



Aaloak Singh Negi
AVP – Change Management
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Experience Summary

AVP – Change Management with RGP with 17+ years of work experience. Out of which 12+ years Business Change and Transformation Management experience in context of ERP implementation, Digital Transformation, Managed Service Transitioning and New Product adoption. Proficient in Scaled Agile and Agile ways of working and adapting the Change Management methodologies. Domain expertise in Oil & Gas, Manufacturing, Pharmaceutical, Chemical & Process industries.

- Experience of Business consulting and Organizational Change management with global clients, helping them realize the benefits of large-scale business transformations and optimizing their business processes and improving performance.
- Cross-cultural communication, Internal Communication, Insights into Organizational culture and Behavior. Creating engaging newsletters, and planning Town halls, roadshows, workshops for achieving maximum effectiveness
- Expertise include end to end organization change management for large scale transformation programs, analyze and understand the impact of process and technology changes on the people and the organization, stakeholder analysis and engagement, Change readiness assessment, capability building, develop training and communication strategy to achieve successful and smooth transformation, and change sustenance planning to ensure that the change sticks
- Worked as Organizational Change Manager for Financial Management ERP implementation for one of the largest multinational advertising and public relations company
- Worked with Global Oil and Gas design organization as their captive Organization Change Management lead for India.
- Worked with Global Industrial tools and Equipment company as an OCM consultant for Managed Services
- Worked with a Global Pharmaceutical company as an OCM Lead for ERP implementation
- Worked with a leading Indian Life insurer as an OCM consultant for Business Transformation
- Possess EPC, Pharmaceutical, Chemical, and Oil & Gas domain knowledge.
- Worked for OTC process re-engineering of a \$60 billion company and given recommendations for improvements.

Work Experience

- **Working with RGP as AVP – Change Management (July 2021 – Present)**
 - **Change Management Lead for APAC region for a global Payroll and T&A modernisation project for a global Pharma, Consumer goods and Medical devices company**
 - Formulated the regional OCM strategy and Plan
 - Stakeholder assessment and engagement at the regional level
 - Guided the country Change Managers for OCM activities
 - Conducted Change Impact assessment
 - Created Communication Strategy



- **Working with Worley as Senior Change Advisor (Oct 2020 – July 2021)**
 - **Organizational Change Manager for Managed Service transition of FA&O and HR functions to a third party vendor**
 - Formulated an OCM Strategy and Plan
 - Conducted a Change Impact Assessment
 - Stakeholder analysis and Engagement plan
 - Drafted Communication strategy and plan
 - Executing Communication and Engagement activities as per plan
- **Working with Accenture as Management Consulting Manager – Business & Change Agility (Feb 2020 – Oct 2020)**
 - **Organizational Change Manager for SAP S4 HANA and SuccessFactors implementation for a global chemical company:**
 - Formulated the overall OCM Strategy and Plan
 - Conducted Change Impact Assessment for the various modules of SuccessFactors
 - Crafted an overall Change Readiness Assessment strategy
 - Created Persona based Communication and Engagement plan
 - Human Centered Change Approach
 - Designed and drafted the 'Day in the life of' communication for the to be processes
- **Worked with Cognizant Technology Solutions as Manager – Consulting - Business Change, Digital Strategy & Transformation (Dec 2017 – Feb 2020)**

