Name – Sridhar Verma

bca btech

A "hands on" senior HR professional with business experience in the IT Industry both in India and Overseas (Germany and U.K). Versatile expertise in all facets of human resources . A strategic and critical thinker and collaborative partner who anticipates organizational needs and implements innovative solutions. **Areas of Expertise :** Business Partner**,** HR Generalist, Strategic Planning & Development**,** Organization restructuring, Talent Acquisition, Implementation &Execution

**Work Experience:**

**Organization :**

**Duration : May’17 onwards**

**Role : HR Business Consultant**

**EBZ is in the Automotive space and** the services provided by the EBZ group cover the complete process chain of tooling and production line installation.  From engineering to manufacturing, the EBZ group consistently develops innovative solutions for clients in the Body-In-White sector.

**Key Responsibilities include :**

* **Review and revamp of the HR Function**
* **Defining and implementing key HR strategic drivers for enabling business success**
* **Providing direction and guidance to the HR Team**

**Organization :**

**Duration : Feb2015 till July’16**

**Role : Head HR**Indian Institute of Technology Delhi

Invenio Business Solutions is an award-winning Business System Provider, head quartered in Reading, UK. The company supports large number of customers in the government, media and manufacturing sectors, in areas that include industry-specific enterprise resource planning (ERP) focused on SAP, tax and revenue management, business intelligence & big data, mobility, CRM, e Commerce and Enterprise integration services.

**Key Responsibilities include**

* End to end ownership for the HR Functional areas across all key processes right from strategy to execution in India and Overseas
* Applying thought leadership and establish links between business strategy and People strategy to lead organizational change and growth.
* Providing direction and guidance for operations, administration and results for multiple HR departments within the HR function

**Accomplishments :**

* Revamped the Compensation Structure and made it transparent and in line with the Industry
* Introduced Variable Pay to create a high performance culture
* Developed an organisation structure for ensuring role clarity and accountability
* Recruited around 100 resources (SAP , Hybris, Java) and considerably improved the offer to joining ratio
* Introduced employee friendly HR policies as part of the change management initiative
* Implemented several initiatives to mitigate Attrition . Brought down attrition from 30% to 17%
* Built a robust Performance Review Process that helped Identify SME’s. Prepared and implemented IDP’s

**Organization**:

**Duration: July 2011 till 31.03.2014**

**Handled 2 roles – Head HR Business Partner for a global line of business and Head - Organisation Effectiveness**

As a Global HR Business partner key responsibilities included

* Developing HR strategy in partnership with the Business Head, ensuring Translation of business strategy into HR strategy and leading its implementation through the Global HR team
* Bring business expertise and global HR frameworks to deliver business-relevant HR services.
* Involved in leadership role in strategizing HR interventions, **Leading organizational change initiatives** and communication for key organization changes. Implemented **organizational design and development programs**.
* Providing leadership in **organization transformation initiatives and internal change management initiatives.**
* Led and implemented delayering process to effectively identify and assess spans of control and excess layers within organization – Mc Kenzie P 360 approach
* iima
* Driving functional excellence through talent retention, process and technology improvements, while leading strategic change in the business through focus on culture, employee performance, engagement, cost and infrastructure control.
* Responsible for providing **strategic HR business partner** support – workforce planning, employee engagement and retention strategies, coaching of senior leaders.
* Responsible for Recruitment for the Business group right from resource Forecasting to resourcing to Selection and Offer and **Campus Hiring**
* Leading key initiatives to Improve "demand signal". Ensuring Recruiting action plan aligns demand need, set **sourcing strategy** and timing.
* **HR Business Partner for the Senior Management Team (CEO and his first line)**

