

Praveen Kumar Parihar

**SENIOR PROFESSIONAL: Training & Development |
L&D Strategy & Project Management**



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Praveenshiksha



"Multi-faceted professional, possess team-based management style coupled with zeal to drive visions into reality and achieve the same through effective mentoring, training & planning"

Location Preference: Bangalore / Delhi / MP



Key Skills

Training Need Identification

Affiliations and Partnerships

Govt. Dept./ SSC Liaison

Instructional Design & Training Roadmaps

Skill-Training Operations & Assessments

Content Management

P&L Management

Performance Enhancement Solutions



Profile Summary

- **Education Training Specialist**, with **10 years'** rich experience in assessing learning & development needs; effectively aligning programs / interventions with business objectives
- **Consistent Performer – in L&D Delivery Management** with skills in monitoring delivery of high-quality customer experience, elevating customer satisfaction, **while adhering to SLAs and managing cost-effective operations**
- Successfully trained **12000+ candidates** in various skilling projects
- Skills in managing entire gamut of operations related to the activities of content development and controlling outlining, structuring & visualization of training content
- Developed learning content on a wide range of capability enhancement topics like Performance Management, Team Building, Technical Topics; conducted assessment of multiples batches in 10 states of India with no pendency
- Managed skill operations for multiple government schemes like STAR, PMKVY, PMKK, NULM, RSTP, NDLM, ESDM, DDUGKY, RPL, RPL-Bridge and CSR projects of TATA, GE-Healthcare
- Expertise in project procurement via RFP, EOI and dedicated special proposal, managed Livelihood Project under multiple Govt. Schemes and CSR
- Effective leader with skills in leading personnel towards accomplishment of common goals



Education

- **MBA (Marketing)** from SRK University, Bhopal in 2019 (*Part-Time*)
- **BE (Electronics & Communication)** from Rajiv Gandhi Prodyogik Vishwavidhyalaya (RGPV), Bhopal in 2011



Certifications

- Certified Trainer of MEPSE
- Green Belt on Six Sigma
- Lean Management



Career Timeline



Work Experience

Since Jan'21

Growth Path:

Jan'21 – Dec'21:

Senior Officer - Skill Development

Jan'22 – Present:

Asst. Manager- Skill Development; working on Bridge Program (Bosch Short Term Training Program) & Capacity Building Programs for trainers and other stakeholders

Partnered with Sector Skill Councils and signed MoU

Provided trainings to 2500 candidates in diverse role

Strategized a program on skill entrepreneurship; developed entire content and calendar for project delivery; co-authored 4 books in a kit of 8

Previous Experience

Jan'19 – Jan'21

Jan'15 – Nov'18

Sep'11 – Dec'14

Projects

Personal Details

Bosch India Foundation (BOSCH India- CSR), Bangalore

Key Result Areas:

- ➊ Directing a team to manage the strategic framework for learning-as-a-service and implementing learning solutions across 700 Centers PAN India
- ➋ Steering strategic & analytical thinking, **strong project management & execution, process orientation, quality assurance** and interpersonal skills for managerial effectiveness
- ➌ Interfacing with internal & external stakeholders to identify, design, and conceptualize **Capacity Building Programs**
- ➍ Understanding training needs and providing appropriate training solution to customers, partners and employees
- ➎ Preparing learning calendar and mapping audience; evaluating effectiveness & metrics of the events and utilizing relevant evaluation data to revise or recommend changes in instructional objectives and methods to stakeholders
- ➏ Ascertaining improvement in training effectiveness & trainee performance through training process and content redesign, making it more interactive and learner friendly
- ➐ Collaborating with Govt. Institutions like Ministry of Skill Development, National Board Centre, NSDC, State Skill Development Missions, Sector Skill Councils for bill clearance of projects
- ➑ Reviewing content, identifying gaps in the content and sourcing the content to reconstruct the course based on business needs and changes in trends in learning
- ➒ Conducting quality check reviews to ensure consistency, accuracy, and relevance of the content created; ensuring that the courses developed are accessibility compliant
- ➓ Controlling overall business operations & plans for the Training Centers including fee structure, compensations and PNL in coordination with the senior management

Dexter Skill Development Pvt. Ltd., Delhi as Head of Operations

Managed RFPs & EOI preparation of proposal, finalization of location and the job role as per geographic demand and availability of center and staff; set up team for the project. Directed around 120 Training Centers in 7 states under different Govt. Schemes.

with Surabhi Skills Pvt. Ltd. (NSDC Partner), Delhi as Operations Manager

Led center establishment for PMKVY 2.0, NBCFDC, NSFDFDC; dealt with SD Skill Assessment Agencies. Steered portal management for DGT (Assessing Body), NSDC partner, SMART, PMKVY official. Attained 14 SSC affiliations for the company. Planned & implemented 5000 RPL trainings of 2 shaft handloom artisans in Varanasi.

Exalt Education & Welfare Society, Madhya Pradesh as Assistant Manager

Successfully established 10 Vocational Training Centers in 8 districts, under MPSSSDM. Completed INR 1.5 Crores worth of Skill Training Project. Got affiliation of 5 SSC for the organisation.

- ➊ Bosch's Response to India's Development & Growth through Employability Enhancement (BRIDGE): Bosch Flagship Short-term Training Program for school dropouts
- ➋ TATA-GE- Healthcare: Training of X- Ray Technician and OT Technician Course, duration of training are 1 year and 2 years respectively Trained and placed 1200 Candidates
- ➌ Central Gov. Skill Programs: Star, PMKVY, DDU-GKY, RPL, NBCFDC, NSFDC, ESDM
- ➍ State Gov. Skill Programs: MMKVY, RSTP, BSDM, UKSDM
- ➎ Training of Trainer: Through multiple SSC
- ➏ Bosch Training of Trainers
- ➓ Nation Building Attitudes & Behaviours Training

Date of Birth: 10th April 1987

Languages Known: English, Hindi, Marathi and Punjabi

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