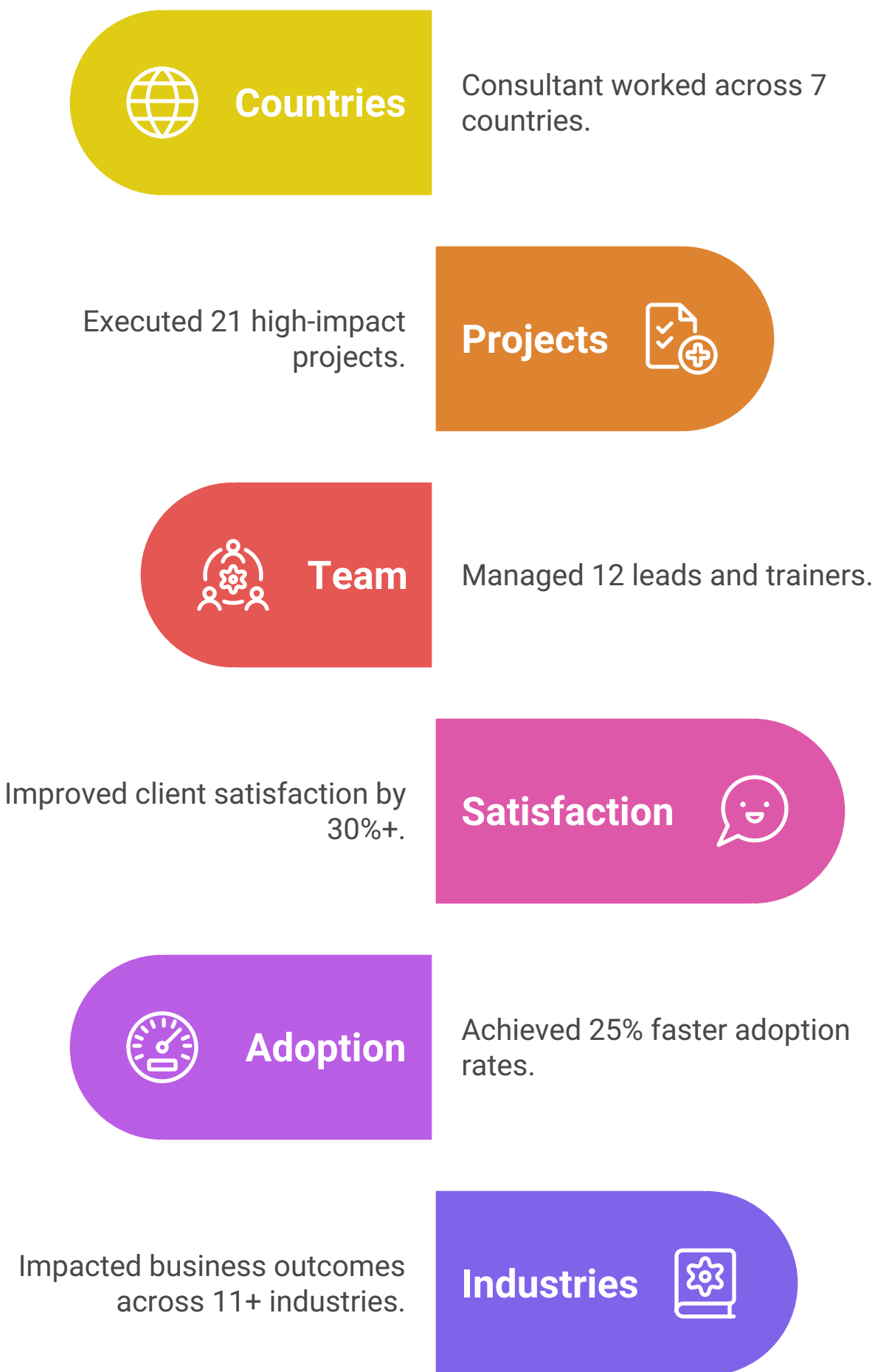


PROJECTS : Strategic L&D and Leadership Frameworks (India, Italy, EMEA, APAC)

CircleLeadership[CL] - Management| Business Solutions| Auditing

Strategic L&D Consultant across **7 Countries**; formulated and executed **21 High-Impact projects** with **12 Leads/Trainers**, embedding global models (GLEAM, ADDIE, ADKAR, Kotter) to deliver 30%+ improvement in client satisfaction, 25% faster adoption, and measurable business outcomes across 11+ Industries.

