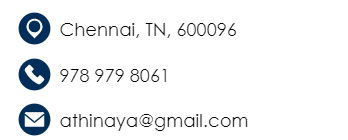
**Athinaya Alexander**

**Learning & Development specialist @ Cognizant Technology Solutions**



Focused L&D specialist with more than 12 years of experience aiming to leverage a competency for developing learning strategies to suit varied learning modalities and offer insightful analysis to value-add learning programs that achieve desired business outcomes.

**Key Roles & Responsibilities**

**Learning and Development Specialist (Dec 2017 - Current)**

* Focus and contribute on managing role development plan (RDP) training to employees using LMS platforms.
* Effectively consult with subject matter experts (SME’s) to create effective competency mapping and support the Talent Management function.
* Ensure in delivering training programs at exceptional level of service to each customer (BU stakeholders) by aligning learning solutions using strategies to meet requirements

**Learning and Development Analyst (March 2014 – Nov 2017)**

* Analysed company skilling strategies and rectified issues, increased efficiency resulting in ROI and reported to stakeholders in a timely manner
* Performed quality assurance reviews of competency documentations and ensured through governance
* Ensured the program offerings, materials, brochures, and other training-related communications are consistent with Organization standards of excellence
* Developed and executed monthly/quarterly reports/dashboards, ensured the accessible pools of database repository

**Junior Technical Developer (Feb 2011 – March 2014)**

* Involved in understanding the requirements, coding, testing and documentation for delivery under supervision
* Analyze the nature of the projects, the form of service and the end results required
* Function as an integral part of the development team, actively contributing towards the development of our tools, services and platforms
* Receptive to new ideas and concepts by staying up to the commitment

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| **AREAS OF EXPERTISE**   * Project & Program management * Learning Strategic development * Competency mapping * Training design/Implementation/Support   **QUALIFICATION**   * Bachelor of Engineering (B.E.), Velammal Engineering college, Chennai * Master’s in Business Administration (MBA – Technology Management), Anna University |  |

I hereby assure that all the details furnished above are true and correct up to my knowledge and beliefs.

Athinaya Alexander