



Swati Menon

Senior Facilitator/Leadership & OD

Experience & Specialities:

Swati has 24+ years of experience in fostering learning agility and organizational performance excellence across industries. With a keen eye for detail and creativity in thought, she strives towards designing solutions that are holistic, original and impactful, using visual facilitation techniques as a core element to spark clarity and engagement.

Over the years, Swati has worked in the L&D and DEI space with reputed companies like GE Capital International Services, Wipro BPO, Honda, RBS, Emerson, the Quattrro Group of Companies, Antara Healthcare, DLF India, the GMR Group (Airports sector), the Aditya Birla Group and the Mashreq Bank(Dubai), besides various other clients from the finance, insurance, telecom, banking, mortgage, collections, hospitality, real estate, infrastructure, retail, manufacturing, healthcare and IT/ITES industry.

A certified specialist in the POSH Act 2013, and an Internal Committee member in her erstwhile organization constituting about 4000+ employees, Swati has been utilizing her expertise towards developing gender sensitization and creating safe, respectful and harassment-free cultures at the workplace for a multitude of clients.

Her areas of specialization are:

- Organizational culture building
- Talent development and Succession planning
- Leadership development
- Learning and capability development frameworks
- Performance coaching and consulting
- Behavioral style analysis (DISC)
- Inculcation of facilitation skills
- Integration of visual facilitation techniques into learning & coaching

Credentials:

- Certified Learning and Development Manager (Carlton Advanced Management Institute, U.S.A.)
- Certified Professional Behavioral Analyst – DISC (TTI, U.S.A)
- TA 101 certified (International Transactional Analysis Association, U.S.A.)
- Transactional Analysis based Coaching (TA Works, UK)
- Certified Harrison Assessments consultant (Harrison Assessments India)
- Gestalt Therapy (Israeli Center for Gestalt and Creative Arts for Human Growth and Development)
- Appreciative Inquiry Practitioner (Alchemy of OD, India)
- Sexual Harassment of Women at the Workplace (Prevention, Prohibition, and Redressal) Act 2013 Certification (CSDT)
- Visual Facilitation – Sketchnote Mastery (ongoing mentorship with Visual Thinking School, Netherlands)



Additional certifications/concepts trained on :

- Decision-making based on Movement Pattern Analysis - Introduction (The NextMove LLC)
- Instructional Storytelling (Wavelength)
- 7 Habits of Highly Effective People (Wipro BPO)
- Situational Leadership (DOORS Consulting, Genpact)
- World Class Customer Service (Dale Carnegie)
- Performance Coaching & Counselling (Wipro BPO)
- American Voice & Accent (Ann Cook)