



Dr. VISHWAJEET VINAYAK GAIKE

Ph.D., M.B.A. [H.R.], B.E. [Computer]

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PROFILE: Learning & Development Leader with **15 years of experience** across AI-Augmentation, capability building, managerial and learning operations. Strong specialization in **Leadership enablement, Corporate Governance, Technological Integrations, Business Communication, Team Dynamics, and Emotional Intelligence**. For inaugural MOOC on “AI tools for Social Science Research”, I am fully investing my industry and academic experience in Learning & Development, combined with interdisciplinary research knowledge, to ensure absolute success and drive employability skills at an impactful scale.

EXPERIENCE

- ✓ **Assistant Professor** *Oct. 2025 - Present*
Symbiosis International University's Symbiosis Law School, Pune.
 - Designed Architected outcome-based education (OBE) frameworks and mapped assessments using Bloom's Taxonomy to ensure precise cognitive alignment and measurable behavioral outcomes for courses Corporate Governance, Business & Human rights, AI, Data analytics & Legal Technology.
 - **Facilitated learner-centric sessions** using structured & guided reflection spots to strengthen knowledge transfer.
 - Used a Case based learning model to increase participation and application: Role Play, Scenario Discussions, Practice rounds, Peer feedback.
 - **Research & Publications** : Ph.D. Supervisor for Management Discipline and Active researcher in the field of “Artificial intelligence” and “Management Learning” **Scopus ID : 59898016000 | ORCID :0009-0006-2823-4388**
- ✓ **Assistant Professor & Placement Officer** *Oct. 2024 – Sept. 2025*
Bharati Vidyapeeth's Centre for Distance and Online Education, Pune.
 - Utilized LMS and recording-studio workflows to enhance learner experience in an online environment.
 - Designed placement-readiness curriculum with structured rubrics, mock interviews, and workshops on managerial communication, and corporate mindset.
 - Curated and delivered industry-facing sessions with corporate leaders; translated employer expectations into learner-ready practice tasks and measurable checkpoints.
 - Built repeatable training assets (slides, activities, evaluation sheets) to standardize delivery across batches.
- ✓ **Assistant Professor & Training Officer** *Sept. 2022 - Oct. 2024*
Sinhgad Institute of Management and Computer Application, Pune.
 - Designed and facilitated 50+ training programs for Organizational Behaviour, AI in HR, and leadership development.
 - Applied evidence-based insights to strengthen training design in motivation, and personality-driven leadership.
 - Created 92 Course videos & implemented **Blended Learning** and **Flipped Classroom** successfully.
 - Developed and delivered case-based learning modules to improve application and retention.
- ✓ **Management Consultant** *Jan. 2016 - Sept. 2022*
YOJ@ Pack-Kraft, Pune.
 - Conducted 80+ Corporate training for manager-level cohorts, focused on quality improvement practices and behavioral capability building (workplace discipline, collaboration, accountability, communication).
 - Converted operational quality gaps into structured learning inputs (micro-sessions, on-the-floor reinforcement, and manager toolkits) to support sustained adoption.
- ✓ **Network Skill Developer** *Nov. 2011 - Dec. 2015*
Maharashtra Knowledge Corporation Limited (MKCL), Regional Head Office, CSN.
 - Facilitated training operations for **520 MS-CIT centers**, ensuring quality delivery of IT literacy programs.
 - Conducted facilitator quality audits and coordinated **150+ training sessions/workshops**, improving trainer readiness and participant satisfaction.



❖ RECENT L&D PROJECTS

✓ 3 Credit MOOC (Proposed) – “AI Tools for Social Science Research”

The MOOC mainly enables participants to Integrate AI tools directly into research workflows and to Cultivate sustainable, high-impact innovations in modern social science researches. As to enhance the employability skills and career centric development of participants.– **Proposal submitted in June 2026.**

✓ 2 Hours Corporate Training – **The Corporate Mindset** (TATA Strive, Pune)

The Art of Communication is very much responsible for success in corporate arena. Demonstrated and rehearsed 5 Sentence Power packed “Elevator Pitch” to **54 aspirants** from Cyber Security, Solar Technicians. Conducted on **13 June 2026** at TATA STRIVE, Shivaji Nagar, Pune.

✓ 4-Day FDP on “AI-Augmentation for Academicians”

Online workshop to Augment AI practices in academicians to achieve high quality of Learner Centric Content creation & Data management, Automating repetitive workload with AI & ML. Conducted in Phase-1 **27, 28 May 2026**, Phase-2 **3,4 June 2026** on Zoom Meeting online. Total **96 participants** across Symbiosis International University participated in FDP.

✓ 3-Day FDP– “Ethical AI Strategies for Research Excellence”

18 hours of hands-on workshop Faculty Development Program to integrate ethical AI frameworks into advanced academic research Strategies specially crafted for **32 Ph.D. Supervisors**. Conducted on **27, 28 & 29 Apr 2026** at Symbiosis Institute of Management Studies, Khadki, Pune.

