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## HR BUSINESS PARTNERING ~ HR ROADMAP PLANNING ~ TALENT ACQUISITION ~

*Executive Collaborator – Stakeholder Management Expert – People’s Leader – Change Agent*

*Strategic Driver, employs best human capital practices to drive agility & efficiency in HR & IR policies; shaping high-performing cultures with robust development frameworks*

### ABOUT MYSELF

*Offering 10+ years of notable success in establishing HR structure, managing HR Operations, building on employee value, driving best-in-class HR initiatives for Talent Development / Employee Engagement / Diversity & Inclusion while working with reputed MNCs and Technology start-ups*

- **LED STRATEGIC HR LIFECYCLE MANAGEMENT (HIRE TO RETIRE)** from Manpower Planning/ Budgeting, Recruitment, Talent & Performance Management, Compensation & Benefits, Employee Engagement/ Retention, Exit Formalities and Employer Branding aligned to corporate values & culture. Ensured **adherence to Statutory Compliances & enabled HR effectiveness** through **Data Analytics, HRIA & MIS Reports** for critical decision-making
- **RECOGNISED AS HR BUSINESS PARTNER**; worked in partnership with **Sr. Management/HODs** for implementing **sustainable HR Policies, Change & OD Initiatives** which are in long-term interest of the organization; providing **strategy & vision in HR Process Automations, HR Operations, Competency Mapping, Cost-Effective Hiring, Robust Talent Retention/ Placement, Succession Planning** and developing a pipeline for future needs
- **STEERED EFFORTS FOR DIVERSITY AND INCLUSION**: Associated with diversity initiatives for nearly 3 years in different organisations; championed **diverse initiatives like developing culture change program, facilitating hard-core gender audits** for tracking progress quantitatively, organising networking events, conceptualizing and driving workshop, training programs aimed at fostering diversity
- **FORWARD-FOCUSED & EMPLOYEE CENTRIC HR LEADER**; who effectively balances needs of employees with organizational policies; maintained harmonious relations among management & staff by **organising R&R, fun-at-work & culture transformation** and ensuring timely resolution of employees’ grievance/ queries.

### SIGNATURE SKILLS

- |                                   |  |                                       |
|-----------------------------------|--|---------------------------------------|
| - Strategic HR Management         | - Organizational Development Initiatives | - Talent Acquisition & Management     |
| - Change & Transformation         | - Succession Planning & Development      | - Organizational Cultural Development |
| - Manpower Planning & Recruitment | - Employee Engagement/Welfare            | - HR Operations/ Budgeting            |
| - New Initiatives /Projects       | - HR Shared Services Implementation      | - Performance Management              |
| - Compensation & Benefits         | - MIS /Reports/Statutory Compliances     | - Trainings/ Team Management          |
- Stellar role in **setting-up Centralized Talent Acquisition Functions**; leading recruitment lifecycle from sourcing to closure and ensuring a positive experience for all candidates; appreciated **by leadership team for achieving 100% candidate to joiner ratio** during the tenure at **Freshtohome**
  - Helped businesses to **build profitable and sustainable products by plugging-in right skilled talent & channelize** their inner potential, within assigned budgets. Supported **ORCC Solutions Expansion Plans in India from inception, set-up of the legal entity, India operations for Online Resources while with ACI Worldwide**
  - Successfully **managed several strategic recruitment initiatives for campus, lateral and leadership hiring** including setting- up processes & applications, trainings on profiling/ interviewing, educating stakeholders and leading team to achieve SLAs and targets
  - Partnered with business to bring in high levels of engagements & retention through strategic initiatives and focused efforts. **Founding Ambassador at #Supportsaturdays; 1st Global Digital CSR Social Campaign founded by 25 industry leaders/ entrepreneurs/professional**, to help other corporate professionals gain strategic collective visibility on Saturdays by sharing profiles of people in need on their respective LinkedIn pages
  - Successfully handled **all transition related activities in HR post acquisition (M&A) of ORCC Solutions Unit by ACI Worldwide** in Mar’13

### LEADERSHIP EXPERIENCE

Since Jun’19: Freshtohome Pvt. Ltd./ Dbaux Technologies

Jun’19 – Oct’19: AVP – Talent Acquisition & Business Partner – Technology - Freshtohome Foods Pvt. Ltd



Jun’19 -Till Date: AVP – HR Business Partner at Dbaux Technologies - Sister Concern of Freshtohome Pvt. Ltd.

