



DR. ARPITA DUTTA

A PASSIONATE & DYNAMIC
 BUSINESS TRANSFORMATION
 PROFESSIONAL WITH OVER
 TWO DECADES OF EXPERIENCE

**Dr. Arpita Dutta,
 Principal Consultant,
 Cherryskillz Learning**

Arpita has Doctor of Excellence Degree in Human Resource Management from YSU (University) in California, US, an EPHRM from IIM-Lucknow, an MBA (Systems Management) from IISWBM-Kolkata (Rank holder), a BE (Instrumentation & Electronics) from R.V. College of Engineering in Bangalore, and certifications from XLRI-Jamshedpur.

Learning and development, also known as training and development, is an organizational component of human resources. Learning and development aims to align employee performance and progress with the objectives and performance of the organization. Those in charge of learning and development in an organization must identify skill gaps among employees and teams before developing and delivering training to close those gaps. The Learning & Development Manager is in charge of creating and implementing a company's learning strategy.

To help businesses and individuals in improving their soft skills and grow their businesses through high-quality leadership development programs, Arpita Dutta founded Cherryskillz Learning. Arpita's extensive experience ensures that individuals can successfully meet the challenges of their jobs and that they are properly aligned with the company's business goals. Arpita spoke exclusively to CEO Insights about her entrepreneurial journey and the challenges she overcame to become an industry leader.

Throw some light on your exceptional professional journey. And, after more than two decades of assisting people and businesses to grow, what motivates you today?

As the Founder of Cherryskillz Learning Private Limited and a Principal Consultant, I am extremely passionate about my work. In addition, I have delivered many programs on soft skills, sales, leadership development, faculty development/management development, and capability development for individuals at all levels of experience. With over 20 years of industry experience, I have gained valuable insights working in both global conglomerates, and startups.

Apart from that, I am a certified Psychometric Assessor Interpreter, Certified Trainer (by Dale Carnegie, MEPSC), Certified NLP Practitioner & Coach (by ABNLP), Management Consultant, Mentor, Course Developer, Instructional Designer, Faculty & Research Project Mentor, Academic Advisor Board member, Case Study Champion, e-Learning Specialist, Author, Speaker, and have trained thousands of working professionals and students. I work as a coach in the areas of Career Development, Wellness, Productivity, Executive Coaching and Life Coaching.

Several honors have come my way throughout my professional journey. And my enthusiasm for skill development projects enabled me to effect transformational change in a variety of organizations and individuals.

Tell us about Cherryskillz Learning as an organization and its position in the market. Also, what is unique about the company that makes it better than the rest in the market?

Cherryskillz Learning is a boutique, MSME-registered training, consulting, and coaching firm. We work with businesses and educational institutions to provide training, coaching, consulting, business simulation/gamification simulation, and educational product services. We offer cost-effective solutions such as curriculum design, curriculum development, high-quality professional course development, finishing school, coaching, consulting, soft skills, and leadership development/management development, e-Learnings (blended), cloud-based SaaS LMS, gamification simulations, micro-learning, customer newsletters and marketing promo videos, rapid e-Learns, learning journeys and paths, and assessments.

What has been the success mantra that has enabled you to play a variety of roles throughout your journey and achieve positive results?

After working in HR and L&OD for prestigious companies for two decades (and continuing to serve in various capacities as an entrepreneur), I realized that entrepreneurship is a different ballgame. As an entrepreneur, you will have to wear many hats. To stay in the game, you must have passion, motivation,

entrepreneurial spirit, and perseverance. My industry experience was extremely beneficial in shaping me as a person and professional. I am the first business owner in my family. Failures have taught me more than successes.

In your professional journey so far, which are the milestones that bestowed you with utmost satisfaction? Also, could you tell me more about the awards and recognitions you've received, as well as how you feel about them?

As a Technical Recruiter, HR Generalist, Manager HR (HRBP), Adjunct Professor/Faculty, Customer Service Excellence Lead, Delivery Manager, Human Capital & Training Manager - India Corporate Training Head - India and HR Head, I have served organizations in a variety of capacities. I had the opportunity to work with global conglomerates such as ATOS (previously SchlumbergerSema), which has operations in 70+ countries, Fortune 500 corporation Manpower Global (deputed in Freescale Semiconductor, a division of Motorola), which has operations in 80+ countries, Schneider Electric Software (previously InvensysSkelta), which has operations in 90+ countries, and Indian companies such as Manipal Global Education Services, Target Solutions, and a Manufacturing startup. During my corporate career, I was involved in three mergers and acquisitions. I was also recognized as a 'Talent Engagement Champion' for designing and facilitating people-centric talent management programs with cross-cultural communication.

To be honest, I have never worked to win awards. It is true that receiving acknowledgement along the way motivates you and reassures you that you are focused and on the right track. All of this has come as a surprise. These are just reminders that there's a lot more to do, and my journey continues. Entrepreneurship has taught me many life lessons that I will carry with me for the rest of my life. I've learned the following lessons, which I use: Take the time to help others and serve others (the act must come from the heart and be selfless), don't try to be good at everything, stay current on industry trends and practices, and cultivate continuous learning as a habit. [CEO](#)

Get Up, Dress Up, Show Up and Keep Moving to ensure that we make progress every day, even if the progress is one percent daily

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IS PROUD TO PRESENT

DR. ARPITA DUTTA
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AS ONE OF THE
Top 10 XLRI Jamshedpur Leaders - 2022,
This is an annual recognition that showcases
exceptional alumni of XLRI who guide their respective
industry vertical to its future by setting benchmarks across parameters.


Sujith Vasudevan
Managing Editor