

# Gauri Zade



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## 🎓 EDUCATION

### MH-SET 2025 Qualified

Subject - Commerce

### Masters of Management Studies (MBA)

PTVA's Institute of Management -

University of Mumbai

2023 | Mumbai, India

9.6 CGPA

### Masters of Commerce (M.Com)

Yashwantrao Chavan Maharashtra Open  
University

2023 | Nashik, India

9.2 CGPA

### Bachelors of Commerce (B.Com)

BMCC, Savitribai Phule Pune University

2021 | Pune, India

8.05 CGPA

## 🧠 CORE COMPETENCY

Talent Management & Organization  
Development

Learning & Development

Training need identification

Content Design & Development

HR Operations & Policies

Talent Sourcing & Recruitment

Employee Engagement

## 📁 WORK EXPERIENCE

### Shri Shivaji arts, Commerce and Science College, Akot

Assistant Professor

11/2025 | Akot, India

- Deliver lectures in Commerce subjects with practical orientation
- Design lesson plans and assessments aligned with curriculum
- Mentor students on projects, presentations, and career guidance
- Encourage interactive learning through discussions and case studies
- Support research activities and academic initiatives

### Mahindra Logistics Limited

Assistant Manager - Human Resources

08/2023 – 03/2025 | Mumbai, India

#### • Learning and Development (L&D) -

- Training Need Identification (TNI) for capability-building programs.
- Vendor identification and onboarding.
- Designing L&D calendar and budgeting for FY.
- End-to-end implementation of flagship training programs for MLL and subsidiaries.
- Onboarded and Implemented **LMS platform**.
- Organizing L&D programs (PAN India) - successfully conducted Unnati workshop with 96% coverage.
- Develop and implement leadership development programs for people managers and ADMs/site heads.
- End-to-end administration of Udemy Business Account and HMM Spark across the Organization.
- Conducting Monthly Centralized Induction
- Managing monthly centralized Induction for new joiners
- Ensure compliance with mandatory training programs (safety, diversity, TMW, ISO, ethics).
- Managing relationships with external training vendors, consultants, and subject matter experts.

#### • Employee Engagement -

- Driving GPTW Action Planning
- Handling end-to-end Great place to work Survey and MCARES Survey for MLL

#### • Talent Review -

- Identifying the High Potentials (Hi-pots),
- Analyze performance evaluations and feedback to assess strengths, development areas, and overall potential

#### • Skill Repository -

- Conducted skill mapping to build a comprehensive skill repository aligned with desired competencies for each role

#### • HR Policies -

Developing and modifying the Onboarding Policy  
Collaborated with the Core team to refine HR Policies addressing attrition and improving employee experience.

#### • Additional work -

- ISMS Audit SPOC for TM&OD team
- SAP POC for HR COE function

### Mahindra Logistics Limited

Management Trainee - Human Resource

08/2023 – 07/2024 | Mumbai, India

## ACHIEVEMENT

### Star of the Month - May/2024

Effectively led the Great Place to Work survey and Unnati workshops in PAN India, achieving high participation rates and strong stakeholder engagement.

## SKILLS

- Team Player
- Stakeholder/ Vendor Management
- Presentations
- Research
- Proactive
- Adaptive

## EXTRA CURRICULAR

Working as a Trainer in Safal Foundation, Akot

Active member of NGO- Junior Chamber International, Akot Chapter

Designed and delivered impactful training programs and webinars for students and professionals, improving engagement and fostering professional growth.

Worked with Start- up "Bookdealers.com"

## CERTIFICATES

- Train The Trainer Bootcamp - Beginners to Advanced by TJ Walker
- The Complete Storytelling Course for Speaking & Presenting By TJ Walkar
- Zone Trainers Workshop by JCI India
- Instructional Design Pro By Jason Teteak
- Basic and Advance Course of Personal Transformation Training Program
- Tally ERP.9
- Excel
- MSCIT

## CONFERENCE

### Great Place to Work Summit 2024

02/2024 | Mumbai, India

- Annual event
- Recognizes outstanding workplace cultures
- Platform for learning and sharing best practices
- Inspires workplace transformation
- Opportunities for networking and collaboration

### MEDC - MSME Conference 2022

08/2022

- MEDC's annual MSME conference covers internationalization, women entrepreneurship, financing, and skilling.
- Features seminars, government scheme details, and success stories.
- Aims to unite policymakers, financial institutions, and technology innovators for sector growth.

## PUBLICATIONS

### The Hidden Rules of Professional Life - A Discreet Game Theory-based Study

International Journal of web of multidisciplinary studies

23/01/2026

- Designed a 55-round Iterated Prisoner's Dilemma simulation based on Axelrod's framework
- Conducted an experimental study on trust, cooperation, and reciprocity in professional behavior
- Analyzed strategy performance to identify factors driving long-term success
- Demonstrated that consistency and fairness lead to better outcomes than exploitative behavior

### A Study of Employee Perception on Hybrid Work Mode and its Impact on Work-life Balance in the Logistics Industry

Journal of the School of Language, Literature, and Cultural Studies

02/2025

### A Job Seeker's Perception towards Online Job Portals

ABDC Journal

08/2022

- Technology's rapid expansion transforms traditional recruitment practices.
- Internet services replace conventional methods, reshaping hiring processes.
- Introduction of job portals significantly benefits job seekers.
- Graduate-level empirical study collects data from 117 job applicants.
- Standardized questionnaires used to gather information on aspirants' attitudes and perceptions regarding electronic hiring via job portals.