

Vatsala Banerji

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Strategic Leader | Organizational Development Expert | Head - Learning & Development | Life Coach

High Impact HR Management Professional with innovative & transformation mindset, Emotional Intelligence Master Practitioner and Coach, DISC Certified Trainer, Life Coach, and an alumnus of IIM Lucknow with **2 decades** of verified experience in L&D, OD, and other HR domains spanning across the IT-ITES, IT-R&D & Infrastructure industry.

Key Competencies

- Strategy, Execution & Management
- New Setups
- Organizational Development
- Learning & Development
- Competency Modelling, Coaching & Mentoring
- Quality & Performance Improvement
- Process Management
- Pilot Programs / Change Management
- Digital Content Creation
- Performance Management / Talent Planning
- Team Management
- ROI Analysis
- Employee Engagement

Profile Summary

A highly ethical, value-driven leader who **evolves the organization into a learning organization** with a rhythm/ethos of continuous learning to adapt to new environmental & business challenges and **improves the business growth standards** while undertaking the high-impact L&OD projects.

- Progressive history of guiding employees from diverse backgrounds to define their vision, collapse limiting beliefs, and achieve breakthroughs
- **Owns end-to-end learning programs** right from needs analysis, pre-program execution, technology management, program execution, post-program engagement, training effectiveness measurement, to quality and improvement initiatives
- Credentials in **responding to OD challenges** by bringing key stakeholders together to assess root causes & performance gaps and implementing appropriate interventions, including strategic planning, project planning, facilitation, instruction, program design, materials development and performance analysis
- Stays abreast of **learning technology developments** to identify and introduce new, innovative and bite-size formats of learning based on prevailing technology to enhance employees' skill in meeting business needs
- **Change Catalyst** who excels in leading, managing and ensuring successful change fulfilling the organization's transformation agenda

Qualification

2011: Executive Program in HR Management – IIM Lucknow

2000: Post Graduate Diploma in Business - Institute of Productivity Research and Management, Delhi

1997: B.Sc. - Chinmaya Degree College, Haridwar

WORK EXPERIENCE

L&D Lead, Life Coaching Centre Head & CSR Lead - Samsung Research Institute, Noida

Since Dec 2019

Developing & growing SRI-N as a global R&D centre by championing talent development & leadership development initiatives and building continuous momentum on innovation & creativity by driving technical competencies & software proficiency to achieve the company's vision.

- **Thought leader in architecting strategic L&D roadmap**, conceptualizing training courses, and developing innovative training delivery models in close association with diverse business departmental heads
- **Setup & piloted growth of Life Coaching Centre** at SRI-N to have a balanced, comfortable & happy workplace for employees
- **Passionate advocate of Diversity, Equity & Inclusion** and foster awareness to build the cohesive & high-performance learning culture and continuous employee development environment
- Focusing on achieving organizational goals and vision by leading and influencing teams, business functions and stakeholders
- **Drive CSR initiatives** to give back to the society
- **Design and launch a learning delivery plan** that gauges effectiveness via talent review processes, executive coaching, change management, organization design, and team building

L&D COE Head in Corporate HR Team - GMR Pvt Ltd.

Nov 2018 - Nov 2019

Benchmarked talent development initiatives and leadership development & career-competency framework programs at corporate HR level with a strong focus on uniform deployment and effective utilization enabling execution excellence, improved employee experience and attainment of stakeholder expectations.

