

Senior Human Resources Professional**Strategic HR ~ Industrial Relations ~ Quality Management ~ Industrial Engineering**

Driving Strategic HR initiatives to realize bottom-line results and enhance employee engagement in the pursuit of organizational objectives across diverse set of industries including Pharmaceuticals, Manufacturing, Engineering, Chemicals, Food Retail, Information Technology, Textiles, FMCG and Financial Services

CAREER MILESTONES

- Strategized and ensured **timely roll out of all HR systems, processes and international talent acquisition** for a new plant at Bangalore, which was a part of Warner Lambert International Pharma Company
- **Re-engineered the HR Strategy of ICICI** based on the long term business plan of the organization
- **Established the Corporate Human Resources Department** and standardized the HR Systems & Processes across the 18 group companies of the Sumi Motherson Group
- **Restructured Performance Management System** in liaison with McKinsey Consulting Group at Jubilant Organosys
- Created **Assessment Centre Selection Process** for Tata Motors facilitating fast track career growth of the High Potential employees
- Championed **entry level Talent Acquisition process** for Management Trainees & Engineering Graduates at Raymond
- Overhauled the Administrative Systems and Processes for better utilization of the resources, which resulted in **cost savings of Rs. 12 lakhs annually** for the Park Davis's Indian operations
- **Formulated and executed two VRS schemes** resulting in reduction of 200 Management staff at Blue Star Ltd.
- **Played a vital role in smooth closure of Thane Plant** after negotiating VRS settlement with the Union impacting exit of around 1900 workers and staff at Raymond Ltd.

EXECUTIVE SUMMARY

- **Ph.D in Management** with over two decades of rich and successful experience in different aspects of Human Resource Function; Prior to this, had experience in Industrial Engineering
- Expertise in delivering sustained organizational growth in dynamic environments, establishing structure, building employee value, driving vision and achieving strategic goals.
- **Strategy architect** in the development of innovative HR initiatives to streamline processes and capitalize on organizational growth opportunities
- Hands-on experience in conceptualizing, planning & implementing talent development and capability building in **offshore / onshore & shared services environment**
- **Skilled change agent, creative thinker and decision maker** who effectively balances the needs of employee with the mission of the organization
- **Extensive exposure to budgeting and laying down processes** for all Training activities
- Deft at people management (*managed workforce of around 24,000 employees*), **maintaining healthy employee relations** and handling employee grievances thus creating an amicable and transparent environment
- Comes with a strong focus on stakeholder management and **client relationship experience at the "C" level**

PERSONALITY TRAITS

- A **self-motivated, highly passionate, result oriented, energetic and articulate leader** with great respect for people, process and innovation
- **An enterprising leader with excellent communication** and people management skills that have been honed through managing multi skilled teams
- **A go getter with a "Can Do" attitude**

INTERNATIONAL SEMINARS & WORKSHOPS

- **Strategic Leadership Programme** conducted by Ross School of Business, Michigan University
- Attended the **International HR Workshop** conducted by Dave Ulrich at Washington, USA
- Studied various **HR Systems & Practices in different organizations in Texas, USA** for 3 months as a Group Study Exchange Scholar of Rotary International
- Attended one month course on **Cross Cultural Human Resource Management at Tokyo, Japan** (Recipient of Association of Overseas Technical Scholarship)
- Got selected by Japan Economic Foundation; visited Japan for a month to **study the Japanese Management Practices**
- Presented a research paper on **Japanese Management Techniques** at the international seminar conducted by IEEEEM at Singapore