



Ruchika Banta



Work Specialization:

Design, Deliver, manage and evaluate Leadership development solutions, Professional development solutions, and Organization Development Solutions



Work Experience:

With an extensive experience of 17 years. Ruchika has facilitated over 500 programs (4000+ training hours) across various levels.

Facilitator | Consultant

Certifications

DISC Profiling System- Certified Professional Behavior Analyst (CPBA®), Instructional Design, Performance and Competency development, OD analysis, Certified Coach from Neuroleadership Group (brain-based coaching methodology built upon applied neuroscience foundation) Six Seconds Emotional Intelligence Assessment, Transactional Analysis.

Sectors Served

Information Technology, ITES, Insurance, Pharma, BFSI, Retail, Manufacturing, Engineering, Education

Clientele

Cipla, Roche, L&T Technology Services, Aditya Birla Group, Arvind Limited, Mercedes Benz India Limited, Eaton, Atlas Copco, Bank of America, Alfa Laval, Legrand, IDEAS (a SAS company), BMC software, Pearl Academy, Bluestar, CignaTTK, Industowers, Calsoft,

Academic Qualifications

- Post-Graduation in HRM-TISS (Tata Institute of Social Sciences)
- Bachelors in Business Management
- Diploma in Experiential Education Practice



Work Specialization

- **Ruchika's** work encompasses working with Managers-Leaders in organizations to help them understand their preferred leadership style and how it impacts their team performance and business results. She is a certified Professional Behavior Analyst (CPBA®) certified in the DISC system. Armed with this knowledge, she facilitates positive change in people by improving their thinking on how to activate own and other's strengths and how to manage own and other's blind spots thus helping leaders with creating a climate of performance by combining motivation, behavior and leadership styles.
- **As a Facilitator:**
 - ✓ **Ruchika** has been designing and delivering interactive, experiential leadership development programs for the past 11+ years. Ruchika has facilitated over 500 programs (3000+ training hours) across various levels.
 - ✓ **Ruchika** holds a diploma in Experiential Education Practice, which enables her to create a variety of experiences to make learning more engaging and meaningful. She is skilled at designing interactive processes that gain buy-in and commitment to action plans. She has in-depth understanding of group dynamics and learner centered methods of dialogue to bring in new energy to facilitation and more excitement for participants by means of direct experiences which are tied to real world problems. **Ruchika** brings to her sessions not only her understanding but also the experiences of all the people she has trained. Her passion lies in using all these experiences in helping people develop to their fullest potential. Her key strength as an L&D practitioner lies in her deep understanding of organizational realities and the challenges of leading a group of people, having worked herself within the challenging confines of the industry coaching, mentoring, motivating and managing performance in her role as a People Manager.
- **As a Coach:**
 - ✓ **Ruchika** is a Certified Coach from Neuroleadership Group, Results Coaching System (brain-based Coaching methodology built upon applied neuroscience foundation) based on the International Coach Federation (ICF) Core – competencies. She has trained manager-leaders to acquire Coaching skills thereby building high performing teams
 - ✓ Provide OD (Organization Development) services in consultation with leaders and senior managers to implement organization improvement initiatives and assure alignment with the organization's strategic plans. Works with senior leaders to understand needs, diagnose issues and define solutions



Certifications

Certified in the DISC Profiling System-Certified Professional Behavior Analyst (CPBA®), Certified RACC (Results Associate Certificate of Coaching) coach, certified in Instructional Design, certified in Performance and Competency development, Certified in OD analysis, Certified Practitioner of Emotional intelligence, Transactional Analysis



Work Experience

Ruchika comes with an extensive experience of 17 years. She has worked in the ITES industry for 5 years before taking the plunge into the field of learning and development. Over the past 11 years, she has been working as a learning and development professional, partnering with organizations to help them identify training and development needs, designing and customizing programs based on both organizational and individual needs, devising individual learning plans and managing roll out schedules.



Customers Served

Ruchika has served some of big names in the corporate world- Cipla, L&T Technology Services, Aditya Birla Group, Arvind Limited, Mercedes Benz India Limited, Eaton, Atlas Copco, Morgan Stanley, Crisil, Bank of America, Roche, Legrand, B&R Automation, Bank of America, Cognizant, Alfa Laval, Calsoft, BMC software, Ideas (a SAS company), MSCI, General Mills, Best Seller, KSPG, Celio, Reliance Capital Asset Management, Legrand,



Academic Qualifications

- Post-graduation in HRM-TISS (Tata Institute of Social Sciences)
- Bachelors in Business Management
- Diploma in Experiential Education Practice



Persona

Ruchika has always had a love and appreciation for the natural world. This passion and drive brought her to exploring the Himalaya. For the last 6 years, she has been spending 2-3 months annually, trekking and backpacking in the Himalaya.