



Contact



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www.vivekparameswara.com

Education

PGDM - HRM (Class of 2024-25)

XLRI - Jamshedpur

MA - English

Manipal University

BA - Communication

Christ University

Certifications

- **Certified Professional in Talent and Development (CPTD)**
Association for Talent Development
- **Certificate in English Language teaching to Adults (CELTA)**
British Council & Cambridge University
- **Certified Learning Strategist (CLS)**
Brandon Hall
- **Certificate in Organizational Development**
Tata Institute of Social Sciences
- **Designer Certification Program**
5 Moments of Need

References

(Contacts will be provided on request)

Vxxxx Vxxxxx

Senior Director

Korn Ferry

Rxxxx Bxxxxxxxx

Vendor Operations Manager

Google

Qxxxx Ixxxxx

Senior Project Manager

Korn Ferry

Pxxxxxx Sxxxxxxxx

Global HR and Talent Lead

McKinsey & Company

Vivek Parameswara

CPTD, CELTA, CLS & OD Certified Talent, Learning & Performance Strategist

- Talent and Organizational Development professional with over 10 years of experience supporting global end-to-end talent initiatives across Consulting, RPO, Finance, and Learning domains.
- Skilled in managing hire-to-exit processes, enabling scalable support operations, and driving transformation projects with a strong program management orientation.
- Experienced in working with senior stakeholders, implementing governance frameworks, and ensuring alignment between people strategies and business priorities.

Experience



Korn Ferry supporting Google

APAC Lead - Training & Onboarding

2023 - Current

- Lead the Training, Quality, and Reporting teams (15+ members) supporting 300+ colleagues across Google's APAC RPO, with full ownership of program planning, resource alignment, and delivery operations.
- Design and implement recruiter capability frameworks, onboarding programs, and performance support models to ensure role-readiness and functional scalability across geographies.
- Act as the regional PMO lead for cross-functional HR programs—including onboarding revamps, certification initiatives, and interview calibration—managing milestones, dashboards, and risk mitigation plans.
- Partner with global and regional stakeholders (COEs, VDLs, client HR, and Ops leaders) to ensure strategic alignment, data consistency, and cadence planning across talent delivery priorities.
- Represent APAC in global transformation forums such as Standard Hiring Process, AI-readiness adoption, and Interviewing Uplift, contextualizing global initiatives for local execution.
- Drive audit and root cause analysis projects related to candidate experience, SLA breaches, and compliance gaps, using data storytelling to surface risks and drive accountability.
- Support leadership enablement by owning WBR reporting, leading briefings for VDLs and client-side leaders, and contributing to talent management discussions and onboarding of new leads.
- Standardize tools and knowledge flows across QA, training, and reporting, creating a cohesive operational rhythm that supports efficiency, transparency, and stakeholder responsiveness.



McKinsey & Company | Global

Learning Specialist

2018 - 2023

- Managed end-to-end learning delivery for 1000+ colleagues across 90+ global locations, aligning execution with stakeholder expectations and project timelines.
- Led the hire-to-exit development strategy for 300+ Finance professionals, overseeing onboarding, behavioral training, and leadership development initiatives.
- Directed content and comms rollout for a global Finance digital transformation, managing stakeholder cadence, adoption metrics, and phase-wise deployment.
- Drove global OD interventions - such as continuous improvement programs and revamped rating frameworks - in partnership with people analytics and HR teams.
- Built governance dashboards and reporting routines to track program milestones, risks, and impact across L&D, HR, and business leadership.



RR Donnelley | Chennai

Senior Trainer

2016 - 2017

- Co-managed the delivery of learning programs for 250+ colleagues across 3 centers and 4 service lines, ensuring training timelines, coordination, and reporting were aligned with operational goals.
- Designed and deployed signature programs on client communication and customer experience, tracking participation, feedback, and improvement metrics.
- Collaborated with APAC L&D teams to standardize training content and delivery schedules, ensuring consistency and reducing duplication across regions.



British Council | Chennai

Language Tester

2016

- Coordinated language assessment projects for corporate clients, overseeing planning, scheduling, and resource allocation across testing batches.
- Led curriculum redesign for English proficiency levels (1B and 2A), ensuring structured rollout, alignment with CEFR standards, and pilot evaluation.
- Managed exam operations for IELTS and BEC as a certified examiner, implementing standardized delivery processes and compliance checks across test centers.



Inlingua | Bengaluru

Communication Trainer

2014 - 2016

- Co-managed scheduling and delivery of communication training programs for corporate clients, ensuring adherence to client-specific timelines and quality benchmarks.
- Developed and executed training plans for beginner to advanced learners, coordinating with a team of trainers to align content, delivery cadence, and learner progress.
- Designed and rolled out bespoke modules for business communication, tracking program feedback and stakeholder satisfaction for continuous improvement.