


# GAURAV BHATIA

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Independent Director Registration: IDDB-NR-202012-033584

Rank: Colonel (Veteran)  ORCID: <https://orcid.org/0000-0002-8592-7600> Experience: 33 years

## CAREER SUMMARY

- Scholar Warrior with versatile cross-functional organizational skillset & proven management capabilities, backed by a keen analytical mind. Designed & successfully managed multiple processes to improve efficiency, reduce cost, and drive sustainable growth. Exceptional advocacy, dynamic leadership skills with an eye-for-detail, unblemished integrity, security consciousness, selflessness, & high tolerance to ambiguity.
- Led the HSS - Routine Immunization / Cervical Cancer program for **CHAI**<sup>#</sup> in UP from Jan 2021 – Mar 2023.

## KEY SKILLS

- Multi-Tasker and Self Driven Problem Solver
- Delegation, Motivational and Communication Skills
- Research aptitude and Exceptional Eye for Detail
- HRM, Asset Management, OSHE /Security Consciousness
- Human Rights Knowledge; Cross-functional Organisational Skillset
- Disaster Management (CBRNe) and Disaster Risk Reduction

## ACADEMIC QUALIFICATIONS & CERTIFICATIONS

- **2020:** Defence General Management Program, **Indian Institute of Management, Lucknow (2<sup>nd</sup> Rank).**
- **2020:** Lean Six Sigma Green Belt (LSSGB), **KPMG Certified.**
- **2018:** PhD Management (Disaster Management), **Chitkara University, Chandigarh.** <http://hdl.handle.net/10603/218591>
  - “City Preparedness Against Biological Agent & Responsible Consequence Management”.
  - Recommendations already incorporated into the **Chandigarh Disaster Management Plan.**
- **2017:** Masters in Disaster Management, **Panjab University, Chandigarh (Gold Medal).**
- **2008:** MA (Human Rights - Refugee Management), **Indian Institute of Human Rights, New Delhi.**
- **2003:** M.Sc. (Defence & Strategic Studies), **University of Madras, Chennai.**
- **1997:** Master of Business Administration (Human Resource Management), **IGNOU, New Delhi.**
- Executive Management Development Programmes (MDP) –
  - *Competency Mapping Management Skills*, Feb 2010, **Indian Institute of Management, Indore.**
  - *Human Resource Planning*, Oct 2008, **College of Defence Management, Secunderabad.**
  - *Basic Leadership Skills*, Nov 2006, **Xavier Labour Relations Institute, Jamshedpur.**
- Formal training in Computer Technology & **extremely proficient in handling IT tools & equipment.**

## EMPLOYMENT CHRONOLOGY

<b>2021 – 03/2023</b>	Clinton Health Access Initiative <sup>#</sup>	<b>CHAI:</b> State Lead (Uttar Pradesh) – Routine Immunization
<b>2019 – 2020</b>	Armoured Division HQ	Colonel General Staff (Staff Duties/War Equipment)
<b>2017 – 2019</b>	Corps of Military Police	Commanding Officer
<b>2010 – 2015</b>	Division / Corps HQ	Colonel Administration / Colonel General Staff (CBRNe)
<b>2008 – 2010</b>	Armoured Regiment	Commanding Officer ( <i>Commandant</i> )
<b>2000 – 2007</b>	DSSC, Wellington / Brigade / Army HQ / Armd Regiment	Staff College ( <b>psc</b> ) /General Staff Officer-Grade (Ops) / Grade 1 (Coordination) / Second in Command
<b>1998 – 2000</b>	National Defence Academy, Khadakwasla	Senior Instructor
<b>1990 – 1998</b>	Regimental Service/ IAT, Pune	Adjutant, Combat Squadron Cdr, Tank Tech Course ( <b>ttc</b> )

