



## Ritu Saxena

Facilitator, Instructional Designer &  
Thomas PPA Certified Practitioner (DISC)

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### Professional Summary:

Ritu brings a wealth of experience in shaping and implementing learning initiatives that drive meaningful change. She has worked across diverse industries, ensuring that training programs are not only well-designed and effectively delivered but also aligned with business goals. Her expertise covers every stage of the learning process, from identifying development needs to designing and executing programs that lead to measurable improvements in performance and productivity.

With **10+ years of experience** in **International BPOs, Sales, and Operations**, Ritu blends **industry insights, practical expertise, and interactive facilitation** to create transformative learning experiences that empower individuals and organizations alike.

Her expertise spans the **entire learning lifecycle**—from identifying skill gaps and designing tailored learning journeys to facilitating engaging training programs and measuring ROI. With a **holistic approach to workforce development**, she collaborates with organizations to:

- **Analyse and assess training needs** aligned with business goals
- **Design and develop customized learning solutions** for maximum relevance
- **Deploy and facilitate engaging learning programs** that drive behavioural change
- **Measure impact and ROI**, ensuring sustainable business outcomes

Ritu has been instrumental in fostering inclusive and respectful workplace cultures by implementing POSH initiatives to create safe, harassment-free environments for organizations.

Ritu's passion lies in transforming leaders and organizations through innovative, results-driven learning experiences. She led a large-scale leadership development initiative for one of India's largest stainless-steel manufacturing organizations, impacting 750+ Associate/Deputy Managers. The program focused on:

Fostering a proactive feedback culture

Developing a growth mindset and leadership agility

Driving business results through innovative frameworks

**Experience:**

- Facilitated POSH Awareness workshops for organizations, creating safe spaces for women in the workplace
- Co-facilitated Train-the-Trainer workshop and enhancing middle management capabilities in managerial and supervisory skills
- Conducted session on DISC psychometric exercise for leadership team exploring its applications in team management, leadership, sales, and personal growth.
- Contributed in designing and deploying of Development Centers, focusing on leadership development and competency mapping
- Collaborated with renowned brands such as Rupee Redee, Quinte Financial Technology Ltd., DLF, Evident Scientific, Humfauji, Vardhman, Trademo and Avanta

**Education:**

- MSC in Information Technology
- MCA (Master of Computer Applications)
- MBA in HR (Master of Business Administration in Human Resources)

**Certifications:**

- Certified Thomas PPA Practitioner (DISC - HJA)
- Training Excellence (Facilitation Skills) – Dale Carnegie
- Post Graduate Diploma in Instructional Design - By Symbiosis Centre for Distance Learning (SCDL)
- Instructional Design - by The Learning Gym and The Centre for Accelerated Learning
- Transactional Analysis - TA101 by ITAA (International Board of Certification)