

Pragati Lakade

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Profile Overview

Dedicated professional with 3+ years of work experience in talent management and talent development. I've been associated with the training fraternity and intend to foster systematic learning among organizational members in a direction contributing to organizational effectiveness. Excellent track record in providing learning solutions to all internal and external customers. I have the ability to align organizational goals, vision and initiatives towards design learning frameworks, creating policies and handling LMS, success factor tool

WORK EXPERIENCE

Organization	Designation	Duration
Schaeffler India Ltd	Executive- L&D coordinator	Jan 2022-till the date
Demech chemical products Pvt Ltd	Trainee-HR	Sept 2021 – May 2021
Publish-Industry India Pvt Ltd	Event coordinator	Aug 2018- Jan 2020

Schaeffler India Ltd, Pune (On 3rd Party Payroll- Randstand)

- Program planning, tracking and reporting
- Analyze and report out program status to leadership/ stakeholder using MS Excel including pivots, charts, macros, etc. Use data throughout the solution development lifecycle to distill insights
- Present program progress, status using MS PowerPoint.
- Create and review program design elements, including assessments, feedback forms, etc. for accuracy and quality
- Partnering in the creation and maintenance of learning journeys with multiple stakeholders.
- Assist in the creation and development of various training experiences.
- Participate in learning project teams to build positive, collaborative partnerships among a diverse set of cross-functional business and talent stakeholders.
- Contribute to remote teamwork across geographies.
- Confidently raise issues and risks, and manage-up to drive achievement of desired business outcomes.
- Communicating and influencing effectively and credibly with audiences at all management levels
- Maintain an active curiosity about the latest trends in the technology training landscape (including competitor actions regarding their own technology academies)
- Execute and operationalize development programs and processes that support professionals' performance and growth in technology
- **Project Handled:** New hire integration program, Campus to corporate program, leadership program, OD program.

Demech Chemical Products Pvt Ltd, Pune

- To assist development and implementation of HR initiatives and systems.
- Assisting departments with their recruitment needs through liaison with recruitment consultants.
- Coordinating prospective candidates for their telephonic/ personal interviews with HOD's & HR.
- Generated Learning Plans by analyzing learning needs of the business in consultation with stakeholders
- Coordinating with various departments HODs, Training Department and trainers for Training Need Analysis and execution of internal and external trainings.

- Drafting training calendar monthly and annually. prepare & release Training Calendar. Developing effective induction and orientation programs.
- To design and conduct customized workshops and developmental activities based on specific requests by the verticals/department.
- Evaluates the effectiveness of the respective training programs by obtaining feedback from employees
- Responsible for internal and external audits.

Publish-industry India Pvt Ltd.

- Training database Management
- Vendor Management
- Event management (National & International)

Achievement

Spot Award (Schaeffler India): Camp in HR – Jul-22

EDUCATION

Qualification	University/ Board	Year of passing	Grade
Master's in business administration (MBA) - Human Resources	SKN Sinhgad school of Business Management (Pune University)	2017 - 2019	8.5 SGPA- 1 st Class
Bachelor of Engineering (BE_ENTC)	VIIT- (Pune University)	2013 - 2017	62%-- 1 st Class
12 th	Maharashtra State Board	2012 - 2013	70%-- 1 st Class
10 th	Maharashtra State Board	2010 - 2011	91%-- 1 st Class

PERSONAL QUALITIES

- Leadership ability to inspire teams and individuals towards high levels of achievement
- Solution Oriented approach
- Initiative oriented, with a strong focus on results
- Highly adaptable in a multicultural environment
- Proactive learning, hardworking and a positive attitude towards work