

ABHISHEK TATINENI

Talent Development & L&D Leader

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PROFESSIONAL SUMMARY

Talent Development and L&D professional with 9+ years of international experience across NGOs and tech-driven companies, leading learning strategy, onboarding design, and capability building across 120+ countries. Currently completing an MSc in Talent Development & Human Resources at IE Business School (Madrid, Honours), with hands-on experience building AI-powered people tools. Fluent in English; open to visa sponsorship.

PROFESSIONAL EXPERIENCE

Program Manager, Talent Development | Agoda | Bangkok, Thailand

Jul 2023 – Sep 2025

- Designed a behaviour-change onboarding framework for 500 in-house and 200 white-label agents, achieving 98% learning effectiveness and 92% average assessment scores.
- Led cross-functional redesign of white-label onboarding following Agoda's shift to Rocket Travel by Agoda (RTA), rebuilding content for real agent workflows.
- Mentored incoming L&D hires and presented at Agoda's CEG Summit on learning strategy and program design.

Global VP, Information Management | AIESEC International | Montreal, Canada

Nov 2020 – Dec 2021

- Led global HR and platform transformation across 120+ countries; delivered 85% of the roadmap within a \$400K budget.
- Designed a leadership transition framework for the international management team, rated 9.0 NPS by global partners.
- Managed HRIS adoption across 35,000+ members; onboarded a 22-person, 18-nationality team onto Asana to track 90+ workstreams.

Senior Coach & Content/Data Manager | Unschool Learning | Hyderabad, India

Jan 2022 – Dec 2022 | Dec 2019 – Oct 2020

- Built end-to-end capability development journeys for 100+ employees and managers.
- Built centralised data infrastructure for 50,000+ learners, driving a 65% increase in registered learners.

Regional Program Manager, Talent Programs | AIESEC Asia Pacific | Manila, Philippines

Aug 2018 – Jul 2019

- Coached 15+ program managers across 10 countries, resulting in an 11% average increase in goal attainment.
- Designed and facilitated the Asia Pacific Operations Summit for 80 delegates across 30+ countries (NPS: 9.0).

EDUCATION

IE Business School, Madrid — Master in Talent Development & Human Resources (Academic Honours), Expected July 2026. IE VentureLab Runner-Up (150+ startups), co-founded SoulTable. GITAM University, India — B.Tech, Information Technology, 2011–2015.

SKILLS, TOOLS & LANGUAGES

Skills: Learning Strategy, Instructional Design, Change Management, Talent Development, Coaching, Org Design, OKR Design

Tools: Workday, HRIS, LMS, Asana, Notion, Tableau, SQL, MS Excel, G-Suite, Lovable

Languages: English (Fluent), Hindi & Telugu (Native), Tamil (Intermediate)