

Rahul Pandey

digitalrahulp@gmail.com | <https://www.linkedin.com/in/raahulpandey> | +91 7080009429

Summary

Experienced, human-centered learning professional with over 24 years in Learning & Development and Sales Training, specializing in facilitation-led transformation, capability building, and organizational growth. Known for creating high-impact learning journeys, aligning deeply with values-based development, and enabling individual and collective shifts through insight-driven facilitation. Currently working as a freelance training consultant across multiple sectors.

Professional Endorsement

"I know Mr. Rahul since last 8 years now and worked with him in Hyundai Motor India, a genuine motivational leader and a passionate digital enthusiast endowed with enormous resilience and resourcefulness who can very well handle issues and challenges with desired temperament and maturity. He is so meticulous about the results and deadlines and does not hesitate to sacrifice even his comfort and leisure for achieving the desired objectives. Due to his ethical and value-based approach, he is greatly liked by everyone. He always led by personal work experience which makes him all the more acceptable and inspirational. He possesses enough capability and commitment to put any group or organization in top gear." (Rajat Nigam – IIM A)

Core Competencies

- Facilitation & Coaching
- Learning Journey Design
- Insight-led Dialogue & Reflection
- Stakeholder Engagement
- Team Development & Capability Building
- Virtual & In-person Delivery
- TNA & Learning Strategy Alignment
- Training Budgeting & ROI Evaluation

Professional Experience

Hyundai Motor India Ltd.

Regional & National Training Manager (Sales) | Feb 2011 – Feb 2021 | Lucknow / Delhi

- Led training need identification and aligned learning strategy with organizational sales goals.
- Designed annual learning calendars and thematic learning series for frontline and mid-level teams.

- Facilitated transformation-focused sessions, enabling behavioral shifts in sales teams across regions.
- Oversaw virtual and in-person delivery of programs; developed digital learning interventions and webinars.
- Collaborated with external SMEs and in-house trainers to drive quality.
- Ensured effective budgeting and consistent evaluation of training ROI.
- Created and managed structured employee development journeys.
- Mentored internal trainers and future leaders to strengthen internal capabilities.
- Advocated diversity & inclusion through training programs and cultural integration.

HDFC Life Insurance

Training Officer | 2007 – 2011 | India

- Conducted product and sales training across branches, focusing on improving field productivity.
- Delivered skill-building workshops for new joiners and mid-level sales managers.
- Contributed to consistent performance improvements through structured learning interventions.

Torrent Pharmaceuticals & Sanat Products Ltd.

Sales Executive | Prior to 2007

- Gained hands-on experience in field sales, customer relationships, and real-world market understanding – which laid the foundation for future empathy-driven training design and delivery.

Freelance Training Consultant

2021 – Present

- Designing and facilitating capability-building programs across multiple industries.
- Supporting organizations with customized learning journeys focused on transformation and growth.

Education & Certifications

- PG Diploma in Training & Development (Pursuing) – ISTD (2025–2026)
- MBA (Marketing) – HNB Garhwal University, Uttarakhand (1999–2001)
- B.Sc. (Geology) – Banaras Hindu University, Varanasi (1995–1999)

Awards & Recognition

“Top Coaching Professional – Uttar Pradesh” by CHRO Asia & World HRD Congress

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