

YOGESH HEMANT HALWE

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Experienced and results-driven **HR Leader** with a proven track record of developing and **executing HR strategies** to drive organizational success. Skilled in aligning human capital initiatives with business objectives, fostering employee engagement, and implementing best practices to attract, develop, & retain top talent. Targeting challenging role to spearhead the entire gamut of HR while creating a culture of excellence.



PROFILE SUMMARY

- Senior HR professional with **18.5 years of** progressive HR leadership experience, with expertise in **strategic HR role**-managing **Talent Acquisition** as well as **HR Operations** (Hire to Retire) including Employee Relations, Performance Management, Compensation & Benefits, Learning & Development, backed with **over 5 years** of entrepreneurial experience.
- Track record of working with **ZF Steering Gear India Ltd.**; spearheading **end-to-end HR activities** for the **manufacturing unit** with an employee **base of 1000**.
- Strong HR acumen** with experience in **managing HR systems** with skills in maintaining harmonious relations among management & employees;
- Formulating & benchmarking best practices** to focus on **HR Processes and policies development** to meet present & future goals and mission set by the organization. Also drove people strategy and organization agenda in **coordination with business leaders**.
- Recognized as a **Strategy Architect** for spearheading innovative HR initiatives that streamlined processes and leveraged growth opportunities. Acted as **Internal Auditor for ISO 9001:2008 certification** at the Shattaf Group's manufacturing unit, and as **Project Manager** for the implementation of ERP-HRMS and Payroll systems.
- Expertise in **driving change management** for bringing technological and effective people management advantage to the business.
- Approachable leader with skills in bridging gap between the managers & employees by resolving matters pertaining to performance & development plans, employee conduct, employee management issues, salaries and benefits as well as policies.
- Front-led the entire gamut of **Talent Management & Acquisition**; identified talent needs, manpower projections and drove end-to-end recruitment using cost-effective techniques.
- Designed, developed and implemented excellent **employee relations & engagement activities** which helped to sustain growth momentum while motivating peak individual performances; steered Employee Engagement, Employee Welfare and Rewards & Recognition Programs.
- Ensuring compliance with labor laws, employment regulations, and company policies; staying updated with changes in **labor laws and implementing necessary adjustments** within the organization.
- Skilled in **assessing learning & development needs** and aligning HR programs with business objectives; worked on competency development, employee retention strategy, mentored programs related to career path & succession planning.
- Key People Leader** with skill in ensuring best practices & compliance in cross-functional teams; proven acumen in driving new system implementation, **cost savings, continuous improvement** and **high-performance culture**.

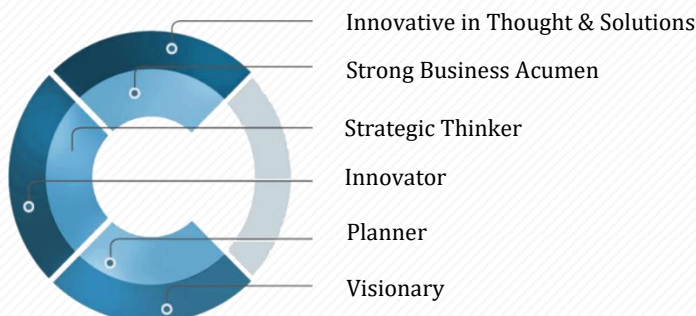


CORE COMPETENCIES

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|---|--|------------------------------------|
| ❖ Strategic HR Planning & Leadership | ❖ HR Policy Design & Implementation | ❖ Talent Acquisition & Development |
| ❖ Employee Relations & Engagement | ❖ Performance & Compensation Management | ❖ Rewards & Recognitions |
| ❖ Diversity & Culture Building | ❖ Internal / External Stakeholder Engagement | ❖ Regulatory & Legal Compliances |
| ❖ Industrial Relations & Union Management | ❖ Health, Safety & Employee Well-being | ❖ Team Building & Management |



SOFT SKILLS



EDUCATION



Masters in Personnel Management from University of Pune, Pune in 1996



Post Graduate Diploma in Labour Laws & Labour Welfare from Bharati Vidyapeeth, University of Pune in 1996



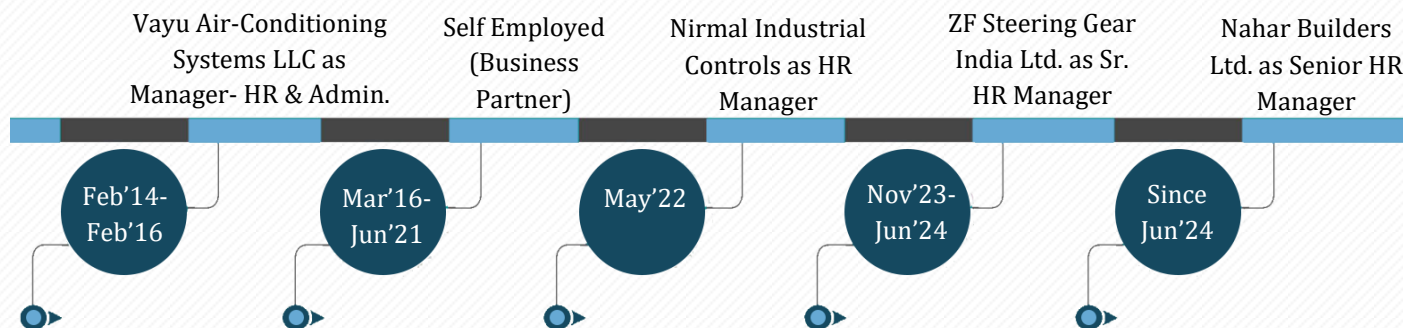
B.E. in Computer Science from Dnyaneshwar Vidyapeeth in 1993



