

Lucky

A Seasoned HR professional having rich background in Consultancy and Training

Overview of Experience and Expertise

More than 14 years of experience in OD and Training

Extensive experience in :

- Learning and Development,
- Reward and Recognition,
- Performance Appraisal,
- Competency Mapping,
- Assessment Centre
- Psychometric Testing,
- HRIS,
- Policy formation,
- Recruitment,
- Induction, etc.

Training Expertise:

Lucky offers very engaging and Fun based Learning Experience for participants on:

- Leadership skill enhancement through Delegation skills, Team Building, Feedback and Managerial Effectiveness program, New Manager Orientation training.
- Effective and Confident Presentation Skills
- Career Management & Succession Planning Workshops
- Communication Skill Enhancement
- Increasing Personal Efficiency through Self Awareness Programs, Goal Setting, Time Management, Interpersonal Skills, Campus to Corporate and many other motivational workshops.

Major Consulting Experience

Handled several assignments for top IT & Manufacturing Organizations

Some of the prestigious consulting assignments handled :

- Cultural Shift – Created through development of the skill of **Situational Leadership / People Management** for a top IT Telecom company
- OD Consulting assignment to **Control Attrition** at a large Indian MNC, Baroda
- **Assessment Centre** for Promotion, Job Rotation, Transfer, Role change for a known organization in Wind mill energy sector.
- **Development Centre** for one of the Steel giant.
- Prestigious OD consulting assignment for **recruitments and culture building** at a Pharma MNC.

and many other such activities handled effectively ...

Many other Notable Contributions

Contributions during the employment with MNCs (IT and Manufacturing)

Worked on several project, like:

- Did large projects on Assessment centres.
- Did several **Benchmarking Surveys** on a) OD Function, b) Reward and Recognition, c) L&D practices, d) Retention processes in IT industries
- Made new **R&R policies** and handled Annual Award process and grand celebrations single handed.
- Was managing the **Engagement Surveys** and post survey **action planning**
- Developed the **Training Division**, designed the complete Training function as per ISO guidelines and had set up the online system for Training function for Bayer ABS
- Designed several Manuals like HR Manual, Training Manual and several Policies

Academic and Intellectual Contributions

- Did **MSW** and **PG Dip (HR)** from MSU, Baroda
(MSW of MSU is considered to be one of the top Social Work Institute)
- **Topped at University in PG Dip (HR)**
- **Gained several Certifications**
 - Certified Psychometrician and Assessor (Diploma Course) by Salahkaar Consultants
 - Certified Competency Mapping Manager from Salahkaar Consultants
 - Instructional Design & Delivery from Vyaktitva
 - Certified in DISC from Thomas Profiling
- **Articles and Publications**
 - Article on 'Holistic Assessment and Assessment Cycle' got published in the Aug '10 edition of Business Manager Magazine.
 - Presented a paper entitled 'Quantifying Effectiveness of Training' during 16th National Convention of ISTD held at Udaipur in November, 1998
 - Paper on 'Peer Recognition' got published in internal publication.

A sample consulting work

One of the major OD Intervention

A Prestigious OD Consulting Assignment at one of the leading Pharma Company

- **Handled the complete project** (End to End) from getting the business and then following the complete process of OD Intervention.
- This was a **long term project** (1 and half year long) and we were the sole consultant for it till the end of the requirement.

Discovery & Diagnosis

Based on the need, the diagnosis was done in following phases:

Phase 1 : Interviews and Discussions with various target groups

Phase 2 : Plant Visit at Manesar

Phase 3 : Discussion with Top Management

Observations :

- The job of candidates considered for study involved a lot of precision, steadiness and high degree of hand – eye co-ordination.
- The job was of monotonous nature but the person needed to be quality conscious and even a little lack of attention could lead to full lot rejection.
- The company's commitment to produce high quality equipment would be fulfilled only if staffing of the positions in the organization is done with productive employees.

Delivery

The skills and traits that were identified for assessments were:

Psychomotor Skills

1. Finger Dexterity
2. Finger Fatigue
3. Two hand co-ordination
4. Eye and hand co -ordination
5. Hand Steadiness
6. Eye for simple details
7. Span of attention
8. Colour blindness

