

AZZMIN MEHTA



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EDUCATION

MSC Intl HRM & CIR 2010 - Alliance Manchester Business School

B.A. (Hons.) H.M 2005 - IHM – Aurangabad & The University of Huddersfield

B.B.A. 2005 - Dr. B. Ambedkar Marathwada University, Aurangabad

PROFESSIONAL QUALIFICATIONS & CERTIFICATIONS

- Associate Member of Chartered Institute of Personnel and Development
- Masterclass on Prevention of Sexual Harassment at the Workplace conducted by Ernst & Young LLP
- Part of International Management Trainer Network (IMTN) to co-facilitate *Foundations of Leadership Core Training*
- Train the Trainer & STAR Certification at Marriott
- People Skills in Hospitality Management at Taj Hotels conducted by Faculty of Management Studies

AWARDS & RECOGNITION

- Nominated for Future Forward Talent Program in 2021 which is aimed to develop and engage the best talent pipeline to grow within the company
- 2019 101 Top HR Minds by World HRD Congress
- 2018 & 2017 – HR Excellence Award – Marriott APEC region
- The Bruce Reed Rally to Serve Hotel of the Year 2018 award (Corporate Social Responsibility) for Fairfield by Marriott Bengaluru Outer Ring Road
- Marriott APEC 2018 Q4 Awards – Highest Training Hours per associate & Highest External Ready Talent successful hiring (bi-annual award) – Courtyard and Fairfield Bengaluru Outer Ring Road

Fields of Interest

- Talent Management
- Organization Development
- Learning and Development
- Diversity & Inclusion
- Culture Building
- Employee Engagement and Wellbeing

Languages

English, Hindi, Gujarati

Computer Skills

MS Office, Peoplesoft (HRMS)

POSITIONS HELD

Oct 2020 till date [Marriott International]

Director of Human Resources – The Ritz-Carlton, Bangalore

- Partnering with the Senior Leadership Team in the hotel to develop strategic HR plans to meet the current organization demands and ensuring positive work environment.
- Partnering with the General Manager for Human Capital Management and succession planning for developing high potential employees and strengthening the leadership pipeline within the company
- Implemented strategies for recruitment of quality hires across all levels supported by detailed orientation and induction process.
- Design, develop and implement processes and training programs (classroom and online) for associates at all levels for their Career development.
- Developed Talent Strategies and communication channels such as Quarterly Rap session and assessments, Departmental Meetings, rolling out Annual Performance Cycle, Merit Review process, Performance Linked Incentive plan and Rewards & Recognition to create a high performance culture.
- Responsible for Talent Acquisition, Grievance handling and accountable to drive Culture, Well-being, Change Management, Diversity & Inclusion, Corporate Social Responsibility initiatives at the property.
- Driving the employee engagement survey at the property to understand the voice of the employees. Engagement score was 82 for the property so rolled out corrective & various developmental actions that will have a positive impact on employee engagement and thereby productivity & retention.
- Ensuring compliance with company policy, local and state regulations and overall HR service delivery.
- Market Captain for Voyager's (Management Training Program) in South & East India. Partner with the HR Leaders and Area Team for successful implementation of the Program at the property level.

Oct 2018 – Sep 2020 [Marriott International]

Director of Human Resources – Courtyard by Marriott & Fairfield by Marriott Bengaluru Outer Ring Road and Fairfield by Marriott Bengaluru Whitefield

- End to end HR Leadership responsibility for 300+ employees at different levels spread across the 3 hotels
- Driving the employee engagement survey at the property to understand the voice of the employees. The engagement score for 3 consecutive years was 97+

Apr 2017 – Sep 2018 [Marriott International]

Human Resources Manager – Courtyard by Marriott & Fairfield by Marriott Bengaluru Outer Ring Road

- Strategic Business Partner, General Administration and L&D

Oct 2015 – Apr 2017 [Marriott International]

Human Resources Manager – Courtyard by Marriott, Ahmedabad

- General Administration, Compliance & Documentation, Learning & Development

Jan 2013 – Sep 2015 [Marriott International]

Training Manager – JW Marriott Pune

- Learning & Development and monitor brand standards for the hotel

Dec 2011 - Oct 2012 [Radisson Hotel Group]

Training Manager – Radisson Blu Hotel, Ahmedabad

- Set up the Learning & Development department during pre-opening
- Monitor Brand Standards

Feb 2011 – Aug 2011

Home & Motor Insurance Consultant – Royal Bank of Scotland Insurance, Manchester, UK

Oct 2007 – Aug 2009

Freelance Trainer – Hospitality and Soft Skills - Ahmedabad

Mar 2007 - Sep 2007 [Indian Hotels Company Ltd.]

Duty Manager – Vivanta by Taj President, Mumbai

Aug 2005 – Feb 2007 [Indian Hotels Company Ltd.]

Management Trainee – Taj Hotels Resorts & Palaces