

Aparna Bhasin

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EDUCATION

HEC Paris & Oxford University, Paris, France & Oxford, UK

Executive MSc in Change Leadership, June 2024

Dissertation on Strategies for Scaling Impact: Lessons from Non-Profit Organisations (Multiple Pathways to Scale)

Columbia University School of Social Work (CUSSW), New York, USA

MSc in Social Work, May 2011, Concentrations in Public Policy & International Social Welfare

Dissertation on Income Poverty, Material Hardship & Child Health

Macalester College, St. Paul, USA

BA in Economics & Environmental Studies, May 2009

TRAINING & CERTIFICATION

European Mentoring and Coaching Council (EMCC), Global

Member, Practitioner Accreditation in Process, May, 2024

Positran, Paris, France

Certificate in SPARK Resilience Coaching & Facilitation, December, 2023

University of Cape Town, Graduate School of Business, Cape Town, South Africa

Short Course on Leading System's Change, October, 2016

PROFESSIONAL EXPERIENCE

Aparna Bhasin Consulting, Mumbai, India

Founder/Director, April 2015 – Present

- Providing strategic guidance, research and support to social purpose organisations and the related ecosystem
- Understanding client challenges and building customised solutions in the areas of impact, programme design, research and evaluation, scale strategy and organisation development
- Working with over 30 partners ranging from large and established CSR wings to small low-income educational institutions, from multi-sector foundations to not-for-profits and social enterprises across the landscape
- Hiring, managing and building capacity of a small team of consultants
- Examples of projects include:
 - team and leadership coaching to build direction and strengthen cohesion
 - mixed methods research in urban slum development
 - process consulting on organisation efforts towards scale
 - participatory research towards strengthening rural collectives
 - impact advisory for a foundation supporting multiple education innovations
 - facilitation of program design co-creation with diverse stakeholder groups
 - co-design of organisation theory of change driven by social, economic and political changes
 - capturing process and strategy for scaling deep within communities

Executive Coach & Facilitator, June 2023- Present

- Providing one-to-one leadership and team coaching
- Leading learning and development sessions for individual and team growth
- Developing employee resilience training and coaching for global organisations as a part of a coaching collaborative

Katha, New Delhi, India

Program Development Consultant, August 2014 – March 2015

- Structured programming for a project across government schools in Delhi
- Led the recruiting and training process in order to build a team for the project
- Designed a Hindi language digital teacher resource library and online community for idea exchange
- Developed a teacher training curriculum for government school teachers and grassroots organizations

Pratham Education Foundation, Mumbai, India

Programme Head – Digital Classrooms, April 2013 – July 2014

Programme Manager – Digital Classrooms, Feb 2012 – April 2013

- Designed and scaled up an educational technology program from 5 to 30 locations across 12 States of India
- Developed a teacher-training curriculum used to train over 1,800 teachers across India in integrating both activity-based learning and technology into the classroom
- Collaborated with an impact evaluation agency to design a feasible randomized control trial evaluation for the program, including developing the logical framework and proposed learning outcomes of the pilot
- Built and managed relationships with state governments in order to work within the government school system
- Developed a pilot project to open knowledge centres in villages and communities, to enhance student learning through the use of both teacher and learner-centred technologies
- Developed a country wide fellowship programme including workshops, seminars and one-on-one mentoring

Center for the Study of Social Policy (CSSP), New York, USA

Research Assistant, Jun 2011 – Nov 2011

- Designed logic models linking research and practice within the context of racial disproportionality and disparities within the Child Welfare System in New York State
- Collaborated on the design of a best practices framework for healthy adolescent development, to be used in programming and policy within the proposed community of practice

UNICEF Headquarters, Division of Policy and Practice, New York, USA

Graduate Researcher, September 2010 – Jun 2011

- Supported in the finalization of over 15 country studies within the Global Study for Child Poverty & Disparities
- Drafted a policy brief demonstrating the importance of multidimensional poverty measurement

Police Athletic League, New York, USA

Social Work Field Practice, September 2009 – June 2010

- Served as the social worker on-site for an after-school centre in a largely immigrant community
- Conducted individual and group therapy sessions for children and adolescents with a focus on bereavement
- Designed and conducted staff-development workshops on themes of self-awareness, inclusion in the classroom, diversity, and effective engagement strategies.
- Facilitated the middle school program curriculum development using participatory program design
- Received a citation from the City of New York for Service to the Washington Heights Community

COMMUNITY INVOLVEMENT

- Akanksha Remedial Learning Volunteer, Mumbai (2024)
 - Indian National Committee Selections Volunteer for the United World College (2015- 2025)
 - Entrepreneurship Mentor for Undergraduate Students at Macalester College (2020-2022)
 - Fundraising, programming and capacity building for Romil Seva Sanstha, a grassroots primary school (2021-2023)
 - Developed an online fundraising and marketing strategy for Sankalp, a grassroots non-profit organisation (2013)
 - Participated in the Homeless Outreach Population Estimate Survey (HOPE NYC) (2010-2012)
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