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20+
Years Experience

60,000+
Professionals Enabled

100+
AI & Executive Programs

PhD
AI Researcher

Amit Kumar Soni

Award-Winning Enterprise AI Educator | Executive AI Advisor | Founder & CEO, Synottic

LEADERSHIP EXPERIENCE ACROSS

Helping leaders and organizations understand AI, redesign work, build AI capability, and scale responsible adoption.

WHAT I HELP ORGANIZATIONS DO WITH AI

01 | Understand AI
Build practical AI literacy across executives, leaders, managers and employees.

02 | Lead with AI
Equip executives and leaders to make better AI strategy, investment, risk and transformation decisions.

03 | Apply AI to Work
Translate AI capabilities into real workflows, use cases, productivity opportunities and business outcomes.

04 | BUILD AI CAPABILITY
Turn AI capabilities into real workflows, use cases, productivity and business outcomes.

05 | Govern AI Responsibly
Build practical understanding of AI governance, responsible AI, privacy, risk, security and human oversight.

06 | Scale AI Adoption
Move organizations from AI experimentation to sustained human-AI collaboration and enterprise adoption.

EDUCATION, RESEARCH & CERTIFICATION

- PhD Researcher | Artificial Intelligence
- PGP-AIML | University of Texas at Austin
- GSDC | Certified AI Leadership Mastery Trainer
- AI Generalists Fellowship
- MA | Psychology
- Master's | Human Resources, XLRI
- ICF-PCC | Executive Coach
- Prosci Certified | Change Practitioner
- Computer Science & Engingeer

THE AI CAPABILITY STACK

AI Strategy • Generative AI • Agentic AI • AI Workflows • Context Engineering • Responsible AI • AI Governance • AI Productivity • Human-AI Collaboration

CAREER

PepsiCo
Global Head, Learning Solutions

Expedia Group
Head, Learning & Development, APAC

Salesforce
Senior Manager, Technical Enablement & Leadership Development

Wipro • Lupin • Larsen & Toubro
Technology • Learning • Leadership • Transformation

AI PROGRAMS ACROSS THE ENTERPRISE

EXECUTIVE AI
Strategy • Leadership • Investment • Governance • Future of Work

AI FOR FUNCTIONS
HR • L&D • Finance • Sales • Marketing • Operations • Technology

AI FOR INDUSTRIES
BFSI • Healthcare • Pharma • Manufacturing • FMCG • Retail • Technology

AI FOR EVERYONE
AI Fluency • GenAI • Productivity • Prompting • AI Workflows • Responsible AI

WHAT CLIENTS ENGAGE ME FOR

Executive AI Keynotes | AI Capability Transformation | AI for Leaders | AI for Functions & Industries | AI Transformation Advisory | Responsible AI & Governance

Trusted by Leading Enterprises

Delivering Human-Centred AI transformation across industries through direct client engagements and strategic delivery partnerships.

Direct Enterprise Customers

ICREON, IQEQ, protean, equentis, KARAM knowing your needs better, HETERO, NPCI भारतीय राष्ट्रीय भुगतान निगम NATIONAL PAYMENTS CORPORATION OF INDIA, salesforce

Program Delivered Though Strategic Delivery Partners

HEXAGON, reng., HEXAWARE, EISNERAMPER, servicenow, SAP, Baker Hughes, WNS, Mphasis The Next Applied, amdocs, UL Solutions, ZIM, TELUS Digital, Stanley Black & Decker

8+

Industries Served

- Banking & Financial Services
- Healthcare & Pharma
- Manufacturing
- Technology
- Retail & Consumer Goods
- Consulting
- Engineering
- Public Sector

30K+

Professionals Trained

Leaders, managers, functions, enterprise teams

16+

Organisations Supported

Capability, advisory, governance, transformation

20+

Agentic Solutions Built

Agenic Solutions Build

Glimpses of Public AI Programs



AI for Everyone (Cyber Security)

Special session delivered for ISTD.

[Read Playbook →]



Leading AI Driven Change

Program for GSDC network.

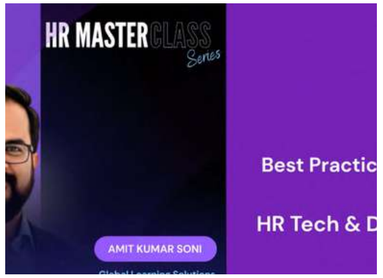
[Watch Video →]



AI for Senior Citizens (How to protect Fraud)

Empowering elderly via Heritage Foundation.

[Watch Video →]



AI in HR

Strategic HR transformation masterclass.

