

MIRA VEMPATI

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PROFESSIONAL SUMMARY

Highly Skilled Learning & Development Expert with 20 years of experience in handling Business English, Soft Skills, Communication Skills, Customer Orientation, EQ Skills, Mindfulness & Well-Being, Management & Leadership Skills amongst others. Adept at conducting Training Sessions, Workshops and Seminars right from the Content Development and Module creation stages onwards.

SKILLS

- Training Need Identification & Assessment
- Learning Design & Strategy
- Training Plan & Curriculum Development
- Developing Effective Induction Programs
- Capability Enhancement
- Competence and Role-based Training Method & Strategy
- Mentoring Expertise
- Research & Content Development
- Skill Gap Analysis
- Leadership Building Recruitment
- Support in Behavioural Interviews
- L&D Administration
- Employee DOSSIER Creation

CAREER SNAPSHOT

- A powerful Motivator and Leadership Trainer, Behavioural and Soft Skills Coach
- Used the training methodology with an emphasis on Personalized Experiential Learning through 70:20:10 Learning Model
- As the Head of L&D, launched the training initiatives and created a Learning Culture in Organisations
- **End to End Life Cycle of L&D** – operations aligned to the Corporate Objectives.
- **Proficiency in effectively partnering with Business Heads** for development and implementation of **diversified objectives, namely:**
 - **IDP** – Individual Development Programme in line with Adult Education Concepts
 - Identify, groom & train **First Level Leads/Managers**
 - Research, Customisation, Content Development & Delivery
 - **Raising the bar on Employee Satisfaction**
 - Recruitment Support during **HR Behaviour-based Interviews, Employee Grievance Handling, Mentoring / Counselling**
 - CSR Activity - Planning and Execution on behalf of Organisations

- **Employee Engagement** - apart from training - Creation of Events, Competitions, Office Décor and employee Gifts Planning and Selection etc.
- **Deftness in evaluating and balancing the expectations and needs** of the entire organization.
- **Consistency in receiving excellent feedback** from program participants.

WORK HISTORY

L&D CONSULTING & FACILITATING

Founder & CEO (2018 Till Date)

As a Training & Development Consultant with:

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| 1. CENTER FOR GOOD GOVERNANCE (CGG) | 21. TEKLINK SOFTWARE SOLUTIONS |
| 2. HITACHI SOLUTIONS | 22. INTELLIGLOBAL |
| 3. SERVICENOW | 23. CHOLAMANDALAM FINANCE |
| 4. NALSAR UNIVERSITY | 24. NATIONAL INSTITUTE OF RURAL DEVELOPMENT & PANCHAYAT RAJ (NIRD & PR) GUWAHATI, ASSAM & HYDERABAD CENTRES |
| 5. VIGNAN UNIVERSITY (GUNTUR) Foundation for Science, Technology & Research | 25. MAGNA TECH (CHENNAI) |
| 6. MANAGE - CENTRE FOR AGRI-BUSINESS MANAGEMENT (Agricultural University) | 26. ADROITENT TECH |
| 7. INNOMINDS | 27. MAHINDRA FINANCE |
| 8. HYDERABAD CENTRAL UNIVERSITY (HCU) | 28. HERO MINDMINE |
| 9. INSTITUTE OF PUBLIC ENTERPRISE (IPE) | 29. SPLASH BI SOFTWARE SOLUTIONS |
| 10. NATIONAL INSTITUTE OF PHARMACEUTICAL EDUCATION & RESEARCH (NIPER) | 30. VECTOR INFORMATIK INDIA Pvt. Ltd (Pune) |
| 11. ADQURA TECHNOLOGIES | 31. ROTORK (CHENNAI) |
| 12. HEXAWARE TECHNOLOGIES | 32. SKILLWISE CONSULTING (CHENNAI) |
| 13. FLOW INDIA TECH SOLUTIONS (SINGAPORE) | 33. ADAPS TECHNOLOGIES (AUSTRALIA) |
| 14. ACL DIGITAL (CHENNAI) | 34. SUMRAAJ TECHNOLOGIES (MUMBAI) |
| 15. POLICE ACADEMY (RBVRR, HYDERABAD) | 35. INGRAM MICRO |
| 16. MCR HRDI (Marri Channa Reddy Human Resource Development Institute) | 36. PATNI COMPUTERS (PUNE) |
| 17. SERVICENOW | 37. DST WORLDWIDE SOLUTIONS |
| 18. POLICE TRAINING CENTRE (CTC) BEGUMPET | 38. BLINK STRATEGIC SOLUTIONS |
| 19. CYIENT | 39. CENTRE FOR DETECTIVES TRAINING SCHOOL (CDTS) RAMANTHAPUR |
| 20. WIN WIRE TECHNOLOGIES | 40. HYDERABAD CITY POLICE |
| | 41. THERMOPADS |
| | 42. THERMO SYSTEMS PVT LTD. |

