



Vinod Deshpande



### **Work Specialization:**

Organizational Effectiveness & Development, Improving Behavioral Competence & Skills, Change Management, Soft Skills & Leadership Development, HR Consulting and Transformation. Six Sigma, Lean & Scrum methodologies, Performance Management, Employee Engagement interventions.



### **Work Experience:**

Overall 17+ years of experience across IT, ITES and Technology & Manufacturing industry segments.

## Facilitator

### *Certifications*

Certified ISTD Trainer, Certified Six Sigma Black Belt.

### *Sectors Served*

IT, ITES, Technology & Manufacturing, Banking and Finance. Services across India and East Africa.

### *Clientele*

Honeywell, Eaton, Allscripts, CRIF, Hansa-Global, Xoriant etc.

### *Academic Qualifications*

Masters in HRD

PG Diploma in Business Management

To know more, Connect with Vinod on:





## Work Specialization

- **Vinod** is adept at facilitating Organizational Change & Transformation, Developing functional road map for Human Capital Management and Development.
- He has worked with the leadership of companies in developing Human Competence Development strategies.
- **As a Strategic HR consultant:** Vinod has worked with some of the big brands and fortune 500 MNCs in the IT, ITES and Manufacturing sector for more than past one decade, transforming their HR systems, Driving HR programs, Creating Best employer policies and practices. He has contributed in one of them getting ranked as number one Best employer in 2004.



## Certifications

**Vinod** has Certification as a Trainer from Indian Society for Training and Development. He is also Certified Six Sigma Black Belt.



## Work Experience

Over 17 years' experience in global set ups, matrix and virtual environments. Worked with IT & ITES, Technology and Engineering sectors in fortune 500 MNCs in the areas of Human Capital Development and Management. Worked with a few Start-Up Businesses contributing to their rapid growth. Facilitated programs for more than 3000 employees and managers on behavioral and soft skills aspects.



## Customers Served

**As Functional Expert, Consultant and Facilitator & Coach:** Vinod has performed various roles in companies such as Sasken, Eaton, Honeywell, Allscripts, Xoriant, CRIF, Hansa-Global.

**International assignments:** Hansa Global – East Africa



## Academic Qualifications

**Vinod** has a Master Degree in Human Resources and a Post Graduate Diploma in Business Management.



## Persona

Vinod is avid reader and researcher of People. He is passionate about his research on leadership styles. He has been conducting independent research on Leadership since 2004. He has conducted hundreds of interviews with managers and employees to figure out behavioral partners exhibited at work by managers in various industrial segments. Vinod is passionate about his people research work and the areas of HR Strategies & Operations, Competence Development, Organizational Diagnostics, OD interventions, 360 Degree appraisals, Employee and Manager surveys. Vinod is well networked with world mentors on Emotional Intelligence, Modern HR, and Stakeholder Centered Coaching.

To know more, Connect with Vinod on:

