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# Manas Chakrabarti

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## Profile

- Pioneering work in Learning Design and rural education
  - Extensive leadership development and mentoring experience
  - Strategic thinking, visioning and alignment
  - Global experience in business leadership
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## Experience

**Chief Learning Officer**  
Triburg  
New Delhi, India

Sep 2008 onward

### Responsibilities

- Design, develop and implement a comprehensive e-learning solution
  - Set up a world-class institute of higher education for the global fashion industry
  - Institute a culture of learning including values, beliefs, systems and processes
  - Develop training solutions for social sustainability and worker rights
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**Independent Advisor**  
Education and ICT for Development  
New Delhi, India

Mar 2008 - Aug 2008

- Advised NGOs in the Education and ICT for Development sectors
- Nominated to the Board of Directors of two NGOs
- Member, Advisory Group for the X-Prize for Global Development
- Member, Advisory Group for the National Policy for ICT in Education

**Director, Digital Equalizer**  
American India Foundation  
New Delhi, India

Apr 2007 - Feb 2008

Responsibility

- Articulate the educational philosophy of the Digital Equalizer (DE) program and develop the educational strategy
- Plan the national implementation strategy
- Manage all aspects of the program

Achievement

- Transformed DE from an IT literacy program to a successful educational program for rural schools
  - Developed the DE Field Book for educational interventions
  - Launched large-scale programs in Orissa, Karnataka and Andhra Pradesh
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**President**  
Liquid eLearning Services Pvt. Ltd.  
Noida, India

Oct 2006 - Mar 2007

Responsibility

- Develop the strategic plan for penetrating the US eLearning market
- Manage all operational aspects of the company

Achievement

- Created the roadmap for the company
  - Designed the structure and staffing for the company
  - Designed and implemented processes and systems for consistent e-Learning development and delivery
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**Head, Hole-in-the-Wall Education Ltd.**  
(A joint venture of NIIT and the International Finance Corporation)  
New Delhi, India

2004 - 2006

Responsibility

- Defining the education solution
- Creating the business plan
- Product definition and product management plan
- Sales and marketing plan, including branding
- All strategic, operational and governance aspects of the company

Achievement

- Created traction for an innovative, new educational solution within the tradition-bound education domain
- Started domestic and international projects
- Established partnerships with Central and State Governments within the framework of Sarva Shiksha Abhiyan
- Established brand-recognition for HiWEL
- Product coverage by NDTV Profit and BBC World

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**Global Head, Learning Design**  
Knowledge Solutions Business, NIIT Ltd.  
New Delhi, India

2003 - 2004

Responsibility

- Leading the global pool of over 400 instructional designers and developers
- Creating innovative design and development processes and methodologies
- Ensuring revenue productivity
- Managing two critical accounts in Europe

Achievement

- Created the Learning Design Practice
  - Structured the team to provide learning and growth
  - Created high-value, low cost methodologies for e-Learning
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**Delivery Head, USA**  
Knowledge Solutions Business, NIIT (USA) Inc.  
Atlanta, USA

1999 - 2003

Responsibility

- Leading the Delivery Team based in USA
- Revenue and profitability of US operations
- Pre-sales, consulting, and advisory services for customers

Achievement

- Turned around operations to be profitable
  - Part of successful acquisitions team
  - Opened up Fortune 500 customer base
  - Received Pathfinder Award (highest individual award in NIIT)
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**Head, Performance Enhancement Lab**  
Knowledge Solutions Business, NIIT Ltd.  
New Delhi, India

1995 - 1998

Responsibility

- Research, identify, synthesize and adapt cutting-edge instructional design models and methodologies
- Train instructional designers and developers
- Train graphic artists on user interface design

Achievement

- Designed the Model Centered Learning Architecture, a pioneering model of instruction
  - Designed Leadership Circle, a model of experiential leadership training rolled out at all levels of management in NIIT
  - Used theater as a method to create awareness about Quality
  - Received the Managing Director's Quality Club Award, then the highest individual award in NIIT
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**Instructional Design Lead** 1991 - 1994  
Knowledge Solutions Business, NIIT Ltd.  
New Delhi, India

- Designed the first multimedia training program in NIIT
  - Designed the first hypertext-based training program
  - Led onsite and off-shore projects for large customers
  - Designed process management systems for ISO 9001
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**Marketing Executive, India Telecomp Ltd.** 1991

**Application Engineer, Samtel India Ltd.** 1990

**Management Trainee, Pertech Computers Ltd.** 1989

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## Education

**Bachelor of Engineering (Hons)** 1985 - 1989  
Electrical and Electronics Engineering, Birla Institute of Technology and Science (BITS), Pilani,  
India