



Profile – Suman Nair

Suman is a TISS graduate, (Tata Institute of Social Sciences), with close to 20 years of experience in strategic and operational capacities to ensure organizational effectiveness. Having worked with industries ranging from Manufacturing, Retail, Service, IT/ITES, etc. She currently is the Managing Director for a Training & HR Consulting Company - Atiitya.

She has had the opportunity to strategize the Human Resource function as a major partner in overall business growth. She has contributed extensively to competency development, Talent management and Leadership emergence in various organizations.

Suman's strength lies in understanding the behavioral dimensions of work and enhancing people effectiveness.

In her capacity as the Principal Consultant with Atiitya, Suman has delivered on projects including:

- Building and running of the HR function for various organizations,
- Creating the Competency Framework & conducting various assessment & development centers
- HR Audit
- Performance Management System Implementation
- Creating Development interventions for Leadership Teams, Coaching, Creating & implementing Mentoring Initiative across Organizations, Leadership Development and Coaching for sustenance.

As a facilitator, she has delivered programs including Performance Management & Appraisal Skills workshop, Behavioral competencies, & areas of functional expertise to HR professionals and line managers. She has been a coach to senior executives to enhance their effectiveness in managing people. She is a GE certified trainer, with the wherewithal to train on various leadership programs.

Suman has been closely associated with SHL, the world leaders in Assessment and

Development Centers and Competency mapping. She has conducted several development centers and worked with hundreds of executives to create a development plan and work on Leadership Enhancement.

She has contributed to academics while being associated with various educational institutes, including ISTD, Welinkar, etc as faculty and Mentor.

Suman is a certified Business Coach from Leadership University, USA and a Breakthrough NLP Coach. Her other credentials include;

- Certified on Psychometric Testing Tools Training - TVRLS
- Certified Trainer for GE on three Training modules, including the Situational Leadership and Train the Trainer module.
- Certified Trainer for Belbin's Team Roles
- Trained for Managerial Grid Program
- Lead Trainer on Mentoring
- Certified on CPR for the Soul, a program on Resilience
- Trained on the Hoefsted model on culture diversity
- Assessor Training Certification by SHL

Some of the Programs that Suman personally facilitates include:

Leadership Skill Enhancement, Mentoring, Coaching, Interviewing Skills, Team Working, Change Management, Conflict Management Performance Management & Art of Feedback, Managerial Effectiveness, Personal Effectiveness, etc.

She represents India in the panel of facilitators for some of the leading International Consulting Firms from the US, UK, etc.

She is a Master Trainer with SHRM India, (Society for Human Resources Management), to train on PHR & SPHR Modules and a Trainer for the module on GPHR.

She has been instrumental in building a Consulting business in the area of Leadership Development with a pool of 75 experts/consultants.