

Vinay Kumar Agrawal

Deputy Manager - HR

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Result-oriented multi-faceted L&D professional with 11.5 years of work experience in Learning and Development & Smelter / Mines Operation across diverse domains for different audience levels, proven track record in strategizing, designing and implementing learning solutions (classroom / Virtual) on various platforms like SAP Success factor eLearning platform Skillsoft Percipio. Skilled in conducting TNI/TNA, implementation of E-learning platform, smooth induction of freshers & lateral employee, Lead auditor, Green belt certified professional with plant/mines operational experience in Process Control, HAZOP Study, Distributed Control System (DCS). Strong operations professional with a Diploma focused in Training & Development from Indian Society for training & Development.

Profile at a Glance:

11.5 years Professional Experience:

Training Manager

Key Accountabilities:

- Implemented 70:20:10 Learning model at organization.
- Conduct TNI based on Organization/Business/Functional/Individual requirements.
- Plan, Develop, implement & monitor training Monthly/Weekly training calendar, training programs for employees technical, behavioural and functional development.
- Implementation of E learning platform with achieving benchmarking utilization.
- Drive digital initiative for improving the effectiveness of Learning Management System like Training launch, attendance, Pre & Post test, Feedback through online portal & Mobile app.
- Perform Training Need Identification across all business units as per business requirements.
- Developed training calendar and materials for classroom training.
- Preparation & Execution of Individual Development Plan (IDP) for all High Potential employees for ensuring Succession Planning and maintaining internal pipeline of talents.
- Ensure 100% Compliance related to all type of Internal & External Audits.
- Design & Deliver "Train The Trainer" program for internal Subject Matter Experts.
- Managed onsite training information and maintained e-learning programs.
- Experience in building the L&D Strategy for BUs in one' s portfolio, inline with HR and Business strategy.
- Strategising ,Planning and Execution of learning projects:
- Well versed with 6Ds - Define , Design, Deliver , Drive , Deploy and Document and /or other frameworks
- Lead a team to build, deploy and measure the L&D Strategy , impact of scalable learning solutions for Business Teams
- Monitor and evaluate the learning Impact across 4 levels of Kirkpatrick Model
- Co-design team interventions or OD Interventions /Managerial Programs in collaboration with Learning partners.
- Influence diverse stakeholders at all levels to drive learning within the organization.

- Consults and collaborates with management to ensure training programs and content are current and aligned with business needs and goals
- Provide logistical support, course development, delivery, evaluation, process measurements, and cost management.
- Designs learning and performance solutions to meet a wide range of business needs across the organization using a variety of technology and traditional delivery methods (e.g., new hire training, on-boarding, compliance courses)
- Develops and manages relationships with global training/educational external partners to deliver scalable solutions
- Works directly with third-party business partners to develop, deliver, and/or evaluate training and/or instructional materials
- Experience coaching, developing learning plans, and implementing performance evaluation for employees
- Successful track record collaborating with leadership/management to develop program objectives and manage review cycles for course/learning sign off
- Working knowledge of the Microsoft Office Suite, specifically Excel, Outlook ,Team & PPT
- Broad understanding of program assessment methodologies and measurement tools
- Interact with other unit/Dept Heads on critical projects and provide structured feedback.

Business Analyst & Plant Manager :

Key Responsibilities:

- Data analysis and presentation to Senior Management for taking critical decisions.
- Tracking of Business Plan critical KPIs and highlight to appreciate/support in case of any deviation.
- Responsible to achieve the business plan targets.
- Responsible to maintain the quality of all intermediate / finished products as per customer requirements.
- Responsible to maintain good housekeeping and safe work environment.
- Keeping a close watch on critical operating safety, parameters and plant equipment to identify problems and potential breakdown symptoms take corrective actions and check for its recurrence.
- Ensure that pollution norms are not violated by discharging the effluent as per norms with respect to quality and quantity. Take corrective action if needed..
- Involved in generating the material requirement, inspecting the received goods, certifies technically and update in SAP.
- Ensuring the specific consumptions are as per norms by estimating the consumption pattern of Raw materials and utilities and take corrective step to match the desired consumption norms.
- Developing a database by updating of documents both manual/SAP as required by statutory authorities and for future reference

Key Accomplishments:

- Conducted Training Need Identification for all executives with incorporating all 3 levels.
- Implemented E learning Platform (Skillsoft – Percipio) for 2400 Executives and achieved benchmarking utilization.
- Designed and implemented one year learning engagement plan.
- Developed Training Management System across the organization.
- During the COVID converted 100% classroom training programs in to virtual platform.
- Knowledge & hands on experience of SAP SF Learning Management System.

- Developed System for Online Enrolment, Conducting Pre-Post test, marking attendance & Feedback of trainings in Mobility for smooth utilization.
- Managing trainings MIS with capturing all training KPIs Like training mandays, Employee wise tracking of trainings, Statutory training compliance, training effectiveness etc.
- Achieved 90% marks during internal audits (highest amongst all group companies of Vedanta) moved from 5th to 1st Position.
- Implemented **Work Integrated Learning Programs (WILP)** for working executives in collaboration with **IIM-Udaipur & BITS Pilani dedicated for HZL.**
- Selected as “Project Manager” during Growth Workshop across HZL.
- Certified “Green belt Professional” by KPMG.
- Smooth induction of all GETs & lateral employees.
- Got reward for Successfully completion six Sigma Project (**Reduction of oxidation slag in SSM kettle from 3.214 mt to 1 mt per 100 mt of cathode production & reduction in specific Water consumption**) as team leader in short period.
- Got “**Achievement Award**” several times for diff projects (Oxidation slag reduction, Achieving 95% current Efficiency (more than design 93%), maintaining Pb content in Electrolyte).

IT skill set:

MS-Office (MS Word, MS Excel, MS Power point Presentation & Power BI) Knowledge of **DCS** based Process Control System and **SAP-PP** Module User End.

Trainings:

- “Certified Green Belt champion” in Six Sigma by KPMG.
- Trained Lead Auditor from Dupont.

Academics:

- **Diploma in Training & Development with 70%**
Indian Society for Training & Development, Delhi
- **Bachelor of Engineering (Chemical Engineering) (2010) with 68.88%**
Ujjain Engg College, Ujjain M.P.
- **Higher Sec. in 2006 with 78.34% & High Scoll in 2004 2ith 82.2%.**
Board of Secondary Education, Bhopal M.P.

Personal Details:

- Date of Birth: 19 May 1989
- Languages Known: English and Hindi
- Address : 8-B-4, Zinc Park, Moti Magri Scheme Udaipur, Rajasthan 313001

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