

Subesh Bhattacharjee

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Areas of expertise:

- Identifying capability development interventions in the areas of Functional / Technical / Behavioural needs to support business growth
- Handling Change Management initiatives
- Customized program content design, delivery & effectiveness
- IDP design and implementation
- NLP; Human Process lab technique; Learning effectiveness measurement; 6 Sigma and lean; Process design, implementation and audit

Total experience: 16 years

Head of Learning & Development- Pidilite Industries Ltd. (Nov, 2012 till date): Location- Mumbai

- Key member of HR Team and an integral part of Centre of Excellence cell in Corporate HR
- Create strategic learning & development framework for the organization that shall equip the Divisions / Functions with capable workforce
- Integrating new recruits with 'The Pidilite Way'
- Plan, direct and evaluate capability building initiatives aligned with organizational / divisional and functional objectives
- Plan, direct and drive professional development initiatives in consultation with Divisional / Functional Heads, Vertical leads
- Responsible for identification, design, and implementation of learning methods, instructional strategies, and learning technologies in the design, implementation, and evaluation of learning stages in consultation with learning partners
- Support enabling processes like PMS, IDP design & execution for key talent

Key Achievements:

- Streamlined Corporate On-boarding / Induction process for new recruits
- LMS workflow design and implementation
- Launch of PIL Signature programs
- OD initiative- Communication meets
- 'Director's Excellence Award' for driving capability building initiatives and bringing change

Key Talent Manager at Essar Group (Oct 2010 to Nov 2012): Location- Hazira (Gujarat), Mumbai

- Identify, design and deliver training programs (Behavioural and Functional) for Essar Group India operations
- Training design, delivery of behavioural and Process variation
- Learning partner identification, on-boarding and roll out of interventions

Key achievements:

- Success Factors implementation- PMS module
- 'Essar Group Star Pinnacle' for establishing learning processes at ELC, Hazira

Uninor (Apr 2010 to Oct 2010): Location- Corp. office, Gurgaon

- Business Process design and implementation

Idea Cellular (Oct 2007 to Apr 2010): Location- Delhi

- Rolled out Aditya Birla Group Business Excellence framework for Delhi / Haryana circles
- Kaizen & Green Belt training
- Improvement project identification and roll out

Bharti Airtel (Apr 2004- Delhi, transferred to NESO in Jul, 2006 continued up to Oct 2007)

- Established 'Caretouch' - VIP customer service cell for NESO circle
- Had set up BE function

Wipro Spectramind- BPO (Apr 2002 to May 2004): Location- Delhi

Customer Support executive

Academic & Professional Certifications:**Academia:**

Degree / Diploma	Board / Institute	Year of completion	Percentage / Grade / Division
Executive Diploma in HRM	XLRI-Jamshedpur	2018	6.64 / 8 (CQPI)
PGDHRM	IGNOU	2015	65%
Diploma in Management	IGNOU	2014	57%
BA (English literature)	Gauhati University	2002	50.4%
Higher Secondary	Assam Higher Secondary Education Council	1999	66.8%
High School Leaving Certificate	Board of Secondary Education, Assam	1997	64.8%

Professional Certification:

Certification	Board / Institute	Year of completion	Percentage / Grade / Division
Human Process Lab	ISABS	2016	-
Transaction Analysis	Institute of TA & Coaching, Kochi	2015	-
Neuro-Linguistic Programming	Dr. Richard McHugh Dick	2014	-
Lean Practitioner	BMGI	2009	-
Six Sigma Black Belt	BMGI	2009	-
Business Excellence Model Assessor	ABG	2009	-
Certificate in IT	NIIT	2002	73%
Swift India	NIIT	2002	69%

Other Significant Courses/ Workshops attended:

7 Habit of Highly Effective People	Movie Method in Instructor Led Training
Balance Score Card Professional from QAI	5S at Gemba
Core Project Management Professional from QAI	Effective Mentoring
Landmark forum	Coaching Skills

Personal Information:

- Father's Name: Late Manik Bhattacharjee
- Date of Birth: 13th July, 1980
- Mother Tongue: Bengali
- Languages known: English, Hindi, Bengali, Assamese
- Address: 303, Pious CHS, Kondivita, Ram Krishna Mandir Road, Andheri-East, Mumbai- 400059