

Kula Subramaniam



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Kula has been a management consultant for the last 21 years during which time he has worked on a variety of assignments requiring both the hard aspects of consulting, like business process reengineering as well as the soft aspects, like leadership development programs. He is a firm believer in elevating organisations through tangible business and operational process improvements followed with interventions that ensure sustainability through the inculcation of the right values and leadership qualities.

Kula has his own independent consulting company, **Just Change Management Consultants** and he brings with him a unique blend of industry and consulting experience in the areas of:

- Organisational Transformation and Reengineering
- Change Management
- Strategic Human Resource systems
- Organisational Learning and Development
- Productivity Improvement
- Leadership Development & Executive Coaching
- Performance Management
- Team building

Kula has been involved in a number of major transformation assignments in which he has conceptualised, designed, implemented and evaluated process, structure and culture interventions. He is equally comfortable advising and coaching Senior Leaders as he is with facilitating and training junior members of organisations.

Kula has facilitated numerous transformation laboratories where a systemic and systematic approach to resolving issues and exploiting opportunities is applied. In 2002 alone he ran 18 transformation labs for a regulatory organisation which included both internal and external labs; many of which were attended by captains of industry and Senior Government representatives.

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Kula has designed, developed and rolled out several in-house leadership programs. Recently Kula was responsible for guiding a local regulatory agency through a Leadership Roadmap which incorporated team building, engagement skills, coaching & mentoring and a customised leadership development program. He also helped them with top talent management and succession planning. Kula has also designed and run assessment centres and other competency based interventions for a variety of clients.

Kula's style of consulting varies from analytical diagnostics and rollout of interventions to guided facilitation of client workshops. He varies these styles to match client circumstances; hands on approach where confidentiality and sensitivity are key and advisory where ownership, buy in and development of the clients' staff are critical.

Professional Background

Kula's consulting career has a mixture of external and internal consulting. He has worked with the PA Consulting Group, the IBM Consulting Group, Shell Malaysia, Towers Perrin and Linkage Asia. The external consulting has given him wide exposure to a variety of companies in numerous industries in different countries. It has enabled him to bring best practices from one industry to another. He also manages to compare and contrast the requirements of local companies with multi-nationals and tailors their needs accordingly. His periods of internal consulting have allowed him to complement the strategic consulting experience with the day to day implementation aspects of making change happen.

Kula has conducted seminars and written extensively in periodicals in the area of Business Process Reengineering and Human Resource related issues. Kula held the position of Assistant Director of Studies for the Cranfield MBA program run in Malaysia, in which he also lectured and supervised student theses.

Kula has a BSc. (Hons.) in Civil Engineering from King's College, University of London. He further completed a post-graduate diploma in Accounting & Finance from the Association of Certified Accountants, UK. He attended the Cranfield School of Management, where he obtained his MBA and scored the highest marks in the end of the year examination for the Business Policy paper; and was in the study group that won the Business Game.