

Anoushka Kumar

anoushkakum@gmail.com

+91-8877915056

PROFESSIONAL SUMMARY

- 10 months Consulting experience primarily in the Assessment and Succession solution area
- Key Skills include **Communication, Problem Solving, Research** and **Creativity**
- Experience in **Client handling** and **Consultation** across different sectors such as **Life Insurance, Life Sciences** and **Manufacturing** among others

EDUCATION

Master of Business Administration
2017-19

Xavier Institute of Social Services
Ranchi

Bachelor of Arts in Social Sciences
2014-17

Tata Institute of Social Sciences
Maharashtra

PROFESSIONAL EXPERIENCE

Analyst

Korn Ferry

Mumbai [May 2019- March 2020]

- **Assessment and Succession**
 - Driving an **assessment center** run for summer interns to determine the **right talent** to be **retained** from **designing tools** to **declaration of results**
 - Analyzing results of **KF360 Assessments** conducted for senior-level management and **developing talent** through conducting activities to improve important **skills** that emerge as **areas of development**
 - Evaluating results of **KF4D Assessments** to **hire talent** with the right **traits** and **drivers** for given positions
 - Running psychometric assessments to **attract talent** with correct **behavioral competencies** for roles at different levels
- **Leadership Development**
 - Designing materials required to conduct **talent engagement** and **talent development** workshops
 - Facilitating **career acceleration** workshops on topics such as **collaboration, talent development, managing change** and **emotional intelligence**
 - Creating training modules on **leadership styles and organizational climate**
 - Providing suggestions to attendees of workshops on how to improve their **leadership styles**
- **Business Development**
 - **Pitching proposals** to new and existing clients across industries to bring in fresh engagements within the two solution areas
 - Creating a record of new engagements on the internal system to ensure tracking of revenue generation
 - Conveying elaborate project details to clients in the form of **letters of engagement**

SUMMER INTERNSHIP

Intern

Deepak Nitrite Limited

Mumbai [April 2018-June 2018]

A Study and Analysis of Employee Experience as a part of Employer Branding at Deepak Phenolics Ltd (A subsidiary of Deepak Nitrite Ltd)

- Identifying the important factors that shape employees' experience during initial association with an organization
- Determining the key strength and weakness areas at Deepak Phenolics with regard to shaping employee experience
- Suggesting improvements and developing an induction plan for new employees

KEY PROJECTS

- Collaborated with the CSR Team at KPMG to discuss issues faced by children from under-privileged backgrounds and spread awareness on environmental degradation among them (April-June 2015)
- Volunteered with the NGO Child Rights and You (CRY) to help design alternative education systems to be adopted by students of Kashmir during periods of turmoil (April-May 2016)

AWARDS & EXTRA-CURRICULAR ACTIVITIES

- Served as core team member of **Skip a Meal**, a student driven initiative at Tata Institute of Social Sciences
- Conducted a field study on **Child Labour and School Dropouts** based in North Delhi
- Researched and published a self-study on **Perceived Notions of Beauty**
- Served as a content writer for Obscura, the media club of Xavier Institute of Social Service