



Pancham Hariramani

Managing Partner at Talent Square

Based in Dubai, Pancham leads Talent Square, an independent enterprise focusing on providing learning and people development solutions across MENA & ASPAC regions.

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Pancham has acquired more than 23 years of experience with world-class and leading Hotel & Restaurant groups in the US, Europe, Middle East and Asia.

His work experience sojourn was flagged off at the flagship of the luxury hospitality icon in India, the Taj Mahal Hotel Mumbai as a Management intern with the CEO leading to being placed in various assignments across the sub-continent. His exposure across the complexity of hotel operations lead him through many appointments of managerial and unit leadership over a five year period allowing for the best representation of corporate and owners perspectives.

In his stint in Chicago with a Metromedia food and beverage project, he was acclimatized to being part of a conglomerative and the aspect of remote management along with insightful experiences of running and delivering a profit centre serving more than a 1000 meals during peak activity days.

During his operational responsibilities at the flagship Novotel Ibis World Trade Centre complex Dubai, Pancham was recognized for this deliverables on quality and operational excellence. This led to his appointment as a founding member of the Academie for AccorHotels Middle East through which he accompanied and participated in the opening of 87 hotels across more than 20 brands across 12 countries. He is credited with designing the annual learning catalog offer with over a hundred blended learning solutions for the 15,000 employees across the hierarchy. Pancham consistently achieved and maintained a 12 - 15% EBIT model which became the framework for the Academie network.

Prior to founding Talent Square, Pancham was the Director of Academie Accor ME at the Corporate office of AccorHotels reporting to the company CEO.

Pancham holds a Hospitality qualification from the Institute of Hotel Management, Applied Nutrition & Catering Tech Mumbai. He has an Indian citizenship and is fluent in English and Hindi.

PROFESSIONAL HIGHLIGHTS

- Director Learning Development & Academie Accor at AccorHotels Middle East
- Governance Council for the Worldwide network of 18 Academies
- Lead Auditor for ISO 29993 & 21001
- Psychometric Assessor for ADV Profiles
- Certified Coach & Facilitator for Coaching Clinic with CoachU International
- Advanced Certification in HACCP

CORE EXPERTISE

- Organizational Culture
- High-level Coaching
- Exposure to a wide spectrum of the service industry
- Talent Recruitment, Induction & Mapping & Development
- Design of relevant learning programs using Instructional Design & e-learning platform