

PANKAJ SHARMA

+91-9770003644 (Pune Pin:411057) India

OBJECTIVE

Learning & Development Professional with 22 years of experience in Pharmaceutical Industry, seeking an exciting roles in L&D/Sales Training/Instructional Design.

EDUCATION

Masters in Science-Devi Ahilya University (Indore)

1995-1997

Diploma in Training & Development (ISTD)

2017 - 2018

Certified in Instructional Design

EDPHRM Human Resource Management (XLRI SHRM)

SKILLS

Technical Skills Instructional Design, Content Creation, Competency Framework
Digital Learning, LMS, e-Learning

Soft Skills Facilitation, Coaching, Mentoring
Project Management, Competency Development
Talent Management, Collaboration and Teamwork
Training & Development (TNI, TNA, Training Evaluation).

EXPERIENCE

Assistant General Manager

Feb.2020

Emcure Pharmaceuticals

Pune (Maharashtra-India)

- Achieved sustainable growth for Chronic Cluster through learning interventions.
- Led Chronic Team which led to 50% of improvement in training impact Evaluation.
- Developed Skill, LMS (e-Learning) modules that helped in shaping future leaders.
- Successfully implemented Instructional Design (ALP) in curating learning content.
- Curated and executed modules Sales By Design, KBL Management & Analytical Skill for 1200 Managers.
- Enabled training team on Virtual Facilitation.
- Developing Training Team for effectiveness.

Manager Training & Development

Nov. 2017 - Feb.2020

Zydus Cadila Healthcare

Mumbai (India)

- Achieved continual growth for ZHL using Trinity and LMS (Digital Content) skills.
- Improved ROI on induction & classroom intervention by 22%.
- Improved managers competency on leadership and reduced attrition by 12%.
- Admin for LMS (Upside Darwin Box).

Regional Manager Training

GlaxoSmithkline Pharmaceuticals
(PACC,HBT,TBT Business)

Oct.2014-Nov.2017
New Delhi (India)

- Achieved 17% growth for anti infective (Augmentin)for North India
- Successfully conducted BTP with 96% retention
- Conducted workshops on Coaching and VIVA (CRM platform)
- Improved performance of RMs by 12% through personal coaching & OJT
- Conducted TTT on Mindtickle (Role Model the initiative)

Regional Manager Field Training

UCB India LTD. (Neurology, Multispeciality)

June 2011-Oct.2014
Hyderabad(India)

- Conducting induction programs
- On the job training for coaching
- Creating training manuals
- Recruitment and Selection
- Developing future leaders

BTM,ASM,PSO (Sales PSO and ASM)

MNYL,NPIL True Care, Ind Swift & Leading pharma companies.
(Khandwa,Jabalpur and Indore)

Aug,1997- June 2011

- Achieving sales target of the team
- Implementing marketing strategies
- Developing team for sales capabilities
- Building relationship with KOL/KBL
- Managing vacant HQs.
- Making meaningful communication
- Improving in-Clinic effectiveness of the team
- Recruitment and selection

PROJECTS

- Build a project **Sales By Design** for line managers and help them in using GSP(Granular Sales Plan).
- **KBL Management**-Curated and executed follow ups for line managers.
- **Analytical Skills**- Curated workshop for senior sales leaders for 550 managers(PAN India).
- **Instructional Design-Conducted** TTT(Train The Trainer) on Instructional Design for the team.
- **Content Curation**-Curated module on effective communication (E-mail) for senior managers
- e-Learning-Led e- learning project for IFB and launched for the field
- Leadership Development-Created IDP based learning interventions for BDMs/ZMs
- LMS-Led project on LMS content based on business need

Project's description spans two lines and also won an award.

CERTIFICATION

- Certified Learning and Development Manager (CAMI)
- Certified Instructional Designer (Vyaktitwa).
- Diploma in Training & Development (Indian Society for Training & Development) New Delhi
- Digital learning (Google)
- Indian Society for Applied Behavior Science (T-Level Course)
- EDPHRM (XLRI SHRM) Human Resource Management

LEADERSHIP

- Leading training team for effective support to business stakeholders
- Coaching and mentoring training team for better ROI
- Enabling team for future roles
- Coaching to hipot leaders (RM/ZM/SH) for future opportunity.