



PROFILE

Multifaceted, go-getter who multi tasks within fraction of seconds in Volatile, Uncertain, Complex and Ambiguous (VUCA) environment to take along the team till task accomplishment. Fighter Pilot (Team Manager), Test Pilot by profession, keen eye for details with a technical bent of mind.

Commended by AOC-in-C CAC (Regional head) for agility to adapt to specialist skill, flying 9 different types of aircraft in diverse roles, without violations, and consistent high safety standards.

Commended by CISC (tri service Head) for delivering software which were empathetic towards the user needs

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HOBBIES

Aero modeling
Paragliding
Electronic circuits and Automation
PI and Uno Programing

DOB

19th August 1975

LANGUAGES

English, Hindi

AMITABH SHRIVASTAVA

WING COMMANDER – INDIAN AIR FORCE
MILITARY VETERAN

HUMAN RESOURCE

Summary

- **Over two decades (24 years) of experience** in Indian Air Force, as a **Strategic Human Resource Operations Leader**, delivering innovative **people leadership** & ability to work in a **fast-paced organizational setting**.
- Took accountability of overseeing the **entire people operations**, provided **leadership and guidance to people functions**, overseeing **training and development, talent acquisition and employee relations**, clarifying on employee conduct and **clearly communicating the business values** to all levels.
- Accomplished in **aligning specialist HR initiatives with business strategy** to drive bottom-line success for the organization's Strategy. **Provided strategic counsel to leadership** regarding people management issues in **strategic and operational planning, retention strategies, total rewards, diversity, inclusion, and equity**.
- Possesses **Strong interpersonal, conflict resolution, analytical, problem-solving, supervisory, stakeholder management, and leadership skills**.

Experience

Talent Acquisition

- **Analysed, forecasted, and planned** workforce supply and demand, assessed gaps, and determined target talent management interventions to ensure that organization's people mandates are met.
- As **TA lead**, was instrumental in a **Campus Hiring** (Recruitment Rally) for **500,000 plus candidates**; planned, set up, coordinated and **hired 2,000 new hires**, in this project **consolidated standards of new hire** and followed the laid-out SOPs, Overall **hiring budget of INR 75 million**.
- **Lateral Hiring** – Hired L2 to L5 levels, for both Tech Non-Tech Positions (overall hired 200 employees), using connections, with Zero billing and delay.
- Created a strong **candidate pipeline** to minimize time to hire, while continually improving hiring quality and **organizational culture fit**. **Reduced new hire attrition** through a systematic engagement and development plan for new hires, **Optimized cost of acquisition by 20%**.

Organisation Development & Strategy

- **Devised and formulated people strategy** alongside the top leadership to **align with business goals**, aiming on **employee engagement, succession planning, retention, transition management, organizational development, and diversity planning**.
- Inculcated a **culture of communication and compatibility of stakeholders** through training and social integration to ensure excellent stress tolerance **resulting in stepping up overall organizational efficiency by 30%**.
- **Designed and implemented HR policies** in support of the organization's

Talent Management & Engagement

- **Developed a strong Performance Management Framework**, through 360 degrees feedbacks, and Identified employee issues through **people connect programs** and other engagement initiatives.

- **Liaison with business managers** to drive & create plans for **Top Talent Engagement and Retention** and reducing overall attrition.

Training and Development

- **Planned and executed training especially in Digital Transformation** for all personnel including Senior Managers.

- **Charted training agendas: planned and coordinated various events** including follow up action, for a team of experts at the national level.

- **Induction Training** – Streamlined the Induction Training Process & **ensured that the Training Man Days reduced** from 30-man days to 21-man days, ensuring timely delivery of trainees to the operations.

- **Executive Training** – **Developed a Self-Modulated Training module delivered to 20 Key Executives of the organization, which functioned as a “Self-Evaluation Tool”,** to bring about a balance between personal & professional life and helped in modifying **leadership style with empathy, thus promoting employee retention, and positively impacted the organization hiring budget.**

Employee Engagement & Total Rewards

- **Conceptualization & Implementation of HR Connect Programs**, across the entire organization, for 400 plus FTEs, to ensure there is a “Proactive Reach” to mitigate and solve Employees’ Concerns. A tremendous success, thereby ensuring a **90% “Employee Satisfaction Score” across all the cadres.**

- **“Saturday Meet”- A one-to-one dialogue with Employees**, to understand their concerns, be it whether Personal or Professional, thereby **ensuring confidence building, sense of belonging, and grievance resolution.** An enormous success and a great tool for **“Human Rapport” building with a success rate of 80%.**

- **Wall of Fame Social Recognition, Birth Day Celebrations, Family Get Togethers/ connect programs, Picnics & Yoga Sessions. A series of “Employee Wellness” programs** conducted, to ensure that Employees & their Families, feel the connect of a being a part of an “Employee Centric Organization”

- **“Khula Darwaza”** – a tweaked initiative, whereby an **Employee can raise a Grievance against people or process, through a simplified procedure,** where his/her identity is kept confidential. A sort of **“Whistle Blower Policy”,** which gives information of any wrongdoing in the system. **A hit ratio of 60% amongst the employees.**

- **Formulated Total Rewards policy** for high achievers by **making rewards supportive of and responsive to employee needs and preferences, engaged talent to drive performance** in an uncertain and rapidly evolving operational environment.

