

# ANITHA SUKHDEV GANNE, M.Sc (Biotech), B.Sc (Micro bio), B.Ed

Director, Viable Thoughts Pvt Ltd.

An enterprising leader with over 22 years' experience in the field of education in various roles like Lecturer in Biotechnology, Research facilitator, Head of Academic Research Department for a group of schools, Academic expert in a popular Edtech firm, Content Editor for assessments and educational videos in an established software firm, Chief Academic officer (CAO) for a group of schools, & at present, Director of Viable Thoughts Pvt Ltd, a start-up Edtech firm.

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## PROFILE SUMMARY

- ❖ A competent professional offering **over 25 years** of experience in **Teaching, Research, Leadership and Management roles in the field of Education.**
- ❖ **Diverse set of skills** to effectively plan, draft academic calendar and execute, oversee the day-to-day operations at schools, interact with various stakeholders, and contribute to the overall success of the educational institution.
- ❖ Provided **strategic direction** in budgeting and financial planning, Resource allocation, cost management, vendor interaction and marketing activities.
- ❖ **Interfaced with top management, identified business needs** and bridged the gap between academic requirements, operational challenges and expected outcome to foster the academic programs.
- ❖ **Familiarity with educational technology tools**, ability to understand educational trends and best practices.
- ❖ Ability to **leverage technology** for administrative tasks and educational purposes.
- ❖ Implementing **data-driven strategies** for improvement, ability to analyse the educational data in case-to-case basis and use it for decision-making.
- ❖ **Implemented performance review process** - Expertise in deploying quantifiable measures to monitor, evaluate teacher performances to identify areas of improvement, provide feedback and documentation.
- ❖ Demonstrable expertise in **conducting workshops** for teachers and students in most engaging manner with good learning outcome.
- ❖ Working knowledge of different **affiliating boards**, Academic standards and associated assessments.
- ❖ Ability to build and **lead a cohesive team** and handle **cross-functional teams** towards accomplishment of common goals.
- ❖ Familiarity with **curriculum development** and implementation. Fair knowledge of educational policies and regulations.
- ❖ **Active member** of various fora and committees such as Nature Club, Eco-Watch Forum, Summer camps, Cultural Committee, Science club, Wellness Committee and the Life Skills Committee.

## CORE COMPETENCIES

|                                                                                   |                                         |                                                                                   |                                              |                                                                                     |                                                                |
|-----------------------------------------------------------------------------------|-----------------------------------------|-----------------------------------------------------------------------------------|----------------------------------------------|-------------------------------------------------------------------------------------|----------------------------------------------------------------|
|  | <i>Pedagogical Knowledge</i>            |  | <i>Problem-solving</i>                       |  | <i>Innovative Thinking</i>                                     |
|  | <i>Strategic Planning</i>               |  | <i>Budgeting and Financial Management</i>    |  | <i>Focus on practices that enhance the learning experience</i> |
|  | <i>Decision-Making</i>                  |  | <i>Educational Policy Knowledge</i>          |  | <i>Stakeholder, Client &amp; Vendor Management</i>             |
|  | <i>Managing resources and schedules</i> |  | <i>Openness to adopting new technologies</i> |  | <i>Collaboration</i>                                           |

## SOFT SKILLS



|                  |
|------------------|
| Planner          |
| Creative         |
| Innovator        |
| Mentorship       |
| Active listening |
| Communication    |
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## EDUCATION

-  **2001:** MSc in Biotechnology from Bangalore University.
-  **1999:** Bachelor in Science in Microbio, Botany, and Chemistry from Sri Krishna Devaraya University.
-  **2013:** Bachelor in Education from Bangalore University.

## CERTIFICATIONS AND TRAININGS

- ❖ “Efficacy of fungicides on *Sclerotium rolfsii* causing black root rot disease in groundnuts crops” from NG Ranga research station (Dry Land farming).
- ❖ Refresher course in Plant Biotechnology experiments from CPMB (Center for Plant Molecular Biology, Hyderabad)
- ❖ Diploma course in Web Designing from IMAGE, Bangalore
- ❖ “Collaborated Learning in Connected Age” by India Didactics Association Certified Scrum Master
- ❖ “Emerging Trends in Chemistry with Emphasis on Environment”, a UGC sponsored program conducted by Vijaya College, Bangalore.
- ❖ Mentoring sessions by Initiative for Research and Innovation in Science (IRIS)
- ❖ “Eyes on Nature”, an initiative towards environmental literacy conducted by Karnataka State Council for Science and Technology (KSCST & IISc)
- ❖ Royal Society of Chemistry Yusuf Hamied Inspirational Chemistry program
- ❖ Workshop on Urban Environment issues, by IISc
- ❖ “Certificate of Professional Development” by The Energy Resource Institute, Bangalore (TERI)
- ❖ Certificate of teacher award for “Conserve my Planet” program by Schneider Electric.
- ❖ “The Best Coordinator” award for Eyes on Nature 2014 program conducted by KSCST and IISc
- ❖ “The Best Guide Teacher award - 2014” for a research project awarded Sahyadri Young Ecologist Award for Lake Conservation Project by IISc.

