**A.ASHWIN SAI YUGENDHAR**

**LEARNING AND DEVELOPMENT MANAGER**



**PROFESSIONAL PROFILE**

**A Trainer of passion**with competency in **ADDIE MODEL** and training Sales personnel, Marketing personnel on Performance enhancement skills, Capability building, Soft skills ,Communication skills, Language enrichment and Personality empowerment for more than 8years.

My training and coachingcompetencies include:

* Effective communication, Body language, Selling Process,Grooming Etiquette and Peak performance mindset for Sales, Marketing personnel
* Behavioral change traininginspired from NLP methods
* Effective Presentation skills
* Capability building and peak performance coaching through GROW coaching model
* Softskills training Programs for respective stakeholders.

**PROFESSIONAL EXPERIENCE**:

**Alliance Group Pvt Ltd**

**Manager of Training and Development** February 4th 2019 to till date

* Responsible for conducting Training need analysis with the Sales, Marketing and CRM to identify skill gaps and develop content and deliver to the respective stakeholders through **ADDIE Model and evaluate them through post training analysis**
* Conduct Training for Sales, Telesales and Customer Relationship Management Team on **Selling skills, product presentation, objection handling and Customer Relationship Management**
* Prepare sales scripts and performance enabling scripts for stakeholders
* Provide Behavioral Modification Training Programs for peak performance for stake holders
* To design **metrics for gauging the performance and coach the Sales force** on field to boost the selling power through **GROW coaching model**

**Casagrand PVT LTD**February 22nd2016 to January 30th 2019

**Manager of Training and Development**

* Was responsible to organize and conduct Sales and Marketing process and Soft skills training programs for sales and marketing.
* Was responsible for preparation **of Product brief scripts, Sales scripts and Model House scripts with delivery of Model house demonstrations to customers during Project launch**.
* Conducted**TNA (Training Need Analysis)** for Sales and Marketing and organize and deliver training programs accordingly through **ADDIE Model and evaluate them through post training analysis**
* To design **metrics for gauging the performance and coach the Sales force** on field to boost the selling power through **GROW coaching model**
* Provide Behavioral Modification Training Programs for peak performance for stake holders

**Geethanjali Institute of Science and Technology, Nellore**December 1st 2011 to April 2015

**Soft skills and Placement trainer**

* Was responsible to train engineering students on Soft skills and Verbal ability to ensure they get placed in reputed organizations.

**Intellent Global Services** 3rd May 2010 to 1st December 2010

Worked as **Senior Customer Service Executive** for **Barclays Mortgage services.**

**School of Communication Skills**, November 10th 2008 to April 10th 2010

**Spoken English and Communication skills trainer**

* Trained a plethora of professionals, students and executives from different domains and walks of life onInterview handling skills, Public Presentation skills, Group discussion etiquette, Self motivational skills and Effective vocabulary.

**FREELANCE TRAINING PROGRAMS:**

* Language enrichment training in **KCG college of pharmacy, Chennai**
* Soft skills and verbal ability training for **Rao’s degree college, Nellore**
* Soft skills and verbal ability training for **KKR and KSR institute of science and technology, Guntur**

**CERTIFICATIONS AND ACHIEVEMENTS:**

* **NLP FOUNDATION COURSE certification**bySUE KNIGHTthrough ONEFLUENCER
* **YOGA certification** by founder of MAYA foundation, revered and realized Master Swami Sarvanandha das
* Trainer certification by **Dale Carnegie on Presentation skills**
* **Certified Instructional Designer** from **Middle Earth HrPvt ltd**

**EDUCATIONAL HISTORY:**

**Hindustan College of Arts and Science** June 2005-April 2008

Bachelor of Science, Bio chemistry Graduated as first class

**University of Madras (IDE)-Distance Education** Jan 2009- Dec 2011

Master of Business Administration Graduated as second class

**IDEOLOGY:**

I deeply believe in**Kaizen-the Japanese word for constant improvement and expansion** and the **3Ps of life- Purpose, Profession and Passion,** and I am fortunate to have discovered my 3Ps to be training, coaching and inspiring people to deliver their best performance. I work in tandem with my core values of passion and Integrity to constantly improve my knowledge, core competencies and expand my skill set to create inspired behavioral patterns that produces optimum results for my stake holders and clientele

**PROFESSIONAL VIRTUES and SKILLS:**

* Self-motivated, committed and highly passionate individual with a dream to inspire people.
* Ability to Channelize and direct the energies of the trainees towards their goal and vision.
* Skilled in educating people on personal development.
* Skilled in employing strategies to inspire the students and professionals to shed their fears and inhibitions.
* Good proficiency in training sales personnel on Effective selling skills
* Excellent in educating people on stress management techniques.

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