

Kannan.A.M

PROFILE SYNOPSIS

- Experienced in Learning & Development, Training Workshops Delivery, Training Design and Evaluation, Training Quality Management, Instructional design as per job element analysis/ performance needs and Psychometric assessments
- Passionate in Behavioral Sciences. An expert in both Organizational and Individual development programs.
- Driven by moral principles and passion

CERTIFICATIONS

- **Certified L& D Manager** – Carlton Advance Management Institute
- **Certified NLP Practitioner** – ANLP and International Federation of Coaching & NLP (UK)
- **Certified Psychometric Test Professional** - Carlton Advance Management Institute
- **Certified Trainer** - Dale Carnegie
- **Certified Trainer** - Naval Institute of Education and Training Technology

EDUCATION

- Master degree in Counseling & Psychology

Experience - 15 years

Sr.Trainer and L&D Consultant at SproutsVita Learning Services

- Manage Learning &Development projects/ consultancy for companies
- Training Delivery (Team building, Behavioral skills, NLP, Soft skills, Train the Trainer, Leadership)
- Training Need Analysis
- Competency building, Competency mapping, Psychometric Testing, Succession planning
- Identify strategic barriers affecting training quality and provide solution
- Training evaluation and review

Regional Trainer/ Training Quality Lead at Laurus Edutech LifeSkills Pvt. Ltd.

- Training Evaluation and Training Need Analysis
- Identify strategic barriers affecting training quality and provide solution
- Train the Trainer, Training Programs management
- Ensure ergonomically designed training area and tools
- Providing leadership to execute organization's strategy; planning and managing L&D projects
- Training Quality policy making/ monitoring of franchise center
- Entry Behavior Test/ Psychometric tests/ FBTs
- Soft skills and Employability skills Training

R&D, Learning & Development at **Marine Gas Turbine Overhaul Centre** (Visakhapatnam, Indian Navy)

- Conduct of in house case studies to support line managers for decision making/ policy revisions, training, L&D, training discussions
- Conceptualizing training literature/modules/interactive packages
- Planning and Organizing seminars/ symposiums
- Employee motivation and Counseling / Organizational Psychology
- Subject Matter Expert and functional expertise in Enterprise Resource Planning application

Trainer at School of Advanced Undersea Warfare (Visakhapatnam, Indian Navy)

- Training/Instructional design as per job description, Management of Training resources, Scheduling/ training calendar management and Training evaluation
 - Drafting of Syllabus and Lesson plans as per training objectives and Technical training
 - Employee motivation and Counseling / Organizational Psychology
 - Generation of Interactive Electronic Reference Manuals
 - Drafting, story boarding and development of computer based training modules
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