



Lakshmi is highly experienced OD, Learning & Development, HR consultant and coach who demonstrates enthusiasm, energy and passion as well as subject expertise. Lakshmi has more than 16 years of experience with strong exposure to designing and executing programs and interventions for multiple industry domains. She has successfully co-created comprehensive, high impact learning platforms, with client 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. She has done her Post graduation specialising in Industrial Psychology and Organisational Behavior from IGNOU.

Project Snippets

- Led and co-facilitated niche Organizational Development and Change management assignments spanning across levels, in client organisations such as PAKH (Prince Aly Khan Hospital) creating a positive impact on the CSI and driving organisational values.
 - successfully co-designed and program managed Assessment & Development interventions for the hi-potential leaders for organisations like Mahindra Agribusiness, Mahindra Construction Equipment with an objective to assess their competence and then creating aa individual development plan.
 - Conceptualised and developed end-to-end Mentoring Capability development initiative for IT Engineering Company.
 - Coached Business leaders at Mahindra AFS using BELBIN profiling tool with an objective to improve the individual's employee engagement score .
 - Designed a Behavioral Event Interviewing (BEI) Skills program for ICICI Prudential, also trained their managers on how to conduct BEI. Assessed Key Talent using BEI for a couple of wellknown manufacturing orgnaisation and providing insights on succession planning at middle management level.
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- Independently responsible to create 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.
- Conceptualised and facilitated leadership development interventions for senior and middle management with clients like Bajaj Finserv, Kotak BANK, ICICI Prudential, Mahindra & Mahindra, Tata Motors, Godrej & Boyce, Lodha Group, CGI, FIAT, Edelweiss Capital, Citius IT, AEGON ReligareCredit Agricole, Hinduja Hospitals Godfrey Philips, NRB Bearings, SEAMEC, Siemens India, Bank of America, Quinnox, AMB AMRO/ RBS

Her recent short-term 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.

Training Modules

- Leadership Skills
- Managing Performance
- Effective Team Building
- Efficiency to Effectiveness series
- Personal Effectiveness
- First Time Managers
- Seven Habits of Highly Effective people
- Conflict Management
- Interpersonal Skills
- Change Management
- Design Thinking
- Building Service Attitude with NPS Customer Loyalty
- Behavioral Interviewing Skills

Credentials:

- Master Trainer, ITOL, UK
 - FIRO-B
 - 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, USA
 - Certified Organisational Development Specialist, CAMI, USA
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- Certified in Instructional Design, CAMI, USA
- Certified in Balance Score Card, CAMI, USA

Qualifications:

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