

Kalpana is a human resource professional and development artist, active for the last 15 years helping individuals and organizations focus on their vision and clarify their values. Her work is a continuum from involvement with corporate personnel to her work with women, exploring self-expression of identity through dance forms.

Currently she is a member of Arpitha, a group committed to spreading the concept of Values Clarification. As Director, she is at the vanguard of the movement of interventions facilitating growth and empowerment in individuals and organizations based on using the concept of Values Clarification for deep change. Working with them at a fundamental level with process-oriented approach, she facilitates awareness of deep-rooted values from which behaviour emerges.

Kalpana's expertise at change management stems from her inviolable principle of acceptance. Her keen sense of direction contributes to her capacity for facilitating integration of apparently disparate experiences. Kalpana brings a unique flavor to her workshops with her use of kinesthetics to facilitate self-expression. Her participants experience her as warm and affable while handling stressful modules.

Kalpana's research acumen and conceptual clarity distinguish her as a practitioner who is constantly learning and feeding her experiences back into ongoing research. She leads the education and organizational research wing at Arpitha Associates.



Dr. Kalpana Sampath, PhD
Director - Arpitha Associates Pvt. Ltd.

Formal Education

- Masters in Social Work from Bangalore University School of Social Work, India. (Gold Medallist)
- Doctoral work is in the area of " Feeling of Belongingness and its various Behavioural Manifestations in the Organizational Context
- Masters in Indian Classical Dance from Government of Karnataka, India (State Rank Holder)
- Over 200 hours of Human Process labs training at Indian Society of Applied Behavioral Sciences (T-Group and Encounter group).
- Certified practitioner of individual and organizational assessment from the Academy of Human Resource Development.
- Certified practitioner in Gestalt Human Growth Processes
- One year Research Associate at Indian Institute of Management (Ahmedabad) under Dr. T.V.Rao

Kalpana is the Director of **Arpitha Associates Pvt. Ltd.** - A Center for Excellence with offices in **USA, Malaysia, Singapore and India.** Arpitha Associates is today, acknowledged by a top line roster of Fortune 500 clients for its understanding and professionalism in developing the abilities of employees to increase productivity and the value of individual contributions to the organization.



Core Skills in Consulting

- Developing Organizational Culture for Nurturing Excellence.
- Leadership Development and Coaching.
- Values Clarification processes - Her work experience includes above 14,000 hours of process work in nearly 350 workshops on Values Clarification for various organizations within and outside the country.
- Consultant on Value Education, for the Newspaper in Education programme, Kalpana has worked with The Times of India group, taking the Value Clarification Process to over 40 urban and semi-urban schools.

Key Positions Held

- Director of Insight Publishers, a publishing company with a clear vision to enhance the level of consciousness in the larger system.
- Director of Punarnava, a company dedicated to creating the well being of the global community using Authentic Ayurveda in the most cost effective way.
- Director of Efil Educational Services Pvt. Ltd, an initiative to transform education in the consciousness era by looking at holistic life education.

Key Publications and Papers Presented

- Feeling of Belongingness Instrument
- Conference papers presented at AHRD, KAHRD, NHRD, NIPM, etc.

Clients profile

Her clients include Ford Motor Company, Detroit; Lanka Equities, Sri Lanka; John Keells Holdings, Sri Lanka; Amtrex Hitachi. Ahmedabad, Dupont Fibers Ltd., Chennai; Mphasis, India; Onward Technologies, Mumbai; Siemens Communications Software, Bangalore; GEC Alsthom, Hosur; Emuzed, Bangalore; India Satcom Ltd, Bangalore and many leading IT and non- IT companies.

Art as Self-Expression

Kalpana experiments with art forms at several levels. Emerging from over 25 years of Indian Classical dance, her arrays have been into varied areas.

- Dance as a stimulant of right-brain activities amongst knowledge workers towards facilitating greater competence in interpersonal relationships, and to create a sense of belongingness and creativity at work.
- With women in their middle age, moving from dance as performance to dance as self-expression; in the process exploring thresholds of achievement.
- Folk dance workshops with children and Contemporary dance with youth groups to facilitate addressing identity issues.

Kalpana can be reached at

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