



Academics, Learning & Development, Human Resources, IT

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Vidyut has Overall Experience of 30+ years, in which 14+ years in Domain HR & almost 16 years in Global International IT Companies. Vidyut's Training Experience has been in Conducting Soft Skills Training including **Behavioural; Attitudinal; Managerial Skill** programs for **Managers, Executives, Team Leaders & Staff**. He is expert in **Training-Needs-Analysis, Designing Modules, Organising Trainings, Evaluation of Training** and **build Skill-Matrix**.

Vidyut has worked in HR functions like **Talent & Performance Management, Learning & Development, Organization Development** spread over various industries like **Automobile, IT, ITES, Manufacturing, Telecom & Textiles**. He has rich Experience in **IT Project Management & Managing Clients**. Worked in **Multi-Nation, Multi-Location & Multi-Industry** environment.

➤ EDUCATION QUALIFICATIONS

- **Ph.D. (Pursuing):** AI Technology. Sri Balaji University,Pune, India.
- **MDBA (S&M):** IIMM, Pune, 2005
- **M.Sc.(C&P):** KAWA Global University, 2005
- **Dip. T&D:** ISTD, New Delhi, 2003
- **LL.B.(G):** Mumbai University, 1995
- **MLS:MILS,** Bombay University 1990
- **B.Com:** Bombay University, 1988

❖ EMPLOYMENT EXPERIENCE & ROLE (1990 – 2022)

- **VINIDA's Gurukulam of Entrepreneurship & HRD - Founder & CEO - Dec'20 Onwards**
- **Larsen & Toubro Infotech** [Sr. Specialist-SAP (HR&SF)] Duration: Jul 2019 to May 2021
- **IBM India** [Managing Consultant- SAP-HCM &SF] Duration: Jun 2004 to Jun 2019
- **MainStream Technologies** [VP-Training] Duration: Mar 2003 to Nov 2003
- **InfraSoft Technologies** [Head-HR] Duration: May 2000 to May 2002
- **Blue Star Infotech Ltd** [Manager-HR] Duration: Apr 1998 to May 2000
- **Arya Communications** [Sr. Manager-HR] Duration: May 1997 to Nov 1997
- **Modern Group** [Sr. Manager-HR] Duration: Apr 1995 to Apr 1997
- **Mahindra & Mahindra (AD)** [Jr. Executive (P&IR)] Duration: July 1990 to Dec 1994

➤ NEED-BASED BEHAVIOURAL, ATTITUDINAL CHANGE PRGS

- Essential Selling Skills
- Team Building Skills
- Creative Problem Solving
- Conflict Management & Resolution
- Customer Service
- Tele- Skills for Customer Service
- Time Management Skills
- Stress Management
- Role of a Manager
- Communication Skills (Written/Oral)
- Presentation Skill
- Performance Management System
- Supervisory Excellence
- Managing Difficult Employees
- Productivity
- Empowerment And Leadership
- Situational Leadership
- Problem Solving & Decision Making
- Interaction Management Skills
- Interviewing Skills
- Motivation
- Group Dynamics
- Personality Type Understanding
- Inter-personal Skill
- Transactional Analysis
- Self-Life Script & Jo-Hari Window
- Rational Emotive Therapy
- Organisational Development
- HR Strategy Management

