



PREETHA BALAKRISHNAN PCC ICF

A Proven Leader in Learning Integration, Strategic L&OD Measures, Coaching, Mentoring, and Employer Brand Management

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SIGNATURE SKILLS

- Learning Needs Assessment
- L&D interventions
- Learning Strategy Development
- Training Program Design and Delivery
- Coaching and Mentoring Programs
- Talent Mobility and Job Rotation
- Performance Support and On-the-Job Learning
- Learning Technology Implementation

METHODOLOGY

- Instructor-led training
- E-learning
- Blended learning
- Experiential learning
- Evaluation and Measurement

SUMMARY

Extensive expertise for over 20 years in Coaching, Mentoring, Training and Development, and Consulting Services domains. A proven track record of enabling companies to achieve their strategic objectives through people – their most valuable assets, she comes with comprehensive knowledge of best practices, and trending technology that would aid in the enhancement of training and learning. A Subject Matter Expert in Training and Development for Management and Staff, Facilitating, Assessing and Moderating Leadership Programs, she has directed successful trainings and workshops through Transformation Initiatives Empowerment, Change Management, Culture and Diversity for leaders, with a keen focus on women in leadership roles.

Exhibiting expansive experience developing and motivating people across various industry verticals, as a Learning and Development leader, Preetha curates a learning culture, ensuring that learning opportunities are both relevant and effective, to increase the capability and knowledge of people and of the organization as a whole. Passionate about people development and deriving immense pleasure by witnessing clients unleash their hidden potential.

WHERE CAN I ADD VALUE?

- **Learning Needs Assessment:** Conduct comprehensive assessments to identify the specific learning needs and skill gaps within the Professional Services division in APAC. This includes gathering feedback from employees, managers, and key stakeholders to determine the areas where targeted L&D interventions are required.
- **Learning Strategy Development:** Develop a robust learning strategy that aligns with the overall business objectives of Alight Solution Inc. This involves identifying the most effective learning methodologies, such as instructor-led training, e-learning, blended learning, or experiential learning, to deliver impactful and engaging learning experiences for our employees.
- **Training Program Design and Delivery:** Collaborate with subject matter experts and external vendors to design and deliver high-quality training programs tailored to the specific needs of our employees. These programs may include technical training, leadership development, soft skills enhancement, and industry-specific certifications.
- **Coaching and Mentoring Programs:** Establish mentoring and coaching programs that enable our employees to learn from experienced professionals within the organization. These programs foster knowledge transfer, career guidance, and personal development, allowing individuals to enhance their skills and competencies in a supportive and collaborative environment.
- **Talent Mobility and Job Rotation:** Promote talent mobility and job rotation programs to provide employees with diverse learning experiences and broaden their skill sets. Encourage cross-functional and cross-regional assignments that enable employees to gain exposure to different roles, projects, and teams, enhancing their overall professional development.
- **Performance Support and On-the-Job Learning:** Implement performance support tools and resources that provide employees with just-in-time learning and assistance. Foster a culture of on-the-job learning, where employees can learn and acquire new skills through real-time projects, stretch assignments, and continuous feedback from managers and peers.
- **Evaluation and Measurement:** Establish mechanisms to evaluate the effectiveness of our L&D interventions, including collecting feedback, conducting post-training assessments, and measuring the impact of training programs on employee performance and business outcomes. Utilize data and insights to continuously improve and refine our L&D initiatives.
- **Learning Technology Implementation:** Explore and implement innovative learning technologies, such as learning management systems (LMS), virtual classrooms, and mobile learning applications, to enhance the accessibility and effectiveness of our L&D initiatives. Leverage technology to provide self-paced learning opportunities, virtual collaboration platforms, and online resources to support continuous learning and development.

A DAY AT WORK

STRATEGY, DELIVERY, EXECUTION, IMPLEMENTATION

25%

Build the strategy and vision and develop, deliver and implement a comprehensive 3-5 year business-focused learning organization and development strategy; assess and implement processes as well as regional governance to ensure the organization has the leadership and functional capabilities to drive and support business results; create, implement and sustain an approach to learning for all employees.

OD AND STRATEGIC WORKFORCE PLANNING

20%

Apply Thought Leadership, Strategic Thinking, Organizational Development and Strategic Workforce Planning expertise to strategic consultation with business leaders and HR to deliver on sustainable and relevant learning approaches and solutions on macro- and micro-levels focusing on leadership, functional, and technical disciplines to meet business needs and drive high performance.

STAKEHOLDER MANAGEMENT

20%

Partner with Key Stakeholders, including Talent Management and Acquisition, Organization Effectiveness and Communications, Diversity and Inclusion as well as Total Rewards, to drive, implement, measure and sustain the approach to our learning organization and required leadership behaviors.

VENDOR MANAGEMENT

10%

Leverage relationships with external subject matter experts, vendors and bring best practices/trends, to build and embed learning and development programs and curriculum that are differentiators in a learning organization; maintain deep subject matter expertise.

SME TEAM DEVELOPMENT

10%

Establish, lead and develop the L&D team while building and optimizing learning resources, alignment and coordination across all regions to drive high performance, organizational transformation and effectiveness.

L&D CULTURE AND PERFORMANCE MANAGEMENT

15%

Champion Learning Organization as a critical component of Employment Value Proposition and Strategies. Establish key metrics and analytics to facilitate strategic decisions and to measure ROI, team and individual performance and effectiveness, and business/organization impact of our programs and approaches.