[Watch Video →]



Agentic AI

For worlds BMP Industry

[Watch Video →]

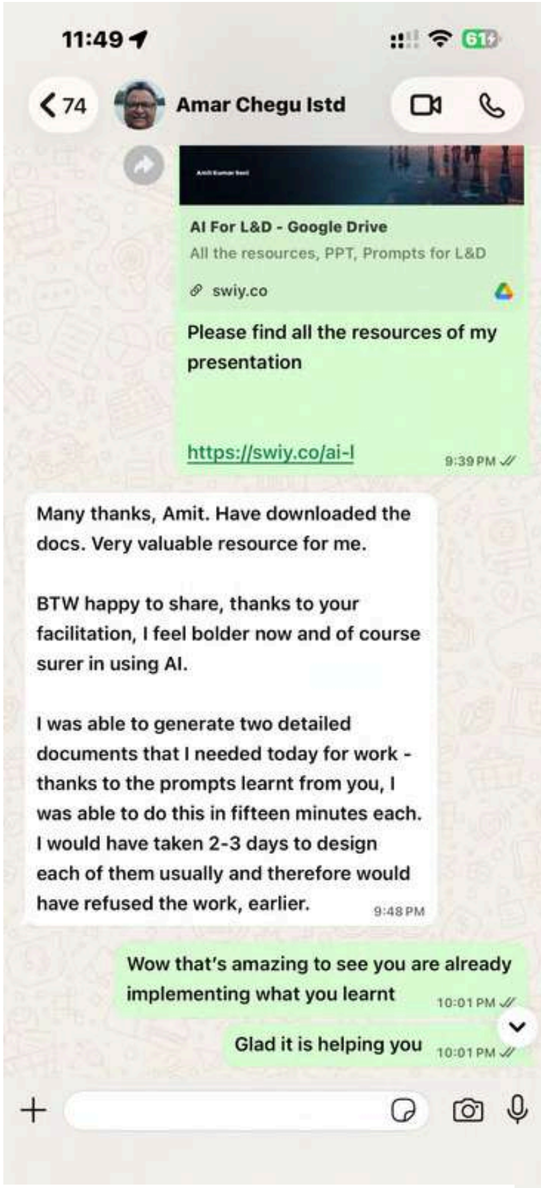


GenAI for Finance and Accounting

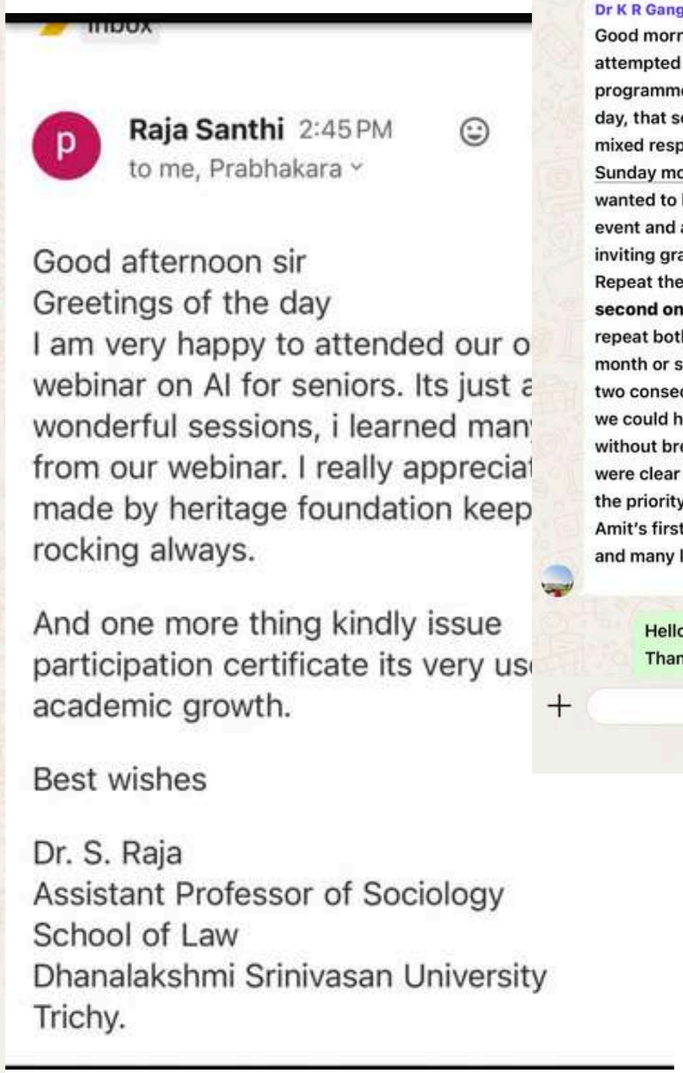
Strategic Finance transformation masterclass.

