

# Head of Learning and Organisational Development, India

- Broad strategic and country-wide opportunity
- Based in Mumbai, India

- Competitive Annual Cash Compensation + Performance Bonus + Benefits

**ERLMS Limited is a professional management consulting firm specialising in providing Organisational & Human Resource Management Consulting, IT System Development & Solution and Executive Search services to companies worldwide.**

**Our client, one of the world's leading and reputable technology and engineering companies, is seeking a Head of Learning and Organisational Development to be responsible for all learning, organisational development and training activities across India.**

## **Reporting to the Vice President - Human Resources, India, your primary responsibilities include:**

- Act as the country driver and subject matter expert for all corporate and country learning and OD initiatives and programmes, be it learning and development, performance management or talent management
- Lead, drive and facilitate the design, planning and execution of learning and OD strategies, initiatives and plans to align with business and corporate directions and goals, and to meet the development needs of individuals and the business in the country
- Develop and drive the organisation and employee development framework via competency frameworks, talent and leadership management, executive development, organisational capability and design, succession planning programmes and staff engagement
- Design, lead and manage succession and development processes, including guiding Business Leaders and HR Business Partners in the identification of high potentials and high performing staff for the development of organisational capability
- Act as the internal consultant - strong projects focus, interface with country local country management and HR Business Partners across the organisation in India to lead initiatives, to provide advice and direction on all learning and OD activities and to identify and design people development mechanisms and programmes to grow talents to meet the organisation's current and future strategic business needs and objectives
- Ensure that leadership development and OD needs across all offices in India are identified and addressed, whilst being aligned to HR and business strategies, including evaluating the effectiveness of learning and training programmes and business impact and supporting HR Business Partners across the country to provide integrated solutions to the business in developing talent and building leadership pipelines
- Support the Asia-Pacific Regional L&OD team to review and develop a standard learning and OD database management system for the region; including regularly provide up-to-date information for India to the Asia-Pacific Regional L&OD team to ensure continuous improvements of the system and its processes to capture and monitor activities such as database of training activities and programmes, training evaluation methodologies and tools, training records, employee development progress, statistical reporting and feedback, surveys of training programmes, and evaluation of training programmes, training providers' performance results and training manuals etc.
- Provide direction to local country learning and OD staff members to ensure training effectiveness, to facilitate process improvement and to build strong local learning and OD team capability across the country

## **KEY SKILL AND ATTRIBUTE REQUIREMENTS**

- Demonstrate a high level of commercial acumen with good understanding of organisational dynamics and take a long term approach to ensure that learning and OD practices have a positive and enduring impact on the business
- Demonstrate a high level of knowledge and skills in the design and delivery of learning and OD solutions
- Strategic thinking and hands-on development and implementation capability, with the ability to drive change and introduce new ideas
- Good customer orientation and sensitive to cross-cultural environment and consulting with multiple stakeholders
- Well-organised, agile and open-minded, able to adapt to changing environment and move with new initiatives, and prioritise workload whilst maintaining a strong customer focus
- Strong relationship building skills
- Excellent interpersonal, communication, presentation and facilitation skills with flair of motivating others
- Familiar with 3<sup>rd</sup> party providers and best practices across the key areas of learning and OD
- Good command of written and spoken English, additional Asian languages a plus
- Computer literate

## **WORK EXPERIENCE AND QUALIFICATION**

- Bachelor degree in Psychology or related disciplines
- 8+ years in the field of Learning and OD with experience in leading small teams of people, preferably gained from within a multinational corporation or a reputable consulting company

**Learning & Organisational Development Professionals with country-wide and/or Asian experience are encouraged to apply.**

**The Hiring Company would like to have someone on board as soon as possible. Interested candidates, please send in your application immediately.**

**To apply, please email your detailed resume to ERLMS Limited on [mhyong@erlms.com](mailto:mhyong@erlms.com). Please also indicate in the resume your current and expected salary packages, a must**

# ERLMS Limited

Management Consulting & Services

All information collected is solely for recruitment purpose and will be treated in the strictest confidence.