

# SRINIVASULU CHILUKOORI

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## Professional Synopsis:

- HR Professional with ~18 years of experience in Talent Management, Employee Relations, Talent Acquisition, PMS, Team building, Leadership development, Campus Management, HR Operations, Systems & Process automation, Statutory & Legal Compliance, Contract & Vendor management.
- Proven ability in working with senior management to integrate people function with business operating strategy across Ports, IT/ITES, FMCG / FMCD, Supply Chain, and Pharmaceutical industries.

## Work Experience

<b>July'22 – Till date</b>	<b>Adani Krishnapatnam Port Ltd (DGM – HR)</b>	<b>Nellore, AP</b>
	<ul style="list-style-type: none"><li>• Responsible for Talent Management, Talent Acquisition, Learning &amp; Development, Employee Relations, HR Operations, Manpower planning, Manpower &amp; HR Operation Budget, PMS, Rewards and recognition schemes, maintain various HR MIS.</li><li>• Drive various initiatives of Talent Management</li><li>• Identify High Potential employees, conduct ADCs, prepare IDPs and implement IDPs.</li><li>• Assess and create succession planning and career path development of critical roles.</li><li>• Ensuring availability of proper skills at proper place</li><li>• Plan and monitor annual soft skills training and on boarding program calendar.</li><li>• Plan managerial and supervisory staff requirements and recruit them in a timely manner.</li><li>• Manage the employee relations processes to ensure smooth employee and Industrial relations.</li></ul>	
<b>July'21 – July'22</b>	<b>Mahindra Logistics Limited (Senior Manager – HR)</b>	<b>Hyderabad</b>
	<ul style="list-style-type: none"><li>• Responsible for driving HR agenda for C&amp;M vertical projects across Southern India.</li><li>• Managed 43 projects with ~2700 off-role employees and ~250 on-role employees; and leading a team of 8 direct and 7 indirect, ensuring 100% manpower deployment and compliance for all the projects.</li><li>• Responsible for driving Employee engagement, L&amp;D, Talent Management programs.</li><li>• Lead central projects related to Systems implementation.</li><li>• Responsible for driving cost saving initiatives across HR spectrum of work.</li></ul>	
<b>Jan'20 – Mar'21</b>	<b>Iksula Services Pvt Ltd. (Head - HR)</b>	<b>Mumbai</b>
	<ul style="list-style-type: none"><li>• Lead HR and Admin team to design and implement next generation HR practices – Org Design, Employee Engagement, HR Technology, P&amp;P, Compliance and HR Operations.</li><li>• Designed and delivered “First Time Manager” program.</li><li>• Lead HRMS migration to updated version.</li><li>• Worked on process optimization related to On-boarding, Payroll, PMS, LMS, Exit and other employee self service areas.</li><li>• Worked on annual employee engagement calendar along with budgets.</li><li>• Responsible for organization statutory compliance</li></ul>	
<b>Dec '14 to Dec '19</b>	<b>FedEx Express. (Senior HRS Specialist)</b>	<b>Bangalore</b>
	<ul style="list-style-type: none"><li>• HR Business Partner for Sales, Customer Service, Finance, IT and Operations' functions across Southern India, Madhya Pradesh and Chhattisgarh</li><li>• Handled end to end Talent acquisition and Talent Management</li><li>• Managed Graduate Trainee (GT) program for 2 years for PAN India.</li><li>• Lead Employee engagement for PAN India (200 + offices and 5000+ employees)</li><li>• Handled Employee relations, disciplinary proceedings for 300+ cases</li><li>• Managed Statutory Compliance for 70+ offices for about 3 years during my tenure</li><li>• Three times “Bravo Zulu” award and one time “Pride Award” recipient</li></ul>	

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**Jan '11 to Nov '14     Hindustan Unilever Ltd. (Senior Executive - HRBP)     Mumbai / Chennai / Bangalore**

- HRBP for 400+ IT Employees for Unilever's Shared Services Center, Bangalore
- Managed HR Operations (on-boarding, Payroll, incentives and Exit) for 2500+ PWEs (Pureit Water Experts), with a team of 5 associates in Mumbai.
- Played pivot role in building PWE's (Field Sales) capability across Southern region.
- Member of 'Master Trainer' group for Water business, delivered sales capability trainings for field sales team
- Received "Best performer of the month" reward 7 times and 2 times "Best performer of the quarter" reward from Hindustan Unilever, as part of internal R&R program.

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**Nov '09 to Nov '10     Hindustan Coca-Cola Beverages Pvt. Ltd. HR Executive     Vizag**

- Managed union relations in the bottling unit.
- Part of the LTS closure discussions.
- TPM champion. Safety and POSH committee member
- Lead employee engagement for both factory and sales functions

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**Jan '08 to Nov '09     Aptuit Laurus Pvt. Ltd. HR Executive     Hyderabad**

- Responsible for end-to-end Talent acquisition, hired Research associates, Scientists and Pharma graduates.
- Managed employee engagement for the R&D center
- Was part of creating PMS process and various Training programs

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**May '06 to Jan '08     Trident Life Sciences Pvt. Ltd (Aurobindo group) HR Executive     Hyderabad**

- Was the first HR for the company, established HR policies and procedures with the support of Aurobindo team.
- Managed end to end HR Operations (On-boarding, Payroll, Compliance and Exit) for more than 400 + employees
- Played key role in hiring more than 200+ associated in a span of one year.

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#### **Certifications:**

- "Stepping into Leadership" program from ISB, Hyderabad.
  - Certified "Rewards Professional" from Aon Hewitt.
  - Certified in using "Quality Driven Management (QDM ~Six Sigma)" tools, by FedEx
  - Certified in "Behavioral Event Interviewing (BEI)" with distinction, from Aon Hewitt.
  - Certified "Train The Trainer" by Dale Carnegie.
  - Basic NLP Practitioner.
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#### **Qualification:**

- M.B.A – Human Resources & Marketing (2004-2006)  
Osmania University / Badruka College PG Center, Hyderabad
  - B.Sc. (Computers) (2000-2003)  
Osmania University / M.K.R. Govt. Degree College, Devarakonda.
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#### **Personal Details:**

Date of Birth : 14<sup>th</sup> of June 1983  
Languages Known : English, Telugu and Hindi.  
Interests & Hobbies : Running, Cycling & Chess

**[Srinivasulu Chilukoori]**