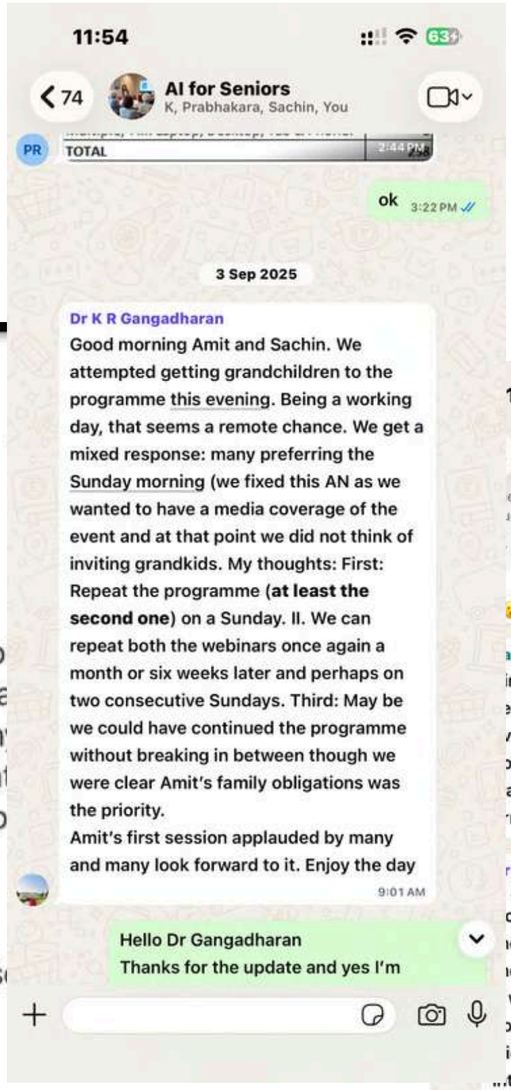
[Watch Video →]

