

## **CURRICULUM VITAE**



**Swarup Kumar Chintha**

**Manama, Bahrain.**

**Contact No. (Bahrain): +97334649119; (KSA): +966530159151**

**E-mail: [mba.swarup@gmail.com](mailto:mba.swarup@gmail.com)**

**Linked in: <http://linkedin.com/in/swarup-asheer-mba-nlp-d-psy-ei-0013095>**

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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
- Retailix – 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



**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 3<sup>rd</sup> 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**

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