the Arts field in the University of Mumbai examination

Secondary School Certificate Examination – St. Anne's High School, Mumbai

1994 – 2006

- Scored 86.13% in the Maharashtra State Secondary School Certificate Examination

ACADEMIC WORK EXPERIENCE – RESEARCH, TEACHING, STUDENT DEVELOPMENT AND ADMIN

LSE Fellow – LSE Department of Management

Sept 2021 – Till Date

- Teaching and leading weekly seminars for the students of the MSc. Social Innovation & Entrepreneurship (SIE) programme at LSE
- Undertaking other faculty responsibilities such as grading, curriculum development, student startup incubation, student academic mentoring, industry collaborations, etc.
- Undertaking research and publication work in the field of Social Innovation and Entrepreneurship

Knowledge, Incubation and Ecosystem Lead – LSE Social Innovation Lab

Oct 2020 – Till Present

- Designing, creating, implementing and managing a year-long startup incubation and industry-focused learning programme for the students of the MSc. Social Innovation & Entrepreneurship (SIE) programme at LSE, in collaboration with LSE Generate
- Co-designing and supporting the delivery of a weekly learning journey (across the year) for students of the SIE Masters programme
- Supporting curriculum development for the LSE Department of Management's SIE Masters programme
- Advising and coaching the SIE Masters students on their start up social enterprise projects/ventures
- Hosting virtual events for the SIE students and alumni with distinguished industry speakers – including speakers from renowned organizations such as Ashoka, Acumen UK, Intellectap, Dalberg, BCG, One Young World, UNICEF, GIZ, TATA, etc.
- Hosting virtual peer learning and community engagement events for SIE students and alumni
- Piloting and launching the first-ever SIE Summer Incubator Programme, in collaboration with LSE Generate
- Managing the virtual learning environment of the SIE programme
- Award Nomination: Received 4 student nominations for the LSESU Teaching Awards 2020/2021 – in the two categories of Mentoring and Personal Development, and Excellent Feedback and Communication

Post-Doctoral Research Officer – LSE Firoz Lalji Institute for Africa

Jan 2021 – August 2021

- Working on my post-doctoral research project, focused on 'Team Leadership Processes and Outcomes in Startup Social Enterprises'

- Conducting knowledge exchange and dissemination initiatives with the participants of my research project (founders and team members of startup social ventures in India)
- Funding: Funded by the ERC grant – Individual Action Through Social Organizations: The Case of Poverty

Researcher – LSE Social Innovation Lab

Aug 2017 – Till Present

- Conducting research in the field of Social Entrepreneurship, Leadership Development and Social Innovation
- Working with BRAC in Bangladesh to do a systems mapping of their existing programmes, to identify potential future areas of intervention that will create systemic change in the Rohingya refugee camps in Cox's Bazar
- Supporting the design and execution of the Lab's research and outreach strategy for academia and industry

Guest Teacher, Teaching Assistant, Summer School Teacher – LSE Department of Management July 2018 – Sep 2020

- Supporting curriculum development and student development for the MSc. Social Innovation and Entrepreneurship (SIE) Programme
- Field Trip: Accompanying the SIE Masters students on their field trip to Nairobi, Kenya (in February 2020) and facilitating the fieldwork and interactions between the students groups and the field partners, Nairobi and Ruben Centre (based in Mukuru, Nairobi)
- LSE Summer School: Taught seminars in the role of a Class Teacher, for the course on 'Social Innovation and Entrepreneurship' (Department of Management) – as part of the LSE Summer School 2018 and 2019; and scored 4.5 and above (on 5) on the student teaching evaluations, across both years

Visiting Faculty, Design for Social Impact – ISDI Parsons Mumbai

Aug 2016 – Dec 2016

- Co-designed and co-taught a course on 'Design for Social Impact' to 3rd year undergraduate students in the Product Design faculty of the Indian School of Design & Innovation (ISDI) Parsons Mumbai, the official Indian campus of Parsons School of Design, New York

PROFESSIONAL WORK EXPERIENCE – INDUSTRY

Social Enterprise Strategy Advisor

Feb 2019 – Till Date

- Advising (pro-bono) the following impact organizations about their impact and growth strategies – ila (startup social venture co-founded by LSE SIE Alumni – advising since Feb 2019), Teach for India (a large education non-profit – advising since October 2020)

Knowledge Consultant, Senior Incubation Associate, Associate, Intern – UnLtd India