❖ LEARNING & DEVELOPMENT EXPERTISE

- **Imparted Training** to over **3500** participants through approx. **150 programs** in my career. Trained **60 Team Leaders & 850 CSR's** for Soft Skills at Reliance Infocomm Call Centre.
- **Trained 12 Trainers** in various topics over a period of more than 7 years.
- **Training Needs Identification & Analysis:** through Functional Key Result Areas (KRA), Performance Appraisals Data, Corporate Plans and Business Plans,
- **Training Calendars:** Designed Quarterly & Yearly Training Calendars.
- **Train-the-Trainer Program:**
 - a) **Transactional Analysis:** Designed 3-day Program structure, using Cartoons pictures, Psychological Inventory, Paper Exercises and Team Games.
 - b) **Role of a Manager:** Designed 6-day Program structure with a 3 + 3 days module with practical examples, Case Studies and Role Plays to make it interesting & realistic.
- **Training Methodology Used:** Class Room Discussion, Workbook Exercises, Psychological Inventories, Presentations & Pictorial Representation, Management Games, Role-plays, Simulation Exercises, Outbound Training Games & Workshops Assignments.
- **Evaluation of Training:** In-house Evaluation through periodic Productivity Reports and Managers Reports. External Training Evaluation through Evaluation Reports during and at end of program. Also Evaluation of Training through on Program feedback, Appraisal Feedback & Metrics analysis.
- **Organisations where Training Programs (Internal / External) were conducted.**
 1. **Paridhi Infracon Group** (Real Estate Industry)-Marketing & Sales Professionals (2022)
 2. **PDS Space Ventures** (Real Estate Industry)- Marketing & Sales Professionals (2022)
 3. **Larsen & Toubro Infotech** (IT Industry)-Technical/Functional Professionals (2019-21)
 4. **IBM India** (IT Industry)- Technical & Functional Professionals in Client Cos.(2005-19)
 5. **MainStream Technologies** (IT Industry)- Management & Customer Service (2003)
 6. **Reliance Infocom** (Telecom Industry)-Call Centre Executives & Team Leaders (2003)
 7. **Global Telesystems** (IT Industry)- (MT's) Technical & Marketing Professionals (2002)
 8. **Central Institute Fisheries Education** - Entrepreneur Development Program (2002)
 9. **InfraSoft Technologies Ltd.** (IT Industry) - S/W Professionals. (2000-2002)
 10. **Blue Star Infotech Ltd.** (IT Industry) - S/W Professionals. (1998-2000)
 11. **Kopran Ltd.** (Bulk Drug & Pharma Industry) – Tech. & Executive Staff. (1997-1998)
 12. **Essel World** (Entertainment Industry) – Staff & Executive Staff. (1996-1997)
 13. **Modern Group** (Textile Group)- Management Trainees to Sr. Managers. (1995-1997)