B.A. from Kakatiya University in 1993



CAREER TIMELINE



WORK EXPERIENCE

Senior HR Manager Nahar Builders Ltd., Mumbai	Since Jun'24
Senior HR Manager ZF Steering Gear India Ltd.	Nov'23-Jun'24
HR Manager Nirmal Industrial Controls	May'22

Key Result Areas: (Across The Above)

- ❖ Orchestrating the full spectrum of employee lifecycle management, from Talent Acquisition to seamless HR Operations, delivering an exceptional experience throughout each employee touchpoint from Onboarding to Off-Boarding.
- ❖ Strategically crafting, deploying, and refining HR Policies encompassing Recruitment, Onboarding (Pre & Post phases), Induction, Leave & Benefits Management, and Exit Protocols, ensuring streamlined and compliant processes across the organization.
- ❖ Elevating employee engagement and organizational culture through dynamic employee connect initiatives, innovative engagement activities, and targeted employee relations efforts to foster inclusivity and organizational alignment.
- ❖ Innovating and executing recruitment operations with cutting-edge sourcing strategies, leveraging diverse platforms and methods to attract high-caliber talent, while enhancing recruitment effectiveness and alignment with organizational goals.
- ❖ Guiding and empowering functional teams through impactful HR interventions and actively mentoring HR team members to elevate expertise and drive performance across core HR functions.
- ❖ Formulating a progressive People Strategy anchored in diversity and inclusion, ensuring these principles are embedded within organizational values and practices.
- ❖ Collaborating with senior executives to strengthen the leadership pipeline, strategically identifying and nurturing high-potential talent for future leadership roles within the organization.
- ❖ Integrating talent acquisition strategies with comprehensive workforce planning to meet production targets, ensuring an agile and robust talent pipeline to support plant operations and corporate functions.
- ❖ Spearheading learning and development initiatives, identifying and coordinating divisional training requirements, organizing outbound experiential learning programs, and managing training budgets aligned with strategic goals.
- ❖ Implementing and overseeing the Performance Management System (PMS) to establish a structured performance framework, enhance compensation alignment, and drive appraisals for optimal rewards, recognition, and career progression.
- ❖ Ensuring meticulous accuracy in payroll management and monthly reconciliation, conducting audits and reviews to maintain payroll integrity.
- ❖ Enhancing workforce engagement and fostering a positive workplace culture through targeted programs, grievance resolution, open communication, and effective employee relations, contributing to reduced attrition and improved morale.
- ❖ Leading compliance with labor laws, industry standards (e.g., OSHA), and safety regulations through regular audits, compliance checks, and corrective actions, safeguarding legal and ethical standards.
- ❖ Building positive industrial relations, managing union negotiations, collective bargaining, and conflict resolution, while fostering harmonious management-union dynamics to prevent labor disputes.
- ❖ Developing and standardizing HR policies and procedures across plant and corporate offices, ensuring they align with business objectives and embody HR best practices.
- ❖ Promoting workplace health, safety, and wellness through initiatives like safety training, mental health programs, and emergency preparedness drills, cultivating a safe and supportive work environment.
- ❖ Designing competitive compensation and benefits structures tailored to retain plant talent, ensuring market competitiveness, overseeing payroll accuracy, and administering benefits including performance incentives and retirement plans.
- ❖ Championing change management during organizational transformations, such as process improvements or technology implementations, to ensure smooth transitions and alignment with strategic goals.
- ❖ Monitoring and reporting on key HR metrics like turnover rates, training ROI, and employee satisfaction, leveraging data-driven insights to optimize HR strategy and enhance organizational decision-making.



ENTREPRENEURIAL EXPERIENCE

Business Partner

Mar'16-Jun'21

Self Employed

Scope of Work: Directed & spearheaded overall leadership and management efforts to formulate and execute strategic business plans, ensuring alignment with financial objectives and the achievement of business growth targets.



PREVIOUS EXPERIENCE

Manager- HR & Admin.

Feb'14-Feb'16

Vayu Air-Conditioning Systems LLC, Dubai, UAE

Group HR Manager

Nov'07-Sept'13

Shattaf Group of Companies, Dubai, UAE

Unit HR Manager

Mar'05-Jul'07

Pantaloons Retail India Ltd., Pune Central (Lifestyle Division of Pantaloons)

Executive-Human Resources

Jan'04-Feb'05

CMS Computers Ltd., Pune

HRD Executive

Jan'01-Jan'04

AVI Electronics, Pune

Personnel & HR Officer

May'97-Sept'98

DB Power Electronics Pvt. Ltd., Pune

Trainee

Aug'96-Apr'97

Dharia & Associates, ESI, PF, Labour Law Consultant, Pune



PERSONAL DETAILS

Date of Birth: 25th April 1972

Languages Known: English, Hindi & Marathi

Current Address: B-5, Hill top Society, Tekdi, Panchpakahdi Thane (W), Mumbai-400602

Permanent Address: E - 1/4, State Bank Nagar, Behind Vanaz Company, Paud Kothrud, Pune-411038, Maharashtra