

Sachin Puri



Achievement-driven professional with strong ability to influence thinking, forge alliances and build consensus, in pursuit of **strategic level** assignments in **Human Resource Management**, with an organization of high repute

Location Preference: PAN India & Overseas



+91-9899951193



sachin_puri@hotmail.com



Key Skills

Mergers & Acquisitions

HR Transformation Projects

Employee Relation/ Engagement

Business Strategy & Execution

Total Rewards

Global Process Excellence

Swift Global Ramp-Ups & Stability

Strategic Alliances & Partnerships

HR Digitalization & Analytics

Change Management

OD Intervention

Team Building & Leadership



Profile Summary

- Resolute and committed professional, offering **over 20 years of experience** in **HR & OD interventions**; adding value through increased employee satisfaction and productivity enhancement driving business growth
- Rich exposure of managing HR operations for various geographical boundaries (**26+ countries** including **USA, Ireland, UK, Netherlands, Poland, France, GCC, China, Singapore**)
- Acted as an **employee champion & change agent**, assessed and anticipated HR-related needs; communicated needs proactively to management; contributed in **HR - Business Transformation** initiative
- Proficient in managing **modern HR Systems and success record** in aligning HR with organizational goal; managing end-to-end HR Processes
- Excels in targeting and establishing **business partner relationships** with professional associations to drive company's strategic talent objectives to diversify workforce and accelerate business performance
- Skilled in using data and analytics to consistently reward, develop, nurture & deploy talent in the organization
- Improved profitability through focus on **talent management**, succession planning, compensations & benefits, rewards & recognition, learning & development, employee engagement and customer satisfaction
- Proven competence in setting up as well as turning around operations and scaling them up into **scalable & sustainable businesses**
- Successfully designed & applied **performance management**, compensation and competency framework to achieve growth plans
- Team-based Management style** with expertise in driving the company's vision into reality



Career Timeline (Recent 4)

Global Head - HR
Capgemini invent

Jan'10 - Feb'14

Global Head - HR
ADVANTMED

Mar'14 - May'15

Global Head - HR
VIBGYOR

Jun'15 - May'19

Global Head - HR
hitech

Since May'19



Soft Skills



Communicator



Collaborator



Thinker



Innovator



Intuitive



Education

- 2016:** Postgraduate in HR Management from XLRI, Jamshedpur
- 2016:** Advance Certification in Strategic Performance Management from XLRI, Jamshedpur
- 2003:** MBA (HR & Marketing) from Pune University
- 2000:** Bachelor of Pharmacy from Pune University



Work Experience

Since May'19 with Hitech Outsourcing Pvt. Ltd., Ahmedabad as Vice President HR (Global Head - HR)

Key Result Areas:

- ➊ Spearheading the entire gamut of operations as **Global HR Business Partner** and managing entire **Employee Lifecycle**
 - Talent Management, Compensation and Benefits, Learning Academy, Coaching the leadership team for success, merger, and acquisitions, integration of the merged entity with parent entity as well as HR digitalization and people process Improvements
- ➋ Leading client operations of **I-Meg: www.imegcorp.com** in India and mentoring a team of **250+ employees** encompassing teams for:
 - Structural engineers, MEP Engineers, BIM modellers, mechanical, civil, and Electrical Engineers along with the team of HR business partner, HR shared services encompassing TA and Compensation and Benefit, Talent Management and Learning Academy Professionals
- ➌ Steering change management post organization restructuring, thereby leading to employee engagement revamp & on-ground implementation.
- ➍ Serving as Strategic HR Consultant to design & deliver key solutions through policy management and people advising.
- ➎ Formulating strategic annual business plans, collaborating with senior management for successful manpower planning, resourcing and deploying expansion
- ➏ Leading entire HR Operations inclusive of organizational development, policy formation, statutory compliance, planning & execution of HR audits, and vendor management
- ➐ Conducting trainings for productivity improvement & quality enhancement; partnering closely with the learning team to work on assessment centers and leadership development. Instituted the Hitech learning partners program with a 70:20:10 approach and with self-paced program using learning credits as a mechanism
- ➑ Organizing employee engagement and reward & recognition programs; ensuring prompt resolution of employee grievances and maintaining cordial employee relations. Instituted a game thorty based reward and recognition structure and thus increased the engagement level
- ➒ Reduced attrition from 32% to 17% regardless of pandemic situation