- ❖ “Best Guide - 2016” award for research project for Young Sahyadri Award Lake Conservation Project by IISc.
- ❖ Certificate course in “Leading Change with Gameful learning” from MichiganX, USA
- ❖ Certificate course in “Leaders of Learning” by HarvardX, an online learning initiative of Harvard University
- ❖ Certificate course in Leading Change “Go Beyond Gamification with Gameful Learning” MichiganX, USA



## NOTABLE ACCOMPLISHMENTS ACROSS THE CAREER

### **Chief Academic Officer & Head of Operations –The World Ecademy, Knowledgucate Education Professional Academy Pvt. Ltd. (current)**

- ❖ Established and scaled The World Ecademy (TWE) from inception, building the academic and operational framework for a global online schooling platform offering BOSSE, NIOS, Pearson Edexcel IGCSE and skill-based programmes for Grades Pre-K to 12.
- ❖ Leading end-to-end academic and operational strategy, including curriculum planning, teacher recruitment, training, quality monitoring, technology integration, student experience, and process development.
- ❖ Developed academic systems and SOPs from the ground up, including virtual classroom processes, assessments, academic calendars, teacher performance frameworks, parent engagement systems, and quality assurance mechanisms.
- ❖ Managing annual budgets, resource allocation, cost optimisation, vendor management, and operational planning to support sustainable growth and scalability of the institution.
- ❖ Driving growth initiatives through international admissions, school collaborations, programme expansion, and cross-functional leadership with sales, marketing, technology, and academic teams.
- ❖ Building and managing high-performing academic teams while ensuring compliance with curriculum standards, regulatory requirements, and institutional vision.

### **Director - Viable Thoughts Private Limited (Current)**

- ❖ Viable Thoughts is an Ed Tech on-line platform to facilitate new age learning to learners of all ages across the globe. It provides live virtual on-demand courses with experienced subject experts from various parts of the country for both academic and hobby classes like Coding, Robotics, Language courses, music (Vocal and instrumental) etc;
- ❖ The objective is to provide a common platform where students of various learning capabilities can be matched to an appropriate teacher to aid effective learning.
- ❖ As a founder cum director spearheaded areas like ideation, developing business plan, pitching, finding investors, budgeting, identifying job roles to fit the Start-up venture and building an online platform along with tech team, handle recruitment, identifying the courses in demand, selection of suitable tutors for the courses, formulating fee's structure based on market pricing, developing course plans, designing creatives and other marketing material for social media posting, handling teacher trainings, ensuring compliance with MCA and other governing bodies.
- ❖ Steering business strategy, ensure smooth day to day operations, preparing salary sheet, Payments, Documentation, Accounting and working along with auditor for compliance related works, conduct Board meetings and AGMs.

### **Chief Academic Officer - Knowledgucate Education Professional Academy Pvt. Ltd.**

- ❖ Knowledgucate owns, manages and operates educational institutions globally. I reported to the

Vice President and the Chairman directly.

- ❖ Primarily responsible for academic handholding for various curricula in all Knowledgegucate institutions in India (includes 3 State Board schools, 2 ICSE schools, one IB and IGCSE school and PU and Degree college)
- ❖ Played pivotal role in screening, hiring and recruitment of staff towards academics including principals' recruitment.
- ❖ Responsible for monitoring of teaching sessions across schools, identify areas of academic improvement, activities to involve stakeholders, plan, arrange and supervise the teacher trainings, performance improvement steps and ensure academic quality
- ❖ Responsible for curriculum design for group schools for compliance with board and align with institutional ethos, design and define Academic Calendar year plans and monitor the Co and extracurricular activities, alongside the schools academics.
- ❖ Liaise with approved budgets and recommend curriculum review and vendor management.

#### **Content Editor - Integra Software Services Pvt. Ltd, Pondicherry**

- ❖ Conceptualized and developed content for national and international curriculums for science.
- ❖ Created story boards for science concepts for grades 2 to 8. Provided guidance to animators to develop animation as per client's requirements.
- ❖ Responsible for reviewing content developed by Subject matter experts.
- ❖ Exposure to various international curriculums and country specific content requirements.
- ❖ Exposure to end-to-end flow from ideas generation to publishing of concept-based animation.
- ❖ Analyzed, conceptualised, quality checked and mapped assessments to Blooms taxonomy learning outcomes for Pearson MyPedia Reader books.