- **Created Leadership Development Academy** in Delhi and Forums for leadership talks/sessions
- **Crafted new career maps** aligned to Hay bands and role-based TNI framework with stakeholders

- **Steered multi-tier-leadership development-program** (Executive Development-LDP+ELP, Young Leaders Program, STEP, Transform and Band Transition Program)
- **Curated content**, e-learning, and other learning materials to support MTLDP & other behavioural developmental interventions in the framework of 60:30:10
- **Driven developmental interventions** around MTLDP & Coaching with COE Head, BHR Heads/ CHROs & SLT members; created additional focus on custom interventions e.g. First Time Managers
- **Functioned as Internal Facilitator** for behavioural skills programs; diagnosed problems, set company goals and created training programs to meet those goals, incorporating behavioural science to enhance employee satisfaction and productivity
- Prepared training budget for department or organization while considering the costs of planned programs and keeping within budgets; **assessed the ROI** of any training or development program
- **Demonstrated leadership skills in OD, change management**, cultural transformation, career & competency development, leadership development, education program tie-ups, external learning partners' engagement, and strategic planning
- **Passion for the organisational turnaround** in terms of enhancing learning processes, productivity, quality & efficiency and knowledge pool enrichment while providing seamless services to the company's clients
- **Involved in HR analytics** including KRAs analytics and SLAs development & review for enhancing delivery effectiveness

Training Lead, Learning & Development - Cadence Design System Ltd., Noida

Feb 2011 - Oct 2018

Responsible for selecting training providers, identifying possible resources to meet needs, managing top-notch programs right from enrolment, arrangements, materials to post-program evaluation, establishing BCP in the organization, creating SMEs across functions, and setting up the learning culture.

- **Reinvented L&D Platform and Learning Management System** with the Global Team
- Launched the Employee Assimilation Program, Express Induction Program and Manager Induction Program
- **Strategized programs** on negotiation skills, soft skills, innovation, influencing skills, competency mapping, collaboration at work, feedback exchange, and aggressive goal setting; conceived new modules for R&D employees and sales employees
- **Created a pool of trainers** and leveraged senior managers talent, which helped to build the skill set of the managers and leaders as Teachers and share their knowledge
- Benchmarked key initiatives such as
 - **Harvard Manage Mentor - Global initiative** in collaboration with Harvard Global to enhance skill sets of Managers
 - **Feedback & Coaching Intervention initiative** for NOIDA site leaders and Managers to discover the importance of nurturing and building talent
 - **Shared Learning Sessions - India wide initiative** for Managers where managerial skill topics are taken up and co-facilitated by one of the senior leaders and L&D Expert on a round table in a set format
 - **Advance Technical Talks initiative** in coordination with a key expert to discuss the technical talks
 - Several initiatives like Manager Tip Mailer and learning tips for employees
- **Formed 2 Toastmasters Club - Cadence Pulse Toastmasters Club** to hone the Leadership and Communication skills of existing and upcoming leaders and **Cadence Vibrant Toastmasters Club** to empower and groom women employees as future leaders
- **Setup Technical Training SPOC Group** for respective BU for facilitating the technical sessions
- Delivered periodic data analytics, CBA & meaningful insights for effective business rules and decision-making
- **Providing a broad range of consultative services** to all levels of employees regarding policies and procedures; guiding managers on problem-solving, decision making and innovation.

Manager (Learning and Development) - Steria India Ltd., Noida

Jun 2004 - Feb 2011

Steered the overall strategic direction for identifying, developing, and implementing organizational development initiatives which included executive and leadership development, employee development, performance management, and succession planning.

- Evaluated needs of the organization and **created, implemented and led programs** that increased efficiency, strengthened employee knowledge and abilities, improved leadership and maintained the overall health of a company
- **Organized soft skills workshops** on Email Etiquette, UK Culture, Team Building, Etiquette and Grooming, Assertive Skills, Confidence Building, Body Language and Time Management
- Revamped and rolled out New Joiners Induction Program; planned training for Leadership Assessment Development Program (LADP) for working as the part of various Engagement and Learning Projects
- Customized the existing modules by conducting TNI for new and old businesses to gauge training requirement
- **Delivered impactful Business Excellence projects** - Training Effectiveness, Up-skilling SMEs and French Language Course
- Designed several marketing collaterals like book covers and posters for in-house workshops

Previous Experience: Qualitative Researcher - Synovate India Ltd., New Delhi | Aug 2002 - Jun 2004