

Lopa Vyass

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Lopa has over 27 years of hands-on HR experience servicing organizations from a variety of Industries. She has a Masters Degree in HR Management. Lopa has spent over fourteen years as a consultant assisting organizations with their HR challenges. Having worked in an HR role and with corporates prior to moving to consulting and search, She leverages this experience to understand clients' need and identify the right solution for them.

Core Competencies

- ⇒ **Quality is the natural result of an organization's journey towards improved performance and productivity. It is our constant endeavor to be a leader in that journey.**
- ⇒ **We work on one belief of exceeding our customers' expectations**
- ⇒ **What defines us is our passion to make a difference in peoples' life and creating a better today and tomorrow**

Business Consulting

- ⇒ *Ability to understand business and people issues, and interactive, client centered approach enables us to deliver the results in the most efficient and effective way.*
- ⇒ Business Consulting Services deliver business transformational offerings to help clients transform their business with certainty and produce tangible benefits.

HR Consulting

HR initiatives including:

- ⇒ Compensation Strategy and Design, Restructuring
- ⇒ Strategic HR Planning
- ⇒ Organizational Effectiveness Assessment/ Organizational Climate Study
- ⇒ Employee Engagement Surveys
- ⇒ HR Audits and Budgeting
- ⇒ Competency Profiles & Training Needs Analyses
- ⇒ Performance Evaluation
- ⇒ Organization Design
- ⇒ Coaching for HR Professionals
- ⇒ Employee Orientation Programs
- ⇒ Management Development Programs
- ⇒ HR Policy Manuals/ Employee Handbooks
- ⇒ Business Planning facilitation

Training & Development

- ⇒ We provide need based training and development programs/ workshops that raise employee performance and facilitates effective transformation, internalization, application, leadership and facilitates ongoing commitment to quality in all activities.
- ⇒ Our intelligent approach to reliable feedback and our logical Task Cycle training models turn insight into measurable results. All the training programs / workshops are tailor-made and are need-based to suit an organizations specific training requirements.
- ⇒ Our customized modules and content are designed after a deep and detailed understanding of client's training needs, objective and expectations.
- ⇒ Our team consists of well trained professionals with hands on experience in T&D, coaching and mentoring, counseling and career guidance, assessments, understanding every individual's personnel needs and goals taking them through a process of step by step, procedure helping participants achieve positive and visible change towards their outlook.

Our Approach

- ⇒ Learning by doing through group discussions, role plays, case studies, visual presentations, brainstorming, games and other modern techniques.
- ⇒ Provide an approach to initiate action or a solution that is relevant to the business context
- ⇒ All our training modules are tailor-made to suit the specific requirements of the participants.

- ⇒ We undertake extensive pre-training activities to assess the exact requirements of the organization and the participants.
- ⇒ Our programs/ workshops are an ideal mix of theory and activities involving the participants.
- ⇒ We offer training programs to
 - ✓ Personnel from all levels; from the top management to the frontline staff and workers
 - ✓ Students, teaching and non teaching staff, sub staff
 - ✓ Bank employees across levels including sub staff
 - ✓ Women entrepreneurs

Talent Acquisition

- ⇒ To service an organization's most critical talent challenges, and recognized by clients, candidates and competitors alike as the industry's best talent acquisition solutions provider.
- ⇒ The demands on today's workforce continue to change rapidly. That's why it is critical to ensure organizations' have recruitment, selection, and hiring approaches that identify and fulfill the organization's continuously changing business needs and goals.
- ⇒ We have a strategic talent acquisition approach for attracting, sourcing, recruiting and hiring top talent within your organization.

Social Responsibilities

- ⇒ Chairman & Trustee of **Kindness Unlimited** – It's an NGO which promotes random acts of kindness amongst students at all levels through workshops and seminars. We have implemented Kindness programs in Schools, Colleges and Hospitals. We have recently designed a program for the Corporate, on Kindness which is called, The Business of Kindness.
 - ✓ To make the world a progressively safer, better and a more beautiful place for all to live in. Kindness will be our magic wand! We believe that Kindness is contagious.
 - ✓ Kindness is a healthy habit that benefits the individual as well as the entire society. It promotes individual success and happiness without detracting from the community or national interests.
- ⇒ Involved in Educational Training Programs for students in the rural areas.
- ⇒ Trustee of **MAITREYI ABHIYAAN** which works for the overall welfare of women, particularly women above 35 years of age.
- ⇒ Assisting college students on various issues like interview skills, presentation skills and other need based programs.
- ⇒ Working with NGOs in Mumbai and Rural areas for varied programmes.

Scholastics

- ⇒ Masters in Human Resource Management from NMIMS, Mumbai
- ⇒ Train the Trainer from Oscar Murphy, Singapore
- ⇒ Diploma in Behavioural Training and Development, The Assessment World, Oscar Murphy, Singapore
- ⇒ Diploma in Basic Graphology
- ⇒ Diploma in Personnel Management & Industrial Relations - NMIMS, Mumbai
- ⇒ Bachelor of Commerce

IT Forte

- ⇒ Diploma in Computer Applications, Diploma in Systems Study - Analysis and Designing, Dbase Programming, Certificate Course in PageMaker and CorelDraw – CMIT, Mumbai
- ⇒ Diploma in Basic & COBOL Programming - K.C. College, Mumbai

Professional Career

- ⇒ **Edutrain Consulting- Director – HR Consulting and Training** – Since October, 2014
- ⇒ **Ability Unleashed – Partner – Talent Management Company** – Since January, 2011
- ⇒ **Intellectual Capital** (Founder Director) – HR Consultancy Services founded in July 2002.
- ⇒ Over 6 years with **Cerebrus Consultants** (an HR Consultancy firm)
- ⇒ Around 2 years with **Datamatics Limited**
- ⇒ Two and a half years with **Instruments Orthopaedics** (This company was under the health care division of Bombay Burmah Trading Corporation)
- ⇒ Two and a half years with **Gufic Laboratories Ltd.**