

KASHIF KAMAL

Manager Learning and Development HR



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Kashif Kamal

I am a certified Learning & Development expert with 20 years of experience in the dynamic pharmaceutical sector, working across EMEA and global markets. I specialize in launching strategic L&D initiatives, leadership development, and talent assessments, supported by a team of trainers, external training partners, and in-house experts and SMEs.

I play a key role in our organization's cultural transformation, being responsible for one of the four pillars: enabling our talent. I focus on creating an environment that supports continuous learning and development, fostering a culture that values and nurtures our people.

In my role, I strategize learning path and curriculum for the organization, design, develop and approve training materials, and ensure the execution of the learning plans. I navigate complex organizations, lead cross-functional teams, and design tailored learning programs that drive long-term engagement and positive business outcomes.

My key strengths are:

- enhancing emotional intelligence for better retention and quicker talent pipeline readiness.
- With a strong mix of business insight and knowledge of cognitive and behavioral sciences, I drive transformative change.
- I strategically blend theory and practice to develop talent strategies and lead group learning programs that enhance employee skills and promote a thriving, adaptive workplace culture.

SKILLS

- ❖ Learning and Talent Development Strategy
- ❖ Talent Development Frameworks
- ❖ LMS and self-paced learnings
- ❖ Learning effectiveness and evaluation
- ❖ Leadership Development
- ❖ Training Needs Analysis
- ❖ Training Delivery
- ❖ Instructional Design
- ❖ Learning ROI
- ❖ Coaching & Mentoring
- ❖ Learning Technologies
- ❖ Talent Assessment
- ❖ Core Competency Framework
- ❖ Competency Mapping and Matrix
- ❖ Change Management
- ❖ L&D Budgeting and Resource Planning

ORGANIZATIONS WORKED WITH

الخليج للصناعات الدوائية
Gulf Pharmaceutical Industries

abbvie



WOCKHARDT

WORK EXPERIENCE

Corporate Manager Learning and Development HR Gulf Pharmaceutical Industries, RAK, UAE: Since Jan 2022

- ❖ Key Deliverables:
- ❖ Partnering with C-suite executives and stakeholders across the organization to pinpoint critical learning needs and performance gaps, benchmark best practices and build future-ready workforce.
- ❖ Led the cultural transformation pillar focused on enabling talent through continuous learning and development, fostering a nurturing culture.
- ❖ Masterminded a strategic corporate L&D strategy closely aligned with the organization's overarching goals and objectives.
- ❖ Designing an extensive talent development roadmap, ascertaining the seamless enterprise-wide execution of HR capability development programs.
- ❖ Defined HR L&D team roles and responsibilities, creating competency frameworks to guide talent development and support performance management.

EDUCATION

Masters in Human Resource
Indian Institute of Management
and Technology, Delhi, India,
2015 – 2017

**Diploma in Training and
Development**
Indian School of Training and
Development, Delhi, India, 2014
– 2016

Bachelors in Science
St. Xavier's University, India,
1999-2001

CERTIFICATIONS

- ❖ Training and Development, Indian Society of Training and Development, Delhi, India, 2014 – 2016
- ❖ Generative AI for HR and L&D Certification, GSDC, 2024

TECHNICAL SKILLS

- ❖ **Learning Technologies:** HRMS, PMS, LMS and LXP
- ❖ **Tools:** HR and L&D Data Analytics, Power BI
- ❖ **Software:** ERP, and MS Office Suite

Key Achievements:

- ❖ Strategized the 2024-2026 learning plan for the talent pillar in our cultural transformation project, guiding talent development and performance management.
- ❖ Attained a 30% reduction in training cost per participant in 2023 compared to 2022, demonstrating effective cost optimization strategies and resource utilization.
- ❖ Maintained an average score of 90% on learning effectiveness metrics, including Net Promoter Score, trainer knowledge assessment, and the effectiveness of training methodologies and participant interaction.
- ❖ Facilitated a 70% increase in knowledge scores from the baseline across all knowledge-based training programs, highlighting the effectiveness of the learning interventions and their positive impact on knowledge acquisition.
- ❖ Strategically conceptualized and delivered a comprehensive HR compliance training program to ~1,300 employees across various levels within the organization, ensuring adherence to regulatory requirements and espousing a culture of ethical practices.
- ❖ Conducted thorough talent assessments and a rigorous evaluation of performance data spanning 2 years to identify a pool of 50 high-potential employees across various functions and levels.
- ❖ Delivered specialized training programs on business essentials and technical skills to more than 300 employees below the manager level in 2023, equipping them with the necessary competencies for professional growth and success.
- ❖ Designed and conducted targeted training programs for 50+ people managers, focusing on developing their managerial and supervisory skills, enabling them to lead and motivate their teams effectively.

