

Divya Dhir

Co-founder & Director at Creative learnings academy

Divya is a passionate, curious, collaborative and a bold HR professional who cherishes making a meaningful impact on Career journeys & Business outcomes.

Divya has 16+ years of experience (as of 2025) working at Accenture consulting, Citigroup, Wipro, JSW Steel as a strategic partner in Leadership, Learning & development, Organization capability/development, Culture change, and HR to build future ready organizations.

With global & multi-industry experience of solving different problems of varied size & scale. She enjoys exploring creative, theater, art based accelerated learning ways to craft innovative, yet impactful solutions.

Divya has worked at leadership levels across India & Australia in cities including Delhi, Mumbai, Bengaluru, Brisbane, Melbourne, Canberra.

Industry/Location Experience:

India:

- Steel/Power (Tarapur)
- Information Technology (Bengaluru/Delhi NCR)
- Telecom (Noida)
- Banking /Analytics (Bengaluru)

Australia:

- Energy (Melbourne)
- University (Adelaide-Remote)
- Utility (Canberra)
- Mining (Brisbane)

New Zealand:

- Government (Remote)

Facilitated Leadership workshops on:

- **High performing Teams** (Drexler sibbet)
- **Emotional intelligence** (Daniel Goleman)
- **Change Transition in our mind** (William bridges)
- **Influencing skills** (Cohen Bradford)
- **Networking, Building your brand**
- **Manager Leader Capability with peer learning, Art, theatre, Puppetry**
- **Grow Coaching/ Assessments**
- **Engage with Head & Heart** (CEB)

Innovation Awards :

Citigroup: Excellence award for Change acceptance and **transition in your mind through Puppetry** in 2018

Joys of life:

Physical, mental, emotional, financial, spiritual growth & wellbeing.

Recreating happiness with:

- Playing with my child
- Making a meaningful impact on Organizations & people, Networking
- Healthy eating, Yoga, Reiki
- Walking, singing, dancing, swimming
- Family holidays, Work life balance
- Connecting with friends
- Mom & child dates
- Meditation, Spirituality
- Giving back to the universe
- Gratitude
- Standing up for right



Know me more..



Know me more..



Skills

- Learning & Organization Strategy (Vision, approach, need, budget, solution) ● ● ● ● ●
- Leadership development & facilitation (For Manager of self/ Managers, Executive leaders) ● ● ● ● ●
- Culture Change/ Transformation (Culture diagnostic, future behaviors, drivers) ● ● ● ● ●
- Learning Pathways, Transfers & Impact (Journey Design, Branding, Performance, ROI) ● ● ● ● ●
- Train the trainer | Theatre, Art & Game based Learning ● ● ● ● ●



Gallup StrengthsFinder Top 5 Strengths

- 1 Strategic
- 2 Futuristic
- 3 Significant
- 4 Achiever
- 5 Activator



Passionate About

- Leadership & professional development facilitation
- Emotional Intelligence, design thinking
- Alternate andragogy and Accelerated learning



Travel History



● Born ● Visited ● Worked at/ with ● Wish to Visit



Recent Experience

accentureconsulting (5+ years)

Strategy & Consulting-Talent & Organisation (Full time)
 Learning & Leadership development specialist Leader (Part time-3 d/w)
Accenture Melbourne, Australia, 2019-2024

Culture transformation (Australian water utility organisation):

- Led Transformation GPS an analytics (Predictive & Prescriptive) tool to understand gaps on 10 cultural drivers, to build a high performing Organisation with new behaviours, manager capability building, engaged workforce and Organisation development

Leadership development (Global Mining organisation)-Team of 1

- Partnered for the 'Future Capability program' with HR Academy to develop HR/ L&D executives for tomorrow, while using gamified leaderboard & learning with experience, exposure & education
- Led the Learning need analysis, learning design (Animated byte poster+F2F), Trainer the trainer, Learning impact/ transfer for the workshop

Learning & Development (Australia's top energy organisation):

- Led Capability framework, need analysis, crafted learning pathways for key personas/ roles
- Coached SME Practitioner to design a fun game-based learning program, for high end complex face to face machine learning course

Learning & Development (University of South Australia)-Team of 1

- Led the design of 4 Accenture courses, for a 3-yr degree program in Digital Business with University. We had Metaverse based engagement
- Led courses on Design thinking, Designing a Digital solution for a business problem with value creation/ ROI/Impact etc

HR Organisation Diagnostic (Government of New Zealand)

- Partnered for launching Accenture proprietary HR Diagnostic analytics to find the current state of the HR Function for the CHRO
- Clubbed with HR Function head & 1 down Interviews, designed a solution & future path for building a future ready HR Organisation



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Education

Degree & Certifications

Certifications Australia (Brisbane-Face to Face)

