

Access to Experts



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Sandhya Karpe is the Senior Research Advisor - Human Capital Center, Asia of The Conference Board, and CEO of Imagine Education Design Studio, a human capital development advisory firm with a global client portfolio. She brings 35 years of cross-cultural experience in human capital development, having worked consultatively with multinational and regional organizations, as well as business leaders across five continents, and a unique combination of strong business leadership and deep academic and research experience. Her past experience includes leadership roles at top-tier global institutions.

Sandhya has worked at top-tier global institutions and consulted extensively with senior executives and L&D teams across the world to co-create leadership development solutions, and facilitated workshops for executives at all levels. She has been a mentor/coach to business leaders, enabling them in successful career, role and geographical transitions.

Between 2016-2018, she was Managing Director at Duke Corporate Education in Singapore, leading some of their key client engagements in APAC. Sandhya “started-up” Temasek Management Services’ (TMS) Academy in Singapore as its founding Head and Chief Enterprise Learning Officer, responsible for setting its vision, mission and strategy, and building its organization.

Prior to TMS, Sandhya was with The Wharton School of the University of Pennsylvania, USA as Head of its Custom Executive Education business and member of its Executive Committee. She led a large professional services team and held overall P&L responsibility for the division’s global portfolio. Her key contribution was the expansion of Wharton’s business and footprint into key emerging markets including India, China, APAC and the Middle East.

Between 1991-2002, she was an Associate Professor at NMIMS in Mumbai, India in the areas of Organizational Behavior and Leadership. During this time, she was awarded the prestigious Chevening Gurukul Scholar by the British Government, for study at the London School of Economics and Political Science (LSE), in recognition of her outstanding contribution to her profession.

Sandhya holds an MBA from Queen’s University, Canada and a PhD. From the Indian Institute of Technology (IIT), India both with a focus on Organizational Behavior.