

Bhagyashree Lahane



Senior L&D Consultant

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Address: A504, Bldg No 91, Deepmandir, Tilak Nagar, Chembur, Mumbai 400089

Experienced professional with expertise in managing full spectrum of L&D programs and POSH services and functions.

SKILL SET

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| <ul style="list-style-type: none">• Learning & Development• Diversity & Inclusion• Program Design & Delivery | <ul style="list-style-type: none">• Employee Relations• E-Learning portal Management• Communication Accuracy | <ul style="list-style-type: none">• Business Development• Liaisoning• Networking |
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Professional Experience

Omam Consultants | Jan 2019 – Present

Senior L&D Consultant

Key Responsibilities

- Deliver, Create and Research Learning Content
- Business Development
- Primarily working on Leadership Development, Assessment Center and Sexual Harassment at Workplace projects for clients from various industries like Music & Entertainment, IT, Banking, Paints, and Engineering
- Chalking D&I roadmap for an esteemed MNC client from Paint Industry
- Partner with clients for their E – Learning needs
- Consistently evaluate ongoing projects, strategies and initiatives to ensure objectives are met and to curate improvements to meet changing organizational and service needs.
- Liaison with NGO's, Advocates & Empanelled Trainers as per the training requirements

Capstone People Consulting | April 2018 – Dec 2018

Learning & OD Consultant

Key Responsibilities

- Key deliveries include Research Capabilities, Analysis and Presentation
- Key Account Manager for clients like Aditya Birla Fashion, JLT, Raymond, Mercedes etc engaged in Integrated Development offerings
- Anchors & Promote Learning through Theatre and World Music as an alternate pedagogy for Learning
- Curate Learning Content

Independent L&D Consultant in Malaysia | Oct 2017 – March 2018

1) Leadapreneur Sdn. Bhd. – Malaysia

Key Responsibilities

- Associated with Leadapreneur as an external Learning and Development Consultant
- Anchored various training programs and workshops for organizations like AmBank, UOB Bank, Eco World, etc.

2) Lean IN Malaysia

Key Responsibilities

- Part of the Lean In Malaysia – Lean In Youth (LIY) Core Team
- Managed the PR Profile for the Lean In Youth 2018 Pilot Program in Malaysia
- Key person to draft and shape the Lean In Youth 2018 booklet

STAR INDIA PVT LTD. | June 2014 – Aug 2016

Learning and Development Associate for the Network

Key Responsibilities:

- Training Need Assessment
- LMS - End to end management of internal portal of Learning and Development “Star Leads” on Moodle
- Work with L&D head & Business Heads on special projects and devise appropriate learning solutions
- Conceptualizing learning initiatives for improving employee productivity, building capability and quality enhancement across India.
- Launch and sustenance:
 - SkillSoft- an eLearning platform for the Network. (Star is the 1st company in Indian Media Sector to launch e-learning)
 - Librarywala.com – online library initiative , Caterpult – Email based learning initiative
 - Author-RISED – an initiative where nation’s top authors’ interact with employees and share their experiences and knowledge.
 - Launched Open Workshops – 3 hour workshops which were driven by self-nomination across locations

Lafarge A&C India Pvt Ltd. | Jan 2013 - Jan 2014

Learning and Development Executive

Key Responsibilities:

- Training Need Analysis, Prepare Monthly Training Calendar
- Support the content development process for all in- house training programs
- End to End Project Management of 11 batches – Lafarge India Sales Academy
- Induction of the Graduate/Diploma Trainees, facilitating online learning initiative
- Vendor Management

Summer Internship

UTI Mutual Fund | May 2012 to June 2012

Project - Retention Strategies

Certifications

- Prevention of Sexual Harassment at Workplace by IALM
- Lean Six Sigma Green Belt
- Pursuing NLP Practitioner AND Master Practitioner Accredited by CTAA

Other Achievements

- External POSH Consultant with Miracle Feet NGO
- **Guest Lecturer** in Colleges like **Narsee Monjee, Alkesh Modi & PTVA's IM**
- Working with **JobsforHer** (Pro - Bono) as **Career Guide** for Women who want to restart their Career
- **Co – Founder** and President of **Lean In Women @ Work** (Not for Profit)
- **Certified Mentor** with **Cherie Blair Foundation of Women** (Globally)

Education

YEAR	DEGREE	INSTITUTE	BOARD/UNIVERSITY
2013	Masters in Management Studies (Human Resources)	PTVA's Institute of Management (Full time)	Mumbai University
2011	B.Sc.(I.T)	D. G. Ruparel College	Mumbai University