Highlights:

- ➊ Exhibited excellence in steering the **merger due diligence process** as well as **post-merger integration process** for a Netherlands based organization
- ➋ Successfully structured the Pandemic BCP with 96% efficiency while the entire organization moved to work from home
- ➌ Moved 70% of the organization to permanent work from home with all policy and technology infra around the same
- ➍ Worked towards building the operations to a cash flow positive situation by December 2019
- ➎ Chronicled success in initiating the **set-up of data sciences division in Pune office** to augment the progress towards building **Industry 4.0 relevant products** in the manufacturing and construction domain
- ➏ Successfully hired the leadership team for **Industry 4.0 services** for the organization
- ➐ Led successful set up of Hitech Learning academy and Transformation action projects framework for the organization
- ➑ Designed and implemented the process of:
 - Setting up OKRs for the entire organization
 - Building the competency and assessment framework for all Asst. Manager + Roles
 - Setting up a Flexi compensation structure

Jun'15 – May'19 with Advantmed LLC, Ahmedabad

Growth Path:

Head Performance Excellence and Project Management
Vice President & Global Head HR

Highlights:

- ➊ Successfully led the project from conception to execution, campus connect program with 182 pharma colleges; hired 650+ B. Pharm Resources; signed MOU's for year on year hiring with 68 colleges
- ➋ Successfully ramped up the global operations by 689 employees in just 60 days
- ➌ Established global ticketing-based referral process
- ➍ Managed the setting up of an ongoing process of Gallup 12 and L Q 8 based ESS model and then biannual review of the action plan for monitoring of the key change drivers
- ➎ Restructured the COO's office as well as the created a model of cross-functional teams to run all special projects
- ➏ Headed the SAP success factors implantation as a global HRMS encompassing end-to-end HR processes (full suite) including workforce analytics
- ➐ Led 61 change management projects across Human resources & touched operational domains like clinical operations, software development operations, product development, account management and record retrieval operations, data analytics operations at a global level
- ➑ Spearheaded the project to build better employee value preposition for Philippines, India and US office employees
- ➒ Steered the set-up of Global reward and recognition system in a complex technology environment using a success matrix and point based system

- Conducted the hiring manager performance analytics, linking early exits so as to enable to hiring managers better
- Engaged in process mapping for HR operations process using VSM and ERP solutions for niche requirements and global mobility operations for clients

Mar'14 – May'15 with Vibgyor Group, Mumbai as Chief Human Resource Officer (Sr. Vice President)

Highlights:

- Delivered excellence in managing entire gamut of HR accountability for a large workforce comprising of 6000+ (10,000+ with contractors) people spanning across diverse businesses & multiple locations (multi-city & multi-state Operations)
- Rationalized manpower across all 20+ centers, leading to savings of > INR 7 Cr., without hampering the basic essence of the service offering
- Created a total rewards framework that rewarded consistent high performers post conducting various Compensation and Benchmarking studies across different industries in 6 months
- Conceptualized and initiated the:
 - Framework of shared services for HR operations, compensation and Benefits for 20+ centers and group companies
 - Roll out of employee policy framework and HR process flow framework in a time bound manner, playing a pivotal role in standardizing & streamlining of multiple processes for the group
 - Framework for competency development academy to hone the skills of Relationship/Management/Academic teams
- Facilitated saving of **18000 man hours** by optimizing HR processes across various org. units using value stream mapping
- Introduced direct channels of communication including monthly planning meets & annual sight plan traction interfaces communication, thereby leading to improved level of ESAT
- Successfully designed & implemented a unique, first ever Hoshin Matrix based appraisal philosophy for schools based on Revenue and **EBITA**, in turn achieving significant augmentation of employee engagement

