

CTD Services – Coaching, Training & Development

Resume

CTD Services is dedicated to helping companies & individuals identify their needs, create solutions, and provide training to improve performance.



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Gerard D' Nazareth

Training Experience 2004 To-date

Profile

With over 35 years of experience in the Hospitality, Entertainment, and Business Process Transformation (BPT) industries, I bring a wealth of knowledge to my role. For more than 20 years, I have specialized as a Corporate Trainer, focusing on developing effective training solutions.

Since 2004, I have played a key role in enhancing performance within various programs in the Business Process Transformation sector. I excel in delivering impactful workshops and training sessions, which have driven success across multiple industries, including Technology, Communication, Healthcare, Travel, and Retail Services.

My contributions to the implementation of global Learning & Development projects have been vital in establishing effective training programs for companies based in Chennai and Kochi. These initiatives have primarily aimed at equipping managers with the critical skills necessary for excelling in their positions and significantly enhancing overall organizational success.

In the past four years, I have shifted my emphasis to Training Consultation services & Training Delivery. My areas of expertise include Coaching, Leadership Development, Soft Skills and Process Training, as well as the creation of training curricula for both new hires and managers.



CTD Services – Coaching, Training & Development 2020 - To date

As a self-employed freelancer, I specialize in coaching, training, and development, with a focus on creating a dynamic environment that promotes learning and growth for both individuals and organizations. My innovative teaching approach enables me to provide a diverse array of training services, all tailored to meet the specific needs of clients.

My offerings include consultations on training standards, personal coaching, team-building activities, leadership development, and blended training in soft skills and process improvement. Each service is customized to effectively address the unique training requirements of your organization or personal development goals.

Dynamed Healthcare Solutions – Experience Centre

Online & ILT Training (Jan 2022 – Jan 2023)

Onsite Consultation & ILT Training (Feb 2023 – June 2024)

Successfully enhanced and fortified all aspects of the Employee Life Cycle :

Represented CTD Services, to spearhead the organization's efforts to elevate and maintain performance through rigorous and ongoing training programs for employees, starting from on boarding new-hire's and continuing throughout their employment.

Additionally, supervisors were equipped with the tools and knowledge to effectively identify and address the specific needs of employees, covering skill development, knowledge acquisition, and targeted coaching to drive improved performance.

Key Focus Areas:

- On-boarding
- Recruitment
- Communication & Language Training
- Soft Skill & Process Training
- Leadership Development
- Creation of Training Modules - Program Specific Train the Trainer
- **Set-up the Quality Assurance & Management for the Training Department – (ISO 9001:2015 Standards)**

CTD Services – Coaching, Training & Development

2020 - To date

Voice & Accent Neutralization (2020 – Till Date)

A training program was developed to address and rectify strong and non-standard English accents commonly exhibited by individuals with pronounced regional influences. Many newly hired personnel often demonstrate heavy regional accents when speaking English, leading to challenges in comprehension and overall communication effectiveness.

CTD Services offers a program aimed at neutralizing regional accents and eliminating regional influences from English, thereby enhancing the language's understandability across global audiences. This program may be implemented as a standalone individual training program or integrated into modules as needed by the organization.

IELTS Preparatory Coaching (2020 – Till Date)

The IELTS examination evaluates proficiency in listening, reading, writing, and speaking. It is a globally standardized assessment of English language skills for individuals whose native language is not English. There are two variants of the IELTS test: Academic and General Training. While all test takers undertake identical Listening and speaking assessments, the Reading and Writing tests differ between the two variants.

CTD Services specializes in training and guiding candidates who are seeking employment or pursuing studies abroad in nations that mandate an IELTS certification with specific band scores. Our approach involves instructing, demonstrating, and implementing the four skills using strategies, tips, and performance tracking. Each participant is provided with practice materials to help them prepare effectively and attain their targeted band scores.

