

About Me:



Human Capital Strategist, 20 years of experience with strong business acumen and leadership capability in designing and delivering an integrated business and people strategy. Well experienced in driving organizational effectiveness in partner business unit with particular focus on resource modeling and business impact growth initiatives. Extensive experience in redefining parameters in the Human Capital industry with established track record on creating high performing teams.

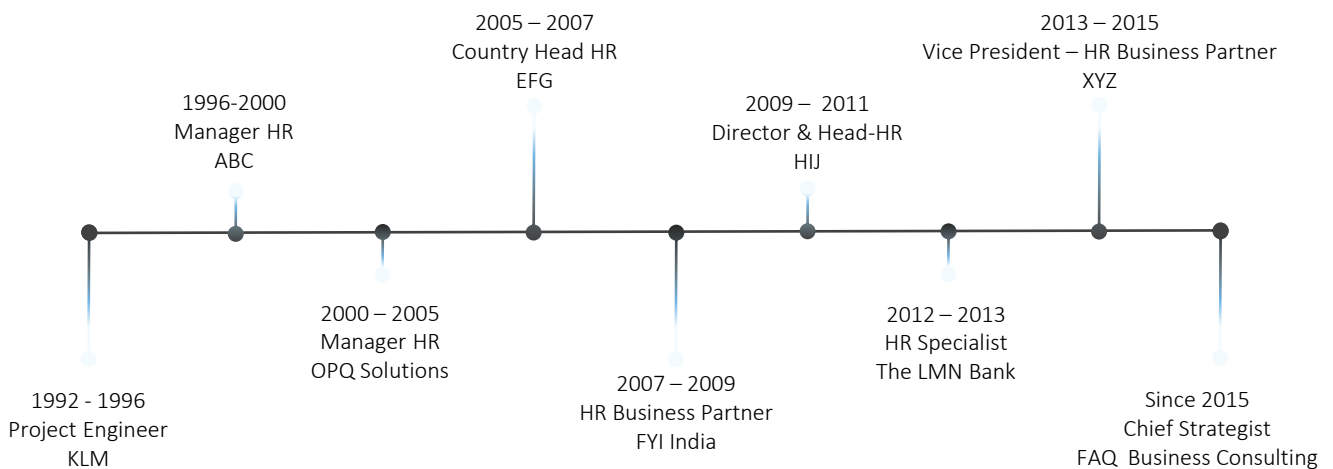
Committed to acquiring, developing & retaining top talent. Accomplished change agent, with expertise in leveraging people policies & procedures covering the provision of quality, cost effectiveness, & customer-focused services, in turn creating a positive curve in YOY ROI by driving revenue impactful HR strategy.

Recognized as a specialist with expert level knowledge in setting-up IDC operations, incubation centers, human capital scale-up and integration of multi-cultural teams & people processes globally, striving towards augmenting business growth and productivity.

I hold extensive experience in working with global business leaders and stakeholders in designing and developing people strategy, building cohesive off-shore teams, providing solutions and framing contingency plans, revitalizing human resources functions through business partnering model with financial HR score card, metrics and efficient use of HR technology.

As a human resources Architect, I specialize in building efficient HR models for organizations with primary focus remaining on increasing productivity and reducing unrealized employee cost by implementing innovative strategies. I have had the privileged opportunity of leading transformational initiatives in few of the most prominent organizations, in Consulting, Banking, Finance, eCommerce and Technology sectors.

Experience:



Competencies:

- Specialist in strategic staffing
- CXO hiring & assimilation in to the business
- Organizational Design
- Structural Diagnostics
- Human Capital resource modeling & Optimization
- Talent performance & productivity enhancement
- Job metrics & Competency architecture
- Compensation & Benefit design
- HR Service Design & Delivery
- M&A Integration

Academia:

- Post Graduate Diploma in Human Capital management and Organizational Development from LIBA (Loyola Institute of Business Management)
- Certified Thomas Profiling Specialist
- Engineering (Civil) from A.C.College of Engineering & Technology- (1988-1992)

Milestones:

FAQ Business Consulting:



As a Human Capital Specialist, worked with several MNCs and Global Organizations in establishing and redesigning HR practices, to suit their business direction

- Built HR capability framework for IVY mobility. Successfully created and implemented a mixed model (Services and product) delivery based org structure. --- Ivy mobility achieved pay parity , market designation and cost benefit
- Transformation of people process and policy @ AstraZeneca
- Identified and implemented a Human capital management system that would help while the company is planning to grow from 100 to 1000cr company over the next 5 years – Retail major
- Helped translating Business strategy to HR design for startups.

HIJ Design Arena – Polaris:



Head of HR for the iFTB Business unit, that manufactures Transaction Banking products

- Was part of leadership team that worked on services to product transformation and establishment of new structure (Polaris to HIJ design entity) achieved smooth transition of HR related business centric goals and key growth factor implementation.
- Re-designed the iFTB organization structure following the demerger and effectively assimilated new leadership.
- Created and implemented HR practices relevant for a Product centric organization.
- Built a product competency framework for the Business Unit and career development framework for the product organization.

The LMN Bank:



- Spearheaded the offshore-ability assessment for the UVW Bank HR Shared Service Center in India and set up the center. Responsibilities included process migration, HRSSC Org Structure design and hiring & establishment of the entire team. Involved in implementing SOP, SLAs and quality matrices.
- Involved in the design of LMN Bank's Diversity & Inclusion strategy, process, recruitment and outreach activities of UVW Bank Chennai Center

ABC:



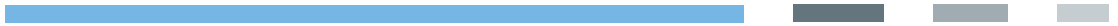
- Was part of strategic decision-making process and due diligence for business M&A and green field operations
- Engineered a global multi-functional Shared Services Organization by consolidating the efforts of IT, Finance and HR functions. This global one-stop Shared services organization was also offered as an extended enterprise service to the Clients of the Global Business Process Solutions. As part of the functionality a Self-service tool was developed to manage client requirements as well as internal shared service and stake holders. Lead the end to end design and implementation.
- Headed the partner Business unit's strategic staffing and developed resource modeling that achieved cost benefit.
- Instrumental in managing and steering Mergers & Acquisitions UBS and DPDHL, re-aligning HR systems, integrating policy and benefits structure, consolidating HR tools for a seamless experience, applying the TUPE process and ensuring an overall smooth transition

FYI:



- Successfully orchestrated seamless transfer from BOT to FYI IDC Model and responsible for the complete Incubation setup of FYI IDC
- Steered FYI to become a Great Place to Work (Listed with best employer to work in India)
- Spearheaded the FYI & PayPal merger
- Responsible for end to end design & delivery of the corporate Talent Review, that utilizes the 9 box grid, assessing the potential and performance of employees to identify diverse talent ready for business critical positions

Milestones:



EFG:



- o Developed a comprehensive guideline based performance management for an open source and distributed development environment. Achieved higher retention and quicker expansion (expanded presence in 3 countries within 6 months)
- o Conducted compensation benchmark studies in the areas of fixed and variable compensation, competitive market philosophies, pay practices and salary guidelines, to design a competitive compensation system
- o Designed and implemented the organization's reward and recognition programs to encourage outstanding individual & team achievements and model financial and operational impact.

OPQ Solutions:



- o Steered the entire organization towards quality certification including ISO 9000 and CMMi
- o Created a unique program called Acceleration Chamber to identify emerging technology, potential skills, training and resources. Achieved stronger growth, reduced sales cycle and quicker client engagement
- o Developed and implemented Corporate Social Responsibility (CSR) programs