Project Achievements



Ashok Narayanan

PROJECT 1 – Leadership Reengineering CL Team

- Reengineered Leadership Development Programs in MNCs using GLEAM & AMLT Model
- Applied GLEAM model (Goal–Learn–Execute–Assess–Motivate) to align L&D programs with organizational KPIs
- Designed and deployed IDPs (Individual Development Plans),tailored to high-potential leaders
- Achieved 28% higher succession readiness and 20% uplift in team performance

PROJECT 2 – Change Enablement:Culture & Change IntegrationCL Team

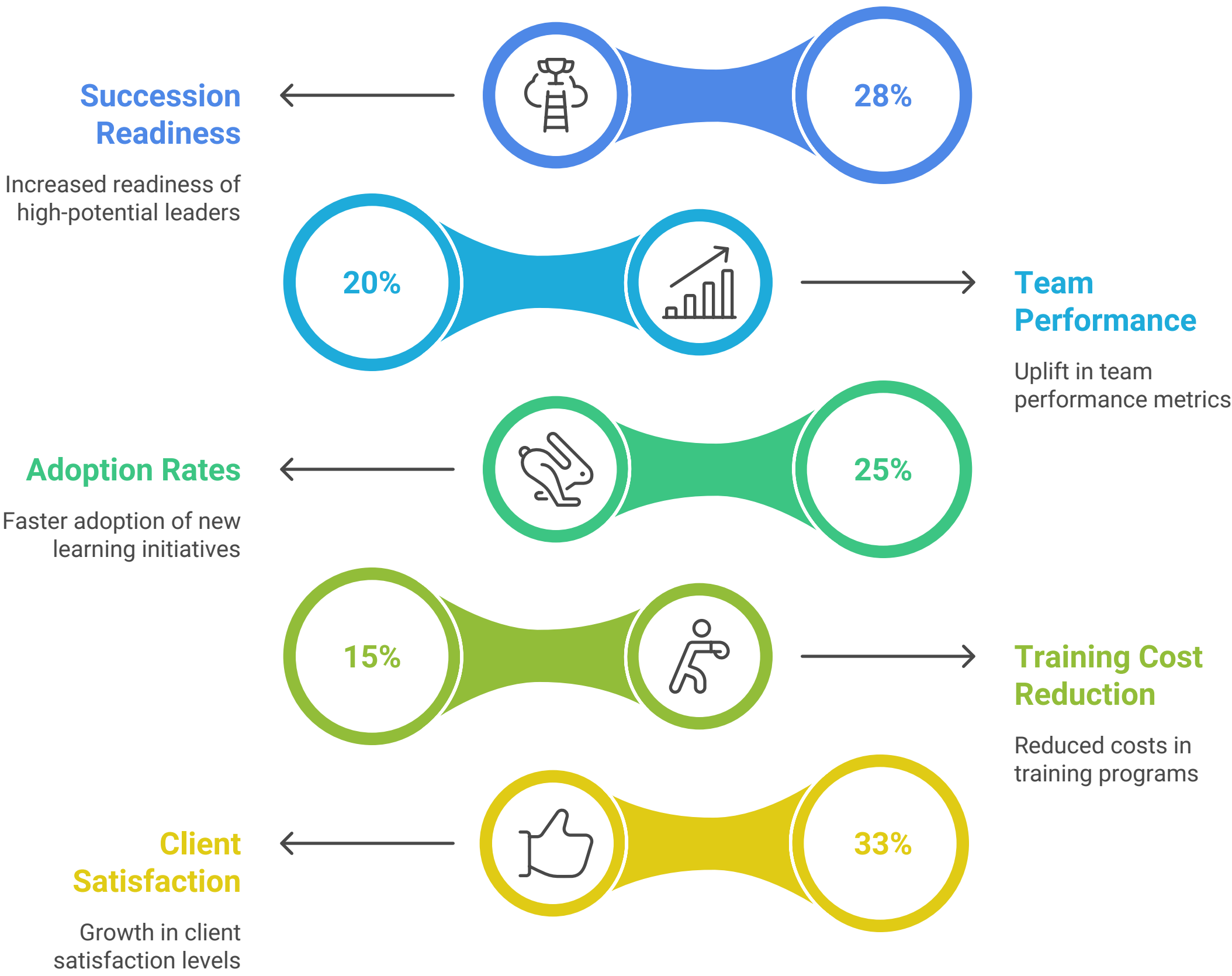
- Applied ADDIE framework with ADKAR & Kotter’s models for large-scale change
- Built KPI dashboards to measure time, cost, scope, and quality in learning rollouts
- Delivered 25% faster adoption rates and 15% reduction in training costs

PROJECT 3 - Workforce Learning & CoachingCL Team

- Personalized learning domains across **IT, Healthcare, Banking, Insurance, Retail, Airline, Real Estate, Oil & Gas, Engineering, Automotive, Manufacturing** Sectors
- Drove increase in employee engagement and 33% client satisfaction growth

Ashok Narayanan

Performance Metrics of Leadership and Learning Projects



Ashok Narayanan