Jan'10 – Feb'14 with Capgemini Invent (formerly Annik Technology Service Pvt. Ltd.), Gurugram as Strategic HR Business Partner

Growth Path:

Jan'10 – Jan'12	Associate Vice President (Global Head) - Human Resources
Jan'12 – Feb'14	Vice President (Global Head) - Human Resources

Highlights:

- Established credibility in implementing & monitoring a business strategy for improving the EBITA from 8% to >20%
- Successfully planned, implemented and tracked the total people practices budget of > INR 10.86 Cr
- Steered the set-up of offices across 10 locations including **Ireland, France, Poland, Dalian, UAE, UK, Japan, Seattle, Gurugram SEZ & Hyderabad** in 10 months
- Drove growth in the organization from 350+ employees to 1800+ employees
- Implemented Balance Score Card based PMS for KPO divisions; Hoshin Matrix based PMS for consulting division
- Facilitated saving of USD 10K per month by using Value stream Mapping and optimizing the HR operations model for managing global HR operations for operation centers like Poland, Dalian, UAE, and Seattle, Japan
- Reduced cost per hire by 43% by proactive/trend based hiring. Vendor based hiring was reduced to 5% by developing and implementing an external alumni model
- Increased operating margins thus reduced the head count by 128 through only 20 involuntary separations using robust cross-functional coaching and controlled backfill and IJP model
- Pivotal in improving ESS scores from 52% to 72% in a span of 1 year by various talent management initiatives like fast track program and promotional gate ways for high performers
- Executed the HR Transformation Projects - Ticketing system for Employee Referrals
- Conceptualized & supported the IT team in the design & implementation of HRIS & facility management MIS, resulting in a potential saving of USD 38,000 per annum

Jul'08 – Jan'10 with E-Learning Careers, New Delhi as Practice Head (Partner) - People Practices

Jan'07 – Jun'08 with The Princeton Review, New Delhi as Head- HR

Dec'04 – Dec'06 with Max New York Life Insurance Company Limited

Growth Path:

Dec'04 – Dec'05	Training Manager, Dehradun
Jan'06 – Dec'06	Manager - Training (Head) North Zone, New Delhi

Jul'03 – Dec'04 with Windlas Biotech Limited, Dehradun

Growth Path:

Jul'03 – Jun'04	Manager - Product & Personnel
Jul'04 – Dec'04	Senior Manager - Product & Personnel

Jun'00 – May'03 with Image India Private Limited (UK-Shift), Pune



Certifications

- Certified in Thinking Pattern Profiling from Axiometry Inc. USA in mapping and developing behavioral competencies
- SPHR™ - Certified Senior professional in Human Resource – On Strategic HR Interventions – USA
- Certified Compensation and Benefit specialist, MEC, USA Carlton University
- Certified professional on Thomas Personal profile analysis and related instruments
- Certified Performance and competency development professional, MEC, USA Carlton University
- Certified Psychometric Testing Professional, MEC, USA Carlton University
- Certified in application of Quantitative methods for HR – People Matters
- Six Sigma –Black Belt Certified
- SAP-HCM Certified Consultant with implementation knowledge of PeopleSoft & Success factors



Courses

- Diploma in Training and Development from Indian Society of Training and Development
- Diploma in Pharmaceutical Promotion & Advertising Management – IPER, Pune in 2005
- Trained on MBTI and NLP framework
- Advanced Analytics -SAS Foundation Course – HR Analytics –Jigsaw Academy – Bengaluru



Technical Skills

- Windows, MS Office and Excel and MS access-based HR Dashboards
- Advance Excel - HR Analytics, a Qlik luminary, Tableau and Cognos
- PMP Trained & Certified – KPMG India



Personal Details

Date of Birth: 25th June 1979
Languages Known: English, Hindi, Punjabi and Marathi
Address: B-33, Ayudh Vihar, Sector -13, Plot No. 3, Dwarka, New Delhi -110075