

Aparna Sadhu

SENIOR HR PROFESSIONAL

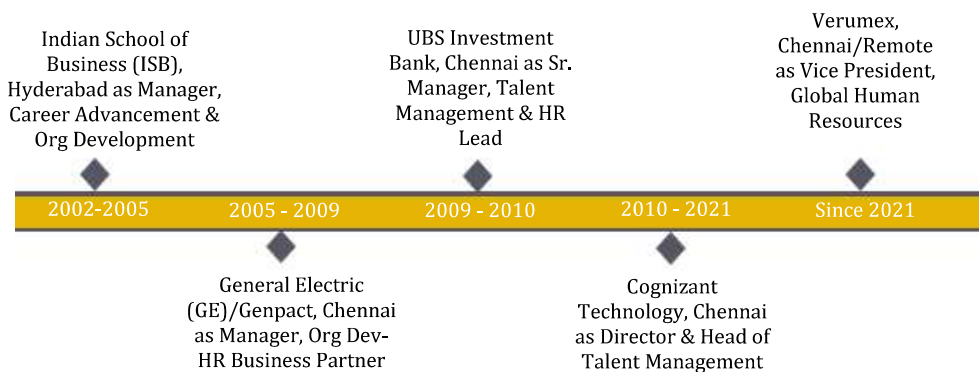
Seasoned HR Expert with a focus on people operations, HR business roles, and employee lifecycle administration across diverse industries, including IT Solutions, Investment Banking, and Education.



Career Summary

- With over 20 years of extensive experience in HR leadership roles at renowned organizations, currently working as the VP of Global Human Resources at Verumex. Competency in talent acquisition, compensation and benefits, business operations engagement, mergers and acquisitions, and Stakeholder Management. Notable achievements include designing and managing automation processes, leading successful organizational changes, and receiving consistent recognition for cross-functional excellence. Committed to fostering a high-performance culture and delivering impactful results in HR management.

Career Timeline



Professional Experience

Verumex, Chennai/Remote Vice President, Global Human Resources (2021 - Present)

Key Result Areas:

- Suggesting & implementing the HRMS amongst various service providers
- Framing & implementing Policies & procedure into handbooks for all the geographies
- Devising and leading comprehensive HR strategies
- Formulating innovative approaches and driving their implementation to establish a high-performance global culture
- Successfully established HR systems for the organization
- Implemented effective talent acquisition and employee engagement strategies, resulting in a high-performance global culture
- Employing cutting-edge methods to attract and acquire top talent from diverse backgrounds
- Pioneering programs and initiatives that fuel employee engagement
- Crafting an environment where employees are motivated, empowered, and fully committed to organizational success
- Directing the development and execution of compensation planning strategies
- Forging ahead with dynamic rewards and recognition programs, instituting meaningful incentives that celebrate achievements and reinforce a culture of excellence
- Implementing performance management systems and processes that foster accountability, continuous improvement, and exceptional performance at all levels of the organization
- Taking the lead in designing and delivering leadership development initiatives, cultivating a pipeline of capable leaders and nurturing their growth within the organization
- Assuming responsibility for managing global human resource functions, tailoring Compensation/Benefits packages and ensuring compliance with regional regulations in the EU, Asia-Pac, USA, and India

Contact

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Core Competencies

Strategic HR Management

Talent Acquisition and Retention

Competency Mapping

Mergers and Acquisitions

Compensation Planning

Employee Relations

Performance Management

Skill set

Motivator

Communicator

Change Agent

Collaborator

Analytical

Leader

Education

- MBA from Institute of Technology Management, 1999
- B.Com from Madras University, 1997

Cognizant Technology, Chennai
Director & Head of Talent Management (2010-2021)

Key Result Areas:

- Provided strategic leadership, capacity building, and employee lifecycle management for the Digital Engineering group
- Led employee engagement and assessment for a complex matrix organization
- Collaborated and partnered with the stakeholders, business SVPs, and US teams for proactive recruitment
- Championed Diversity and Inclusion initiatives, including Women hiring, "Prerna" for women leaders, returning mothers, and other back-to-work initiatives.
- Headed POSH committee and drove customized engagement for niche SMEs like Doctors, and Accountants
- Managed multiple Mergers and Acquisitions of Cognizant
- Interfaced with the cognizant clients to communicate HR strategies, resulting in cognizant participating in the R&R strategies
- Took the responsibility of managing P&L function
- Collaborated with the stakeholders to address the attrition
- Designed and managed 'E-Bot' - an AI-driven bot for people operations
- Designed the Cultural Assimilation program which resulted in the 'One-Cognizant' culture and best-in-class retention

UBS Investment Bank, Chennai
Sr. Manager, Talent Management & HR Lead (2009-2010)

Key Result Areas:

- Collaborated closely with Global HRBP teams and hiring managers to gain a profound understanding of the organization's structure, enabling the development and implementation of effective recruiting strategies across teams
- Effectively conveyed and strengthened the Employer Value Proposition through a wide range of HR initiatives, spanning the entire Hire to Retire life cycle
- Showcased excellence in maintaining strong relationship with the stakeholders to ensure smooth functioning of HR operations
- Guided the formulation of Compensation & Benefits and rewards strategies, resulting in the successful attraction and retention of top talent, achieving an exceptional retention rate of 85%+ that surpasses industry standards
- Established and nurtured strong relationships with business & parent team to ensure a seamless and exceptional employee experience

General Electric (GE)/Genpact, Chennai
Manager, Org Dev- HR Business Partner (2005-2009)

Key Result Areas:

- Led change management initiatives, talent acquisition & talent management planning practices, employee engagement & retention efforts, organizational development & training programs, compensation & benefits strategies, HR compliance, and general policy administration
- Directed career development and employee engagement initiatives for a \$50 MM profit and loss (P&L) unit, fostering relationships with over 100 colleges
- Recognized with the prestigious Best HRM Award for Consistent Excellence, highlighting my cross-functional execution of recruitment processes
- Served as a key strategic partner to the business, collaborating on the development of HR strategies, conducting needs assessments, and delivering effective HR solutions accordingly
- Acted as an organizational coach, enhancing organizational capabilities and partnering with clients to optimize team performance
- Ensured the seamless and efficient delivery of all HR programs and services, including Leadership & Succession planning initiatives and Recognition & Rewards programs

Indian School of Business (ISB), Hyderabad
Manager, Career Advancement & Org Development (2002-2005)

Key Result Areas:

- Collaborated with McKinsey to establish the career division of ISB, laying the foundation for a robust and effective platform to support students in their career journeys
- Created and designed a cutting-edge online portal dedicated to international placements, facilitating seamless networking and collaboration with corporate partners across India
- Streamlined employer engagement efforts by developing, nurturing, and enhancing relationships with students, alumni, and faculty, resulting in a mutually beneficial partnership
- Oversaw and provided comprehensive support for student career services which led to remarkable outcomes of 100% placements for every batch of approximately 150 students