- **REACH Coaching** for Leadership/culture
- **Certificate IV in Training & Assessment** by Success training

Certifications India (Bengaluru-Face to Face)

- Facilitation
- **Emotional intelligence** by Korn Ferry
 - **Trainer Facilitation** by Dale Carnegie
- Learning Design
- **Accelerated Learning** by AL USA
 - **Alternate Andragogy** (Art based Learning) by Script
 - **Instructional Designer by SHRM**

Certifications India (Delhi-Face to Face)

- **Assessment centres** by ODI

Degree

2008-2010

Masters in Business –HR

FORE School of Management Delhi, India

Degree

2002-2006

Bachelors in Electrical Engineering

Bhartiya Vidyapeeth College of Engineer Pune, India

2000-2002

Grade XI-XII -M.R Model Chandigarh, India

1988-2000

Nursery- Grade X -Sacred Heart Convent Chandigarh, India

Experience

Corporates

2019-2023

Learning & Leader Development Specialist Leader

Accenture

Melbourne, Australia



2010-2015

(3.5 yrs)

Assistant Vice President-Learning & Development

Citibank

Bangalore, India

2010-2015

Manager OD/HR Greater Noida/ Bangalore, India

2009

Internship
Idea Cellular
Noida, India



(5.5yrs)

2008-2010

Placement cell
FORE School
Delhi, India

2006-2008

Junior Manager
JSW Steel
Tarapur, India



(Volunteer-Part time 2 yrs)



(Internship-2 months)



(2 yrs)

Partner for key Leadership development program facilitation (Country-India)

Leadership development

- Facilitated workshops with 360-degree surveys to build 3000+ Sr managers/ leaders on Emotional Intelligence, Change transition in mind, Networking, Leading high Performance teams, Influencing, Craft your brand, Engaging employees with Head & heart, Design Thinking mindset, Organization Savviness across the country (India)
- Designed & facilitated Manager & trainer Accelerator including Culture diagnostics through theatre, Coping with Change using puppetry, EVP with drawing, peer learning on Management essentials and Train the trainer workshops for 600+ audience

Led as Head Learning & development advisor for Bangalore-Analytics with a budget of \$0.2M & a team of 1.5 members

Crafted the Learning strategy aligned to business vision for Talent & culture assimilation

Led the needs analysis, solutions aligned to forward behaviors

Professional & Leadership development | Analytics functional development | Learning journeys:

- Co-designed, facilitated Professional development programs with partners impacting 1400+ participants
 - Designed the Talent Profile, career pathing, learning journeys for 10+ Senior executives & Hi-potential women in Leadership
 - Launched 15+ Learning journey projects, to aid right hiring (University-95% PPO conversion), talent mobility passports (85% conversion) etc
 - Consultative partner to a L&D council with 50+ analytics SMEs, to launch a functional capability framework with 30+ role bases curriculum
- Learning impact & dashboard:
- Crafted L&D Impact framework [Enablers, Talent Mobility (Cost save \$60k), Projects (7.5 times ROI with \$0.45M) & Dashboards
- Gamification based digital learning & culture assimilation:
- Designed gamified acquisition leaderboard to increase digital learners by 15%. Facilitated Induction, campus journeys for 300+ new hires

Led strategic HR (OD/ Learning/ Capability) for 25000+ employees across the globe

Key projects:

Organization Capability Building:

- Using OD & 6 sigma tools have led a project to reduce the non-fulfillment rate (10%) with a vision to Build vs Buy Talent with a benefit of \$ 0.2M
- Competency mapping & Development centers for talent critical positions:
- Designed job element analysis, behavior anchor ratings, simulations, debrief for development centers and launched for succession planning
- Organization culture surveys, diversity and succession :
- Led the Employee perception surveys, formulated the solution, guided HR Partners for a local flavor. Crafted a solution for skewed women ratio people aspect in M&A/ Workforce transition:
- Led the Due diligence, Integration with focus on Culture/value mapping, Organization landscape, people liabilities, C&B harmonization, Band mapping, policy integration, Impact of Executive compensation. Provided solutions for 30+ RFP Pursuits on HR Frameworks & branding

Led as a HR Business Partner for 800+ employees while leading a team of 2 members

- Led goals setting, performance management with 360 feedback, Succession planning, Critical resource identification, HIPOT Retention strategy, annual compensation (peter Paul negotiation), Manager Insights surveys, Behavioral training & critical Bonuses

During MBA got selected to do volunteering work (part time), travel & represent the batch Pan India as a Member for Placement cell
Impact: Converted 10 companies to visit campus & they finally gave jobs to 50+ students

Led analysis on most impactful ways of external Talent fulfillment for critical positions

Led strategic project procurement for an upcoming (\$1.8M)) Captive thermal power plant & for an ongoing steel plant