
Deepak A Deshpande
Vice President
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Deepak Deshpande is a business excellence (BE) professional with subject matter expertise (SME) in people management. Deepak works closely with hospitality, travel, ITES, Tata Steel subsidiaries, aerospace and defence sectors and Titan as a relationship manager. He is also an SME for HR practices at Tata Business Excellence Group (TBExG), a role in which he integrates BE with people practices. Deepak's career spans over 28 years in HR and BE. He has been a thought leader on people dimensions and has headed HR in senior leadership roles, enabling business delivery with direct responsibilities for HR across geographies.

At TBExG, Deepak plays the role of a trusted advisor by providing BE consulting to companies. He works closely with them on their BE plans in helping them achieve 'world class performance' and he also monitors the progress of HR in the TBEM Assessment process within the group. He is certified to study and assess organisation culture by Positive Culture Academy (on using Org Culture Assessment Instrument) and has led culture deep dives for various Tata companies. He is certified in CII-HR Excellence and Customer Obsession framework as Senior Assessor and is an active member of CII-Excellence of Leadership.

Deepak facilitates BE (Assessor) and Practitioners workshops for TBEM external assessors and business champions. He facilitates sessions on Business Excellence Assessor Programmes (BEAP), Subject Matter Expert Assessor Programme (SMEAP), Experienced Assessors Programmes (EAP) and SME modules such as HR Strategy and PMS. He is also responsible for TNF (Tata Networking Forum) North and South as a TBExG coordinator.

Before joining TBExG in 2012, Deepak was with Tata Chemicals as Head - HR (CPB and New Businesses), where he was responsible for several key HR processes and headed HR for innovation centre, corporate shared services and a few other businesses. Prior to joining the Tata group, he has held leadership positions in companies like Century Communications, IMRB International (Hindustan Thompson Associates), Fiat India and Force Motors.

Deepak holds a master's degree in Management from Pune University and has completed Mechanical Engineering from VIT Pune, Pune University. He also holds a diploma in Training and Development from the Ministry of HR in India. Deepak is a Certified Quality Improvement Associate (ASQ) and a Certified Manager of Quality and Organisational Excellence (ASQ). He is also certified in MBTI, EMT and Belbin Team roles, pursuing coaching from ICF and is on the IIT Powai panel as a mentor coach for their students. He is also associated with IAF (International Association of Facilitators) facilitation.

Deepak likes to stay fit by going to the gym regularly and is actively involved in a variety of sports and outdoor activities such as badminton, swimming, and trekking. He is a certified scuba diver (PADI) and is a core member of the Tata Sports Club (badminton committee). He enjoys reading and is fluent in four languages: English, Hindi, Marathi and Kannada.

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