Spoken English (2020 – Till Date)

For candidates searching for ways to enhance their English-speaking abilities?

At CTD Services, we provided coaching to help improve their fluency, pronunciation, accuracy, and conversation skills. Our course is designed to help them speak English confidently by improving their English Speaking, Listening, Vocabulary, Grammar, and Pronunciation skills.

This course is particularly suitable for candidates from the Beginner Level up to the Mastery level of English CEFR Levels from A1 to C2. This program may be implemented as a standalone individual training program or integrated into modules as needed by the organization.

CTD Services – Coaching, Training & Development 2020 - To date

Achievements

2022 Jan – 2023 Jan (Online and Onsite)

2023 Feb – 2024 June (Full time Contract - Consultation & Training Onsite)

- ❖ Representing CTD Services, I significantly improved and strengthened all aspects of the Employee Life Cycle for the Experience Center at Dynamed Healthcare Solutions - Kochi.
- ❖ Interviewed, on boarded and trained over 200 new-hires with a 98% training throughput.
- ❖ I spearheaded the organization's efforts to elevate and uphold performance through rigorous and continuous training programs from streamlining the recruitment process, onboarding process, new hire training and the successful transition to operations.
- ❖ Furthermore, I established the training department to fully comply with ISO 9001:2015 Standards, resulting in the company achieving certification in March 2024.

2020 – To date

- ❖ Coached 30 + candidates to successfully achieve their IELTS (International English Language Testing System) Band Score & improve communication and language skills.

Corporate Training Experience – Sutherland Global Services 2004 - 2019

Project (2016 – 2019) - Associate Principal Talent Management

Team Manager University – Succession Planning Initiative

A Global Project to identify talent at all levels within the organization and prepare them for the next level of management by enhancing their skills specifically designed modules.

Background

Succession Planning - Equip Hi-Potentials, tenured Team Managers and Account Managers with the knowledge and skill to help them grow within the organization

Scope

Responsible in Chennai for the delivery and follow-up of all the levels through eLearning, ILT – Workshops, Mentoring programs and Certifications.

Team Manager University 2.0 Objective

Phase 1:

- Build a strong foundational Knowledge of the organization-focusing on mission and values
- Develop basic skills in reading and interpreting data and creating SMART action plans
- Drive high performance teams through effective, behaviour-based coaching

Phase 2:

- Apply core coaching concepts in setting goals and managing consultant and team performance
- Understand the organization's quality framework and how it impacts customer experience
- Develop domain expertise in the program and the company's ecosystem supporting it

Phase 3:

- Drive performance and innovation through Variation Based Management and Root Cause Analysis
- Be the organization certified Master Coach

Phase 4 & 5:

- Creating an effective program level governance structure and process
- Driving a Continuous Improvement Culture on the Floor
- Understanding and preparing for the Account Manager Role

Corporate Training Experience – Sutherland Global Services 2004 - 2019

Project (2013 -2016) – Manager Training

Platinum Coach Certification – A performance Improvement Initiative

A Leadership Development program to Certify Managers in the Organization as Platinum Certified Coaches.

Background

The Organization planned to standardize coaching, across all programs globally, through the Master Coach Project.

Scope

Assigned the role of a Regional Master Coach for Chennai & Kochi to work with Team Managers; to up skill and support their team members to achieve personal and professional goals by focusing on specific behaviours.

Process

- Collaborate with the key stake-holders (i.e. Client, Sr. Management team and the Front-line Leaders)
- Facilitate workshops/Training
- Maintain Quality for all coaching interactions to attain coaching effectiveness
- Maintain Platinum Coaching Standard for all programs
- Identify key skills for Managers and scale them up to be successful
- Provide performance feedback to Program Master Coaches
- Alignment of initiative between the organisations' culture of coaching and specific client coaching requirements