## AWARDS & SIGNIFICANT ACHIEVEMENTS

- Nominated to the **UNICEF Water Sanitation & Hyg (WaSH) & Disaster Risk Reduction (DRR) Roster - 2023.**
- World Peace & Diplomacy Organization (WPDO) “**Exemplary Service Cross Medallion - 2021**”
- Green ThinkerZ™ “**Top 100 International Distinguished Researcher Award – 2020**”
- International Institute of Organised Research (I2OR) “**Outstanding Researcher Award – 2019**”
- Jawaharlal Nehru Memorial, New Delhi award for “**Academic Excellence - 2018**”
- **N-1 level (Army Training Command, Shimla) “Scholar Warrior Award - 2018”**

- **“Outstanding Paper Award”**, Int’l Conference on Mgmt & Information Systems (ICMIS-2017), Bangkok.
- **“Best Paper Award”** at the Chandigarh Social Science Congress – 2017.
- **N level (Chief of the Army Staff)** Commendation in **Feb 2012**, for perseverance, dedication & devotion to duty.
- **Consistent Instructor grading** on Army courses & multiple **Best student** awards.

## **PREVIOUS EXPERIENCE & MAJOR PROJECTS HANDLED**

### **Professional Experience In HRBP and Talent Management**

- Led the HR function for 6+ years at the NDA, Khadakwasla and two frontline formations of the Indian Army - managing a team of 10+ HR officers and overseeing a workforce of 16,000+ serving soldiers.
- Successfully managed to execute the Indian Army’s recruitment program, to include in service performance management, career development, and succession planning.
- Designed and implemented a junior leadership development program that resulted in a substantial increase in employee engagement and job satisfaction.
- Developed and executed a DEI strategy directly enhancing female representation in the PBOR category.
- Conducted training sessions for HR professionals on effective HR practices, including workforce planning, performance management, and inter personal relations.

### **Leadership and Communication Skills**

- Proven track record of effective leadership, including the ability to lead and manage teams, develop and execute strategies, and drive change management initiatives.
- Strong written and spoken communication skills, including the ability to effectively communicate complex information and ideas to diverse audiences.
- Comfortable leading through ambiguity and complexity, with a focus on identifying opportunities for growth and improvement.
- Skilled in building and maintaining relationships with all stakeholders, including government functionaries, civil servants, partners, and employees across all levels of the organization.
- Demonstrated ability to provide guidance and counsel to senior leaders on all HR-related matters, including organizational design, performance management, discipline and employee engagement.

### **Expertise in Modern HR Practices and Policies**

- Expert in modern HR practices and policies, with experience designing and implementing flexible, dynamic, and millennial-centric HR policies and programs.
- Skilled in the design and execution of innovative performance management systems that align employee goals with organizational objectives and drive accountability and engagement.
- Demonstrated knowledge of diversity and inclusion best practices and the ability to develop and execute programs that foster a diverse and inclusive workplace culture.
- Able to identify and implement best practices in talent acquisition, retention, and development, with a focus on attracting and retaining top-tier talent.

### **Stakeholder Management**

- Proven ability to effectively manage stakeholders, including building strong relationships with top government officials, operational partners, and with employees across all levels of the organization.
- Demonstrated ability to influence and drive change at all levels of the organization.
- Comfortable leading cross-functional teams and working collaboratively with peers in other functions.
- Strong project management skills, including efficiently multi-tasking and managing competing priorities.

### **HRIT Skills and Technical Proficiencies**

- Using app-based HRIT solutions for HR processes (employee onboarding, benefits administration etc).
- Familiarity with emerging technologies in HR (AI-based/social media-based recruitment tools, etc).
- Skilled in the use of HR analytics to drive decision-making and optimize HR processes, including the use of predictive analytics to identify talent gaps and workforce trends.
- Comfortable working with technical teams to implement and maintain HRIT solutions, including managing system upgrades and integrations.

**AUTHORED: BOOK (1) / ANTHOLOGIES (8) / JOURNAL PUBLICATION (11) / CONFERENCES ATTENDED (12)**