

Ronald Raj S J



Ronald Raj (Ron) works with ambitious **Entrepreneurs, CEOs** and **Business Owners** find proven and tested strategies that unlock 2X - 3X more revenues between 3 – 12 months. He coaches his clients to design, develop & implement a strategic growth roadmap to build a multi-million/ billion dollar corporation. He recently launched Growth Accelerator, an eLearning business growth system that gives his clients access to all the tools, resources and support to accelerate business growth with greater clarity, confidence and certainty.

Ron is Founder & CEO of ThoughtCapital[®]. He started with a humble ₹ 200 and grew his company's revenues to ₹ 2.5 Million within a year. **An exponential growth of 12,500 times during a peak recession!**

Ron, a CEO, Business & Life Coach has two decades of rich experience having served a few of the Top 10 Global Brands across different industries. Over the years, he has partnered with a spectrum of leading global organizations including those with over 55,000 employees across 65 countries and billion dollars in revenues.

Key Highlights:

- Launched several businesses including **"First-of-its-kind"** in the Asia Pacific region. Three of these businesses saw revenues grow from **"Zero-to-Millions"** in a span of few months. [*Range between 3 - 12 months*].
- Played a key role in growing a firm's revenues from INR 20 Million to INR 120 Million in a short span of 4.5 years. The company's valuation stood at INR One Billion.
- Empanelled by leading global corporations to coach, consult & train their clients on Entrepreneurship, Leadership and Business Transformation Solutions.
- He has led international forays into several markets such as US, China, Singapore, Vietnam, Argentina and Sri Lanka.

Core Expertise:

- CEO, Business & Life Coach
- Future Ready Organizations
- Growth & Transformation Strategies
- High Performance Organizations
- High Performance Leaders

Conference Keynotes:

- Success Mastery Summit' 2016
- Marketplace Revolution' 2015
- Business Revolutionist Model' 2015

Professional Qualifications:

- MBA
- Coaching Mastery Certification
- SEI Authorized People CMM
- Intellectual Capital Rating Assessor
- Six Sigma Champions Training
- Certified Lead Auditor

Professional Career:

- TUV Rheinland
- QAI
- QSIT Global

Professional Training:

- Coaching Mastery Certification
- Empowered Leadership
- "Train the Trainer" Assessor - Intellectual Capital Rating
- Balanced Scorecard
- SEI Authorized "Intro to People CMM and CMMi"
- ROI Methodology™
- NLP @ Workplace

Assessed, Coached, Consulted and/ or Trained Delegates from -

ABB, Abbot, Adobe, Apollo, AXA, Cairo 3A, Deejay Group, DaimlerChrysler, Fedex, Fidelity, , JC Penney, Kotak, Mahindra & Mahindra, MBC Dubai, Novartis, Pearson, SAP, Schneider Electric, Tata Chemicals, Tech Mahindra, William Penn, Wipro & Yamaha

See last page for a more comprehensive list...

Having worked extensively on growing different businesses while concurrently training, building and mentoring high performance teams, Ronald offers unique perspective of helping organizations analyze & solve business problems from multiple perspectives. He has successfully addressed challenging issues during rapid business growth, M&A, downsizing and ownership change.

Over the years, he has successfully conceptualized, designed and launched two internet businesses, coaching services, mastermind groups, business consulting services, certification programs & software services.

Acknowledged as “One of the rare breed of consultants who believes in listening to customer and staying focused on creating value”. Quoted as “Refreshingly different from other consultants in his consistent focus on tracking ROI”.

ThoughtCapital[®] and its partners have a successfully completed more than 1,250 assignments with over 350 clients. A team of 12 International Business Growth Experts carry a cumulative rich experience of more than 250 years.

Ron’s most recent coaching assignments -

- Worked with a leading agricultural company in building a USD 25 Billion Company across 30 nations. Building a Strategic Dashboard in translating this Big Picture into a quarterly action plan. A huge paradigm shift for a company that was living in the past.
- Our client is being coached in building a billion dollar business across 15 nations. We are implementing strategies that will see 2X revenue growth over the next few months and 10X revenues in the next few years. Prior to coaching, our client was growing at 10% -15% per year.
- Our client doubled his business with just one coaching session. Prior to coaching, this entrepreneur was consistently losing money every month, borrowing money from his wife to sustain business operations and even more painful was the fact that this couple postponed on starting a family [*having kids*].

