

# Anwasha Mukherjee | PMP®, Prosci®, Ph.D., MBA

Program Delivery & Execution | Learning Experience Strategy | Organization Change Management

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- **Strategic Human Capital Consulting Leader** with **15+ years of experience** driving large-scale organizational transformations, workforce enablement, and enterprise learning strategies across energy, utilities, public sector, supply chain, and technology industries
- **Trusted Advisor**, designing and executing training programs for **multi-million-dollar digital transformations**, including SAP S/4HANA, SuccessFactors, Workday HCM, Oracle HCM Cloud and Primavera, SAP Ariba, OpenText, and enterprise application integrations, ensuring seamless workforce transitions
- **Mentor and coach for Human Capital Consultants** as the Founder of IHCP, fostering professional development through real-world OCM and training initiatives, equipping teams with practical consulting expertise to drive business impact

## Experience

### Principal Consultant | DA Consulting & Advisory and Coach | Institute for Human Capital Practitioners

Calgary, Canada | January 2024 – Present

- Designing and leading global OCM and training programs for SAP S/4HANA, SAP SuccessFactors, Oracle Primavera, SAP Ariba, and OpenText across energy, utilities, and supply chain industries, driving digital adoption and workforce transformation
- Driving consulting services for public sector and post-secondary institutions, conducting enterprise learning technology assessments and implementing strategic learning solutions to optimize digital learning operations
- Mentoring and coaching Human Capital Consultants, providing real-world project exposure on OCM and training programs, equipping them with practical consulting expertise

#### Key Projects

- Leading the **enterprise-wide training program** for TransAlta's transition from SAP ECC to SAP S/4HANA, ensuring workforce readiness across hydro, wind, gas, and thermal power generation sites, with a targeted change strategy to drive adoption
- Orchestrated **end-to-end OCM strategy and execution** for the Veritas-Cohesity merger, managing business application trainings, stakeholder engagement, and change communications to mitigate workforce disruption
- Spearheaded the **SAP SuccessFactors and SAP S/4HANA training rollout** for HAVI's global supply chain teams, enabling seamless adoption across business units supporting Starbucks and Stanley
- Established digital learning frameworks using **SAP Enable Now**, reducing onboarding time by 40% and enhancing end-user proficiency across multinational teams

### Advisory Manager – Workforce Strategy | Capgemini

Calgary, Canada | December 2022 – January 2024

- Collaborated with the Head of Advisory and Lead of Workforce and Organization (W&O) team to build the **Workforce and Organization (W&O) Advisory team from the ground up**, defined team structure, roles, and responsibilities aligned with strategic objectives; coached and mentored 2 direct reports, optimizing project staffing and utilization while fostering a high-performance culture
- **Recruited and onboarded a team of Analysts and Consultants**, implementing a structured training program to enhance consulting skills and project delivery frameworks; developed a coaching model featuring leadership chats and informal mentorship to drive professional growth and development
- **Directed end-to-end delivery of technology and change projects**, including Agile transformation for a Utilities client and Oracle HCM for a municipality, where targeted change communication improved cross-functional collaboration by 40% and reduced project timelines by 25%; ensured a unique client experience through strategic planning and execution of end-user training and logistics

### Senior Consultant – Human Capital Management | Deloitte

Canada & India | July 2021 – October 2022

- **Led change & training project delivery teams for large-scale ERP implementation projects** (some key projects include, **Workday HCM and Finance for a County in Ontario, Oracle Finance & HCM for Strathcona County, Workday HCM for Sentara, SAP S4 HANA SCM and FIN for ADNOC**)
- Directed the **development and implementation of innovative learning solutions**, driving the enhancement of consultant capabilities in digital technologies (**WalkMe, Whatfix**, etc.), improving client value delivery, and ensuring alignment with evolving market demands through targeted training programs and impactful execution

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- Managed a **team of L&D professionals** in delivering tailored training programs for legal professionals, paralegals, and administrative staff, creating learning journeys that fostered skill growth and alignment with professional pathways

#### **Management Consulting Delivery Specialist – Training and Organization (T&O) | Accenture**

India | December 2017 – July 2021

- Led and delivered **diverse change management and training initiatives**, building strong client relationships across industries to drive behavior change, enhance organizational capability, and secure repeat business and project extensions
- **Designed and facilitated leadership and workforce training programs**, enabling organizations to adopt Agile and design-thinking methodologies, co-create solutions, and transition to new ways of working, resulting in measurable improvements in adoption and engagement
- Developed **scalable training frameworks**, including train-the-trainer sessions and end-user training for enterprise systems, effectively supporting large-scale implementations and skill development
- Applied **innovative approaches to training design and delivery**, leveraging workshops and co-creation models to align training solutions with business objectives, driving significant increases in adoption and client satisfaction across 45+ projects

#### **Senior Process Associate – Learning and Development and Technical Communications | Tata Consultancy Services**

India | June 2015 – October 2017

- Established and **led an in-house team of Change Practitioners and Instructional Designers**, implementing cross-skilling initiatives that boosted the employee engagement index from 75% to 95% within one quarter while reducing department hiring costs by 30%
- **Implemented industry-standard frameworks like the ADKAR model** to deliver organizational change initiatives with a strong focus on cultural adoption and people engagement
- Developed and executed **technical communication strategies for change and training projects**, translating complex technical content into clear, actionable deliverables such as guides, communication plans, and training materials, ensuring effective stakeholder engagement and seamless knowledge transfer

#### **Senior Executive | HeadHonchos.com, a job search portal**

India | February 2012 – October 2013

- **Built and managed a training team** for the resume services department, overseeing the development of on-the-job training programs that included leadership and skill-based training content, ensuring the team consistently delivered high-quality services in a B2C model
- **Led cross-functional project teams**, coordinating efforts across departments to meet client expectations in a fast-paced B2C environment, delivering projects on time and within scope while maintaining high customer satisfaction ratings
- **Managed multiple projects concurrently**, leveraging strong project management skills to ensure resource optimization, timely delivery, and alignment with client goals, resulting in repeat business and sustained client loyalty

#### **Senior Content Writer | Aptara, a publishing company**

Content Transformation Organization for Digital and Corporate Learning Audience, New Delhi, India | November 2010 – January 2012

- Developed comprehensive training materials, collaborating with SMEs and key stakeholders to ensure alignment with client requirements, instructional best practices, and learner needs

## **Education**

#### **Doctor of Business Administration (DBA)**

University of Calgary, Calgary, Canada | Pursuing

#### **Ph.D. (Doctorate) – Management**

University of Mysore, Karnataka, India | 2015-2019

#### **Master of Business Administration (MBA) - Marketing**

Guru Jambheshwar University of Science and Technology, Haryana, India | 2008-2010

## **Certifications**

**PMP® – Project Management Professional, PMI; 2021 | Prosci®– Change Management Certification; 2021**