- Spearheading multifaceted roles in the organization; rendering leadership & support in **all areas of employee lifecycle, including selection, assessment, development, deployment, engagement and retention of talent** for the entire Technology Sales, Product & Operations Team
- Defining HR Policies, Processes, Systems, and **introducing best practices in Talent Acquisition, Performance Management System, Compensation & Benefits, Rewards & Recognition Programs and Diversity & Inclusion**

- Established **relationships with business leaders to link HR strategy to short/ long-range policy & operational issues**, building strategic plans, leading tactical implementation, conducting skip Level meetings & one-on-ones to identify areas of improvement and escalate risks to stakeholders
- Led efforts to build & develop a high-performing Recruiting Team to support Freshtohome aggressive growth plans; **partnered with business leaders to identify and strategize their short term & long-term hiring needs**, built effective candidate generation and sourcing strategies for volume hiring as well as niche positions, while ensuring great candidate experience
- Functioned as a **HR Partner and Lead for people initiatives**; pivotal in establishing and managing HR and business partnerships, identifying gaps in current people management practices, **proposing changes and partnering for Interventions & Transformation Programs**

### Aug'17 – May'19: Freelance Assignment as HR Advisor (Freelancer)

- Worked **with the management of Product Based Organizations to increase organizational health**; helped leadership in independently identifying and managing the implementation, development, and execution of HR related programs in the **areas of organizational design, company culture, talent management & acquisition**, HR operations and employee development
- Consulted with employees and managers to address root causes of organizational opportunities and address employee relations concerns with a systematic approach; understood pulse of the team and **partnered with business leaders and other support functions to:**
  - Identify initiatives to drive a strong company culture aligned with principles, **maintain a highly motivated & engaged workforce and implementation of company engagement programs**
  - Drive execution of Talent Management programs, provide training & guidance for employee development and performance management
- Responded to and investigated employee relations concerns, dive deep to understand root cause and liaised with leadership to address concerns & build appropriate action plans; supported onboarding and partnering with recruitment team(s) for both immediate and long-term solutions

### Jun'15 – Mar'16: Divum Corporate Services as Head HR

- Led the development and execution of **HR Strategies & Initiatives**, inspiring a direct and indirect team of HRBPs, as well as being a part of the core HR Team; partnered with HR Leaders to inform and drive short- and long- term talent management plan and priorities
- **Led all aspects of complex change & transformation program**, leading International Project Teams and partnering with Stakeholders and SMEs;
  - Built and maintained program governance structures, drove effective decisions & reports to wider stakeholder groups
  - Mechanized and continually evaluated program initiatives for quality, business impact, and scalability.
  - Conducted post-implementation evaluations to understand successes and improvement opportunities for the designed solution
- Partnered **with Central Corporate Teams to assess human resources needs** in areas like performance management, employee relations, compensation, career & leadership development; observed patterns, diagnosed issues, analyzed data and **recommended solutions for improved team effectiveness, building of leader capabilities**, and innovate improvements to employee experience

### May'11 - Jun'15: ACI Worldwide (Acquired Online Resources, US) as Manager HR - Business Partner

- Effectively **managed complete HR operations like Talent Acquisition & Development**, Compensation & Benefits, Performance Management, Strategic Business Growth Initiatives for the Bangalore center; successfully:
  - **Supported ORCC Solutions Expansion Plans in India** from inception, set-up of the legal entity, India operations for Online Resources
  - Worked with Sr. Management in India, US and Singapore to align HR processes/policies with the business objectives
  - Initiated workforce planning, job realignment, employee involvement, and team-building projects
  - **Led HR Business Partnership of 1200 employees in Technology Business** for People, Processes & Compliance Management
- **Established an open channel of communication**, enabling employees' easy access to information such as Benefits, T&D and career opportunities

## ACADEMIC CREDENTIALS

eMDP - Human Resource Management & Talent Management from XLRI Jamshedpur in 2020

PGDHRM from Symbiosis Centre for Distance Learning, Pune in 2012

Master's in Computer Science from Maharshi Dayanand University, Rohtak in 2003

## PREVIOUS EXPERIENCE

Feb'09 – May'11: Consona Corporation (Former Support Soft), Bangalore as Talent Acquisition Lead

Dec'07 – Feb'09: Convate Consulting, Bangalore as Team Lead

May'06 – Nov'07: Tech Unified Consulting (Now Zyoin Jobs), Bangalore as Sr. IT Recruiter

## PERSONAL DETAILS

Address: | Linguistic Abilities: | Nationality: