



# Vinu Reghunath

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📍 **Home:** Frankfurt (Germany)

## ABOUT ME

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Learning and Talent Development professional with 20+ years of experience in designing and implementing large-scale, business-aligned development initiatives. Strong expertise in leadership development, stakeholder management, and building structured learning frameworks that enhance organizational capability and performance. Proven ability to translate business needs into scalable solutions and drive measurable impact. Passionate about leveraging AI, future skills, data analytics, and modern learning approaches to build future-ready workforces and high-performance learning cultures.

## EDUCATION AND TRAINING

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### Master of Business Administration

**University of Kerala** [ 01/06/2003 – 31/05/2005 ]

City: Thiruvananthapuram | Country: India | Level in EQF: EQF level 7

Management & Business Administration

## WORK EXPERIENCE

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🏢 **Ernst & Young** – Kochi, India

### Assistant Director - Learning Business Partner & TD Operations Manager - Oceania

[ 18/06/2023 – 06/03/2026 ]

- Partnered with senior business stakeholders to align capability development initiatives with strategic business priorities.
- Enabled leadership development through structured programs and coaching support
- Led end-to-end learning program management and facilitation for Core Business Services and enterprise learning initiatives.
- Served as a facilitator for Oceania Milestone programs.
- Designed and implemented structured learning journeys spanning Staff to Partner levels.
- Led a 21-member L&D Hub, enhancing scalability, governance, service quality, and operational effectiveness.
- Mentored team members and strengthened internal capabilities.
- Directed a learning design team comprising instructional designers, graphic designers, and a project manager.
- Translated business needs into scalable learning and capability-building solutions.
- Leveraged SAP SuccessFactors and ServiceNow data to support learning insights, governance, and decision-making.
- Managed CE compliance and external learning credit tracking and approvals for client-serving professionals,
- Partnered with stakeholders to ensure regulatory adherence, reporting accuracy, and completion of mandatory professional development requirements.
- Improved standardisation, governance, and operational processes across regions.
- Served as Oceania Change & Implementation Lead for the Onboarding Foundation 2.0 transformation initiative.
- Owned learning controls supporting ISQM and ISO audit requirements.
- Represented Oceania within EY Global Learning's Continuous Improvement Champions Community.
- Led process improvement and automation initiatives across Talent Services operations.
- Maintained SharePoint sites and ensured content relevance for various aspects of learning such as Service Line, curriculum, program, or course.

 **Ernst & Young** – Kochi, India

## Learning Deployment specialist - Nordics

[ 06/12/2021 – 17/12/2023 ]

- Managed end-to-end learning deployment and operations across Nordic countries.
- Led onboarding and business capability programs including Welcome to EY and Intro to Sales & Markets.
- Coordinated regional stakeholders to improve learner experience and program effectiveness.
- Served as the primary point of contact for course-related inquiries, overseeing learning mailboxes, and liaising with GDS TS for referrals, learner cancellations, no-shows, and missed sessions.
- Managed budgets, vendor relationships, reporting, and operational governance.
- Supported virtual, digital, and blended learning delivery models.
- Coached learning administrators and improved operational efficiency.
- Served as a facilitator within EMEIA and EY GDS Milestones facilitator pools.

 **Self Employed** – Kochi, Delhi, Bangalore, Kolkata, Hyderabad, Mumbai, Chennai, India

## Corporate Trainer & NLP Certified Associate Leadership and Life Coach

[ 07/01/2015 – 05/12/2023 ]

- Delivered **2,000+** learning sessions (More than **6000** hours) across corporates (Banking & Financial Services/ Manufacturing/Media/FMCG/IT) & educational institutions.
- Designed and Developed the Content in consultation with Training Team and Top Management & covered **3200** Clerical Staffs, **2750** Assistant Managers & **300** Scale 2 & Scale 3 Managers for Federal Bank in Atithi Devo Bhava Project (Season 1 & 2 put together). Facilitated more than **30** sessions and coordinated logistics and deployment of trainers for **47** locations.
- Trained and mentored more than **40000** professionals and **1000** Faculty members.
- Built strong expertise in coaching, facilitation, adult learning, and capability development.
- **Trainings Delivered for manufacturing sector:**
  - Voltas Ltd: "Execution Excellence", "Negotiation Skills", "Customer Satisfaction V/s Customer Delight", "Selling Skills" & "Time Management" Workshops for Managers of Voltas.
  - Garware Technical Fibres Ltd: 2 Days Outbound Training on Team Building for the Sales, Operations & HR Team. Total 4 Batches in 4 Different Locations.
  - The Titan Ltd: TNA for Customer Relationship Officers and Store Managers of Retail Outlets of Titan Watches for Smart Products @ Chennai.
- **Trainings Delivered for Government sector organisations:**
  - Kerala Police: CCTNS - TOT Life Skills for Police officers @ Police Training Academy, Trivandrum.
  - Customs & Central Excise: "Persuasive Communication Skills" Workshop for Officers of Customs.
  - Centre for Management Development: "Stress Management, Strategic Human Resource Management, Interpersonal Skills & Teambuilding" modules for Senior Management of various PSUs.
  - Kerala Water Authority: Training on "Total Quality Management and Recent Trends" for Chief Engineers.
  - Travancore Cochin Chemicals: Training on "Leadership, Stress Management, Interpersonal Skills" for Senior Engineers.

