

Dr. (h.c.) KUMAR VISVANATHAN

AVP – People Function



Current Location: Bangalore

With Mindtree since Nov 2013



+91 99729 98831



LinkedIn



touchkumar@gmail.com

Professional Skills & Expertise

Leadership Coaching, HR Management, Multi-functional HR Transformation, Transition Management, Organization Design, Leadership Development, Innovation, Driving Automation, Program Management, Unique Measurements & Global Mobility

Mindtree Recognition

- Led People Shared Services to win Pinnacle award in 2021

Industry Recognition

- Awarded Honorary Doctorate in People Management by a NY University
- Recognized as HR Superstar by HRO Magazine, Philadelphia
- Frequent Speaker in Industry forums
- Toastmaster Certified Advanced Communicator (Gold) & Advanced Competent Leader (Bronze)
- Brainbench Certification on Business Communication & HR Concepts (US).

Academic

- B. Sc, Maths, A.M. Jain College, Chennai
- MBA from ITM, Chennai
- Diploma in Computer Programming and Unix & C
- Art & Science of Coaching, Erickson.

Executive Summary

Kumar is a seasoned HR professional in the IT industry in the space of Business HR and Shared Services.. He has worked on all facets of HR in Indian and US-based multinational organizations. He is an ICF Certified Leadership Coach.

He is currently involved in driving internal automation like enterprise-wide multi-functional Chatbot that answers employee queries and performs transactions. He is now driving transition of processes from internal stakeholders to improve overall efficiency that results in better revenue generation and margin optimization.

Professional Highlights

- Harvard University has come up with a case study on the internal automation built in People Shared Services that is being used to create future managers.
- Conceived and executed an unique inclusivity program involving prison inmates by training and employing them to perform HR work, thereby providing hope and injecting positivity that has helped them in their transformation.
- Introduced Chatbot in 2017 and has rolled out 115 Robotic Process Automation (RPA) on internal processes for delivering services to Mindtree Minds
- Conceived and rolled out innovative metrics to measure performance of shared services and in improving efficiency.
- Has set-up global shared services to deliver employee services centrally twice in his career.
- He was extensively involved in rolling out SAP HCM implementation for CSC, playing the role of Process Champion. He was the functional lead in several HR processes including Onboarding, Offboarding, Mobility, Payroll, Benefits Administration and Employee Payments.

Career History:

- **Nov '13 – Current , AVP – People Function, Mindtree:** Responsible for setting up and running global programs to drive process efficiency, automation and value creation. Coaching senior leaders, women leaders and young managers for improved performance. Responsible for process efficiency through internal automation like RPA bots and multi-functional Chatbots. Portfolio of services being managed includes entire Hire to Retire functions, Workforce Management, L&D, Contact Center, Global compliance, POSH, M&A, Metrics, C&B benchmarking, Organization Development, HR Business Partnering, Global hiring, background checks and Onboarding, Performance Management, Exit Management, Alumni Management and Succession Planning. .
- **Nov '05 – Nov '13 – General Manager – Human Resources, Computer Sciences Corporation:** Responsible for Business HR Partnering , Organization Design, Global Mobility and setting up and running global shared services that was multi-functional. Also was responsible for global C&B administration and management, Talent Acquisition and Performance metrics.
- **Jul '04 – Nov '05 – Senior Manager – Human Resources, Gavs Information Services Limited:** Heading the HR function globally providing strategic directions and took care of daily operations. Led the company to PCMM Level 3..
- **Apr '00 – Jul '04 – Manager – International Resources, SSI Limited:** Led global mobility, Talent Acquisition, Performance Management, ESOP mgmt., Rewards & Recognition and US Benefits Administration.