Personality Traits

People joining in should be **high** on –

1. Emotional Stability
2. Team Work
3. Submissiveness
5. Compliant
6. Self Control

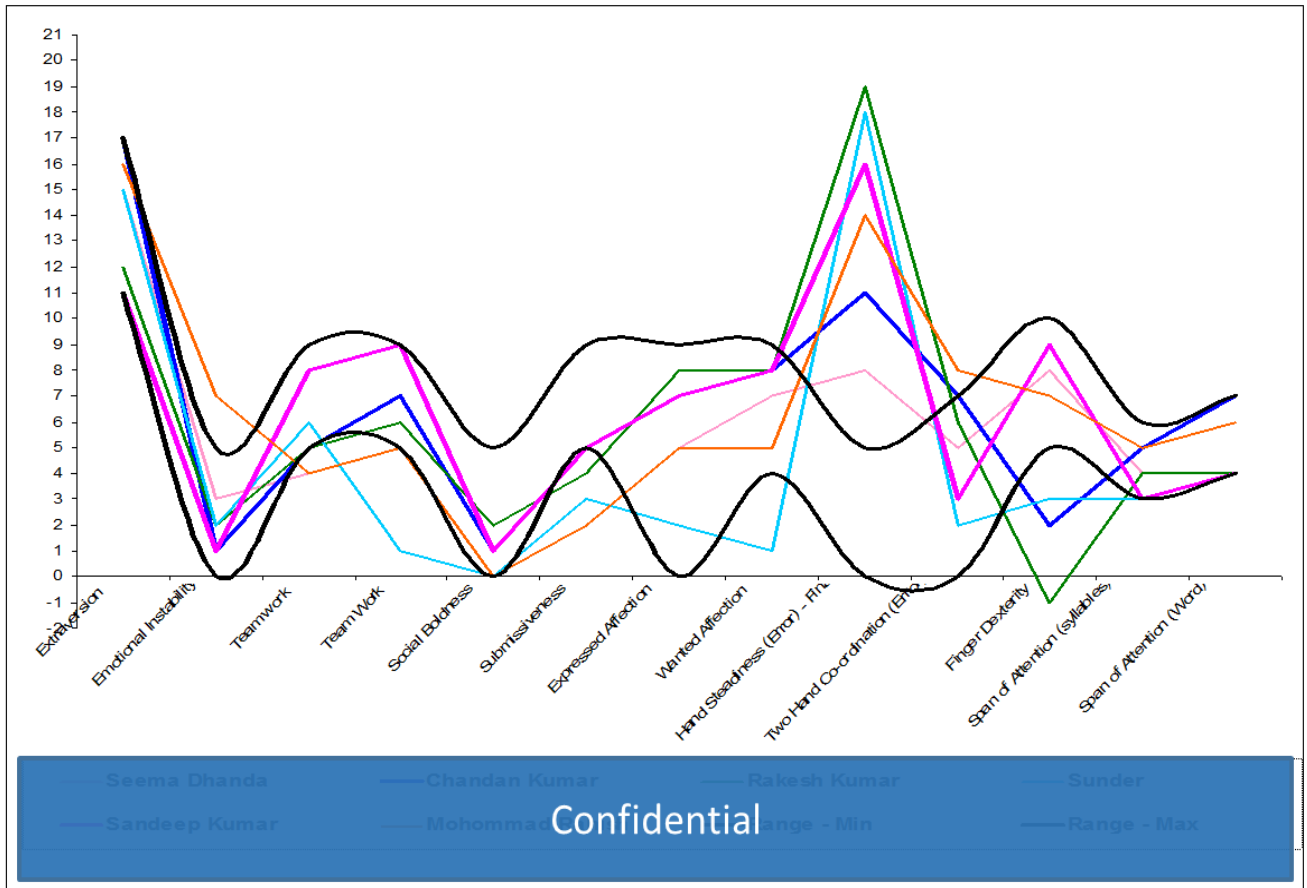
Should be **low** on –

1. Dominance
2. Social boldness

Sample Report

No	Name	BQ1		BQ2						Psychomotor Skills				Span of Attention		Result
		Extraversion	Emotional Instability	Team work	Team Work 2	Social Boldness	Submissiveness	Expressed Affection	Wanted Affection	Hand Steadiness (Error) - Trial round	Hand Steadiness (Error) - Final	Two Hand Coordination (Error)	Finger Dexterity	Span of Attention (syllables)	Span of Attention (Word)	
	Range - Min	11	0	5	5	0	5	0	4	0	0	0	5	3	4	
1	Sandeep Rana	14	4	7	6	3	5	6	7	8	10	4	8	4	5	Recommended
2	Jyoti Phougal	10	10	5	6	0	2	7	6	7	11	4	3	3	3	Not Recommended
3	Seema	19	7	7	7	3	8	6	6	9	15	4	7	2	2	Not Recommended
4	Monika Joon	18	7	7	7	1	8	7	8	8	9	2	7	2	2	Not Recommended
5	Anita Rami	18	8	6	7	1	7	5	6	8	11	10	4	1	2	Not Recommended
6	Confidential	17	6	7	7	2	7	6	8	8	16	10	7	3	4	Not Recommended
7	Seema Dhanda	15	3	4	5	0	2	5	7	4	8	5	8	4	4	Not Recommended
8	Charan Kumar	17	1	5	7	1	5	7	8	9	11	7	2	5	7	Recommended
9	Rakesh Kumar	12	2	5	6	2	4	8	8	9	19	6	-1	4	4	Not Recommended
10	Sunder	15	2	6	1	0	3	2	1	5	18	2	3	3	4	Not Recommended
11	Sandeep Kumar	11	1	8	9	1	5	7	8	10	16	3	9	3	4	Recommended
12	Mohammad Rahish	16	7	4	5	0	2	5	5	1	14	8	7	5	6	Not Recommended
	Range - Max	17	5	9	9	5	9	9	9	15	5	7	10	6	7	
	Population Mean	15.0	4.8	5.9	6.3	1.5	4.8	5.9167	6.5	7.8	13.2	5.4	5.3	3.3	3.9	
	Population Range	8 to 18	1 to 18	3 to 9	2 to 9	0 to 7	0 to 9	1 to 9	4 to 9	3 to 19.6	1 to 7	10 to 79	56.5 to 69	1 to 5	1 to 7	
	Test Range	0 to 21	0 to 19	0 to 9	0 to 9	0 to 9	0 to 9	0 to 9	0 to 9							
	Recommendation Range	11 to 17	0 to 5	5 to 9	5 to 9	0 to 5	5 to 9	0 to 9	4 to 9	Less than 5	Less than 60	More than	More than	More than	More than 4	

Sample Report – Graphical presentation



A detailed report giving precise information on level for each skill and a detailed personality profile for each candidate was also shared.

It would be a pleasure for me to get associated with your organization and serve you as a consultant

To hire me, drop in a mail at
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