

# Alin Sneha

Kings Langley, Hertfordshire, UK, WD4 8GY  
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## **PROFESSIONAL BACKGROUND**

### **Alin Sneha Consulting & Trust Facilitation - UK**

**Mar. 2021 - Present**

Facilitator, Trainer & HR Consultant

- Facilitated team meetings, team building sessions.
- Co-led strategy sessions for leadership & management teams.
- Trained face to face & hybrid teams on soft skills & technical skills including online collaboration (tools used: Mural, miro online whiteboards, menti, jamboard, MS Teams whiteboard)
- HR& OD: Facilitated the restructure of a company starting from their operating model, put in place new org structure & job descriptions.
- Implemented new leave system after needs analysis and trialling available options in the market.

### **PLAN International - UK**

**Jul. 2021- Feb. 2022**

HR Analyst

*A British humanitarian organization working in over 75 countries across the world.*

- Facilitated the HR leadership team to develop their Business Strategy into a work plan for respective departments. Completed few other short-term projects.

### **Up! Advisory Pvt Ltd - Singapore**

**Dec. 2019 - Mar. 2021**

HR Consultant, Trainer & Facilitator

- Facilitated employee engagement workshops and training sessions for clients.

### **Comaea International - Singapore**

**Jul. 2018 - Dec. 2019**

Competency Specialist

*A Swedish company working with several industries & governments for their workforce's skills management, training & competency compliance.*

- Built competency frameworks after consultation sessions with stakeholders.
- Facilitated Competency assessments for multiple business units.
- Follow up, finalise, and get agreements on the frameworks from all stakeholders.

### **World Vision International - Singapore**

**May. 2011 - Apr. 2018**

HR Business Partner, Talent Management & OD Advisor: Held 2 Asia Pacific regional positions.

*An American humanitarian organisation working in over 90 countries for upliftment of less privileged children.*

- Handled full cycle HR operations & supported remote & hybrid employees' HR needs.
- Coached & guided managers in matters relating to their teams.
- Handled several expatriate settlement & repatriation for employees & their families.
- Facilitated several workshops on talent management, employee engagement.
- Led training, team building & team culture workshops for different client groups.
- Implemented a global HR Information System across 10 Asia Pacific country offices among complex situations.
- Led initiatives & made considerable headway in Staff wellbeing in the Asia Pacific region. Raised Employee wellbeing index to 3% & 2% during years when all other indices fell by -4% to -8%
- Trained managers & employees in soft skills such as giving feedback, SMART goals.
- Org structure: Designed the organization structure for the shared services BU.
- Led several conversations with CEOs on succession planning & their talent pipelines.

### **Phaeros International - India**

**Sep. 2006 – Nov. 2010**

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2 positions: HR Manager | Software Product Trainer

## **Belgian maritime software product company implementing Port management system in Africa, Middle East & Europe**

- Handled HR operations, the full HR suite for India office & in part for the Belgian office.
- As I grew out of the HR role after the first 2 years, the leaders gave me customer facing opportunities in product training & on-site customer support in Belgium, Africa & the middle East.

### **Pratika Integrated Marketing - India**

**Jan. 2006 – Aug. 2006**

Client Relationship Executive. Event Manager

*Indian marketing firm helping small & large companies in PR, communication & product launches.*

- I put together several launch events for new products.
- Worked on Marketing & PR campaigns for clients to make them visible in the market

### **The Chopras - India**

**Oct. 2005 – Dec. 2005**

Salesperson

*An Indian global education consulting firm.*

- Sending Indian students abroad to study in international colleges.

### **Sipno Technologies Pvt Ltd - India**

**Feb. 2005 – Sep. 2005**

HR Executive

- Handled full cycle HR operations for this technology start up.

## **EDUCATION**

**MBA** in HR & Marketing. 2005

**SRM Institute of Science & Technology, India**

**B Sc** in Computer Science. 2003

**Periyar University, India**

## **Certifications:**

Systemic Team Coaching, Situational Leadership II, Aligning HR to Business Strategy, Occupational Stress Management, Critical Incident Stress Management, SAFER model, Suicide Prevention, Pastoral Care, People Analytics, Job Evaluation.

## **VOLUNTEERING**

Regular blood donor. Volunteer at the village library. Volunteered at local church coffeeshop for 1+ year.

## **SKILLS AND INTERESTS**

**Languages:** Native level: English, Malayalam, Tamil, Hindi | Beginner level: Spanish, BSL, Korean.

**Culture:** Worked closely face-to-face & remotely with 32 different nationalities & cultures from Asia & Pacific, Australia, North America, Europe, Africa & the Middle East.

**Technical Skills:** MS Office Suite, Online whiteboards Mural & miro, Ability to learn new software & ideas very quickly.

**Interests:** Painting, Photography, Writing.