Sep 2013 – Aug 2017

- Managing the scouting and selection of new Social Entrepreneur Fellows
- Coaching startup Social Entrepreneur Fellows in Organizational Development and Leadership Development
- Creating and administering knowledge and skill assessments for UnLtd India's Social Entrepreneur Fellows and team members
- Leading the creation of UnLtd India's Online Knowledge Management Platform and designing UnLtd India's Knowledge Curriculum on Leadership Development and Organizational Development for UnLtd India's Social Entrepreneur Fellows and team members
- Facilitating trainings and workshops as part of the Knowledge Curriculum to Social Entrepreneurs and UnLtd India team members
- Managing impact data collection and assessment as the System Administrator for the organization's MIS platform on Salesforce.com

Social Media Manager – Global Sankalp Summit 2015, Intellectap

8th – 10th April 2015

- Ran a social media campaign, that achieved a total reach of over 4.1 million views on Twitter, for the Global Sankalp Summit 2015 organized by Intellectap in Vigyan Bhavan, New Delhi; a conference attended by over 1000 delegates from the private, public and social sector, on the theme of 'Fueling the Innovation Economy for Impact: Role of Government, Private Sector and Capital'

Student Consultant – IBM UK & Practical Action Sri Lanka

Nov 2012 – June 2013

- As an LSE student consultant, building a sustainable Business Model framework and Social Impact Assessment framework for Practical Answers Sri Lanka, in consultation with Practical Action UK and their project partner, IBM UK
- Involved primary research and fieldwork in Sri Lanka for 10 days – collecting impact data and conducting interviews with local staff members, rural micro-entrepreneurs (beneficiaries) and partner organizations

Student Consultant – PwC UK

Dec 2012 – May 2013

- As an LSE student consultant, creating a report for PwC UK, in their role as Fund Manager for DFID's Girls Education Challenge, on how Challenge Fund Managers can harness Innovation in the best possible way, to meet Donor Development objectives

National Vice President, Talent Programs – AIESEC Denmark**June 2011 – July 2012**

- Managing the Human Resource Management function nationally and overseeing operations for 6 local Danish offices
- Managing the delivery of the AIESEC International Student Exchange Programme across Denmark
- Collaborating with AIESEC offices across Europe, Asia, Africa and South America, for the delivery of the exchange programme
- Supporting and coaching the executive boards of the local Danish offices
- Developing and delivering National Leadership Development Programmes and conferences for AIESEC members
- Working full time in Copenhagen in a multicultural team, as well as managing and coaching of virtual teams
- Attending and facilitating as a Trainer at international youth leadership conferences across India, Austria, Denmark, Finland, Kenya, Netherlands, Greece and the UK

Voluntary Global Leadership Roles in Talent Management – AIESEC**Aug 2008 – July 2013**

- AIESEC International Global Support Team – Global Project Manager for AIESEC's Global Leadership Development Programme – a virtual role involving managing a virtual and international team, and overseeing the delivery of AIESEC's leadership development programmes in over 113 AIESEC country chapters (Sep 2011 – July 2013)
- AIESEC India – National Leadership Programme Manager (Jan 2011 – June 2011)
- AIESEC Mumbai – Vice President for Human Resources and Alumni Relations (Jan 2010 – Jan 2011); Team Leader for International Exchange Projects on Women's Rights and Environment (Jan 2009- Jan 2010)

Intern – Sunday Mid-Day**Nov 2004 | May 2008 – July 2008**

- Worked as an intern at the Sunday Mid-Day newspaper in Mumbai – 4 articles published in 2004 and 4 articles published in 2008

HONOURS, AWARDS AND PRIZES**Research Funding – ERC Grant****2018 – Till Present**

- Doctoral and post-doctoral research (about startup social ventures in India) funded by the European Research Council (ERC) Grant – Individual Action Through Social Organizations: The Case of Poverty

Award Nomination – LSESU Teaching Awards 2020/2021**May 2021**

- Received 4 nominations (from SIE Masters students) for the LSESU Teaching Awards 2020/2021 – in the categories of Mentoring and Personal Development, and Excellent Feedback and Communication

Academic Excellence Award/Rank – University of Mumbai**August 2011**

- Ranked 3rd in the Bachelor of Arts examination (subject – English Literature) in the entire University of Mumbai

Academic Scholarship – Dorabji Tata Trust**2007 – 2011**

- One of the 17 students across Mumbai to be awarded the Dorabji Tata Scholarship in 2007-2008 – this scholarship was renewed every year until graduation, on the basis of high academic and extracurricular achievements

