

Gauresh Gaitonde

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SUMMARY

- L&D professional with over 11.5 years of experience in training delivery, eLearning, program design and data analysis
 - Expert in designing and delivering technical, non-technical, leadership, train-the-trainer and induction programs
 - Proficient with strategic initiatives related to competency, culture, communications and systems
 - Ideated and developed learning management systems and dashboards for presenting data from multiple view points
 - Experienced in performing managerial tasks related to hiring, appraisals, budgeting and vendor management
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WORK EXPERIENCE

Manager - Learning & Development | Syntel Ltd. | April 2015 - Till Date

Syntel is a global provider of Digital Transformation, Information Technology and Knowledge Process Outsourcing solutions. With approximately 23,000 employees, Syntel partners with leading corporations across the BNFS, insurance, healthcare, life sciences, retail, logistics and manufacturing industries.

- Led a team that analyzed, designed and developed programs for addressing non-technical training needs
 - Produced 200+ hours of ILT and eLearning content through internal and external content development teams
 - Prepared, assessed and coached trainers to deliver behavioral, managerial and leadership training programs
 - Managed implementation of an organization wide initiative to promote coaching culture
 - Ideated an intervention for engaging 5000 onsite employees using Virtual ILT, MOOCs and Bite Size Learning
 - Automated the Learning Dashboard for showcasing learning metrics from various viewpoints
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Technical Training Manager | Sears IT & Management Services | May 2014 - March 2015

Sears IT & Management Services (SIMS) is a captive unit of Sears Holdings Corporation (Retail Business). With approximately 800 associates, Sears India offers software development, online business development, support and maintenance services to its parent company

- Managed day to day training operations for the organization with the support of one team member
 - Identified and engaged a pool of in-house trainers to strengthen internal capability building effort
 - Ideated and implemented an action oriented training dashboard to control execution of training strategy
 - Enabled automation of key training activities through customization of important features within the LMS
 - Prepared annual training budget, tracked its utilization and conducted monthly reviews with senior leaders
 - Planned and organized an organization-wide event to encourage utilization of online technical assessments
 - Managed a People CMM Level 3 Certification project in the capacity of a project manager
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Manager - Training and OD | Trimax IT Infrastructure and Services Ltd. | May 2013 - April 2014

Trimax is an IT Infrastructure and Services company with over 1500 employees across the globe. Trimax offers Managed IT Services, Data Centre and Cloud Services, Turnkey Solutions and Application Services.

- Managed end to end design and execution of monthly training calendar for the organization
- Built an in-house training facility and lab that offered a proper learning environment for all employees
- Established enrollment, invitation and follow-up processes for ensuring sufficient quorum during all programs
- Designed multiple behavioral and desktop training programs and trained over 100 employees
- Performed vendor management activities including trainer evaluation, cost negotiations and PO processing
- Managed an organization-wide Reward and Recognition initiative to appreciate talent
- Handled design and verbiage of communications related to employee engagement and fun-at-work activities

Learning & Development Analyst | MphasiS an HP Company | July 2004 - August 2012

MphasiS is a CMM Level 5 company and a leading provider of IT-based business solutions for the global marketplace. With approximately 35,000 employees, MphasiS delivers applications, infrastructure and BPO services globally. MphasiS merged with Electronic Data Systems (EDS) in 2006 and with Hewlett Packard (HP) in 2008

- Trained over 5000 employees and team managers on technical, non-technical and leadership programs
- Managed the entire Learning MIS function in the capacity of a MIS Partner
- Developed a web based record management system for automating training operations using MS Sharepoint 2003
- Managed an eLearning platform for 35,000 employees and ensured that 80% employees were accessing courses
- Performed the role of a lead trainer for a group of four trainers during a large process migration
- Represented the training department in ISO audits and conducted mock audits for preparing the team

EDUCATION & PROFESSIONAL DEVELOPMENT PROGRAMS

Examination	Year of Passing	Board/University
B.Sc. Information Technology	2004	University of Mumbai
Diploma in Business Management	2015	Alison Institute, Ireland

- Social Learning Program (Curatr)
- Scrum Fundamentals (SCRUM Study)
- Inspiring Performance (Based on Franklin Covey's 4 Disciplines of Execution)
- Learning and Development Manager Program (Middle Earth Consultants)
- Train The Trainer Program
- Active Operations Management
- Accent Neutralization Training for US Clients

OTHER DETAILS

Date of Birth : September 9, 1983

Languages : English, Hindi and Marathi