



Learning Strategy Individual Contributor



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Analyst, Learning and Development
Other

Role Level

Individual Contributor

Key Skills

- Training Strategy and Planning
- LMS Administration
- E-Learning
- Training Facilitation
- Competency Framework Designing
- Skills Assessments

TD Team Size

2 members

Company Size

152

TD Tenure

14 years

Biggest Challenges

Lack of buy in from line managers to support executing training interventions as per plan

What is the BEST part of your job?

Opportunity to experiment and practice various talent development methodologies, model and approaches. In this process there is huge scope for exploring and learning new techniques of impactful skills development which are trending globally.

How did you get into talent development?

I love to see how a person's career is transformed with thoughtfully designed skill development. I believed that I have the passion to create a conducive environment which motivates people to get on to their career progression journey through structure training and development milestones. Moreover, the sense of satisfaction to contribute which impacts their career in positive direction.

Advice for people interested in the kind of role you have?

If you are keen learner and have a knack for sharing your knowledge, and provide best learning experiences in an articulative manner to people around you in a professional environment then talent development profession is definitely for you. In the process you will cherish how your efforts shape-up a person's career, find self-value in what you have achieved, and ultimately have a sense of making a difference in the professional lives of people who are looking up to you as the expert for their skill development.

What does your typical week look like?

When you are in the profession of talent development, not every day is the same and it's definitely not dull or boring. Every day is unique in terms of addressing various talent and skill development needs of my organization. It involves interacting with stakeholders to understand business needs and play the role of consultant or partner for skill development to support the business. Being creative in formulating training strategies, planning long- and short- term interventions. Designing content. Administering digital learning platform (LMS) and driving engaging e-learning campaigns. The most exciting part is to use various AI tools for day-to-day associated tasks, which is both efficient, astonishing, and time saving.