



## Swati Menon

### Senior Facilitator-Leadership & OD | Visual Facilitation Practitioner

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#### 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 organizations such as GE Capital, Wipro, Honda, Royal Bank of Scotland, Emerson, DLF Limited, GMR Group, Aditya Birla Group, Mashreq Bank, Antara Senior Care, and the Quattro Group of Companies, among others. She has partnered with clients across sectors including finance, insurance, telecom, banking, mortgage, collections, hospitality, real estate, infrastructure, retail, manufacturing, healthcare and IT/ITES industry.

A certified specialist in India's Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) 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 expertise spans across:

- Leadership Development
- Organizational Culture Building
- Talent Development and Succession Planning
- Learning and Capability Development Frameworks
- Performance Coaching and Consulting
- Behavioral Style Analysis (DISC)
- Facilitation Skills Development
- Visual Facilitation & Creative Learning Design

What distinguishes Swati's work is her ability to integrate visual thinking and creative facilitation into leadership and learning interventions. She is a Certified Visual Facilitation Practitioner from the Visual Thinking School(Netherlands) and the creator of 'EVOK by Swati'—a visual thinking and facilitation card deck designed to spark reflection, dialogue, ideation and problem-solving for leaders, facilitators, coaches, educators, and creative professionals.

**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)