



LIESL NEWCASTLE

PEOPLE & CULTURE GENERALIST



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Bangalore, Karnataka



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ABOUT ME

I am passionate about workplace culture and am a strong believer in a people-first approach in all aspects of talent management. I have 7 years of total work experience in various multinational and national organisations, 4+ years of which, I helped in building world-class culture in the social sector. Having been able to successfully handle multifaceted challenges in my last company Goodworker Technologies and also put my previous organisation U&I on the top 10 great places to work national list, I am now excited to work with scaling organisations in creating high-performance teams through an impactful culture.

EXPERIENCE

HireSure.ai - Product|AI

All things People and Culture March 2023-Present

Key Responsibilities :

Compensation Benchmarking role: Successfully mapped over 35,000 employees compensation cross top startups like Meesho, Bluesmart, Dunz, Rapido etc

Stakeholder Management : Working with Existing HR community on Compensation planning

Advisory role : Act as an advisor to the CEO And founders on all people related issues

Business Partnering Role : Designed strategic direction of HR initiatives while ensuring the effective implementation of policies and programs with a specific focus on talent, engagement, succession planning, reward, and development.

Compliance Role : Created and Maintained Policies and Data Protection guidelines as per Scrut Guidelines

Goodworker Technologies - Product|Web 3

Talent Experience Partner (HRBP) 2021 - 2023

- Served as a trusted advisor & liaison between company's chief executives & people practices to align business goals.
- As an advisor on the board of ICC and POSH, I have been apart of several investigation
- Conducted monthly employee check-ins to ensure employees felt comfortable voicing any concerns, leading to a decrease in turnover, proved quarterly reports for the manager, detailing any concerns or issues brought up during the pulse checks.
- Ran the performance management cycle for one quarter, successfully measuring and evaluating employee performance.
- On the employee engagement front, led a core team of 5 to design and implement an employee engagement team that resulted in a 78% increase in engagement.
- Worked on job levelling, organization design and compensation benchmark for a company with over 175 employees which resulted in increase employee satisfaction.
- Worked with cross functional teams to develop and enhance our current rewards program
- Successfully launched mental health initiatives to increase awareness and decrease the stigma around mental illness

U and I - NGO|Education|30k Volunteers

Manager-Human Resources 2018 - 2021

- Served as a strategic partner to the business helping secure a Great

Place to Work certification 2years in a row and Recognized as "Top 10 NGO to work with in India"

- Managed end to end recruitment including successfully mapped out desired competencies for each role and creating social media campaigns to attract target candidates increasing overall headcount by 120% without RPO assistance.
- Collaborated with leadership on recruitment strategies, development plans, performance management, and employee engagement helping us to retain and attract more talent doubling our hiring intake.

First Advantage - Global Verification Company

Verification Executive 2014 - 2016

- Successfully verified the accuracy of over 1,000 employment and education background checks for the client Deloitte
- Reported over 2000+ checks on employment documentation and references for potential hires, resulting in a 98% accuracy rate.

HSBC- Financial services company

Executive 2012 - 2013

- Assisted over 1000+ UK account in online payments, credit card information, international transfers etc. reducing the number of customer complaints by 10%.
- Trained on international banking compliance, which resulted in me being able to comply with all international banking regulations.

SHORT TERM EXPERIENCE

Kindclick - Social Impact Aggregator)

People and Talent Strategist(Consultant) Oct 2021 - Dec 2021

- Successfully forecasted hiring needs for the next 12 months across 10 departments, ensuring the talent pipeline is prepared to support innovation and growth.
- Building policies and process to support a growing organization.

iThrive - A Health and Wellness Startup

Head of People and Culture Aug 2021 - Nov 2021

- Worked closely with the founders to build culture, people practices and employee branding. As a result, the company was able to attract top talent in a highly competitive market.
- Successfully designed, implemented, & launched a rewards & recognition program that encouraged employees to go above & beyond their job duties, thus in an increase in productivity by 10%.
- Gathered feedback from employees to improve the program based on what was working and not working, resulting in higher employee satisfaction rates.

EDUCATION

Post-Graduation

PG Diploma in Human Resource Management
Symbiosis Centre for Distance Learning, Pune

Graduation

Bachelors in Arts Psychology , Journalism and English
St Josephs Evening College, Bangalore

Graduation

Bsc-FAD Fashion Technology and Design
Mount Carmel College, Bangalore

Certification

- Great Place to Work -2019-2021
- Incredible You- Self improvement Programme by Arfeen Khan
- Alliance Francaise - French level A1

SKILLS

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|--------------------------|----------------------|
| ● TALENT MANAGEMENT | ● COMPENSATION |
| ● CULTURE CURATION | ● FORECASTING |
| ● COMPLIANCE & LEGAL | ● BENEFITS |
| ● SOCIAL MEDIA CAMPAIGNS | ● EMPLOYEE RELATIONS |
| ● COMPETENCY BUILDING | ● ORG. DESIGN |

MS OFFICE	■■■■	GREYHR	■■■■
MONDAY	■■■■	GREENHOUSE	■■■■
GATHER	■■■■	SAP	■■■■
WORKDAY	■■■	WINSCP	■■■■
SLACK	■■■■	PODIO	■■■■
CANVA	■■■■	DOODLY	■■■■

INTERESTS : NLP, GRAPHOLOGY, SUSTAINABILITY