

## About Me

"I believe in the adage that 'The path that brought me here has served its purpose, but now it's time to blaze a new trail for the future I envision.'" With over a decade of experience as an HR professional, I am now enthusiastically venturing into the world of a trainer to explore fresh opportunities.

My journey is driven by continuous learning, as I aspire to empower individuals through transformative behavioral coaching.

## Whom I Help and How

- **Beginner and mid-level professionals:**  
Empowering them with enhanced behavioral skills for career advancement.
- **First-time managers:**  
Equipping them with leadership and people management capabilities for success in their new roles.
- **Freshers:**  
Supporting them through campus to corporate programs, facilitating a seamless transition into the professional world.
- **Emotional intelligence & Mindfulness Seekers:**  
Enhancing self-awareness, empathy, and social skills, while providing practical techniques to reduce stress, improve focus, and promote overall well-being.

## Experience

- **Over 11+ years of valuable experience in HR roles.**  
Proven expertise in people management, talent development, and driving HR strategies for diverse industries and company sizes.
- **Over 13 years of extensive experience in Operations**  
Efficiently managed operations for startups in ITES sector showcasing operational excellence and process optimization. Demonstrated ability in streamlining workflows and delivering top-notch services
- **Transformed into a passionate Trainer and Coach**  
Experienced in Talent Development, Designing and delivering Training programs, and Individual Development Mentoring as part of the above journey; Empowering individuals through transformative behavioral coaching.

# Shanthi Subramani

Behavioral Skills Trainer | Psychometric Counsellor  
HR Operations Consultant



Driven by Motto:

**"Be Addicted for  
bettering yourself"**

## Expertise

- **Corporate Training and Facilitation:**  
Cultivating effective communication, social interactions, and essential soft skills for personal and professional development.
- **Behavioral Coaching:**  
Transforming personalities and empowering individuals to achieve career growth.
- **POSH Enabler (Prevention of Sexual Harrasment)**  
Creating safe and inclusive workspaces through prevention of sexual harassment.
- **People Success Leadership**  
Fostering a positive work environment while understanding participants' learning needs and developing purposeful training programs.

## Certifications

- Certified Master Trainer – Indian Academy of Training and Development (IATD) & Synergy School of Business Skills (SBS), Chennai
- Certified POSH Enabler – V-LEGAL, Bangalore
- Certifications in Psychotherapy – NxtNLP Research Institute, Chennai
  - Cognitive Behavioral Therapy (CBT)
  - Dialectical Behavioral Therapy (DBT)
  - Acceptance & Commitment Therapy (ACT)
- NSDC Certified Psychometric Counsellor

*From communication to mindfulness, a diverse range of transformative training topics tailored to unlock your team's full potential.*

Curated Topics to inspire growth, enhance skills, and drive lasting success

### Communication Skills

Critical Thinking

Creativity and Innovation

Collaboration and Teamwork

Adaptability and Flexibility

Leadership Development

Global and Cultural Awareness

Problem-Solving and Decision Making

Negotiation and Conflict Resolution

Anger Management

### Work-Life and Time Management

Resilience and Grit and Coping Strategies

Inclusive Communication

Empathy and Compassion

Emotional Intelligence for Self Awareness

EI for Nurturing Relationships

Mindfulness and Stress Reduction

Positive Psychology and Well-being

Mental Health Awareness

Mindful Communication

Sensitization and Awareness: Training Employees on POSH Principles

"Handling Complaints with Sensitivity: POSH Inquiry and Redressal Procedures"

## A sneak peek into some of the Training Programs

*Sessions are designed embracing the uniqueness of each individual and organization*

- For Beginner and Mid-level Professionals:

1. Effective Communication Skills
2. Building Strong Interpersonal Relationships
3. Leadership Essentials for Emerging Managers
4. Stress Management and Work-Life Balance
5. Personal Effectiveness and Time Management
6. Problem-Solving and Decision-Making Skills

- For First-time Managers:

1. Transitioning to a Leadership Role
2. People Management and Team Building
3. Effective Communication for Leadership Success
4. Conflict Resolution and Emotional Intelligence
5. Time Management and Goal Setting
6. Leadership and Delegation Skills

- For Freshers:

1. Professionalism and Workplace Etiquette
2. Communication Skills for the Corporate World
3. Adapting to Corporate Culture
4. Time Management and Personal Effectiveness
5. Navigating Change and Career Growth
6. Building a Strong Foundation for Career Success

- For Emotional Intelligence (EI) and Mindfulness Seekers:

1. Enhancing Emotional Intelligence at Work
2. Mindfulness for Stress Reduction and Improved Focus
3. Cultivating Empathy and Social Skills
4. Managing Emotions and Building Resilience
5. Positive Psychology for Personal Well-being
6. Mindful Leadership for Sustainable Success

*"As behavior evolves, so does our destined journey."*

*Empower your workforce with behavioral skills that drive success. Let's journey together towards lasting growth and excellence. Consider me your partner in transforming your team and fostering a positive work environment.*

*-Shanthi Subramani*