Period	Company	Title	Key Responsibilities
Mar – Sep'18	CADeploy Engineering Services	GM & Country Head – L&D	Outsourcing potent L&D programs, pan India, both in Technical and Soft Skills arena.
Jul'13 – Aug'14	Freelance L&D Consultant	Leadership Training & Soft Skills	Forbes Marshall, Adroitent Tech, Adequare Tech, GODREJ & BOYCE, APPA, AP Judicial Academy (APJA), CISF NISA (National Industrial Security Academy), KVASFU (Karnataka Veterinary, Animal and Fisheries Sciences University, Bidar, Karnataka)
Jun'12 – Jul'13	e-Data Experts India Inc.	Head – L&D	Launched L&D department, built solidarity among teams, improved client engagement and interaction and bettered the Workplace Culture.
Feb'10 – Jun'12	DQ Entertainment International	Manager – L&D	Framed L&D policies, helped onboard new professionals through behavioural recruitment processes, conducted a gamut of trainings in Soft Skills for employees and Senior Management including VPs of the company.
Jun'08 – Feb'10	Style-Ikon Academy	Founder & Chief Consultant	Mentored and helped the individuals to gain Self-awareness, Self-confidence and the resultant Competence and Productivity. Outsourced training to various Consultancies based out of Pune, Mumbai, Bhopal, Chennai, Bangalore etc.
Oct'07 - May'08	Idea Entity Tech Solutions (a Start-up)	Manager – L&D	Trained employees on Soft Skills, Leadership Development, Business English, Etiquette, Dress Code, Grooming & Communication Skills.
Sep'06 - Oct'07	Applabs	Senior Trainer	Conducted Induction Training to welcome and orient new recruits. Focused on developing the positive Personality Skills and Traits of all employees. Designed and curated content to provide internal training on different Soft Skills across the organisation.
Apr'04 – Sep'06	TATA Consultancy Services	Corporate Trainer	ILP: Was an integral part of the famous Initial Learning Plan of TCS. Training recruits in Etiquette, Soft Skills & Professional English. Creating an appraisal Dossier on each employee through conducting exams, Psychometric Quizzes and Evaluation on the effectiveness of Verbal Communication, Attitude & Behaviour, Teamwork Skills, Personality Traits etc.

Jan '04 – Apr '06	Freelance Trainer	Entrepreneur	IBM Software Technology Group, FSS India Ltd. Financial Software Systems, GGK Technologies, RAINMAKER (USA) - LPO Training, Indmax Tech, ZEN Technologies, Vinsy's Consultants, NTPC, Canara Bank, SK Enterprises, RG Business School, Olive PG College, Oriental Bank of Commerce, University of Hyderabad.
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EDUCATION

- **Postgraduate in English Literature** (Sri SV University, Tirupati)
- **ISTD** (Indian Society for Training & Development), New Delhi - PG Diploma in Training & Development Managerial Course
- **Bachelor's Degree in Education** - English & Teaching Methodologies (Madurai Kamaraj University)
- **Certified & Licensed NLP Trainer** from RICHARD BANDLER'S 'The Society of Neuro Linguistic Programming,' USA, through Alphastars Tap New Age Foundation, New Delhi
- **Certified Accent Reduction Coach** from Vishwa's American Accent Training Institute, Hyderabad

AWARDS RECEIVED

- Was awarded **One of the 50 South India's Most Talented Training & Development Leaders** by World HRM Congress Asia Pacific, at Vivanta by Taj, Yashwanthpur, Bangalore.
- A Memento was presented by the **Central Bureau of Police Research and Development (BPRD)** for the quality and effectiveness of training in the field of Soft Skills.
- Received the **Sabala Satyabhama Award** for the accolades received in the field of Learning & Development.

LANGUAGE PROFICIENCY

- **English** - Proficient
- **Telugu** – Proficient
- **Tamil** - Speak fluently
- **Hindi** – Working Knowledge