**As Head - Organisation Effectiveness , key responsibilities included**

* Playing a key role in a Global project Well Being@Work. (77000 employees spread across 47 countries). Identified to lead the project for IMEA.
* Conceptualization & Implementation of a revamped **reward and recognition** program.
* Heading Employee Engagement for the India Organisation, HR Communication, Diversity, and Culture Change.
* Initiating & Launching new innovative **employee engagement initiatives** – Family Day, Appreciation Day, Nation Building – Teach for India and Give India initiative.
* Identifying Talent and design and implement a Succession Plan Process. Conceptualization & Roll out of **Leadership Assessments** for a Business Unit.
* Led various initiatives round the year under the umbrella of **Organization Effectiveness** such as Mentoring program, HR Helpdesk, Buddy Program , Ex-employee connect etc.
* Implementing interventions as a result of the GPTW Survey aimed at making the Organisation a GPTW. Responsible for **benchmarking against best practices**.
* Initiating OD interventions related to PCMM- Competency Analysis, Competency development, Career Development, Performance Management, Communication
* Launch of competency based practices and led the Career and Succession Planning - charted Career Paths for the business unit.

esigning and implementing Internal communication matrix.

* Responsible for auditing various internal HR Processes for Process Standardisation

**Organization: Siemens Information Systems Ltd., India (Oct 1992 – July 2011)**

**Role & Responsibilities: Chief Manager HR and my Key responsibilities included**

**Duration:**  **Oct 2002 - July 2011**

**Team Size -10**

* **HR Business Partner-Solutions and Sales(SISPL,Gurgaon,INDIA.)** Responsible for providing strategic HR partnering to Business and managing end to end HR function for around 2000 employees all over India. Also drove HR strategy for the successful **acquisition and integration** of Siemens Information Systems Ltd. (An organization of 4000 employees acquired by Atos in 2011). Also **Awarded Star Achiever of the Year – 2007**

**Key Responsibilities :**

* Recruitment through extensive use of Competency Framework and generation of related MIS for monitoring efficacy of recruitment both in terms of quality and timely closure.
* Driving the entire Performance Appraisal system including Target setting and mid term reviews
* Identification and monitoring of Top Talent and Junior Talents identified as per the PMP process
* Spearheaded assessments of Consultants as part of Career Planning exercise for India under the Global roll out initiative
* Responsible for implementing the integrated leadership development process through mentoring and coaching, and job rotation/exposure to different functions.
* Facilitated the formation of a Communication matrix and implemented the matrix across all levels & locations.
* Implementing welfare and recreational activities as Location HR Head
* Compensation and Benefits Administration including handling all kind of rewards and recognitions in the organization
* Designing and executing strategic retention schemes for managing attrition,
* Executed re-structuring exercise in India on account of global re-structuring in Siemens

**REGIONAL OPERATIONS** - Sr.Manager HR - (1996-2001) Also performed the role of Regional HR- Operations involving all HR Services / activities of the region including Payroll and Taxation. The key responsibilities of this role

* Handling of Personnel Administration and Social Benefits functions**.**
* Facing internal audits, preparing HR related quality documents, preparing MOU for internal customers and generating HR process related matrices
* Participation in PCMM Initiative and competency framework :Identification of the model, identify gaps, design the process to bridge the gap
* Identified opportunities for automation to reduce the transactional time,
* Reviewing all the policy and procedures, finding misalignments and differences in processes, and aligning the mismatches in order making the process homogenous across all units.
* Generating monthly HR MIS
* Implementation of PAMS (Payroll and Accounting Management

System) and the SAP – HR Module in SISL.

* Salary/Payroll administration and taxation for Northern Region

**Overseas Assignments**

**Position: Resource Manager**

**Siemens Business Services, Bracknell, U.K. (Oct-2001 – Sep 2002):- SBS was the IT arm for Siemens worldwide.** Managed theresourcing requirements for the U. K. office and was responsible for all administrative functions for Siemens Information Systems Limited delegates to U.K.

**Position: HR Executive**

**Siemens Nixdorf AG,( Munich), Germany** (1994 – 1995) **:**. Managed Personnel office and all HRD functions in Munich office. Responsible for the welfare of employees and their families. The job responsibilities included, allowance administration, providing infrastructural facilities for India Operations, Billing of Software Professionals, House Leasing and Visa Processing Formalities apart from Induction and Welfare programs for employees.

**Educational Qualifications**

B.Com (H) 1991, Delhi University

Siemens & Indo German Chamber of Commerce Management Trainee Program (1992 - 1994). A 2 year Management Trainee Program with 1 year training in Germany

Diploma in Computer Application from Aptech, Delhi

# Personal Details

#### Date of Birth 05-06-1971

Marital Status Married