

Sakshi Lahori

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Academic Profile

Year	Course/ Examination	Institute	CGPA/ Percentage	Rank/ Division
2016-19	B.A. (Hons.) Economics	Shri Ram College of Commerce (SRCC)	7.6/ 10 CGPA	1 st Division
2015-16	AISSEE (Class XII)	G.D Salwan Public School	95.5 %	1 st Rank
2013-14	AISSE (Class X)	G.D Salwan Public School	9.4/ 10 CGPA	2 nd Rank

Professional Experience

Senior Associate | Kincentric | Feb 2022 to Present

- Joined the consulting team of Kincentric, a Spencer Stuart company, at a promoted role and 40% raise

Analyst, Human Capital Consulting | Deloitte India | Jun 2019 to Feb 2022

- Engaged with **6 established clients** on varied human capital projects with diverse exposure to the portfolios of **Learning & Leadership**
- Strong know-how of L&D Maturity Assessments, Competency Frameworks, Learning Strategy & Budgeting and the Statistics of Learning
- Significant exposure to the practices of Enhancing and Managing Leadership Effectiveness (Top Teams & Boards)

Learning & Development:

L&D Maturity Assessment of an Oman based Oil & Gas Major:

- Designed, conducted & analyzed **30+** interviews, **700+** survey responses, **10+** benchmarks to assess 4 learning pillars- org structure, processes and content and technology for inefficiencies and presented a 'to-be' organisational structure based on industry best practices
- Single handedly analyzed 1 of the 4 project pillars, conducted extensive analysis (of **1,500+** unique courses & **53,000+** completions) to present insights and recommendations to the L&D head; appreciated by project partner

Competency Framework Creation and Content Curation for an Indian PSU:

- Drafted **125** technical competencies for **28** job families, delivered content of **50+** courses by liaising with **30+** Subject Experts
- Delivered **10+** end-user training workshops leading to an adoption rate of over **80%** in 3 months; worked on a change management strategy to ensure traction during the pandemic and achieved a **95%** log-in rate
- Optimized the delivery timeline by over **15%** by preparing weekly dashboards and forecasts

Deloitte's Learning Point-of-View-Future of Learning in the Wake of COVID-19':

- Co-authored a research paper on organisational learning during the COVID-19 pandemic, to understand the changes in learning functions via the media of learning strategy, budget, technology and operations
- Surveyed and interviewed 45+ organisations across industries and sectors and analyzed data using statistical tools to bring out observations and presented the findings to the service lead

Leadership Development:

Board Effectiveness for a Global Professional Service Company:

- Customized assessment frameworks, analyzed qualitative and quantitative feedback to present team gaps & dysfunctions
- Created priority-based recommendations; **60%** adopted leading to a **24-53%** reduction in assessed gaps in 3 months

Top-Team Effectiveness at an Apparels Manufacturing Company:

- Evaluated the team dynamics by adopting empirical tools (360^o feedback, Business Chemistry); identified target leadership behaviors, designed team interventions to build on target behaviors; presented to the client

Leadership Workshops for an Oil & Gas Downstream Business:

- Took up end-to-end creation of all workshops involving latest trends, use-cases and strategic industry decisions in new age refining, retail and customer technology; appreciated by client for quality of research
- Adapted the mode of delivery to present virtually in the pandemic, proposed new-age virtual engagement techniques

Achievements:

- Consistent high performer, among the **top 5%** of the analysts in Deloitte India as per the performance management system
- Awarded '**Live the Dot**' - Deloitte's Certificate of Achievement for outstanding contribution to the Human Capital Practice in 2020

Account Management Intern | Ogilvy & Mather | Dec 2017 – Jan 2018

- Managed Vodafone India's account (Northern Circle), created an on-ground activation campaign called 'Campus Survival Kit- Fest Edition'
- Ideated and presented the campaign targeting **60,000+** Delhi University students, strategized on the ideal time, place, POSM deliverables to ensure best customer response rate at the time of launch

Voluntary Experience

Social Support Head | National Service Scheme, SRCC | Aug 2016 – Apr 2018

- Led a team of **35+** students to provide social support activities; collaborated with **6+** NGOs in a year, organised **3** plantation drives, **2** blood donation camps, **15+** menstrual hygiene workshops, **10+** visits to autism centres, cancer institutes and old age homes
- Spearheaded the 'Support the Disabled' campaign, achieved **85%** success rate in arranging student writers for the **90+** disabled students, initiated the redevelopment project for the canteen for disabled students, co-worked with the administration to install disability friendly resources installed in library, library usage by disabled students increased by **45%** after a month of installation
- **Achievement:** Received certificate of appreciation from college for commendable work done in the capacity of social support head during the year

Additional Positions of Responsibility

Senior Coordinator & Head | The Placement Cell, SRCC | Aug 2016 – Apr 2018

- Led a team of **60+** members to organise placement processes of **500+** applicants, contacted and negotiated with **6+** recruiters and received **32+** placement offers with a gross value of **29 million+**, interacted with **10+** media houses for effective branding
- Administered end-to-end recruitment and internship process of Deutsche Bank, a grade-A company (graded based on complexity, negotiation requirement, time commitment, scale)

Additional Academic Immersions

Online Program on 'Introduction to Psychology' | University of Oxford | Jun 2021- Aug 2021

- Presented a paper on 'Why do people obey?' by evaluating the principles of conformity and obedience with a key focus on experiments by Stanley Milgram and Philip Zimbardo

Summer School on 'Marketing Management with International Marketing' | King's College London | May 2017- Jun 2017

- Prepared and presented a marketing plan for a chocolate confectionery business for the target market of 'Under 25' in India & Ireland; conducted SWOT, PEST, and STP analysis; pitched an ad campaign and 3 other marketing strategies