



Simren Mehn



Profile Summary

Simren Mehn builds the leadership systems that help organizations grow into what they're becoming, not just what they are today. With 18+ years in **Learning & Development, Organizational Development, and Talent Strategy across global technology organizations**, she works as a trusted advisor to CHROs, site business leaders, and HRBPs, translating **complex organizational priorities into practical, human-centered talent strategies** that create lasting impact. She has built and led OD and leadership functions inside Amdocs and Infosys, and has trained 10,000+ leaders across industries. Key achievements include: Shakti – a year-long global women's leadership program for HIPO Directors across 3 regions of Amdocs, backed by a global business sponsor and formally recognized by the CHRO; an AI-powered executive coaching platform for 250+ senior leaders, governed end-to-end by an AI agent she built to streamline HRBP operations and coaching workflows; a regional succession framework that measurably strengthened internal leadership mobility; leading the Agentic AI fitness agenda for the region, consulting and advising Directors and VPs on mindset and capability shifts needed to lead AI-enabled teams; and at Infosys, leading the deployment and adoption of a landmark learning culture transformation across 200,000+ employees in 129 nationalities, co-authoring a case paper presented at IEEE documenting the methodology and impact. She is recognized as a LinkedIn Top Voice and is certified in Stanford Design Thinking, Gallup Strengths Coaching, Cornell Program Management, MBTI, and Transactional Analysis (ITAA).

Professional Experience

- Practice Lead – OD & Senior Leadership Development (Global) – Amdocs
- Senior Talent & Leadership Development Partner – Infosys Limited
- Assistant Manager Training – GENPACT India
- Talent Acquisition Manager – GENPACT India

Training Expertise

- **Leadership & Coaching:** Leadership Development & Coaching; First Time Manager Program; Career Coaching; Situational Leadership; Executive Coaching (Gallup StrengthsFinder, MBTI, Cultural Orientation Indicator).
- **Communication & Influence:** High Impact Communication & Presentations; Power of Networking; Negotiation & Influencing Skills; Building Emotional Proximity.
- **Change & Culture:** Leading Change; Conflict Management; Microaggression at Work / Implicit Biases; Problem Solving & Decision Making.
- **Innovation & Inclusion:** Design Thinking Enablement (Stanford Design School Certified); Women Leadership Development; DEI strategy and execution.
- **Talent Strategy & OD:** Talent Strategy; Succession Planning; HIPO Development; People Analytics; Culture Transformation; Coaching & Mentoring Ecosystems; Competency Frameworks.

Academic Qualification

- Executive MBA (HR) – Symbiosis
- Post Diploma in Human Resource Management – Symbiosis Institute of Management Studies
- B.Com (H) – Ravenshaw University
- Advanced Certificate in Program Management – Cornell University



Certifications

- Stanford Design Thinking Coach – Stanford Design School
- Gallup StrengthsFinder Certified Coach
- Advanced Certificate in Program Management – Cornell University
- Myers-Briggs Type Indicator (MBTI) – Certified Practitioner
- Transactional Analysis 101 – ITAA
- Cultural Orientation Indicator – TMC Berlitz
- Flawless Consulting
- Leading Organizations for Senior Execs

Testimonials & Achievement

- Top 100 Influential Coaching Leaders – People Matters
- Awards of Excellence for Women Leadership Development – Infosys Ltd and Amdocs
- LinkedIn Top Voice
- Co-author of case paper presented at IEEE documenting learning culture transformation methodology and impact
- Customer Excellence Award and Team Gold Award – GENPACT

Language Known

- English, Hindi

Location

- Pune, India