#### **Academic Expert - Vedantu Innovations Private limited**

- ❖ Lead a team of Subject matter experts and quality review team for quality control in academic products through systematic reviews of online sessions conducted by teachers across country for Maths and Science covering grades 5 to 12 (ICSE and CBSE board syllabus).
- ❖ Job role as academic expert also included assessment of curriculum to ensure that structured and customized courses/programs launched on portal (ICSE/CBSE V-XII& JEE coaching sessions) are meeting intended objectives to serve students globally, validating monthly academic progress reports generated, overlooking parent teacher meetings and addressing all academic requirements in the academic wing.
- ❖ Responsible for evaluating data from quality checks and training teachers on improvisation points noticed during quality check, by involving teacher management team.
- ❖ Developed and conceptualised monthly quality report generation to reflect teachers performance and progress reports to reflect students' performance.
- ❖ Developed curricular goals and outlines, made recommendations for how to improve curriculum to meet students' learning needs.
- ❖ Verify, scrutinize content availability for each course plan and coordinating with content team for any content wise requirements.
- ❖ Address academic grievances raised and handle feedback received from parents and students.

#### **R&D Department Head - Vagadevi Vilas Group of Institutions**

- ❖ Lead a team of 15 research facilitators involved in content development, designing concept wise science experiments and teaching aids, developing in-house Math & Science Olympiads, running Nature clubs for Pre-Primary to Senior Secondary classes.
- ❖ Responsible for reviewing and finalizing the content developed (lesson wise work sheets, activity sheets, Olympiad question papers, after school sessions content, club activities content etc) for Pre-K to grade 10, identification of projects for international, national and regional science fairs and training students.
- ❖ Coordinate between various in-house departments and branch heads and principals to plan academic events and activities for both students and teachers across the branches. Reported directly to the Chairman.

- ❖ Conduct planned and impromptu class observations for teachers to ensure quality in teaching, adherence to the LPs and curricular requirements.
- ❖ Ensure lesson wise / class wise hands-on activities, Eco and innovation club activities, after school sessions and Lesson plan implementation in all classes at all Centres.
- ❖ Spearhead the overall functioning of green initiatives at all Centers.
- ❖ Successfully guided students for multiple international science fairs and Investigatory projects which got selected for premier science fairs like IRIS(Initiative for Research and Innovation in Science), INSEF (Indian Science and Engineering Fair), ISWEEEP (International Sustainable World Energy Engineering Environment Project Olympiad)

#### **R&D Facilitator - Vagadevi Vilas Group of Institutions**

- ❖ Designed hands on activities for science (Biology CBSE – Syllabus for grades Pre-K to grade-10)
- ❖ Conducted in-house workshops on innovative teaching methods for pre-primary, primary and secondary school teachers.
- ❖ Guided students for IRIS-2012 where, one of the projects on ‘Dyslexia’ was selected for national and international level exhibit.
- ❖ Guided students for IRIS 2013 where, a project on ‘Stalagmites and Stalactites’ was selected for national level exhibit.
- ❖ Represented as coordinator from Vagdevi Vilas Institutions for TERI (The Energy Resource Institute) and Schneider Electric’s, Corporate Social Responsibility Initiatives.
- ❖ Attended multiple workshops conducted by CII, Apple, Agasthya foundation, TERI, Schneider Electric etc. covering topics sustainable energy usage and innovative teaching methods.
- ❖ Actively involved in content development and designing of various in-house reference books, handout, posters and General Knowledge books for in house publications.
- ❖ Attended workshops related to various concepts like Multiple Intelligence, Innovative methods of teaching science, enhanced teaching skills etc. sponsored by the school.
- ❖ Prepared Campus manual with Taxonomical Data and other details of all types’ plants in the school campus.
- ❖ Conducted summer camps for inhouse students covering many magic science projects and thought-provoking educational toys making.

#### **Lecturer – UG and PG Colleges**

**Aug 2002–Apr 2005: Government Degree/PG College (UGC NAAC A-Grade college), Anantapur.**

**Aug 2005– Mar 2006: M.S.Ramaiah College of arts and sciences (UGC NAAC B-Grade college), Bangalore.**

**Apr 2009 –May 2010: East Point College of Higher Education, Beedarhalli, Bangalore.**

**June 2010 – May 2012: Krupanidhi Degree College, Gunjur, Karmelram, Bangalore.**

- ❖ Lecturer profile in the Department of Biotechnology, involved taking regular theory and practical classes for the undergraduate and post graduate students.
- ❖ Handled the subjects -Plant Biotechnology, Molecular Biology, Animal Biotechnology, Plant Pathology, Bioinformatics, Environmental Biotechnology.
- ❖ Prepared lesson plans in advance according to the university syllabus for each class.
- ❖ Was actively involved in various cultural committees and co-curricular events.

Sincerely,  
Anitha