SATYAJIT PATNAIK

PMP®, ACP®, Certified Independent Director

Strategic Learning & Capability Development Leader with over **25 years of global experience** driving **enterprise learning strategy, digital transformation, and large-scale capability development**. Expert in designing and leading AI-enabled learning ecosystems, regulatory and compliance training, and scalable learning technology implementation.

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PROFILE SUMMARY

❖ Proven track record of aligning **Learning & Development** with **enterprise-wide business transformation** – driving workforce agility, operational excellence, and strategic talent initiatives across **top-tier enterprises** such as Accenture, IBM, Dell, Sun Microsystems, CAE, and HelpMeSee Inc.

❖ Demonstrated expertise in **enterprise learning strategy**, **AI**, and **digitally-driven transformation**, and **regulatory/compliance learning** – delivering measurable business impact through innovative, scalable, and cost-efficient L&D solutions.

❖ Adept at conceptualizing and deploying **future-ready learning ecosystems**, aligning workforce capability with fast-evolving business landscapes and digital transformation agendas.

❖ Deep domain knowledge in **capability planning, workforce agility, and competency mapping**, ensuring organizational readiness for emerging skills and regulatory requirements.

❖ Highly effective in partnering with **CXOs**, **business unit heads**, **and global leadership teams** to align learning strategies with enterprise goals and cultural transformation initiatives.

❖ Skilled in **design thinking and instructional innovation**, with a forward-looking approach to integrating **data-driven learning impact models**, **behavioral science**, and **learning agility frameworks**.

❖ Proficient in **change management methodologies** and **agile learning delivery**, enabling rapid adaptation to organizational shifts and market demands.

❖ Well-versed in the **learning lifecycle**, from needs analysis and solution design to measurement and impact assessment, with a focus on compliance, scalability, and learner-centricity.

❖ An influential communicator with **executive presence**, **cross-functional collaboration skills**, and a deep understanding of how learning drives organizational performance and cultural alignment.

ACCOMPLISHMENTS

❖ Spearheaded transformation of learning operations for 150K+ employees by implementing AI-driven personalization, data analytics, and scalable solutions.

❖ Achieved a 20% reduction in L&D operational costs while improving learning quality, compliance adherence, and learner engagement.

❖ Designed and implemented enterprise-wide competency frameworks for global organizations, enhancing workforce readiness and capability development.

❖ Managed multimillion-dollar P&L, delivering consistent revenue growth through strategic deployment of innovative learning and development solutions.

CORE COMPETENCIES

Learning Strategy & Execution	Learning Metrics & ROI Measurement
Digital & AI-Driven Learning Transformation	Compliance & Regulatory Learning
Enterprise-Wide Learning Frameworks	Learning Operations Management
Vendor & Budget Management	Profit & Loss Management
Capability Building & Workforce Planning	Data-Driven Learning Impact
Change Management & Agile Learning	Talent Development & Succession Planning
Executive Leadership Collaboration	Instructional Design & Learning Strategies

SOFT SKILLS

❖ Leadership
❖ Strategic Thinking & Decision Making
❖ Problem Solving
❖ Customer Focus
❖ Executive Presence
❖ Cross-Functional Collaboration
❖ Communications

TECHNICAL SKILLS & TOOLS

Project Management Tools	★★★★★
Data Analytics & Learning Metrics	★★★★★
Artificial Intelligence (AI) in Learning Solutions	★★★★
Learning Management Systems (LMS) & Learning Experience Platforms (LXP)	★★★★
Digital & Virtual Learning Tools	★★★★

EDUCATION

🎓 **Senior Management Program**
Indian Institute of Management (IIM), Calcutta

🎓 **Post Graduate Program in Artificial Intelligence for Leaders**
University of Texas at Austin / Great Lakes Institute of Management

🎓 **Bachelor of Arts (English Literature)**
Utkal University

CERTIFICATIONS

❖ Project Management Professional (PMP®) from Project Management Institute (PMI)
❖ Agile Certified Practitioner (ACP®) from Project Management Institute (PMI)
❖ Independent Director Certification from Indian Institute of Corporate Affairs (IICA), Government of India

WORK EXPERIENCE

Sept 2017 – Dec 2023: Director Courseware & Head India Operations | HelpMeSee Inc.

Role: Led strategic planning and operational management of the Learning Development and Training function, overseeing India Operations. Reporting directly to the CEO, collaborated with the Executive Leadership team, to ensure successful implementation of learning solutions. Served as a Board member for two entities in India.

Key Achievements:

- Led AI-driven simulation-based training transformation, improving learning efficiency by 50% and customer outcomes by 40%. Developed a compliance learning program for regulatory adherence, ensuring 100% compliance with industry standards.
- Championed vendor management strategies to streamline technology investments, resulting in a 25% reduction in learning related operational costs.
- Established impact metrics, improving engagement, retention, and knowledge application.
- Achieved a 30% increase in learner assessment scores by introducing adaptive learning pathways based on performance analytics.

Mar 2011 – Jun 2014: Senior Manager | CAE

Role: Directed operations and delivery for the Training Solutions Business Unit comprising 150+ learning professionals across CAE's Business, Commercial, and Military Aviation lines of business.

Key Achievements:

- Standardized global training models across all CAE centers, enabling consistent yet regionally adaptable delivery.
- Managed a $15M P&L, achieving 130% revenue growth in two years through strategic learning initiatives.
- Established a Centre of Excellence in India for ILT, VILT, eLearning, and technical documentation development.

Nov 2008 – Mar 2011: Senior Project Manager – Learning & Knowledge | IBM

Role: Led cross-functional teams to deliver impactful learning and knowledge solutions focused on digital skilling and workforce development.

Key Achievements:

- Implemented an integrated LMS and LXP, streamlining content delivery, tracking, and reporting across global units.
- Transformed enterprise learning with AI-driven personalization and analytics for scalable impact.
- Developed a competency matrix framework for skill assessment and capability tracking.

May 2007 – Aug 2008: Senior Manager | Sun Microsystems

Role: Led the Sun Learning Services India Design & Development team, enabling global collaboration to elevate learning outcomes

Key Achievements:

- Drove digital learning transformation for scalable remote capability-building.
- Launched agile learning programs at scale, achieving measurable performance improvements.

Jun 2005 – May 2007: Learning & Development | Dell

Role: Supported global training delivery for technical and customer-facing teams, collaborating with cross-functional leadership.

Key Achievements:

- Designed and implemented large-scale L&D initiatives, driving measurable performance improvements.

Apr 2004 – June 2005: Senior Analyst – Learning Services | Accenture

Aug 1999 – Apr 2004: Team Lead – Training Development | InfoPro and RocSearch

REFERENCES

Saro Jahani: Ex–President & CEO, HelpMeSee

Rajesh Shivanna: Global Learning Delivery Lead, Accenture