



Lakshmi is highly experienced OD, Learning & Development, HR consultant and coach, with over 16 years of experience with strong exposure to designing and executing interventions for multiple industry domains. She has successfully co-created comprehensive, high impact learning initiatives with organizations to manage Culture change, Competency mapping, Change Management, Training systems and Development center.

Lakshmi holds a MBA degree in Marketing and has handled diverse portfolios like Business Development, Client Relations, Key Account Management, Sales and Marketing.

Project Snippets

- Conceptualised end to end Organizational Development and Change management project across levels, for PAKH (Prince Aly Khan Hospital).
 - Redefined 6 PAKH Values, Vision & Mission, along with behavior indicators. Designed and managed the UDAAN initiative to reinforce values, vision and mission
 - Mentored the “Value Champions” and Designed training system for 850 employees at PAKH.
 - Designed customer feedback mapping and evaluation for all departments to foster positive CSI.
 - Conceptualised and developed end-to-end Mentoring Capability development initiative for IT Engineering Company with a workforce of 11000 employees
 - Transforming 16 Senior project managers into Super mentors.
 - Designed and deployed mentoring framework, which was replicated at 3 different location within India
 - Designed and facilitated competency based leadership development program for senior management for Bajaj Finserv to help them create & move to next Success Curve.
 - Designed and Facilitated Design thinking program to enhance creativity and innovation in a SME organisation OS3 infotech
 - Designed and managed Assessment & Development interventions for the hi-pots for Mahindra Agribusiness, Mahindra Construction Equipment, with an objective to assess their competence and then creating an individual development plan.
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- Coached Business leaders at Mahindra AFS using BELBIN profiling tool with 100% improvement in individual's engagement score .
 - Independently created a complete curriculum including evaluation process for an Internationally accredited Diploma program in Learning & Development with key focus on Training need analysis, Training Systems, Succession Planning and Strategic Learning & Development.

Her recent certification program in Design Thinking from MIT Sloan School of Management has tremendously helped her to change her outlook towards HR from "Making Employees Want Things" to "Doing Things Employees Want", essentially aiming at constructing employee experience architecture.

Credentials:

- Master Trainer, ITOL, UK
- DISC Profiling
- Seven Habits of Highly Effective People
- Certified in Content Development CAMI, USA
- Certified OPQ Professional, CEB SHL
- Certified Organisational Development Analyst, CAMI, USA
- Certified Organisational Development Diagnosis, CAMI, USA
- Design Thinking, MIT Sloan School of Management
- Certified Organisational Development Specialist, CAMI, USA
- Certified in Instructional Design, CAMI, USA
- Certified in Balance Score Card, CAMI, USA
- FIRO-B
- Professionally trained Voiceover Artist

Qualifications:

- PDBM- Marketing, ICFAI, 2005
 - M.A Psychology- Industrial and Organisational Psychology, IGNOU, 2016
 - B.COM, University of Madras, 2002
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