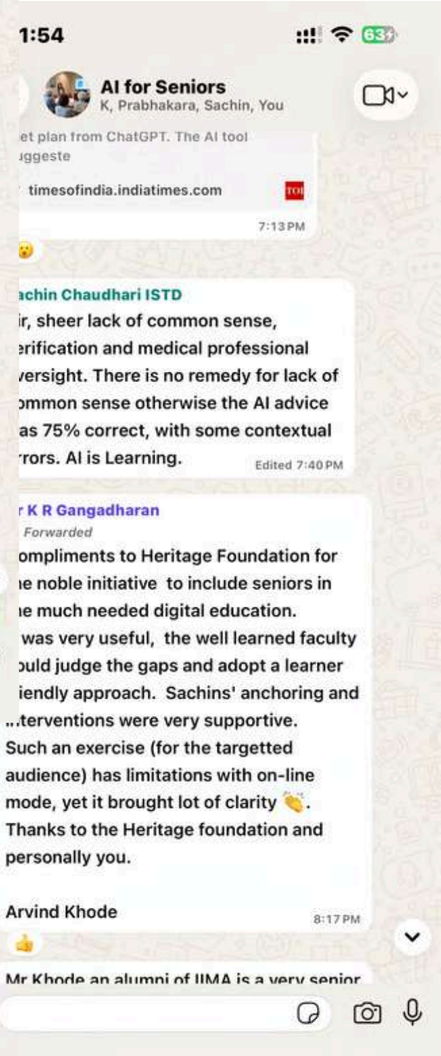
What Clients Say



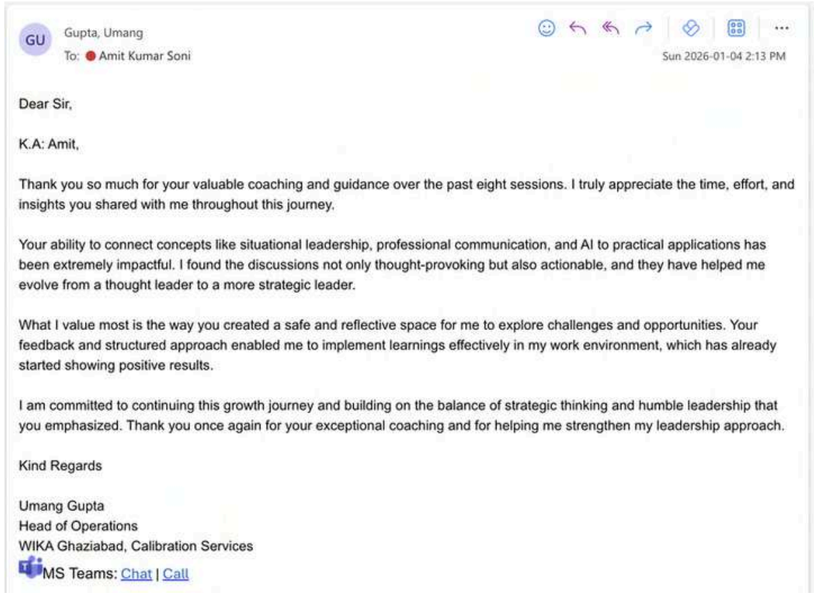








What Clients Say



Gupta, Umang
To: Amit Kumar Soni
Sun 2026-01-04 2:13 PM

Dear Sir,

K.A: Amit,

Thank you so much for your valuable coaching and guidance over the past eight sessions. I truly appreciate the time, effort, and insights you shared with me throughout this journey.

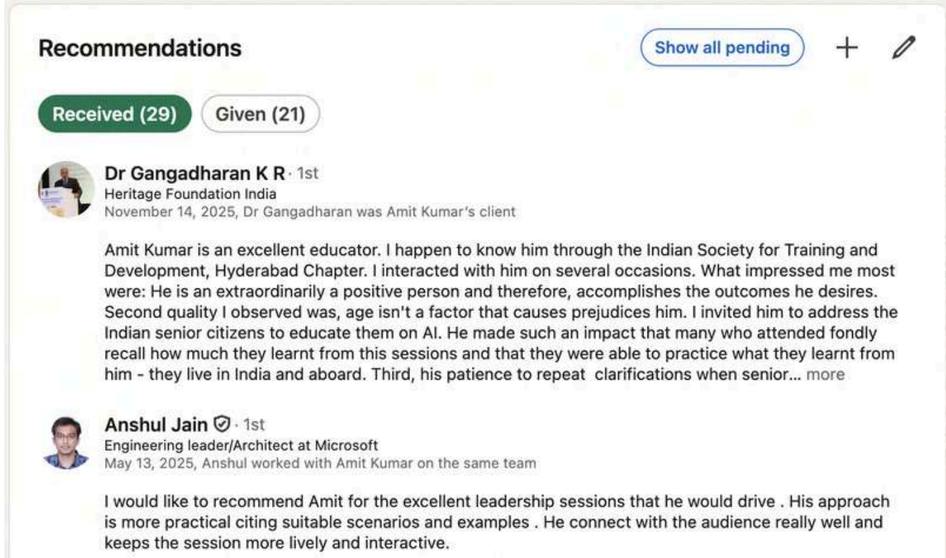
Your ability to connect concepts like situational leadership, professional communication, and AI to practical applications has been extremely impactful. I found the discussions not only thought-provoking but also actionable, and they have helped me evolve from a thought leader to a more strategic leader.

What I value most is the way you created a safe and reflective space for me to explore challenges and opportunities. Your feedback and structured approach enabled me to implement learnings effectively in my work environment, which has already started showing positive results.

I am committed to continuing this growth journey and building on the balance of strategic thinking and humble leadership that you emphasized. Thank you once again for your exceptional coaching and for helping me strengthen my leadership approach.

Kind Regards

Umang Gupta
Head of Operations
WIKA Ghaziabad, Calibration Services
MS Teams: Chat | Call



Recommendations

Show all pending

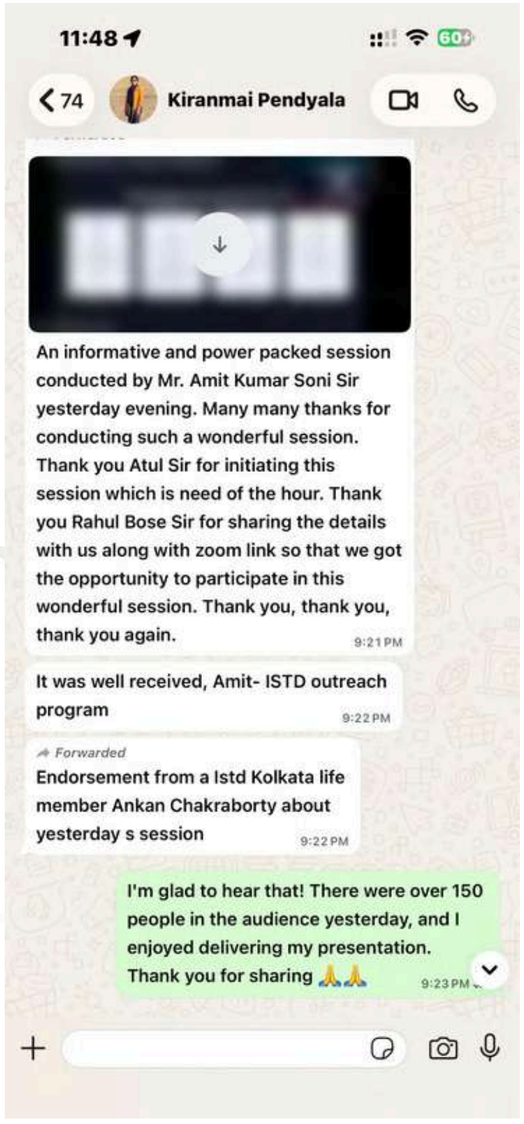
Received (29) Given (21)

