

## Professional Summary

Results-driven HR Leader with 18+ years of experience in driving strategic HR initiatives across Analytics, Banking, and Technology sectors globally. Proven track record of fostering high-performing teams, driving business growth, and implementing transformative change management programs.

## Professional Experience

### Global Head of Human Resources

Inazuma.co | 2020 - Present

### HR Leader - Technology Centre

Citi | 2018 - 2020

#### Key Achievements:

- Developed and executed a talent acquisition strategy, resulting in a 30% reduction in time-to-hire.
- Implemented a diversity and inclusion program, leading to a 25% increase in underrepresented groups in the workforce.

#### Responsibilities:

- Headed HR for Citi's Technology centre in Pune, India
- Managed a team of HR professionals, providing guidance and support

### Global Head of HR - Research and Analytics

CRISIL | 2015 - 2018

#### Key Achievements:

- Designed and implemented a global performance management system, enhancing employee engagement by 40%.
- Successfully led the integration of HR functions across 8 countries, post-merger.

#### Responsibilities:

- Led HR for CRISIL's Global Research and Analytics business across 5 continents
- Developed and executed strategic HR plans, aligning with business objectives

### Senior HR Manager

HCL Technologies | 2010 - 2015

**Key Achievements:**

- Conceptualized and executed a leadership development program, resulting in a 50% increase in internal promotions.
- Improved employee retention by 20% through targeted engagement initiatives.

**Responsibilities:**

- Managed HR operations for a business unit of 500+ employees
- Collaborated with cross-functional teams to drive business outcomes

## HR Generalist

Accenture | 2005 - 2010

**Key Achievements:**

- Assisted in the development of a comprehensive employee onboarding program, enhancing new hire satisfaction by 30%.
- Provided HR support for a team of 200+ consultants, ensuring seamless project delivery.

**Responsibilities:**

- Handled employee queries, grievances, and conflicts
- Coordinated with the recruitment team for talent acquisition

## Education

**Master of Business Administration (MBA)**

Indian Institute of Management (IIM) - Ahmedabad | 2005

## Technical Skills

**Leadership & Management:**

- Strategy
- Leadership
- Team Management
- Stakeholder Management

**HR Operations:**

- Human Resources
- Talent Management
- Personnel Management
- Employee Engagement

**Project & Change Management:**

- Change Management
- Program Management
- Project Planning

**Business Development:**

- Business Development