<p>➤ PERSONAL SKILLS</p> <ul style="list-style-type: none"> • Efficient Planning, Execution and Co-ordination skills. • Excellent Communication & Presentation Skills. • Analytical Thinking & Innovative Solutioning Skills. • Organisation Development & Change Management • Strong Client Relationship Management Skills. • Very Good Team Building & Team Training Skills. • Excellent Leadership & Mentoring. • Effectively Manage Time & Prioritize Tasks. • Ability & focus on Learning & Education. • Weekly & Monthly Reporting. 	<p>❖ HUMAN RESOURCES EXPERTISE</p> <ul style="list-style-type: none"> • Organisation Development Interventions: Employee Satisfaction Survey and Exit Interviews, Achievement Award Schemes & Employee Recognition Programs, MBO Appraisal with Goal Setting, Review, Grades & Designations for Authority & Responsibility. • HR Systems & Processes: Employee Policy Handbooks, HR Budgets, MIS Reports, Skill Inventory, Employee Retention & Care Measures, HR Instruments- Application, Interview Rating, Exit Interview, HR Audit, HRIS implementation, In-House Publication. • Performance Management System: Restructure Compensation integrating Age-Experience. • Career Planning: Competency Mapping through “Roles & Responsibilities”, Rotational assignments and Co. sponsored education. • Define Career Path- Organisational Structure laying Authority-Responsibility relationship. • HR Planning: Manpower Planning & Sanctions, Advertisements, Job-Sites Subscriptions. • Recruitment: Campus Recruitment, Referrals, Executive Search, Aptitude & Technical Tests. • Personnel Administration: Maintain Personal Files, Wage Salary Administration, Non-Disclosure & Non-Compete Agreement, Service Bonds. • Overseas HR Administration: Overseas HR Policies relating to Travel Allowances, Salary, Incentive and Bonus. • Quality Systems & Processes: Internal Quality Auditor & HR Processes designed under ISO 9001-2000. CMM Level 4 preparation task force. • Industrial Relations & Legal Cases: Labour/ Industrial Court and Arbitration cases & Liaison with Govt. Authorities, Grievance Handling, Domestic Enquires/ Disciplinary Action.
<p>➤ PROFESSIONAL MEMBERSHIP</p> <ul style="list-style-type: none"> • ISTD - Indian Society for Training & Development. (<i>Life Member</i>) • ISABS - Indian Society for Applied Behavioural Science. (<i>Life Member</i>) • NHRD - National HRD Network. (<i>Life Member</i>) • NIPM- National Institute of Personnel Management. (<i>Corp.Member</i>) 	<p>❖ PUBLICATIONS – BOOKS & ARTICLES</p> <ul style="list-style-type: none"> • Book - “New Dimensions of Management Development – Methods, Training, Education” as a coauthor with Dr. V.G. Mhetras (Jan – Dec 03) • Book - “Ideas & Thoughts of Dr. Vishnu G. Mhetras”. (Jul – Oct 02). • Book - “Managing for Winning” with Dr. Mhetras during Dec’97 to April’98. <p>❖ PROFESSIONAL PURSUITS</p> <ul style="list-style-type: none"> • Visiting Faculty at “Asia Management Development Centre (AMDC)” – Mumbai Education Trust, Bandra Reclamation, Mumbai, (1997 to 2000). • Visiting Lecturer at Prof. L.N. Welingkar Institute of Management Development & Research, Mumbai (1999). • Visiting Lecturer at Dr. D.Y. Patil Southampton Business School, Worli, (2000).
<p>➤ SAP APPLICATIONS & TOOLS</p> <ul style="list-style-type: none"> • Success Factors: Core HR • SAP ECC 6.0, ECC 5.0 • SAP Solution Manager • SAP LSO- SAP-Tutor & Player • LSMW Data Management Tool <p>➤ SW APPLICATIONS & TOOLS</p> <ul style="list-style-type: none"> • Implementation Tools • Testing Tools • Service & Support Applications • Document Management Tools 	<p>❖ PROJECT IMPLEMENTATIONS</p> <ul style="list-style-type: none"> • 5 Global Implementation & Roll-out with Onsite/ Offshore Model • 2 End to End Implementation Projects- Domestic Onsite • 5 Global Production Support & Services Projects. • 1 Technical Upgrade Project. • 1 System Consulting Project. • 5 RFP & Pre-Sales Technical, Marketing Support & Project Resource Staffing. • SuperUser ‘Train-The-Trainer’ Training • User Training in all Implementation Projects. • Worked in Multi-Country/ Multi-Location Global Environment.
<p>➤ TECHNICAL CERTIFICATIONS</p> <ul style="list-style-type: none"> • SuccessFactors-LMS - SF Partner Portal (Jun 2014) • SAP Certified (R/3, 4.6C) Functional Consultant – HR (Feb 2004) • SAP Certified Netweaver’04- Solution Manager Tools (Oct 2006) • SAP ECC 6.0-ESS & MSS (Nov 2009) • SAP NW Enterprise Portal 6.04 - SAP Enterprise Learning (Dec2009) 	<p>❖ AWARDS & APPRECIATION</p> <ul style="list-style-type: none"> • ‘Special Above & Beyond Call of Duty’- Award performance at Philip Morris International in Feb 2006. • ‘Outstanding Achievement Award’- Completion of SHARP Technology Upgrade Project in Mar 2006. • ‘Personal Achievement Bravo Award’- for Sharing Knowledge with 18 Teammates in Oct 2006. • ‘Special Premium Skills Bonus’- for recognition of Premium Skills & Contribution to IBM in Feb 2008.