Dr Gangadharan K R · 1st
Heritage Foundation India
November 14, 2025, Dr Gangadharan was Amit Kumar's client

Amit Kumar is an excellent educator. I happen to know him through the Indian Society for Training and Development, Hyderabad Chapter. I interacted with him on several occasions. What impressed me most were: He is an extraordinarily a positive person and therefore, accomplishes the outcomes he desires. Second quality I observed was, age isn't a factor that causes prejudices him. I invited him to address the Indian senior citizens to educate them on AI. He made such an impact that many who attended fondly recall how much they learnt from this sessions and that they were able to practice what they learnt from him - they live in India and aboard. Third, his patience to repeat clarifications when senior... more

Anshul Jain · 1st
Engineering leader/Architect at Microsoft
May 13, 2025, Anshul worked with Amit Kumar on the same team

I would like to recommend Amit for the excellent leadership sessions that he would drive . His approach is more practical citing suitable scenarios and examples . He connect with the audience really well and keeps the session more lively and interactive.



11:48

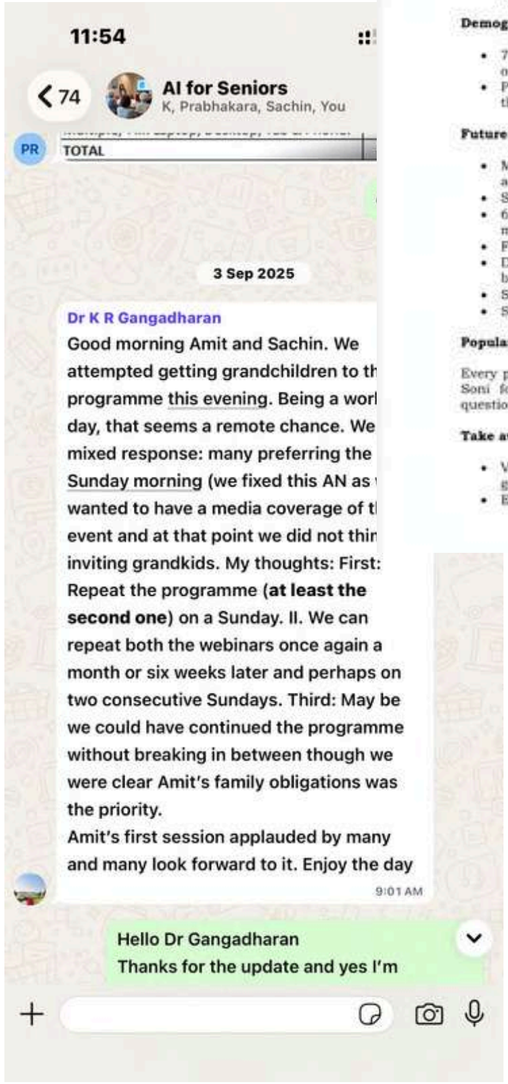
74 Kiranmai Pendyala

An informative and power packed session conducted by Mr. Amit Kumar Soni Sir yesterday evening. Many many thanks for conducting such a wonderful session. Thank you Atul Sir for initiating this session which is need of the hour. Thank you Rahul Bose Sir for sharing the details with us along with zoom link so that we got the opportunity to participate in this wonderful session. Thank you, thank you, thank you again. 9:21 PM

It was well received, Amit- ISTD outreach program 9:22 PM

Forwarded
Endorsement from a Istd Kolkata life member Ankan Chakraborty about yesterday s session 9:22 PM

I'm glad to hear that! There were over 150 people in the audience yesterday, and I enjoyed delivering my presentation. Thank you for sharing 🙏🙏 9:23 PM



