



RAMCHANDRA PATIL

BE (Computer Science), MBA (HR)

Senior Level Assignments

Human Resource Management

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Areas of Exposure

Performance Management

Learning & Development

Talent Management

Employee Engagement

Reward & Recognition

Succession Planning

Organizational Development

Team Management

HR Automation



Profile Summary

- A performance-driven HR leader with 18+ years of experience and a proven track record in transforming organizations through Performance Management, Learning & Development, Reward & Recognition, Talent Management, Succession Planning, and Organizational Development.
- I have successfully designed and implemented high-impact L&D programs that foster a culture of continuous learning & growth, driving measurable improvements in organizational performance.
- A strategic partner to business leaders, I take ownership of developing and executing HR strategies that align with and elevate company objectives.
- With expertise in integrating HR systems and processes, I ensure a seamless, high-quality employee experience across the organization.
- Known for leading cross-functional teams with an inspiring leadership style that motivates individuals to exceed expectations consistently, I have also spearheaded innovative employer branding initiatives, including corporate website designing, LinkedIn career pages, targeted recruitment campaigns & lucrative infographics.
- I am committed to delivering tangible results that drive business success while fostering a cohesive and engaged workforce.



Soft Skills

	Persistence
	Ownership
	Commitment
	Result Orientation
	Team Player
	Collaborator



Education

- 2005: PGDM (PM & HR) from Symbiosis Institute of Management Studies (SIMS), Pune
- 2001: BE (Computer Science) from S.G.G.S College of Engineering, Nanded

Additional Qualifications:

- Masters in Labor Laws & Labor Welfare (MLL & LW) from Symbiosis Law College, Pune
- Certified "MBTI® Practitioner" from The Myers & Briggs Company
- Certified "Firo-B® Practitioner" from The Myers & Briggs Company
- Certified "Strong Interest Inventory® Practitioner" from The Myers & Briggs Company
- Certified "Thomas PPA Practitioner" from Thomas International
- Certified "Saville Assessment Practitioner" from Willis Towers Watson
- Certified "BELBIN Practitioner" from Belbin UK
- Certificate Program in "Competency Mapping & Its Deployment" from TV Rao Learning Systems
- Certified "NLP Master Practitioner" from the American Board of Neuro-Linguistic Programming
- Certificate Program in "Designing and Implementing Assessment Development Centers" from TV Rao Learning Systems
- Certified "Train The Trainer" from NHRD

Work Experience

Oct'21 till date with ABM Knowledgeware, Mumbai
Head – HR

Key Accomplishments:

- Initiated the use of 'Psychometric Tools' for a holistic evaluation of prospective candidates during the hiring process.
- Revamped the 'Goal Setting' process.
- Introduced a new 'Reward & Recognition' framework to recognize employees' valuable contributions on time and every time.
- Introduced a robust 'Employee Health & well-being' program.
- Initiated 'ESOP scheme' for rewarding and retaining business-critical employees.
- Initiated workshops focused on Behavioural and Leadership Competencies.

Jun'19 to Sept'21 with Samsara Organization Management Consulting
L&D and HR Consulting Partner (Freelance), Mumbai

My offerings include HR initiatives and interventions in the following areas:

- Conducting Training programs/Workshops on MBTI, Firo-B, Thomas PPA, Saville, Belbin & and NLP.
- Leadership Development, Coaching, and Team Building sessions using globally recognized tools like MBTI, Firo-B, Strong Interest Inventory (SII), Belbin, and NLP.
- Capability building and enhancement by conducting workshops on key behavioral competencies like Effective Business Communication, Planning & Organizing, Customer Centricity
- Talent Management
- Succession Planning

Jun'16 to Apr'19 with Essel Infra & Utilities, Mumbai & Delhi
General Manager – HR (Chief – HRBP for Power, Water, Gas & Roads Business Verticals)

Key Accomplishments:

- Initiated 'Employee Connect' Program across business verticals to understand pulse of the employees and to improve employee engagement.
- Spearheaded the launching of 'SAMWAD'- initiative for improving quality communication & engagement between line managers and employees across locations and trained people managers accordingly.
- Pivotaly conceptualized and executed 'Strategy Alignment Workshop' for business-critical projects. The ultimate Outcome was improved communication & engagement between all stakeholders, increased efficiency & effectiveness in project execution, and completion of the project within the timeline.
- Imparted almost 150 man-days of behavioral training for enhancing business-critical competencies.
- Initiated Succession Planning process for few business-critical positions. Prepared & executed their individual development plan and appointed them at senior senior-level positions after the successful completion & evaluation of IDP.