✓ 3 Hours Corporate Training – **The Corporate Mindset** (Persistent Systems)

A strategic "Human Engineering" blueprint designed to bridge the 85/15 skill gap, architecting 10x engineers by merging behavioral science with the 2026 AI workflow for global corporate readiness. Conducted on **27 Feb 2026** at **Persistent Systems, Hinjewadi, Pune**. Participants : **85** Kiran Scholars – computer engineering aspirants.

✓ 3 Hours Ph.D. Coursework – “AI for Doctoral Research”

An AI-augmented master class designed to transition scholars from manual keyword matching to autonomous deep synthesis, accelerating publication timelines without compromising academic rigor. Conducted on **19 Feb 2026** at **Sandipani Leadership Development Centre, Lavale Pune**.

✓ 2-Day FDP – “Harnessing AI for Deeper Research”

12 hours of hands-on training on AI Tools for Research purpose, covering literature review to final drafting of research project. Conducted on **8 & 9 Dec 2025** at **Sandipani Leadership Development Centre, Lavale Pune**.

❖ EDUCATION

✓ Ph.D. [H.R. & PSYCHOLOGY]		July 2024	Dr. B.A.M.U.
✓ M.B.A. [H.R.]	76.50% Distinction	Jul 2009 - Jun 2011	Dr. B.A.M.U.
✓ B.E. [COMPUTER]	62.60% First Class	Jul 2005 - Jun 2009	University of Pune
✓ H.S.C.	74.33% First Class	2005	Maharashtra Board
✓ S.S.C.	77.20% Distinction	2003	Maharashtra Board

❖ CERTIFICATIONS & COURSES

✓ Gen AI Agents : Transform your Organization	Google®
✓ Career Essentials in Generative AI	Microsoft®
✓ Develop Generative AI Applications	IBM®
✓ Learning & Development	HR Certification Institute (HRCI)®
✓ eLearning with Articulate Storyline 360	Packt®
✓ Data-Driven Learning Design	NASBA®
✓ Talent Management	HR Certification Institute (HRCI)®



❖ SWAYAM CERTIFICATIONS

✓ Research ethics	89%	CEC	APR 2023
✓ Academic Writing	86%	CEC	FEB 2023
✓ Organizational Behaviour	81% (Silver Medal)	IIT Hyderabad	NOV 2022
✓ Product & Brand Management	71%	IIT Roorkee	OCT 2022

❖ FDP & CONFERENCES

✓ MOOCs, AI in Education	Maharashtra State Faculty Development Academy (MSFDA)
✓ Creating Learner Centric MOOC	AIU-SIU & AADC
✓ SYM-EMERGE 2025	Symbiosis Institute of Business Management
✓ Development of MOOC	Bharati Vidyapeeth (Deemed to be University)
✓ NEP 2020 : Multidisciplinary Education	UGC Malaviya Mission – Teacher Training Centre
✓ NEP 2020 : E-content Development (SWAYAM)	Savitribai Phule Pune University

❖ TECHNICAL SKILLS

✓ Research Excellence with AI		Asynchronous Learner Engagement
✓ AI-Augmented HR Practices		Prompt Engineering
✓ Outcome Based Education		Kirkpatrick’s Evaluation
✓ Bloom’s Taxonomy		ADDIE Model
✓ Learning Management System (MOODLE)		Multimedia Storyboarding
✓ MOOC Development		Instructional Design
✓ Feedback Instruments		Interactive Learning
✓ Managerial Communication		Assessment Rubrics

❖ AWARDS & ACHIEVEMENTS

✓ Microsoft PowerPoint : Top 5% Badge	LinkedIn
✓ Organizational Behaviour : Silver medal	SWAYAM - Indian Institute of Technology, Hyderabad

❖ YOUTUBE CHANNEL & PORTFOLIO

✓ Wonderstars	84,000 Subscribers	657 videos	since Jan 2015
✓ SMARTDrive	23,200 Subscribers	352 videos	since Jul 2016
✓ SoneriVishwa	11,400 Subscribers	500 videos	since Jan 2017

❖ INTERESTS & IMPACT

- ✓ Blogger and Content Creator at [VISHWAJEET.ORG](https://vishwaJeet.org)
[VISHWAJEET.ORG](https://vishwaJeet.org) as a digital L&D ecosystem to facilitate high-impact learning interventions. The platform serves as a repository for instructional resources, bridging **academic rigor with corporate pragmatism**. By integrating **AI-augmented workflows** and **evidence-based methodologies**, it democratizes professional excellence through scalable learning architecture and strategic, data-driven knowledge management.
- ✓ Secretary at NGO - Satyashodhak Mahila Vikas Mandal, [SATYASHODHAK.ORG](https://satyashodhak.org)
 Leading [Satyashodhak Mahila Vikas Mandal](https://satyashodhak.org), managing Rural education projects like **ICT Labs** and the **Free School Bus**. These social NGO interventions remove structural barriers to learning for tribal students. Through strategic CSR partnerships, striving to build sustainable ecosystems that facilitate digital literacy and the infrastructure necessary for equitable educational growth.