Sample Case Studies:

1. Making of a Billion Dollar Business Empire that spanned 55,000 employees across 65 countries:

Successfully consulted and coached at one of the largest software companies in India. Provided extensive advice on linking business goals to human capital initiatives. Organization: Satyam Computers [Now Mahindra Satyam]. Satyam was amongst the top 5 software services companies in India.

- Reviewed and advised on **organization development and human capital strategies**.
- Consistent focus on ROI & value creation helped client prioritize different initiatives.
- Intrapreneurship culture: Deeply imbibed proven processes & business systems that nurtured Intrapreneurs across the organization. This primarily helped manage & grow a billion dollar Business Empire spanning 55,000 employees across 65 countries.

2. Growth Strategy:

Advised senior management on creating and sustaining a **high performance culture using People CMM**. This involved incorporating best practices & systems to facilitate business growth from 280 employees to 1000 employees. Organization: Iteamic Software *[Now acquired by and successfully integrated into Ciber Inc., a USD 1.8 Billion Software Services Company]*.

- **Uncovered how this client lost a million dollar business opportunity** due to ineffective talent management system. Streamlined talent management system: Helped create strategic workforce plan, talent acquisition strategies, created succession plans for critical positions across the organization,
- Identified new opportunities for business growth
- **Transitioning from owner driven culture to a professionally managed culture.** Facilitated in developing systems & processes for professional decision making and empowerment at various levels across the organization.
- Identified & recommend strategies to address productivity issues. Company's initial loss due to poor planning and productivity was estimated at 10% of company's total revenues.
- **Company Valuation: Designed, improvised and implemented people management systems** that enhanced the valuation of the company. These systems also convinced the acquiring company that they need to implement similar systems and processes.

3. Talent Index for Valtech India

Talent is often misunderstood for resources and Valtech India felt the need to revisit their employee value proposition. We facilitated a tool creation to determine competency and proficiency levels of employees. This tool is today a benchmark to identify internal experts, identify critical resources, prepare succession plans, identify competency needs, create strategic workforce plans, and provide inputs for performance appraisal.

4. Europe's largest automobile giant:

Designed framework to **evaluate human capital management systems, processes & people practices** at the largest software services provider in India.

Objective: Assigned by Europe's largest automobile giant to test people maturity and practices before outsourcing multi-million dollar contract. Organization: Confidential.

5. Assessing the world's second largest chemical company

Tata Chemicals is a name that garners respect in the chemical industry and we were proud to be associated with this company. We started by understanding needs of the organization, where the business was heading, how employees contributed in their role and therefore what difference we as assessors can make. We supported the assessment of Business Strategy, Intellectual properties, Internal Business Processes, Human Capital *[both from management & employee perspectives]*, Relational Structural Capital *[Business Networks, Brand & Customers]*. Several executives were polled including internal stake-holders i.e.; the senior management, middle management, trainees and external stake holders like customers, industry leading experts and vendors.

6. Culture Integration post M&A:

Identifying culture issues, people expectations, concerns/ fears post M&A. Spearheaded **organization-wide effort to design and build a uniform human capital management system** across multiple geographies. Organizations: Aztecsoft.

7. Miscellaneous:

- Worked on initial stages in proposing and setting-up Information Technology Policy for the National Government of a South East Asian Country.
- Reviewed white paper on Knowledge Economies.
- Led discussions to collaborate with United Nations to open a Software Training Centre in a Third World Country.

Awards & Honors:

- Star Performer
- Best Team Member
- Top in Market Makers [*Product Launches*]
- Amongst top 2 in Kaizen [*Strategic Human Capital Management*]
- **“The Young Manager Award”** - Head: Organizing Committee [*Designed, Conceptualized & Executed*]

Ronald has assessed, coached, consulted and/ or trained delegates from leading companies. A partial list is given below -