11:54

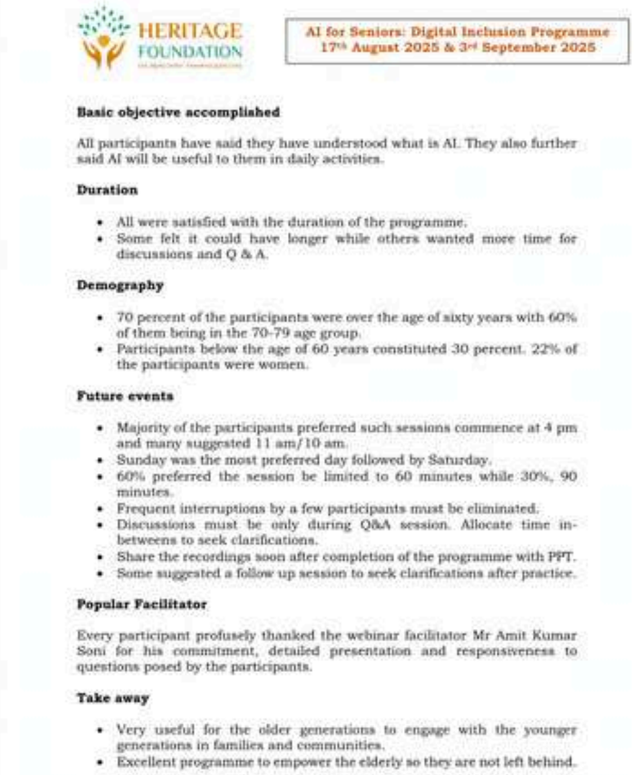
74 AI for Seniors
K, Prabhakara, Sachin, You

PR TOTAL

3 Sep 2025

Dr K R Gangadharan
Good morning Amit and Sachin. We attempted getting grandchildren to th programme this evening. Being a worl day, that seems a remote chance. We mixed response: many preferring the Sunday morning (we fixed this AN as wanted to have a media coverage of t event and at that point we did not thir inviting grandkids. My thoughts: First: Repeat the programme (**at least the second one**) on a Sunday. II. We can repeat both the webinars once again a month or six weeks later and perhaps on two consecutive Sundays. Third: May be we could have continued the programme without breaking in between though we were clear Amit's family obligations was the priority.
Amit's first session applauded by many and many look forward to it. Enjoy the day 9:01 AM

Hello Dr Gangadharan
Thanks for the update and yes I'm



HERITAGE FOUNDATION

AI for Seniors: Digital Inclusion Programme
17th August 2025 & 3rd September 2025

Basic objective accomplished

All participants have said they have understood what is AI. They also further said AI will be useful to them in daily activities.

Duration

- All were satisfied with the duration of the programme.
- Some felt it could have longer while others wanted more time for discussions and Q & A.

Demography

- 70 percent of the participants were over the age of sixty years with 60% of them being in the 70-79 age group.
- Participants below the age of 60 years constituted 30 percent. 22% of the participants were women.

Future events

- Majority of the participants preferred such sessions commence at 4 pm and many suggested 11 am/10 am.
- Sunday was the most preferred day followed by Saturday.
- 60% preferred the session be limited to 60 minutes while 30%, 90 minutes.
- Frequent interruptions by a few participants must be eliminated.
- Discussions must be only during Q&A session. Allocate time in-betweens to seek clarifications.
- Share the recordings soon after completion of the programme with PPT.
- Some suggested a follow up session to seek clarifications after practice.

Popular Facilitator

Every participant profusely thanked the webinar facilitator Mr Amit Kumar Soni for his commitment, detailed presentation and responsiveness to questions posed by the participants.

Take away

- Very useful for the older generations to engage with the younger generations in families and communities.
- Excellent programme to empower the elderly so they are not left behind.

