

## Academic learning and professional work:

Following passion has been my driving force all along, often taking me to the road less travelled. My journey of formally learning about societies and human behaviour started with a masters' degree in Economics (2007-09). It was during my graduation in commerce (2003-06) that I recognised my deeper bend towards understanding our social and human realities and bringing a positive change, and it has been an inspiring journey of discovery ever since I followed that inner calling.

I began my professional work at a leading think tank and NGO before starting with an integrated M.Phil-Ph.D at Tata Institute of Social Sciences (TISS) in 2012. I also worked at TISS (2015-16) and later began working for an UN agency (2016-18). During this time US based psychiatrist Marshall Rosenberg's work on Nonviolent Communication (NVC) entered my life. This gave a profoundness and depth to all that I had known before about human beings.

## Evolving Passion:

I also call NVC as compassionate or empathetic communication to make it more relatable, however what it offers is very difficult to be captured by any title. It provides a starkly different perspective on expressing oneself and listening to others in contrast to the traditional ways of instantaneous judgements, evaluations or control and command that we see all around us. It is in that sense a shift in consciousness. As I saw great results for myself my curiosity grew further and I invested in learning more such methods dealing with groups of people like Sociocracy, Holacracy, Restorative Justice, etc. These methods govern groups with a nuanced sensitivity and are being implemented in many organisations across the world.

In all of these evolved processes, I found answers to many of the institutional problems that I had closely witnessed. Lack of synergy in organisations often dismayed me as I felt much was getting lost in the systemic communication flow and coordination across vertical and horizontal streams. In contrast, these new methods nurture an environment of harmony leading to collaboration and sense of community. Collectively these processes bring in more efficiency, clarity, human connect and resolve differences or conflicts to become opportunities for new solutions.

I became deeply inspired as this work changed my life in several ways. Be it my relations and spirit at work and with my family or be it my belief in humanity and our collective capacity to create a better future, this work gave me a possibility far brighter than what I knew before. I decided to bring it to the mainstream and left behind the formal employment and ph.d to start my own organisation.

## Charting out my path:

I started 'संवाद culture' with the core intent of spreading this new age work on creating a culture of dialogue. The learnings on compassionate communication and group governance are useful for a broader spectrum ranging from work places to interpersonal spaces, learning institutions to government bodies alike. I enjoy crafting out trainings and workshops as per the needs of the recipients as I believe each situation is unique. If this strikes a cord in you, please do get in touch with me. I am always eager and excited to collaborate when you want to create a better and more humane future.



## Sonal Sheth

Trainer and Facilitator

Founder

संवाद culture

### Workshops:

- Compassionate Communication
- Group Governance

### Facilitations:

- Restorative Justice
- Collaborative Decision Making

### Worked at:

United Nations children's fund  
Tata Institute of Social Sciences  
Centre for Enquiry in Health and Allied Themes  
Economic and Political Weekly Research Foundation  
Centre for Human Development, University of Mumbai

### Qualifications:

M.Phil, Development Studies, Tata Institute of Social Sciences  
M.A, Economics, University of Mumbai  
B.Com, Narsee Monjee College of Commerce and Economics

### Get in touch:

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