ABB	IDBI	Room to Read
Abbot	Iteamic	SAP
Adani	Janaagraha	Satyam Computers
Adobe	JC Penney	Sasken
Ashok Leyland	JSW Energy	Schneider Electric
Alchem International	Kirloskar Brothers	Sonata
AI Koot Insurance	Kotak	Sutherland
Apollo	Makita Gulf	Tata Chemicals
AXA	Mahindra & Mahindra	Tata Interactive
Aztecsoft	MBC Dubai	Tavant Technologies
Cairo 3A	Ness Technologies	Tech Mahindra
Ciber	Novartis	Theorem
DaimlerChrysler	Novo Enzymes	Thomson Reuters
Escorts	NTT Data	University of Petroleum
ELI Research	Opteamix	UST Global
FEDEX	Pegasys System	Valtech
Fidelity	Pearson	Watson Pharma
GATI Infrastructure	Premium Transmission	William Penn
Gulf Computers	Qualcomm	Wipro
Healthcare Global	Ranbaxy	Yatra
Hutchison	Reckitt Benckiser	Yamaha
IBM	Rentokil India	And many more...

Testimonials:

"I wish I met you long back [when I incorporated the company], we would have been miles ahead!"

- James Anthony,

Founder & CEO. Microquest India Pvt. Ltd.

[Coaching & consulting to build Microquest into a Billion Dollar Company by raising 1,000 Intrapreneurs across 15 Countries]

"I know Ronald professionally while I was with the Satyam Human Resources team. Ronald was the consultant from TUV Rheinland, India (TUV were the assessors for the People CMM initiative at Satyam). We had worked closely together for the People CMM implementation at Chennai and Bhubaneswar locations.

His deep expertise in the areas of project management, CMMi, People CMM, quality management and organizational development - combined with the wealth of creative ideas and approaches- had proved beneficial during the People CMM journey .He is one of the rare breed of consultants who believes in listening to the customer and staying focused on creating value. His genuine humility is reflected in his attitude and openness to constantly to learn and unlearn and share his deep pocket of learning, knowledge and expertise .He is culturally sensitive and understands the internal dynamics of the customers organization before proposing solutions. He has provided extensive advice in areas related to linking business goals to human capital strategies and related initiatives. Also I have found him refreshingly different from other consultants in his consistent focus on tracking ROI from these initiatives".

- Ramesh Sharma

Managing Consultant - Workday

"I have always received very positive feedback about Ron from our clients and colleagues. His major strength are: entrepreneurship initiatives, listening, creating strategic alliances, tapping the market, ability to understand the client's business needs/ challenges and effectively map strategy/ solutions to those needs/ challenges He has the rare ability to emotionally connect with people".

- Enrico Rühle

Executive Vice President, Academy and Life Care at TUV Rheinland Group,

"Ron is very meticulous, organized and a hands-on professional. His contribution in building the consulting practice, and launching the certification program at QSIT is acknowledged and appreciated by all stakeholders. The excellent rapport he built with the customers across India, Vietnam, Argentina, Singapore, Sri Lanka in a short period is impressive. Ron's mentoring and training the sales team ensured a higher productivity".

- Shashi Kiran K V

Entrepreneur

“It is indeed a pleasure and honor to recommend Ronald. I have known Ron for over a decade. You will find Ron pleasant to work with, detail oriented and professionally astute. A person of integrity and sound personal character. A wonderful human being and a great friend. Any organization or individual intending to do business with him will have absolutely no regrets”.

- Barry Peacock
Associate Vice President at Captronic Systems Pvt. Ltd.

“The coaching done with you was life-impacting for me. It came at a crucial God-appointed time as divine providence. While I was personally going through a major career haul and was seeking Lord for help, you came as the guide and the messenger. Your guidance gave me the moral and spiritual support and acted as a sound board during those tough and uncertain times. I value the support, guidance and coaching so far done and I am sure it is just a beginning and I could see your personal urge and longing to learn and equip yourself with the latest tools, guided by the Holy Spirit and serve and pass it on to others and thereby serve the Lord and build His kingdom. Lord has placed you in a unique position to guide people like us Brother. I pray that Lord provide everything you may ask and beyond for His glory!”

- Babu Sivaprakasam,
Corporate Lawyer, Practice Head at a Leading Law Firm in Mumbai.

“Thank you for your valuable time spent with me. Many things were clear to me in that session and must say I was blessed. Was discussing with my son just a glimpse of how I felt. He wanted to meet you too. Let me know when my son could meet you. I am seeing changes in our relationship which is good. I am making amendments. I believe changes have to come from me for things around me to change”.

- Ruth Hopkins, Mom & Aspiring Entrepreneur.

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