

VISHWAJEET VINAYAK GAIKE

Ph.D., M.B.A. (H.R.), B.E. (Computer)

Learning & Development Leader | Instructional Design | Learning Operations | Digital Learning Enablement

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EXECUTIVE SUMMARY

Learning & Development L&D Leader (14+ years) across manufacturing, large-scale skilling networks, and higher education enablement. Owns end-to-end capability programs: needs analysis, learning journeys, facilitation, digital adoption, measurement. Strengths in leadership and behavioral capability building, learning journey architecture, facilitation (ILT/VILT), and learning operations (LMS adoption, digital content pipelines, evaluation systems). Known for scalable delivery + learning operations.

CORE COMPETENCIES

- L&D Strategy and Governance: needs analysis, stakeholder alignment, learning journey design, cohort governance, program ops
- Instructional Design: outcome mapping (Bloom), scenario-based design, rubrics, facilitator guides, job aids, microlearning
- Facilitation: ILT, VILT (MS Teams), workshops, role plays, reflection tools, coaching cycles
- Digital Learning: Moodle (administration and adoption), LMS analytics basics, content publishing workflows, Google Classroom
- Measurement: Kirkpatrick (L1-L4 logic), pre/post checks, feedback instruments, 360-degree feedback loops, continuous improvement
- Learning Operations: calendars, batch coordination, vendor coordination (video editing), audit/quality reviews, SOP documentation
- **Talent Development / Capability Building**
- **Competency Frameworks** (even “competency-aligned rubrics” is acceptable)
- **Leadership Development** (you already deliver behavioral capability)
- **OD / Change Enablement** (you do adoption + reinforcement; name it cleanly)
- **Learning Analytics / Dashboards** (you mention analytics basics; make it “dashboards”)
- **Stakeholder Management (HRBPs/Business Leaders)** (you already do stakeholder alignment)

PROFESSIONAL EXPERIENCE

Assistant Professor (Organizational Behaviour / HR)

Symbiosis International University - Symbiosis Law School | Pune | Oct 2025 - Present

- Designed outcome-aligned learning and assessment architecture for OB/HR modules, including rubrics and criterion-based evaluation standards.
- Facilitated learner-centric sessions using scenarios, role plays, peer feedback, and structured reflection tools to strengthen transfer from concept to workplace behavior.
- Built practical application tasks and debrief frameworks to improve decision reasoning, communication, and team dynamics.

Assistant Professor & Placement Officer (ODL)**Bharati Vidyapeeth (DU) - Centre for Distance and Online Education | Pune | Oct 2024 - Sep 2025**

- Designed placement-readiness curriculum and workshops on communication, interview performance, and corporate readiness behaviors using structured rubrics and evaluation sheets.
- Owned Moodle-first eLearning delivery; built repeatable learning assets (slides, activities, explainers) aligned to LMS consumption and self-paced progression.
- Organized 104 online learning sessions on MS Teams; facilitated 19 sessions and engineered engagement using breakout rooms and structured task prompts.
- Managed cohort mentoring and learning governance for 520 learners; implemented Kirkpatrick-style evaluation logic with Forms/polls and a corrective-action improvement loop.

Assistant Professor & Training Officer**Sinhgad Institute of Management and Computer Application | Pune | Sep 2022 - Oct 2024**

- Designed outcome-first curriculum architecture for evolving domains (OB, MIS, SHRM, L&D Management) for ~240 learners, emphasizing capability outcomes and application readiness.
- Created a 92-video microlearning library using a flipped-learning model; standardized video blueprints, topic sequencing, and a production QA workflow.
- Built a blended career coaching system using Google Classroom: resume screening rubrics, mock interview practice cycles, microlearning reinforcement, and action-plan templates.
- Designed and facilitated 50+ training programs and case-based learning modules in Organizational Behaviour, AI in HR, leadership development, motivation, and personality-driven leadership.

Management Consultant (Capability Development & Process Excellence)**YOJ Pack-Kraft | Pune | Jan 2016 - Sep 2022**

- Delivered ~800 facilitation hours/year for manager-level cohorts on quality improvement practices and behavioral capability building (workplace discipline, collaboration, accountability, communication).
- Created shopfloor microlearning via QR codes mounted on QC machines, enabling on-demand learning (under three minutes) for shift-based operators and improving task consistency.
- Facilitated weekly business reviews with stakeholders; converted recurring quality issues into capability interventions (training + SOP reinforcement).
- Deployed an internal Moodle-based LMS for blended learning; enabled adoption through onboarding sessions, role-based learning paths, and assessment discipline; supported appraisal-linked learning culture.
- Led safety capability enablement (e.g., high-risk equipment awareness), emergency preparedness practices, and shopfloor engagement interventions.
- Supported ERP adoption with department-wise orientation, job aids, and reinforcement sessions for new operators and supervisors.

Network Skill Developer (Train-the-Trainer & Learning Operations)**Maharashtra Knowledge Corporation Limited (MKCL) - Regional Head Office | Maharashtra | Nov 2011 - Dec 2015**

- Enabled training operations and quality governance for 520 MS-CIT learning centers;
- Established delivery QA through observations, audits, and rubric-led trainer certification standards..
- Executed Master Trainer Certification (ToT) rollout through cluster batches and tehsil-level field visits across multiple districts; certified 980 trainers and strengthened trainer readiness.
- Coordinated 150+ training sessions/workshops for center trainers and coordinators; improved practical assignment-solving, delivery consistency, and learner experience.
- Delivered LMS-centric infrastructure trainings for centers using MKCL's ERA platform: server integrations, LAN readiness, data centralization, and timely uploads to central servers.

SELECTED PROJECTS (RECENT)

- 2-Day FDP - Harnessing AI for Deeper Research (12 hours): hands-on training covering literature review to drafting workflows (Dec 2025, Sandipani Leadership Development Centre, Lavale, Pune).
- 3-Credit MOOC Proposal - AI Tools for Social Science Research: course design aligned to SWAYAM expectations (proposal submitted Dec 2025).

EDUCATION

- Ph.D. (Management/HR) - Dr. Babasaheb Ambedkar Marathwada University (Completed: Jul 2024)
- MBA (HR) - Dr. Babasaheb Ambedkar Marathwada University (2009-2011) | 76.50% (Distinction)
- BE (Computer Engineering) - University of Pune (2005-2009) | 62.60% (First Class)

CERTIFICATIONS & PROFESSIONAL DEVELOPMENT

- Career Essentials in Generative AI - Microsoft
- Data-Driven Learning Design - NASBA
- Talent Management - HR Certification Institute
- Research Ethics - Consortium for Educational Communication
- Learner-Centric Design - AIU-SIU & AADC
- MOOC Development - Bharati Vidyapeeth

TOOLS & METHODS

Platforms: Moodle (administration/adoption); MS Teams (VILT); Google Classroom; MS Forms/Polls

Instructional Assets: Rubrics; Facilitator guides; Scenario banks; Microlearning videos; Job aids; Session blueprints

Evaluation: Kirkpatrick-aligned checks; Pre/post concept checks; Feedback instruments; 360-degree feedback loops