Client Video Testimonial



Shaheen Shaik | Expedia Group
Watch Video



Sachin Narke | HR Scholars Guild |
Watch video



Purushottam Thakare from Hexaware
Watch video



Abir Dey, L&D Manager from Emirates NBD
Watch video

AI Keynotes & Leadership Engagements











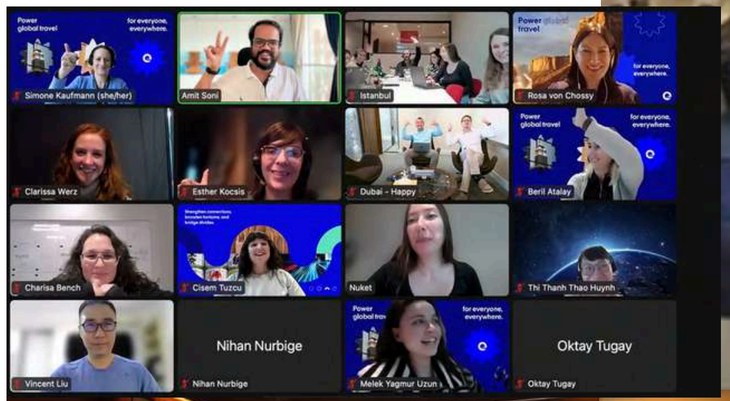




AI Leadership & Learning in Action











AI Thought Leadership & Impact Video



Program Value & Outcome

Focus Areas

- Improve AI adoption and productivity
- Reduce manual work through AI workflows
- Build practical prompting capability
- Enable responsible & confident AI usage
- Create human-centered AI adoption habits

Delivery Model

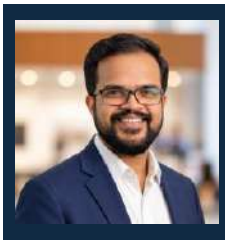
- Virtual / In-person / Hybrid
- Interactive workshop format
- Leadership, functional, or cross-functional audience support
- Recommended batch size based on engagement format

Post-Workshop Support

- Prompt refinement support
- Resource repository access
- Follow-up Q&A support
- Optional office hours / coaching support

Optional Extended Engagements

- **AI Awareness Sessions:** Foundational knowledge building.
- **Hands-on AI Workshops:** Deep-dive practical skill building.
- **AI Transformation Sprints:** Rapid strategy and execution blocks.
- **Leadership AI Coaching:** Strategic guidance for decision makers.
- **AI Adoption & Workflow Consulting:** Bespoke implementation support.



AMIT KUMAR SONI

ENTERPRISE AI TRANSFORMATION LEADER

Agentic AI | Enterprise AI | AI Governance | Responsible AI

Hyderabad, India
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+91 91332 1531
linkedin.com/in/amitsoni-ai
amitkumarsoni.co

EXECUTIVE PROFILE

Enterprise AI transformation leader with 18+ years across technology, learning, leadership development and enterprise transformation. I help organizations turn AI ambition into practical adoption by connecting strategy, agentic workflows, responsible AI governance and workforce capability. My experience spans PepsiCo, Expedia Group and Salesforce, alongside hands-on work in generative AI, automation, AI education, learning science, psychology and executive coaching. I work at the point where business priorities, technology and human adoption meet.

SELECTED IMPACT

- Designed role-specific GenAI, Agentic AI, Responsible AI and governance capability programs for a 50,000-person global workforce.
- Led a 60-person global learning solutions team across three countries and reduced L&D costs by 35% through an AI-powered Learning as a Service model.
- Built n8n agentic pipelines for onboarding, access provisioning and compliance routing across a 50,000-employee enterprise footprint in India, Mexico and Egypt.
- Architected AI, ML and Data Science capability roadmaps for a 17,000-person APAC workforce; personalized learning pathways increased engineering engagement by 30%.
- Led technical enablement for more than 5,000 engineers at Salesforce; AI-curated learning pathways increased learner engagement by 30%.
- Designed applied AI programs for Product, Operations, Sales, HR, Relationship Management and Business Development teams.

CORE EXPERTISE

ENTERPRISE AI & ADOPTION	AGENTIC AI & AUTOMATION	AI GOVERNANCE & RISK
AI transformation strategy	Agentic AI strategy & use cases	Responsible AI strategy
AI readiness & maturity	AI agent design & adoption	AI governance operating models
AI adoption frameworks	Workflow automation	AI risk assessment
Role-based AI academies	RAG & enterprise knowledge AI	NIST AI RMF
Executive AI education	Multi-agent systems	ISO/IEC 42001
Human-AI collaboration	MCP & context engineering	EU AI Act awareness
Use-case discovery & prioritization	Human-in-the-loop workflows	AI security & LLM risk

AI TOOLS & WORKING STACK

Agentic & Automation: n8n, LangGraph, LangChain, LlamaIndex, CrewAI, Make.com

Models & Platforms: OpenAI, Claude, Google Gemini, Azure AI, AWS Bedrock, Microsoft Copilot

Knowledge & Development: RAG pipelines, MCP, OpenAI API, Claude API, Cursor, Replit, Postman, NotebookLM, Perplexity

PROFESSIONAL EXPERIENCE

Founder & CEO | Synottic | Dec 2025 – Present | India

- Lead a Human-Centred AI transformation company focused on enterprise AI strategy, agentic AI, AI governance, capability building and scalable adoption.
- Work with organizations to identify high-value AI use cases, design adoption roadmaps, build capability programs and connect AI initiatives to real business workflows.
- Develop enterprise solutions spanning AI readiness, responsible AI governance, agentic workflow automation, AI academies and leadership capability.