Sr Manager Sales Training and L&D Technologies **Abbvie Pharmaceuticals, India: Jul 2021 – Jan 2022**

Key Achievements:

- ❖ Shepherded a team of dedicated Learning and Development specialists, providing guidance, coaching, and support to drive the successful implementation of annual L&D plans for the eye care business.
- ❖ Fronted the training of 500+ employees on pharmaceutical sales and planning, empowering faculty with the necessary knowledge and skills to excel in their roles and contribute to the organization's business objectives.
- ❖ Endorsed the HR Leadership Development and Digital Learning initiatives, integrating e-learning technologies and methodologies to enhance the leadership development experience and drive organizational transformation.

Lead HR Leadership Development and Digital Learning **Wockhardt Pharmaceuticals, Delhi, India: Jan 2021 – July 2021**

Key Achievements:

- ❖ Strategized and executed a comprehensive Management Development Program with the HR and commercial L&D team, encompassing all job levels from front-line managers to senior leadership roles.
- ❖ Designed and implemented tactical leadership development programs, incorporating a blend of experiential learning, coaching, mentoring, and action learning projects to promote practical skill development.
- ❖ Managed the leadership development and digital learning budget, optimizing resource allocation and safeguarding cost-effective utilization of funds.

PERSONAL

Date of Birth: 19 July 1978
Nationality: Indian
Visa Status: Residence Visa
Dependents: 2
Driving License: Valid UAE License
Languages: English (proficient),
Hindi (native), and Arabic
(beginner)

Growth Path:

Manager Global HR Learning Design and Development:

MSD Pharmaceuticals, Delhi, India: Sep 2015 – Jan 2020

Key Achievements:

- ❖ Engaged in performance consulting with 10 country directors, identifying learning gaps and designing customized solutions, leading to a 25% improvement in team performance.
- ❖ Designed and developed sustainable and cost-effective learning solutions, achieving a 10% cost savings within allocated budgets.
- ❖ Co-led the design and implementation of high-quality learning opportunities, resulting in a 15% increase in participant satisfaction scores and a 20% improvement in training effectiveness.
- ❖ Consulted with subject matter experts and stakeholders to develop training content aligned with industry best practices, resulting in a 30% reduction in training material revision cycles.
- ❖ Implemented and managed a robust Learning Management System (LMS), improving training delivery efficiency by 25% and increasing completion rates by 20%.
- ❖ Led and developed the L&D team, resulting in a 15% increase in team productivity and a 10% improvement in employee satisfaction.
- ❖ Collaborated with Compliance, Quality Assurance, and Regulatory Affairs to ensure training programs aligned with policies and regulatory requirements, achieving 100% compliance in training audits and inspections.

Regional Manager Commercial L&D:

MSD Pharmaceuticals, Delhi, India: Apr 2010 – Sep 2015

Key Achievements:

- ❖ Led a team of 3 field trainers to enhance the knowledge and skills of a 50-member sales team, resulting in a 20% increase in quarterly sales performance.
- ❖ Developed and implemented knowledge and skill refresher programs, boosting the sales team's budget achievement rate by 15%.
- ❖ Collaborated with HR to create a strategic plan for high-potential (HiPo) employee development, identifying and nurturing 10 emerging leaders.
- ❖ Supported first and second-line managers in improving their coaching and people development skills, leading to a 25% improvement in team engagement scores.

Manager Key Accounts:

MSD Pharmaceuticals, Delhi, India: Aug 2008 Apr 2010

Key Achievements:

- ❖ Consistently achieved 120% of sales targets year-to-date, driving significant revenue growth.
- ❖ Developed and led a team of 3 medical sales representatives, enhancing overall team performance by 30%.
- ❖ Maintained effective working relationships and delivered services to customer locations on time, resulting in a 95% customer satisfaction rate.

Sales Career Progression in the Pharmaceutical Industry

Medical Representative to First line manager

Ranbaxy Pharma to Ajanta Pharma, Delhi, India: July 2002 to Aug 2008

Key Achievements:

- ❖ Consistently achieved sales targets year-to-date, driving significant revenue growth.

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