

CURRICULUM VITAE



Swarup Kumar Chinthia

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15 years of professional coach experienced in Business Development, Human Resource Management, Learning & Development with hands-on experience in Learning management, Talent management, E- Learning, Experiential learning, OJT's, Classroom trainings, Team development, Leadership development, Employee engagement and Capability building.

Educational Qualification:

- **M.B.A (Marketing & HRM) Osmania University, 2003-2005.**
- **B.Sc (Bachelor of Science) Kakatiya University, 2000-2003.**

Technical Skills & Certifications:

- Life Coach, Leadership Coach
- NLP Practitioner- American Board of NLP, European Union of NLP.
- Diploma in NLP Psychotherapy- European Union of NLP.
- Pursuing SHRM CP- Society of Human Resource Management.
- ILM – Institute of Leadership Management, UK
- Team Builder – Mandevko, UK
- Strength Finder – Strengths Strategy, USA
- Coaching Skills – Scot Bradbury ltd, USA
- Feedback, Fixing Performance Problems - Scot Bradbury ltd, USA
- Retalix – Retail Management Software

Total work experience:



1. Company: - Landmark Retail Group,

Nov 2019 To Present : HR- Learning & Talent Development Manager, Dammam, KSA

Oct 2017 To Oct 2019 : Training & Talent Development Manager, Bahrain

Jan 2015 To Apr 2016 : (Project)Area Manager, Lifestyle, Riyadh, KSA

Jan 2012 To Oct 2017 : Regional Trainer, Lifestyle, Riyadh, KSA

Responsibilities:

- Manage OD Strategies and implementations.
- Leading territory training team
- Coaching & Mentoring CHR Team
- Identification and development of national leadership team
- Develop annual learning strategy based on business requirements
- Integrate Learning & HR strategies
- Capability & Skill development courses.
- Talent & Succession Management
- Drive E- Learning, Experiential, OJT, Classroom learning Courses
- Manage e-learning platform
- Employee Engagement
- Budget Learning and Talent development costing

Training & Talent Development Manager (Oct 2017 To Oct 2019)

Responsibilities:

- Leading territory training team.
- Develop annual training calendar based on business requirements
- Integrate Learning & HR strategies
- Capability & Skill development courses.
- Talent & Succession Management
- Create E- Learning, Experiential, OJT, Classroom learning courses
- Coaching, Leadership, Skill Development
- Identify and source external training courses
- Manage e-learning platform
- Employee Engagement

Designation: - Regional Trainer (Jan 2012 To Oct 2017)

Responsibilities:

- Develop annual training calendar based on business requirements
- New joiner's orientation and induction
- Training needs analysis strategy development & rollout the same.
- Up skilling & talent development programs.
- Behavioral, product knowledge, retail operational & soft skills programs (Classroom, In-store OJT & Outdoors).
- Leadership development & up skilling.
- Competency assessment & mentoring plan.
- Facilitate the trainings of external sources.
- Facilitate with HR to develop various motivational contests on monthly mode.
- Facilitate annual performance appraisal.

Achievements:

- National Store Manager Development Program
- Talent Pool Management
- Performance Review & Coaching Management
- Created MOL recognized capability, skill, behavioral development curriculum
- Measurable ROI achieved
- Managed training costs within articulated training budgets
- Groomed team members to be future leaders
- Driven Happiness and Employee engagement programs
- Been Above target and excellent consistently in past 8 years

ING  BANK

4. Company: - Ing Life Insurance Co. Ltd.

Designation: - Business Development Manager (Jul 2009 To Dec 2011)

Responsibilities:

- Handling sales calls and visiting customers on regular basis.
- Counseling and recruiting insurance agents from various fields.
- Understand the career path required for the agency team.
- Follow up with the deliveries and collection of policy applications.
- Finding prospective new customer and opening the sales account.
- Inviting agents for training programs and introducing the forth coming product line.
- Follow up with the agency team with the starting of season.

Achievements:

- Rated best manager among 250 branches.
- Awarded best performer among 250 branches.
- Awarded best franchise recruiter.
- Awarded best agency channel developer.



5. Company: - First Gulf Bank- Dubai, U.A.E.

Designation: - Business Development Exec., Project Lead (Apr 2007 To Mar 2009)

Responsibilities:

- Finding new business areas and generating sales of credit cards.
- Presentation on products and company's activities.
- Application submission and supervision.
- Take active part in promotions & events related to business.
- Dealing with the branch coordinators.

Achievements:

- Awarded best performer from the first month of joining.
- Promoted within first six months of joining as project leader.
- Awarded most profitable unit.
- Awarded highest number of application logins.



6. Company: - Reliance Nis Academy (Hyderabad, India).

Designation: - IT Trainee (May 2005 to Dec 2006)

Responsibilities:

- Assist the regional manager in commissioning of new petroleum outlets in the region with a team of 15.
- Dealt with automated-fuel operation-training project with **Reliance Petro Marketing Pvt., Ltd.**
- To conduct the training program for the staff of petroleum outlet on fuel sales processes and fleet card management and thereby certify the staff members based on their performances.
- To look after the on-going setup operations on the sites from inception to the day of commercial go live.
- Successfully completed 16 commissioning at 16 outlets in 14 months.
- Rated 3rd among the top five sales operation trainers in the team of 15.
- Trained approximately 200 staff members on fuel sales automation software.

Achievements:

- Conducted highest number of store commissioning's.
- Awarded most efficient trainer.
- Awarded on time commissioning completion.
- Awarded best trainer among 150 trainers across India.

Personal details:

Name	: Swarup Kumar Chintha.
Date Of Birth	: 24/06/1982.
Marital Status	: Married
Children	: 3
Nationality	: Indian.
Hobbies	: Reading, Travelling, Videogames & Music.
Proficiency In Languages	: English, Hindi, Telugu, Urdu, {Tamil, Kannada, Malayalam, Arabic} (Manageable).

Swarup Kumar Chintha

Personal & professional references shall be given as per requirement
