

HARDIK HASSANWALIA

+91 9810454976

hardik.hassanwalia1@gmail.com

<https://www.linkedin.com/in/hardik-hassanwalia-b845b61aa/>

People & Organisation Development professional with cross-sectoral experience in corporate, education, and social impact domains. Trained in Organisational Behaviour at the London School of Economics, with a strong foundation in psychology and evidence-based practice. Known for driving outcomes across **performance enablement, leadership development, and behavioural learning journeys**. Comfortable navigating ambiguity, partnering with stakeholders, and delivering structured, data-informed interventions.

EDUCATION

MSc Human resources and organizations (Organizational behavior)

2023-2024

London School of Economics and Political Science, London

66% Merit

B.A (Hons) Psychology

2019-2022

Jamia Millia Islamia, New Delhi

8.19 CGPA

Key Skills and Capabilities

- L&D Strategy and Implementation
- Competency Mapping & Skill Gap Analysis
- Performance Management Systems
- Balanced Scorecard Framework
- Behavioural Training & Facilitation
- Employee Survey Design & Analysis
- MIS Reporting & Learning Analytics
- Stakeholder Engagement & Collaboration

Tools Proficiency

- Microsoft Excel
- Microsoft PowerPoint
- LMS Platforms (Skillsoft)
- Canva
- Articulate

WORK EXPERIENCE

Cambridge University Press & Assessment – L&OD Associate

Sep 2024 – Present | Hybrid

- Designed & delivered **6 high-impact strategic OD programs**, including **Manager Development, HiPo Development, New Manager Training, Leadership Readiness, and Sales Coaching**.
- Created & rolled out a **Balanced Scorecard-based framework** to evaluate L&D effectiveness across **3 business units**.
- Led a “**Learning Hours**” initiative focused on skill development and career growth for **350+ employees across South Asia**.
- Conducted **comprehensive skill mapping and gap analysis** across 3 business verticals in collaboration with managers; identified core skill gaps and mapped development journeys for **300+ employees**.
- Curated & assessed learning resources, aligned with organizational capability frameworks & individual development needs.
- Utilized **MIS dashboards** to generate insights, enhance adoption, and inform strategic decision-making in learning initiatives.
- Mapped **20 industry-specific and future-relevant competencies** through comprehensive market research, analysis, and consultations with business leaders; ensured alignment with organizational goals and evolving capability needs.

Manasa-Mitr – HR Intern (L&D)

Apr 2024 – Sep 2024 | Hybrid

- Facilitated **20+ behavioural learning sessions** on conflict resolution, unconscious bias, and leadership for brands: The Body Shop and Nexus Malls.
- Supported **Performance Management System (PMS) design and rollout** using **KPIs, KRAs, and Balanced Scorecard methodology**.
- Interpreted **MIS reports** to enhance program relevance, increase uptake, and ensure stakeholder alignment.

Hello Study Global – HR Manager (Promoted from Intern)

Jun 2022 – Aug 2023 | Remote

- Built job architecture and **competency frameworks for 60+ roles**; led **end-to-end recruitment** across multiple verticals.
- Designed **onboarding and training** programs to reduce ramp-up time and improve employee retention.
- Conducted workplace diagnostics using **JDI, OSI, and JSS tools** to guide engagement and culture initiatives.
- **Led outreach to 150+ institutions** to strengthen campus hiring and enhance employer branding.

Connecting Dreams Foundation – HR Intern

Jan 2021 – Jun 2022 | New Delhi

- **Recruited and managed over 100 interns/volunteers** for youth-led social innovation projects.
- Drove volunteer experience through structured engagement, communication, and role clarity.