Compliance and Discipline

- **Ensured employees’ adherence to company policies and procedures** with a sense of belonging with help of **implementing inclusion policies thus driving a belonging culture and improving efficiency** in human capital, resulting in **considerable decrease in discipline incidents by 35%.**

- **Revisited procedures, processes, and legal policies** to facilitate a better compliance stance in the company.

Coaching and Mentoring

- **Mentored senior managers** in transition management and employee development.

- **Coached leaders to drive the required culture** in the organization therefore instilling a sense of direction at the workplace and providing a rewarding environment.

- **Mentoring & Managerial Counseling** to improve relationships with colleagues, **work-life balance, and trust in leadership.**

Absenteeism & Attrition Management

- **Through effective counselling using “Case Work” techniques,** brought down the absenteeism amongst the Shop Floor Employees (L1 and L2)

- **By engaging informally and as well involving the Senior Management to retain key employees**, was able to **bring down the YOY attrition by 3%**.

Auditing

- Successfully conducted “**Work Force**” **parameter internal audit and conducted External Auditing agencies** without any Single NC - be it for Certification, Surveillance & Re Certification audits.
- **Identified and supported HR business reporting and data needs** and devised & implemented **statistical analysis techniques (HR dashboards)** required to deliver insights for top leadership.

A Glimpse of the Profile

Designation	Organization	Period From	Period To	Reporting To	Team Size
Senior Vice President HR (Commanding Officer)	Indian Air Force	Apr 2015	Mar 2022	CEO & COO	30
Vice President HR (Sqn Commander)	Indian Air Force	Jul 2009	Mar 2014	CEO & Senior VP HR	14
Senior Manager HR (Flt Commander)	Indian Air Force	Dec 2004	Jun 2009	Senior VP HR	12
HR Specialist & Operations Team Lead (Adjutant)	Indian Air Force	Dec 2000	Jun 2004	Senior Manager HR	6

PROJECT MANAGEMENT

- Conceptualized and implemented two project which have stood the test of time and are still relevant and being used in the Air Force till date.
- **Air Operations Software** which was in three parts
 - Development of software from scratch (Mapped all flying activities and gave real time data)
 - Fiber optic connectivity with redundancy ring (Mapping all airbases pan India)
 - Back up servers (Capacity, Location and Infrastructure pan India)
- **eOffice Software**
 - Design and protocol along with nomenclature settings of files.
 - Implementation (training of users, roll out, bug fixing)

OPERATIONS

- Handled equipment over 325 Cr single handedly since the age of 21Yrs.
- **Awarded Marksmen in Air to Ground firing in all modes of weapon delivery pan Air Force.**
- Certified Quality Audit & Quality C Inspector.
- Flown 9 types of aircraft, without a single accident or incident over 25 years.
- **Awarded the highest 3-star flight safety badge**
- **Awarded the Master Green, highest Instrument rating Skill adaptability.**

- Led officers into **VUCA** operational mission while up skilling them.
- **Flew over 1000Hrs as mission commander of 20 fighter aircraft groups.**
- **Selected to represent India as an ambassador in Joint Exercise with Foreign countries**

INFORMATION TECHNOLOGY

Created software at prestigious National Defense Academy (NDA), in connection with the passing out parade in PHP and SQL.

- It catered to the needs of 1200 Guests and 300 Cadets, which included reservation of hotels, receiving guest from all three transportation hubs, transporting them in pre reserved bus to respective hotels and various events spread over three days.
- It also included segregating them based on their food preferences along with maintaining other protocols for seating in the dining hall.
- The culmination included dispersing all 1200 guests and 300 Cadets to their respective destination, segregated by their choice of mode of travel and time of departure.
- **On the spot commended by CISC (Chief of Integrated Staff committee, Head of Tri Services) due to immaculate execution.**

TRAINING

Responsible for monitoring of training schedules for 2400 cadets at NDA .

- As Instructor, **imparted flying training** to select Air Force Cadets. **98% made it to the Fighter Stream**
- As Squadron Commander of a NDA squadron comprising 109 Cadets have been responsible for every activity of theirs from mannerism to professionalism, while keeping in mind the minimum standards to be maintained
- **Achieved top position for 5 terms out of 6 possible terms, out of 18 Squadrons, as Squadron Commander**
- While in a combat Squadron as supervisor ensured that all standards for operational preparedness are achieved daily, in every mission

LOGISTICS AND SUPPLY CHAIN MANAGEMENT

As Officer-in-charge, Canteen Stores department (type of grocery store with FMCG)

- **Took over with a gross turnover of 1.2 Lac per annum and a loss of 1lac,**
- **Turned it into, gross turnover of 9.6 Cr per annum in 6 months.**
- The turnover was limited on directions of the then CEO
- This was achieved without changing a single worker or the manager

EDUCATION

B.Sc. – JawaharLal Nehru University 1993-96

Executive Program in Business Management, IIM, Indore 2021-22

ACHIEVEMENTS

- **Commended by AOC-in-C CAC (Regional head)**
- **Commended by CISC (tri service Head)**
- **Selected to represent India as an ambassador in Joint Exercise with Foreign countries**
- **Awarded Marksmen in Air to Ground firing in all modes of weapon delivery pan Air Force**