Select Project Experience

- **Organizational Change Manager for Financial Management ERP implementation for one of the largest multinational advertising and public relations company:**
 - OCM plan and Strategy, Stakeholder Analysis and Management
 - Communication Strategy, Plan and execution, conducted Change Impact Assessment
 - Training Need Analysis, Strategy, Plan and execution
 - Go Live Readiness strategy and hyper care support
 - Managed change for all India based Operating companies; Liaison with the stakeholders across the country to drive adoption
 - Conducted process informing workshops with the key stakeholders to increase awareness; Launched framework to track process awareness and readiness of operating companies on a weekly basis
 - Gathered deep understand of Finance function and Maconomy tool; Designed role-based training approach and curriculum
 - Localized Training material and actively supported Super user training and End user training on system process flows and key changes
- **Worked with WorleyParsons India as Sr. Organizational Change and Communication Specialist (May 2017 – Dec 2017) performing the following activities: -**
 - Leading Organisational Change Management initiatives for internal transformation projects. Conducting Change Impact assessments, Change Readiness Assessments, Change Management Strategy and Plan, Training Need Analysis, Training Plan, Communication strategy and Plan. Facilitating the execution of Training and Communication.
 - Leading all the internal communication activities such as Brand refresh execution, Strategy campaign, facilitating and planning town halls, making corporate announcements
 - Driving Organisational readiness initiative for India to find out key themes for improvement and build communication campaigns around it.
 - Managing the WorleyParsons India intranet website, writing news articles and so on
 - Writing Success stories for WorleyParsons India on Global intranet website to promote the use of the Global Delivery Centre in India
 - Creating Brochure and Capability Presentations for WorleyParsons India



- **Worked with Tata Consultancy Services' Global Consulting Practice as Business Change Consultant (Jan 2012 – May 2017)**

Select Project Experience

- For a European manufacturing giant's "Digital Journey" transformation executed OCM focused on critical end user-centric streams to deliver:
 - Communications – End User and IT Community
 - Training – IT community on the new service desk portal
 - Govern the Experience of Service touchpoints for End Users.
 - Highlight and Monitor People risks during the transition to the larger project teams.
- OCM lead for an SAP implementation project in China & Japan for a leading Global Pharmaceutical company
 - Formulating the OCM strategy and Plan for the entire engagement lifecycle
 - Senior Leadership alignment
 - Stakeholder Analysis and engagement
 - Change readiness assessment
 - Formulation of Communication strategy & Plan and Training strategy and plan
- For a leading long-term insurance provider of India, undergoing transformation to a single process-based enterprise system from disparate systems, led the execution of communication strategy and change intervention. The transformation is impacting >15000 users spread over more than 350 branches across India, and different channels of doing business. The activities included: -
 - Formulated the communication plan for the change intervention
 - Helped formulate & execute the stakeholder engagement strategy
 - Interacted with the client stakeholders to establish core and extended change agent network
 - Conducted training need assessment by interacting with various SMEs
- **Worked with Chilworth Technology Pvt. Ltd. as Manager- Business Development (Apr 2007 – Dec 2010)** performing the following activities
 - Initiating and developing relationships with key decision makers in target organizations for business development
 - Development of marketing strategy, marketing plan, new products & services
 - Organizing seminars and other promotional events in various regions to increase the brand visibility
 - Conducting Presentations at the CXO level
 - Delivering Chemical reaction hazard training and consulting
- **Worked with Larsen & Toubro's EPC Division (Engineering, Procurement & Construction) as Executive Engineer (Aug 2005- Mar 2007), performing the following activities**
 - Commissioned a Refinery unit of one of the large oil and gas company of India
 - Responding to high-value ITBs (Invitation to Bid) from Indian and global clients. Creating an executive summary of ITBs for the senior management reviews, writing the Techno-commercial proposal
 - Validating the process and equipment design, reviewing Material Requisitions and sending inquiries to the vendors.

Academic Qualifications

MBA: SP Jain Institute of Management & Research, Mumbai Year: **2011** | GMAT score : 710

Masters in Chemical Engineering: Institute of Chemical Technology, Mumbai Year: **2005**

B. E. – Chemical: College of Engineering, Pravaranagar, Pune University Year: **2003**

Grade: Gold Medallist in college, 2nd rank in Pune University

Certification: PROSCI® certified Change Professional

PROSCI® Integrating Agile with Change Management

SCRUM ALLIANCE® Certified ScrumMaster®

Certified SAFe® 6 Agilist

Post Graduate Program in Digital Transformation, Purdue University

Foundations in Design Thinking, IDEO U

Executive Certificate Program in Artificial Intelligence and Machine Learning, SPJIMR, Mumbai