

Tejas Pitale

📍 Thane West, 400601 | 📞 +91 9969035639

✉️ tejaspravinpitale@gmail.com | 🌐 LinkedIn Profile

Professional Summary

Dynamic and results-driven Learning & Development (L&D) specialist with 9+ years of experience in designing and implementing innovative training programs, facilitating impactful learning interventions, and driving employee performance through targeted development strategies. Adept at aligning learning solutions with business objectives, leveraging HR analytics for data-driven decisions, and integrating digital learning tools to enhance engagement and knowledge retention. Passionate about fostering a culture of continuous learning and professional growth.

Core Skills & Competencies

- ✅ **Learning & Development:** Training design, competency-based learning, facilitation
 - ✅ **Instructional Design:** Curriculum development, content creation, blended learning strategies
 - ✅ **HR Analytics:** Data-driven decision-making, training impact analysis
 - ✅ **Digital Learning Solutions:** Learning Management System (LMS) implementation (Moodle & Tenneo), microlearning
 - ✅ **Training Needs Analysis (TNA):** Skill gap assessments, competency framework development
 - ✅ **Leadership & Soft Skills Training:** Coaching, mentoring, career pathing
 - ✅ **Tools & Technologies:** MS Excel, PowerPoint, Power BI, Articulate 360, Photoshop
 - ✅ **Employee Engagement & Compliance:** Policy development, workplace culture
-

Professional Experience

Manager – Learning & Development

MRCC IT Solutions Pvt Ltd, Thane | Oct 2021 – Present

- ✂️ Designed and launched engaging **training programs** to upskill employees.
- ✂️ Developed **competency-based learning paths**, aligning workforce capabilities with business objectives.
- ✂️ Spearheaded **Moodle and Tenneo LMS implementation**, enhancing accessibility to digital learning resources.
- ✂️ Conducted **Training Needs Analysis (TNA)** to identify and bridge skill gaps, improving performance.
- ✂️ Conducted **soft skills and behavioural training sessions**, leading to improved employee productivity and collaboration
- ✂️ Led the **Great Place to Work (GPTW) certification process**, contributing to an employee satisfaction increase of 20%.
- ✂️ Implemented **virtual training solutions**, increasing engagement and participation rates.
- ✂️ Created a **skill matrix framework to identify high-potential** employees and support succession planning.

Senior Executive - Human Resources

Mahindra Accelo, Mumbai | Nov 2020 – Oct 2021

- ✂️ Designed and deployed a **self-learning virtual induction program**, reducing onboarding time.
- ✂️ Managed digital learning initiatives, integrating learning into the employee development

framework.

- 📌 Conducted soft skills and behavioral training sessions, leading to improved employee productivity and collaboration.

Senior Executive – Human Resources

Addnode India, Pune | Dec 2019 – Nov 2020

- 📌 Led training and upskilling initiatives.
- 📌 Implemented an HRIS-driven **learning dashboard**, enabling real-time tracking of training effectiveness.
- 📌 Launched employer branding initiatives to attract top talent

Executive – Learning & Development

MRCC IT Solutions Pvt Ltd, Thane | Nov 2017 – Dec 2019

- 📌 Designed HR policies and engagement initiatives to boost morale.
- 📌 Led performance appraisals, benefits administration, and compliance efforts.

Talent Acquisition Specialist

Taurus HR, Mumbai | Aug 2016 – Oct 2017

US Technical Recruiter

Welcome Tech, Navi Mumbai | Sep 2015 – Aug 2016

🎓 Education & Certifications

- 📖 Post Graduate Diploma in HR – NMIMS (2019 – 2021)
- 📖 BCA – YCMOU (2012 – 2015)
- 📖 BE – IAE (2008 – 2012)

Certifications

- 🔑 Strategizing use of AI in Learning Design
- 🔑 Generative AI as a Learning Design Partner program.
- 🔑 Learning Experience Design: Orientation to the Profession
- 🔑 HRCI - Learning and Development Certificate
- 🔑 Instructional Design Foundations and Applications
- 🔑 OKR Certification: Leadership and Goal Setting
- 🔑 HR Metrics & Analytics

🏆 Key Achievements & Awards

- 🏆 **GPTW Survey Leadership** – Led the Great Place to Work certification process, increasing engagement levels.
- 🏆 **Outstanding Achievement Award** – Recognized for exceptional contributions in Learning & Development.
- 🏆 **Pat on the Back Award** – Acknowledged for HR leadership and impactful learning initiatives.

🌐 Languages & Interests

👤 **Languages:** English, Marathi, Hindi

🌟 **Interests:** Lifelong learning, instructional design, digital learning trends, travel, cooking