Freelancing Assignment: Sep'15 to May'16 as HR Consultant (HR Consultant - Talent Acquisition, Employee Engagement), Mumbai

Apr'15 to Aug'15 with Housing.com, Mumbai
General Manager – HR (Lead HR Business Partner - Technology, Product and Design Business Units)

Key Accomplishments:

- Acknowledged for managing pre-joining engagement event for all campus hires (IITs, IIITs, and BITS) which resulted in joining of 90% of campus hires.
- Spearheaded recruitment & selection process for 3 business verticals to provide business critical talent. Pivotaly worked on and closed senior level positions in Product, Technology and Design team- VP-Product, AVP-Product, Senior Product Manager, AVP-Design, Engineering Manager-Technology.

Feb'13 to Mar'15 with Play Games24x7, Mumbai
Head HR

Key Accomplishments:

- Revamped annual appraisal & rating system as to make it easy to understand, fair & transparent. Introduced the 'SMART'

goal-setting process. Mentored people managers for successful implementation of the improved PMS.

- Spearheaded comprehensive employee engagement program by starting multiple Initiatives like 'Employee Connect', 'Fun @ work', team outings & team building activities, setting up 'Employee Engagement' committees, and implementing comprehensive 'Events Calendar'.
- Proposed, initiated, and implemented a Robust 'R&R' system to recognize and reward exceptional talent on time and every time. This resulted in increased motivation, improved job performance & retention of critical talent.
- 'Integrated Onboarding' process for new employees' smooth onboarding experience thereby increasing their engagement level & chances of long-term service.
- Initiated Career progression for various departments to provide clarity to employees on various career paths and prerequisites to reach from one level to another.
- Led talent acquisition initiatives across departments, designed robust and time-bound recruitment process. Played a key role in initiating use of employee referral scheme, talent auction sites, LinkedIn & job portals in closing multiple positions. a
- Implemented various branding initiatives like designing a Corporate Website, LinkedIn Career Page, Targeted Recruitment Ads, and lucrative Info Graphics for attracting prospective candidates.

Jan'11 to Feb'13 with Nokia L & C, Mumbai (eka NAVTEQ India Pvt.Ltd.)

Senior HR Generalist (Lead HR Business Partner – R & D Division)

Key Accomplishments:

- Initiated the 'Employee Connect' program to manage successful acquisition & integration of Engineering unit to NAVTEQ.
- Formed various employee committees and started various employee engagement initiatives - Fun at Work, Corporate Social Responsibilities (CSR) and Health & Wellness.
- Spearheaded multiple communication initiatives for successful & smooth transition of NAVTEQ India Pvt.Ltd. to Nokia L&C.
- Conducted TNA, designed & delivered various L&D/OD interventions (Workshops, Outbound Team Building & Leadership Development Program, Focus Group Discussions).
- Supported R&D Headcount growth by closing 50+ critical positions- Architects, Engineering Managers, Lead Engineers. Initiated tie-up with T1&2 Engineering Colleges & Universities for internship program at R&D to create talent pipeline.
- Bestowed with 'Special Achievement Award' for valuable contribution in R&D unit's growth in India.

Jan'08 to Jan'11 with Rediff.com, Mumbai

Manager – HR (HR Business Partner)

Key Accomplishments:

- Served as core team member for implementing SAP HR modules in the organization.
- Conceptualized, built and implemented 'Exit Interview Process'.
- Analyzed attrition data and presented to top management along with action plan.
- Led recruitment & selection process across departments to provide best talent and closed positions by campus/non-campus/lateral recruitment, used low cost recruitment channels and saved INR 10 L p.a. hiring cost.

Mar'05 to Jan'08 with Patni Computers, Mumbai

Assistant Manager - HR (HR Business Partner)

Key Accomplishments:

- Held ownership and administered the Organization-wide initiative of integrating the "E-Care system" – employee grievance handling mechanism across all offices in India and abroad. Done process orientation of E-Care role holders, query database analysis and preparation of periodic reports and dashboards.
- Contributed in "Automation of Exit process" including 'As-Is' process analysis, designing SPECs for the proposed system, and submitting proposal to management for review & launch.
- Streamlined core HR Generalist activities for large (700+ employees) Strategic Business Unit.
- Actively involved in multiple campus/non-campus and lateral recruitment drives. Worked as HR panel member for Management Associate (MA) recruitment program to recruit from top 20 B schools in India.
- Awarded 'Valuable Contribution Award (VCA)'.



Personal Details

Date of Birth: 3rd June 1980

Contact Address: Flat No. 501, Bldg.No-2, Vijay Galaxy, Ghodbunder Road, Waghbil, Thane (W), Mumbai

Languages Known: English,Hindi,Marathi

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