WORK EXPERIENCE

AlignYourBrain Training & Consulting LLP | Founder August 2019 – Present

In the challenging landscape of IT, I specialize in guiding talented women to break free from self-doubt and achieve transformative professional and personal growth. As a Women's Metamorphosis Coach, my PCC certification from ICF, coupled with two decades of corporate experience, equips me to understand and address the unique challenges faced by IT professionals. Highlights of my coaching include a non-judgmental space, goal-setting for career clarity, breaking free from self-doubt, a 4-pillar development model, emphasis on self-awareness, and the application of the Align Your Brain technique. Tailoring coaching for IT women with 10 to 15 years of experience, I'm committed to empowering you to thrive in the corporate world.

Areas Of Critical Impact

- **Strategic Collaboration:** Collaborated with business leaders to create targeted learning strategies aligned with organizational goals.
- **Innovative Solutions:** Established an external network to stay updated on trends and identified tech-driven solutions for organizational benefit.
- **Major Learning Program:** Led the design of a significant learning program, emphasizing metrics to showcase its impact on the organization.
- **Coaching Skills Development:** Designed and delivered a practical coaching skills program for line managers, embedding coaching in HR practices.
- **Operating Model Evaluation:** Conducted a streamlined review of the organization's learning model, focusing on curriculum and program effectiveness.
- **Cutting-Edge Thinking:** Stayed connected to cutting-edge L&D practices, benchmarking against industry leaders for continuous improvement.
- **Adult Learning Theories:** Integrated adult learning theories into program design, ensuring effective and engaging learning experiences.
- **Metrics and Evaluation:** Implemented precise metrics and evaluation systems to measure the impact and ROI of L&D initiatives.
- **Content Development:** Collaborated effectively for engaging training content, incorporating lessons, assessments, and social learning strategies.
- **Strategic Learning and Development:** Identified growth opportunities, provided strategic leadership, and designed high-impact training programs.

Independent Transformational Performance Coach & Behavioural Trainer June 2016- August 2019

- **Dynamic Year Highlights:** Engaged by Heterodrugs for "High Impact Leadership Program," involving content design in collaboration with R & D. Extended program success with Formulation group, leading a two-day "Group Coaching" initiative for team building and trust. Applied deep insights into the 6 facets of the brain to drive effective coaching interventions.

- **Diverse Client Engagements:** Collaborated with Cyber City Builders and Developers for phased interventions, including insights gaining and psychometric testing. Conducted Emotional Intelligence programs in the IT industry, contributing to skill building and team goal setting.

Deloitte | Communication Excellence and Leader Development **March 2018 - November 2018**

As a valuable member of the Communication Excellence and Leader Development team at Deloitte, I contributed significantly to the facilitation and coaching responsibilities. During my tenure, I played a pivotal role in both initiating and successfully concluding a project focused on "Coaching Tips" for the internal team. This project was intricately tied to my expertise in coaching, specifically aligned with Dr. David Rock's brain-based methodology. My contributions were instrumental in enhancing the team's coaching capabilities and fostering a culture of continuous improvement in communication and leadership skills.

Independent Transformational Life Coach & Behavioural Trainer **June 2016 - March 2018**

Organization Development

- Led organization development assignments across diverse industries: automobile, banking, IT, and education institutions.
- Engaged with prominent clients including L&T, Zensar Technologies, Wells Fargo, Maruti Suzuki, Central Bank of India, and Futara Group.
- Spearheaded a comprehensive project at IMT Hyderabad involving four phases: planning, gaining insights, team alignment, skill building, and coaching elements (group and individualized).

Psychometric Certifications and Coaching Focus

- Acquired psychometric certifications, including MBTI, FIROB, Thomas profiling, and EQi 2.0.
- Applied a brain-based methodology in coaching sessions with senior professionals and focused specifically on coaching women entrepreneurs.
- Engaged in coaching individuals internationally through the International Coach Federation (ICF).

V-Encompass Pvt. Ltd | Principal Consultant **June 2013 - June 2016**

I played a pivotal role in reshaping organizational cultures by aligning people equity with brand equity. Over the course of three years, I served as a change catalyst, providing strategic consultation, dynamic facilitation, and expert HR guidance to diverse clients across industries. V-Encompass's unique focus on people management allowed me to lead initiatives that transformed organizational dynamics, fostering a culture that seamlessly integrated individual and brand values. My commitment to excellence in aligning people practices with broader brand objectives marked a transformative chapter in the company's journey towards enduring success.

Infosys | Human Resources Manager **May 2008 - April 2010**

In a leadership capacity, I steered the PE division with a workforce of 3000 employees, collaborating closely as a Business HR specialist with top-tier leaders. My instrumental contributions extended beyond conventional HR expectations, shaping an appreciative culture, aligning reward and recognition schemes, and securing the prestigious Malcolm Baldrige Quality Assessment Award. Overseeing operations in four locations, including Chandigarh, Bangalore, Trivandrum, and Hyderabad, I led a team of adept HR Assistant Managers and Senior Executives. Simultaneously, I drove corporate-wide initiatives, from policies and compensation to iRACE (role clarity initiative) and performance appraisal, ensuring a harmonious integration of global strategies with local business expectations.

Ivy Comptech | Manager/AVP Human Resource **May 2006 - March 2008**

As an HR Manager for the BPO division, achieving rapid promotion to AVP within eight months amid the strategic closure of the BPO segment. Instrumental in navigating this transition, I formulated pivotal policies and spearheaded the intricate task of overseeing the retrenchment of 700 BPO employees. Subsequently, I seamlessly transitioned to the Technology division, assuming standard Business HR responsibilities. Managing a skilled team of Assistant Managers, Executives, and Senior Executives, I ensured operational excellence and strategic alignment with the organization's goals.

PAST EXPERIENCE

- GE | Assistant Manager/Manager HR | February 2001 - January 2005
- INTERGRAPH INDIA LIMITED | Executive HR | February 1998 - January 2001