Agentic AI Architect | Coinbase | Mar 2026 – Jun 2026 | India

- Agentic AI implementation for HR and Internal systems using N8n.
- Implemented internal SLMs using LiberChat.

AI Capability, Agentic AI & Responsible AI Advisor | **Independent** | Dec 2025 – Present | Hyderabad

- Design and deliver applied AI programs on n8n, Make.com, OpenAI, Claude and Perplexity for enterprise audiences including HSBC, Amazon, PayPal, Microsoft, TCS, Infosys, Wipro and ServiceNow.
- Build 10-day applied AI curricula for Product, Operations, Sales and HR professionals, focused on workflows participants can apply immediately.
- Teach agentic AI, LLM orchestration, RAG and MCP through live demonstrations and practical builds.
- Delivered a 3-day JPMorgan AI Security and Governance program covering NIST AI RMF, ISO/IEC 42001, EU AI Act and OWASP LLM Top 10, with a full facilitator playbook.
- Delivered AI for HR programming with EisnerAmper and MentorPark, and a WNS Certified Front Line Manager AI program using n8n, Custom Gems and NotebookLM.

Global Learning Solutions Capability Head (AI & Technology) | **PepsiCo** | Aug 2024 – Dec 2025 | Hyderabad

- Built n8n agentic pipelines for onboarding, access provisioning and compliance routing across a 50,000-employee enterprise footprint in India, Mexico and Egypt.
- Reduced L&D costs by 35% through an AI-powered Learning as a Service model while improving delivery speed and completion rates.
- Designed role-specific AI capability programs covering GenAI, Agentic AI, Responsible AI and governance for a 50,000-person global workforce.
- Deployed AR, VR and 3D immersive learning at enterprise scale and managed a 60-person global team across three countries.

Head of L&D, APAC, Technology & AI Capability | **Expedia Group** | Dec 2022 – Aug 2024 | Gurugram

- Architected an AI-first talent strategy for 17,000 APAC employees and designed AI, ML and Data Science skilling roadmaps to address critical engineering capability gaps.
- Increased engineering team engagement by 30% through AI-powered personalized learning pathways and standardized learning governance across APAC.

Senior Manager, Technical Enablement & Leadership Development | **Salesforce** | Jul 2017 – Dec 2022 | Hyderabad

- Led technical enablement for India and APAC and improved learner engagement by 30% through personalized AI-curated learning paths for more than 5,000 engineers.
- Delivered learning programs covering Salesforce Einstein AI, ML fundamentals and automation; also served as an internal ICF-PCC executive coach.

Earlier Career | **Lupin | Appirio / Wipro | Larsen & Toubro** | 2008 – 2017 | India / Japan

- L&D Manager, Lupin Pharmaceuticals; Instructional Design Lead, Appirio / Wipro; Senior Instructional Designer and LMS Administrator, Larsen & Toubro, including onsite work with Chiyoda Corporation, Japan.
- Started career as a Software Engineer at Larsen & Toubro, building the technical foundation that continues to inform my AI and transformation work.

EDUCATION

PhD in Artificial Intelligence | In progress | Research focus: Agentic AI & Responsible AI Governance

PGP, Artificial Intelligence & Machine Learning | The University of Texas at Austin | 2020–2021

Postgraduate Diploma, Human Resources Management & Training | XLRI Jamshedpur

MA, Psychology | Renaissance University, Indore

BE (Hons), Computer Science & Engineering | Rajiv Gandhi Prodyogiki Vishwavidyalaya

CERTIFICATIONS & PROFESSIONAL CREDENTIALS

- Professional Certified Coach (PCC) – International Coaching Federation
- GSDC Certified AI Leadership Mastery Trainer
- Prosci Change Management Certified
- AI Generalists Fellowship
- Dare to Lead Trained – Brené Brown
- Advanced Instructional Design Certification

Recognition:

- AI Learning Leader of the Year 2024
- Impactful Learning Leader of the Year 2023
- Innovative Trainer Award
- Keynote Speaker, Asia's Largest L&D Summit 2025
- Featured in ET World and AI World Organization Summit
- Author, The Intelligence Mirror
- Published research on AI-Enhanced Habit Formation for Performance