

S. Santosh Kumar
Leadership Coach & Trainer
Contact : +91-9790853508
Email : sankums2005@gmail.com



SUMMARY

HR! Learning & Development! Training & Development! Public Speaker! Operational Excellence! Performance Management System! Leadership Development! Training! Soft Skills & Motivational Training! Talent Acquisition! Marketing Strategy! Societal Transformer! Business Strategy!!!

OBJECTIVE

To strive for excellence to work in such an environment that will enhance my Knowledge and Career where I can perform my Talent on HR, L&D and Training Skills according to my strong Caliber and Efficiency and to fulfill the required gap for any individuals or group or an Organization according to Business & Industry requirements and giving some valuable change to make them perform to align with Business Goals

PROFICIENT IN TRAINING

Soft Skills, Communication Skills, Behavior Skills, Life Skills, HR Development Skills, Leadership & Talent Development Skills, Critical Reasoning & Logical Thinking Skills, Sales & Marketing Skills, Channel Sales Skills, Business Development Skills, Brand Building Skills, Digital Marketing Skills and Individual Counseling of candidates pertaining to their skill gaps for High Performance

Capability Summary

- Overall 19 years of professional experience in HR, L&D and Training with IT, Education, Electronics, Manufacturing, Printing & Service Industry
- Core experience in Learning & Development and Training & Development specific to Soft Skills, Leadership Skills, Organization Induction, Process, Product, Motivational Training and Compliance, College Training, Training Program Delivery & Management Skill Requirement Training
- Experience & Expertise dedicated to varied HR, Marketing & Business Operations Function
- Program Management Skills & Leadership Development Capabilities
- Excellence in Preparation of HR Policies, LMS, PMS, Employee Engagement & Talent Acquisition
- Skill Development initiatives with Government and Private Agencies for Projects pertaining to NSDC & TNSDC
- Having exposure in Campus Connect Programs, Innovative Fresher Induction & Assessment Models
- Excellent speaker and have handled more than 1000 participants at a time in common module

Value Adds

- Trained more than 5 Lakh Trainees including Heads, Managers, Leads, Corporate Staffs, College Staffs, Professionals & Students
- Leadership Training for more than 50000 staffs at various Corporate House
- Guest Lecture at various Corporates, Engineering & Management Colleges and Industry Interaction cell
- Hands on experience in scheduling training calendar, training design & delivery
- Creating learning material & patterns based on the 360 degree feedback for all levels (bottom, middle & senior levels)
- Explored new areas based on “needs analysis” for LMS with the help of leaders and created a learning culture in Organizations to ensure “High Performance Culture”
- Through “Performance Improvement Plan”, have enabled “skill & behavioral” trainings to develop the capability of the bottom level employees

- In depth knowledge of Sales Functions; with Experience in Designing Sales Strategy and Long Term Vision; guiding and working with Sales Team for Top Performance
- Sales, Channel Sales & Business Development Strategies for attaining Business Goals.
- Defining KRA & Motivation of the Team Members and Managers at all Levels including their Training to perform as per their profile requirement of SSR (Skill Set Requirement)
- Identify Gap Analysis and built the Competency Mapping for various job roles
- Have knowledge, skill & ability to train or coach the resources in any latest topic with facts, data analytics & case studies
- Coordinating with the depart Heads and leads to develop the Training Module for the gaps in the required skill set of employees to achieve business goals of the Organization
- Excellent in Small Business Unit set ups & to make it end to end operational excellence in short span of time
- Training Strategy for aligning the learning for achieving the Business Goals of the Organization
- Marketing Strategy for a successful Business delivery

Education

Nagpur University, Engineer's Degree from Electronics - 1999

Activities and Societies: Was actively involved in co-curricular & extra-curricular activities like: Debate, Seminar and Event Organization. I was also the Treasurer for IEEE in the Third Year.

Government Queens Inter College, Varanasi

Higher Secondary School (Mathematics, Physics and Chemistry) - 1992

Sun Beam English School, Varanasi

High School, Science (Physics, Chemistry, Mathematics and Biology) – 1990

Certifications

- Diploma in Business Management from AIIMS, Chennai
- Diploma in Sales & Marketing from AIIMS, Chennai
- Diploma in RDBMS from SSI Pvt. Ltd., Chennai

Language Proficiency

- English (Full professional proficiency)
- Tamil (Native or bilingual proficiency)
- Hindi (Full professional proficiency)

Skills & Expertise

- HR Policies & Operations
- Training & Development
- Leadership Development
- Learning Management Systems
- Training Need Analysis
- Training Calendar
- Assessment Model Preparation
- Business Strategy
- Marketing Strategy
- Sales Training
- Motivational Training
- Team Building & Management
- Time & Stress Management
- Learning & Development
- Organizational & Skill Development
- Performance Management Systems
- OD Interventions & Counselling
- Training Plan & Delivery
- Content Preparation
- Operational Excellence
- Business Planning & Operations
- Change Management
- Channel Sales Management
- Soft Skills/Behaviour Skills
- Self Awareness & Management Skills
- Customer Support Training

- Social Media Marketing
- Feedback Management Systems
- CSR Activities & initiatives
- Government & Private Skill Initiatives
- MS Office Skills

- Values & Ethics
- Feedback Analysis
- Govt. Liaising & coordination
- Guest Lecture on latest Technologies

Clients for Reference

- M/s. HCL Technologies, Chennai (Software & IT Services)
- M/s. Mcgraw Hill Education Pvt. Ltd., Noida (Education Management)
- M/s. Sterling Infotech Group, Chennai (Information Technology)
- M/s. Amtex Software Solutions Pvt Ltd., Chennai (Information Technology)
- M/s. T.I.M.E. Pvt. Ltd., Hyderabad (Pre-school division)
- M/s. Primenet Global Services Pvt. Ltd., New Delhi (National ISP)
- M/s. Sutherland Global Pvt Ltd., Chennai (BPO)
- M/s. First Source, Chennai (BPO)
- M/s. Scientific Publishing, Chennai (Printing)
- M/s. Talent Sprint Education Pvt. Ltd., Hyderabad (Placement Training)
- M/s. Signals And Systems (India) Pvt. Ltd., Chennai (An Electrical/Electronics Manufacturing)
- M/s. Axiom Academy, Chennai (Placement Training)
- M/s. Innovative Services Private Ltd., Chennai (Placement Training)
- M/s. Bllue Lotus, Chennai (Placement Training)
- M/s. Top Freshers Technologies Pvt. Ltd., Madurai (Placement Training)
- M/s. ALB Multimedia, Chennai (Computer Training Centre)
- M/s. Visual Dreams, Chennai (Advertising Agency)
- M/s. Stefnik Infotech Pvt. Ltd. (National ISP)
- M/s. Pegasus Infotech (Service Provider)