



PROJECTS : Integrated Training & Development Transformation in Healthcare [India, Nigeria, Malaysia]

12 Hospitals, 7 Clinics [16 Locations: National & International]-Manipal Hospitals Group
[Manipal Health Enterprises Private Limited-MHE]

Healthcare Facilities

**Hospitals**

The Manipal Hospitals Group operates 12 hospitals. These hospitals are strategically located across national and international locations.

The Manipal Hospitals Group operates 7 clinics. These clinics are strategically located across national and international locations.

Clinics

Ashok Narayanan

PROJECT 1: Strategic Alignment – Vision & Mission to Performance

- Aligned vision & mission with a new performance evaluation framework for hospitals & clinics
- Collaborated with marketing team for new logo launch, aligning L&D initiatives with 'Brand-Building' and 'Awareness Campaigns'
- Established structured goal-setting systems linked to organizational outcomes

PROJECT 2: LMS Integration & OD Initiatives

- Implemented an LMS platform, boosting learning assessment scores across hospitals & clinics
- Brought L&D under one single umbrella with the support of the HR Head & team for unified governance

PROJECT 3: Cross-Functional Teams & Engagement

- Achieved 21% improvement in employee engagement scores across units
- Deployed HR and Training collaboration across all 12 units to co-design engagement campaigns
- Enhanced workplace satisfaction, reducing voluntary attrition by 19%

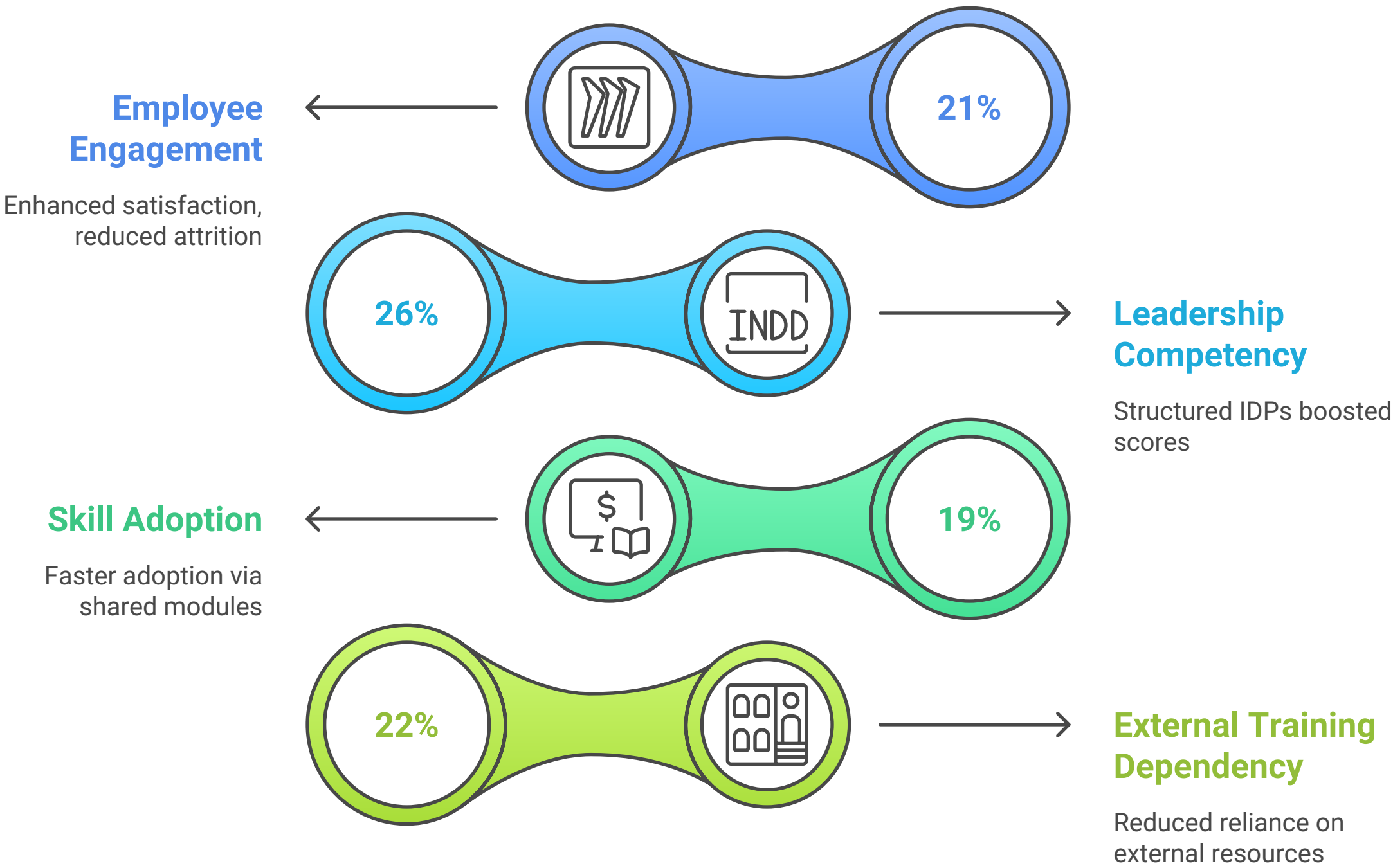
PROJECT 4: Enabled Learning – MDP, IDP, Skill Building

- Delivered 26% improvement in leadership competency scores through structured IDPs
- Achieved 19% faster skill adoption across units by leveraging shared learning modules

PROJECT 5: Building Training Champions – TTT Model for Operational Excellence

- Reduced external training dependency by 22%, building internal capacity
- Fostered a peer-led coaching culture across teams/units, strengthening organizational agility

Performance Improvements Across MHE Group Projects



Ashok Narayanan