Coordinate with Program Leadership for Platinum Coach Accreditation

Achievements

- Master Coaching one of the deliverables scrutinized for the ASTD “Best” Award. Sutherland Global Services won the ASTD “BEST” Award 2014 (The Association for Talent & Development formerly known as American Society for Training & Development).
- Succession Planning – Achieved 25% promotions of Team Managers/Sr. Team Managers during FY-2014 for the 14 Programs under the ambit of Master Coaching,
- Employee Engagement Champions – Received by Five Program Master Coaches
- Raised the bar for Customer Experience - Team Managers from a program (Fortune 100 Company) received accolades from Clients.
- NPS (Net Promoter Satisfaction) – With the inception of Master Coaching in 14 programs, 90% of the programs achieved and exceeded the NPS target
- Programs who adopted Master Coaching saw a significant drop in attrition to <= 5%

Corporate Training Experience – Sutherland Global Services 2004 - 2019

Sr. Associate Manager Training (26 Sept 2008 to 25 Nov 2012)

Assistant Manager Training (26 June 2007 to 25 Sept 2008)

Achievements

- Successfully implemented best practices to help turnaround negative Net Promoter Sat (-15%) to achieving and exceeding the client target ($\geq 56\%$).
- Maintained over 95% throughput post training.
- Achieved “Go Live” deadlines by successfully managing the transition of New-Hires from recruitment stage to operations.
- Bottom Quartile showed a 25% improvement month on month after implementing on- floor up skilling strategies.
- Over 80% of associates consistently met the Program Metrics/KPI’s.

Skills

- Coaching & Mentoring
- Training Delivery
- Employee Engagement
- Performance Management
- Process Improvement
- Team Building
- Analysis
- Performance Appraisal
- Time Management

Other Work Experience

❖ Sutherland Global Services – Trainer & Senior Trainer (2004 – 2007)

❖ Entertainment Industry:

R3V Management Consultants, Chennai, India (May 2001 – April 2004) -
Manager Operations

Kiwi Sports Private Ltd, Chennai, India (July 1999 – May 2001) –
Manager

❖ Hotel Industry (1989 – 1999):

Taj Malabar (Taj Group of Hotels) – Kochi, India - Lobby / Duty Manager

Jebel Ali Hotel (Member of Member of the LHW) – Dubai, U.A.E. –

Senior Front Office Executive

GRT Grand Days (Days Inn of America Inc) – Chennai, India – Duty
Manager

The Princeton (Taj Group of Hotels) – Dubai, U.A.E. – Duty Manager

Awards & Certifications

- Certificate of Appreciation from Team Dynamed Healthcare Solutions – 2024
- BUREAU VERITAS Certification 2023 – Successfully Completed The Assessment for Internal Auditor Training Course (Based on ISO 9001:2015 Standard)
- Certificate of Appreciation “Your Voice: Their Vision” United Way Chennai 2019
- Influencer Certified – 2014
- Platinum Coach Certified (Leadership Development) 2015 & 2016
- Certificate for Excellence in Training (Microsoft Program) Q2 - 2006
- Certificate for excellence in Training (Microsoft program) Q1 - 2005
- Certificate for Excellence in Training (Microsoft Program) - 2004
- Certificate Quality Service Training Course – Exceeding Guests Expectations – Held at Jebel Ali Hotel Training Center Dubai 1996
- Certificate Quality Service Training Course – Suggestive Selling – Held at Jebel Ali Hotel Training Center Dubai 1996
- Certificate for Train The Trainer Course – Held at Jebel Ali Hotel Training Center Dubai 1996

CERTIFICATE OF COMPLETION

(In accordance with the standards of the National Registry of CPE Sponsors, CPE credits have been granted in 2011):

- ❖ Preparing and Executing Performance Reviews
- ❖ Developing Your Direct Reports
- ❖ Engaging and Motivating Your Direct Reports
- ❖ Individual Development and Mentoring

Personal Information

- DOB – 5th February 1967
- Completed Graduation – Bachelor of Commerce (Sept 1989)
University of Madras