



## Contact



+91 - 991X XXXXXX



vxxxxxxxxxxxxxxxxxa@xxxxx.com



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 Manager : Support Functions PMO**

**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.