 **Stemade Biotech Pvt Ltd** – Kochi, Calicut, Thrissur, Thiruvananthapuram, India

## Territory Head - Kerala Operations

[ 01/07/2014 – 06/01/2015 ]

- Led Kerala operations for the company and reporting to the Head of Sales South
- Led a team of 4 City Heads, 8 Customer care Managers, 4 Franchisee and 2 Business associates.
- Managed recruitment and training of Customer Care Managers, Franchisees and Business Associates.
- Product and process training for new hires and channel partners.
- Organised CMEs and CDEs for Doctors and Dentists across the state
- Led Business and Strategy planning for Kerala market in consultation with Top Management.
- Achieving Revenue Target for the state on a Quarterly basis as per the Business plan
- Handholding Franchisees and Business Associates and maintaining good relationship with otherchannel Partners like Hospitals, Dental Chains and Diagnostic Labs etc.

 **Aditya Birla Life Insurance Co Ltd** – Kochi, India

### **Branch manager**

[ 12/12/2013 – 30/06/2014 ]


- Head Kochi - Edappally Branch (Agency Channel) in Cochin Region.
- Led a team of 11 Frontline Sales Managers and 150 Financial Advisors, 1 Sales Support Executive and 1 Branch Operations Executive.
- Recruitment and Training of Frontline Sales Managers. Conducting Branch Meets & Unit Meets.
- Achieved Branch Targets and Maintaining Frontline Sales Manager Productivity to the National Level.
- Made the branch a profit centre by increasing the sales, renewal persistency and reducing the cost of operations.
- Induction and product training for insurance advisors/consultants

 **MES College of Engineering** – Kuttippuram, India

### **Assistant Professor & Head Training and Placement & Quality Management Cell**

[ 01/05/2009 – 10/12/2013 ]

- Served as faculty in the department of management studies (Assistant Professor)
- Placed 150 Students in Tata Consultancy Services (TCS) – Highest Recruitment in Kerala across private colleges.
- Designed and implemented a new Course File for Faculty in line with National Board of Accreditation (NBA) requirements.
- Soft Skills Trainer of the Finishing School run by the institution.
- Conducted internal Quality Audits in every 4 months in the capacity of Associate Management Representative (AMR).
- Organised hundreds of Campus Recruitment and Industry Institute Interaction Programmes.
- Planned and Organised Faculty Induction Programmes and Refresher Courses 4 Academic years.

 **Reliance Life Insurance** – Thiruvananthapuram, India

### **Senior Territory Manager**

[ 08/08/2008 – 30/04/2009 ]

- Headed Neyyattinkara Branch (Agency Channel) in Thiruvananthapuram Region.
- Led a team of 12 Sales Managers and 250 Financial Advisors and 2 Operations Executives. Recruitment and Training of Sales Managers.
- Achieve Branch Targets and Maintained Sales Manager Productivity to the National Level.
- Converted the branch to a profit centre by increasing the sales and reducing the cost of operations.

 **ICICI Prudential Life Insurance** – Kochi, Kottayam, Thiruvananthapuram, India

### **Sales Manager Channel Development**

[ 01/08/2008 – 07/08/2008 ]

- Handled a team of 30 Agency Managers and 12 Recruitment Officers in 2 different locations.
- Achieved the FOS Target for the branches.
- Induction and IC33 Training of Financial Advisors.
- Recruitment of Business Partners and supporting them to create agency force.

## **LANGUAGE SKILLS**

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**Mother tongue(s):** Malayalam

**Other language(s):**

**English**

**LISTENING C1 READING C1 WRITING C1**

**SPOKEN PRODUCTION C1 SPOKEN INTERACTION C1**

**German**

**LISTENING A2 READING A2 WRITING A2**

**SPOKEN PRODUCTION A2 SPOKEN INTERACTION A2**

## CERTIFICATIONS

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[ Ernst & Young, 17/07/2023 ]

### **EY Better Me - Agility Bronze Learning**

**Mode of learning:** Online

[ Ernst & Young, 15/01/2026 ]

### **EY Artificial Intelligence - Applied AI Bronze Learning**

**Mode of learning:** Online

[ Ernst & Young, 18/08/2025 ]

### **EY Artificial Intelligence - Agentic AI Bronze Learning**

**Mode of learning:** Online

[ TRACOM, 15/07/2024 ]

### **Social Style Certified**

**Mode of learning:** Blended

[ National Skill Development Corporation - India, 05/08/2019 ]

### **Certified Yoga Instructor (QP No: BWS/Q2201)**

**Mode of learning:** Hybrid

[ International Association of Professional Coaches, Counselors, and Therapists, 24/01/2016 ]

### **NLP Certified Practitioner & Associate Leadership and Life Coach**

**Mode of learning:** Blended