PUBLICATIONS**Peer Reviewed Publications**

- **Work in progress** – Mixed Methods Paper on Team Processes in Startup Social Ventures
- **Work in progress** – Qualitative Paper on Shared Leadership in Startup Social Venture Teams
- **Upcoming work** – Social Innovation and Systems Change in the Education Sector in India

Other Publications

- **Blog Article** – The Right Sequence for Impact and Success: Two Lessons for Founders to keep in mind when starting up a Social Enterprise (August 2020 – Published on Ila Generation's blog on Medium)
<https://medium.com/@ilageneration/the-right-sequence-for-impact-and-success-2-lessons-for-founders-to-keep-in-mind-when-starting-up-d804a96dde3c>
- **Blog Article** – Supporting Early-Stage Social Entrepreneurs in India (March 2017 – Published on Agenda for International Development and LSE International Development blog)
<https://www.a-id.org/2017/02/04/supporting-early-stage-social-entrepreneurs-in-india-unltd-india/>

- **Work in progress** – Practitioner Articles on Startup Social Venture Teams

PROFESSIONAL ACADEMIC AFFILIATIONS, MEMBERSHIPS AND CONFERENCES

Academy of Management

2020 – Till Present

- Member of the Entrepreneurship, Organizational Behaviour and Social Issues in Management research interest groups at AOM
- **Conference:** Virtual delegate for AOM 2020 and AOM 2021; and selected as a participant for the following selection-based sessions at AOM 2021 – Strategic Management Division (STR) Junior Faculty Teaching Consortium 2021, Changing Socio-Ecological Systems at the Theory-Practice Nexus (PDW on Systems Thinking and Systemic Change)

Durham University Business School

2018 – Till Present

- Researcher at the International Centre for Leadership and Followership – based at the Durham University Business School
- **Conference:** Selected to present my doctoral research at the PhD Entrepreneurship Academy Conference, hosted by the Centre for Entrepreneurship, University of Liverpool Management School (part of NARTI – Northern Advanced Research Training Initiative) – the event was supposed to be held in 2020 but was postponed due to COVID19 (the new date has not yet been announced)

London School of Economics and Political Science

2017 – Till Present

- Researcher and Community Incubation and Learning Manager at the LSE Social Innovation Lab (2017 – Till Present)
- Researcher at the LSE Firoz Lalji Institute for Africa (Jan 2021 – Till Present)

OTHER EXPERIENCE AND ACHIEVEMENTS

London School of Economics and Political Science

2012 – 2013

- Founder and Editor of the LSE International Development Society Magazine (Oct 2012 – June 2013)
- Core Committee Member of the LSE International Development Society (Oct 2012 – June 2013)
- Founder and Secretary of the LSE Zumba Fitness Society (Oct 2012 – Oct 2013)

St. Xavier's College, Mumbai

2006 – 2011

- Performed in London at the University of Westminster as part of an Indian dance troupe, 'Prangan' (Oct 2006)
- Finance Department Committee Member for Malhar, the inter-collegiate festival of St. Xavier's College, for two years (2008-2009)
- Publicity Department Head for Ithaka, the annual Theatre and Culture Festival of St. Xavier's College (2010)

St. Anne's High School, Mumbai

1994 – 2006

- Student Body President, Winner of the School Ambassador Award and the Principal's Award (2005-2006)
- Assistant Editor of the School magazine (2004-2005) and winner of the Award for the Best Essay in English for 6 consecutive years

LANGUAGES, SKILLS AND COMMUNITY SERVICE

- **Languages** – English (Excellent/Fluent – Medium of instruction for entire education; scored 8.5/9 in the IELTS Examination); Hindi (Fluent); Bengali (Fluent); French (Fair – Studied French for 3 years at the undergraduate level)
- **Certification** – Online Course by +Acumen and IDEO.org on Human Centered Design for Social Innovation (Apr – Jun 2014)
- **Digital Skills** – SPSS, NVivo, Zoom, MS Word, MS Excel, MS Powerpoint, Photoshop, Canva, Salesforce, WordPress, Social Media Platforms
- **Community Service** – Volunteered with several NGOs in India – All Saints' Old Age Home, League of Mercy Orphanage, Plants and Animal Lovers Society, Garden School for Street Children, People for the Ethical Treatment of Animals (PETA) and Tara Ed (Rural Education); Part of HR Reserve Corps for the 'Bankers without Borders' initiative at the Grameen Foundation