

Aayna Aggarwal

| Senior Consultant, Deloitte | | MDI, HR | | Ex-EY | |
|---|--|---------|--|-----------------------|-------------------|
| Work Experience | | | | | |
| Deloitte India, Gurgaon | | | | (34 Months) | |
| Senior Consultant, Human Capital Consulting | | | | May '22-Present | |
| Organization Transformation (Organization Design, Workforce Planning and Job Evaluation) | <ul style="list-style-type: none">Executed organization transformation projects across industries in line with organization strategyOptimized talent team structure and aligned workforce requirements for professional services firmExecuted HR strategy for pharmaceutical giant by optimizing their structure and grade frameworkRevamped organization structure & workforce plan for automotive ancillary to drive 3x revenue goalConducted complexity analysis for South African retail chain for optimizing headcount allocationLed a cross-geography IT/ITeS firms’ post-merger integration to optimize functions and processesDesigned corporate and shared services structure for a conglomerate to ensure operational efficiencyUndertook complete HR transformation for a staffing company to help prepare them to launch IPO | | | | |
| PMS & Tech Competency Design | <ul style="list-style-type: none">Designed a robust performance management framework for a merged entity for effective evaluationLed a team in auditing scorecards for 1000+ employees, ensuring SMART goals & guideline adherenceLed a team to design technical competencies for 80+ job domains across 5 sectors of a conglomerate | | | | |
| Summits and Workshops | <ul style="list-style-type: none">Assisted in facilitating Design Thinking Workshop focused on ideation and prototyping techniquesContributed to orchestrating the HR Summit for a Fortune 500 conglomerate as knowledge partner | | | | |
| Key Learnings and Achievements | <ul style="list-style-type: none">Navigated cross-cultural challenges while working on projects spanning across multiple geographiesCultivated strong client relationships while collaborating to understand and meet their requirementsLed change management initiatives for smooth transitions in complex organizational landscapesAwarded with ‘Walk the Dot’ for exceptional contribution in delivering a complex proposal pitchAwarded with “Live the Dot” award for independently delivering high impact projects for clients | | | | |
| EY GDS, Gurgaon | | | | (12 Months) | |
| Analyst, Risk Advisory | | | | August '19-August '20 | |
| Roles and Responsibilities | <ul style="list-style-type: none">Developed competence in SOX Audits along with transitioning follow-up trackers for query redressalEnsured lower risk and higher reliability business processes and systems for G360 clients from USAGained experience in the test of IT General Controls (ITGC) and Application Controls for the clients | | | | |
| Key Learnings and Achievements | <ul style="list-style-type: none">Understood the impact of risks on different business processes and the steps taken to mitigate the sameEarned an EY Bronze badge for completing learning, and contribution in the field of data visualization | | | | |
| Educational Qualification | | | | | |
| Qualification | Institute | | | CGPA/ % | Year |
| MBA (HRM) | Management Development Institute, Gurgaon (MDI, Gurgaon) | | | 6.45/10 | 2022 |
| B.Tech (IT) | Maharaja Agrasen Institute of Technology, GGSIPU (IP University) | | | 9.18/10 | 2019 |
| XII, CBSE | Delhi Public School Rohini, Delhi | | | 93.80 | 2015 |
| X, CBSE | Delhi Public School Rohini, Delhi | | | 9.6/10 | 2013 |
| Academic Achievements | | | | | |
| Competitive | <ul style="list-style-type: none">National Semi-Finalists of Reliance TUP 6.0 amongst 10,000+ teams across B-schoolsProclaimed as the first position holder of HR case study competition organized by IMI | | | | 2021 |
| Scholastic | <ul style="list-style-type: none">Secured 3rd rank in graduation across all branches along with a cash prize of Rs.5100 | | | | 2019 |
| Internships | | | | | |
| Live Projects/Training | | | | | |
| Agility in Employee Lifecycle Process, Dr Reddy’s Laboratories | <ul style="list-style-type: none">Led discovery meetings to understand existing processes and adherence to process SOPsAnalysed existent bottlenecks in processes using primary and secondary benchmarkingOffered short term & long-term solutions in the areas of system, people, and processes | | | | 2021 (8 Weeks) |
| Talent Acquisition, Relevel by Unacademy | <ul style="list-style-type: none">Screened, interviewed and onboarded suitable candidates to fill in various vacant positionsResponsible for answering queries of team members regarding HR policies, benefits etc. | | | | 2021 (4 Weeks) |
| Team Effectiveness, McCain Foods Pvt Ltd | <ul style="list-style-type: none">Measured team effectiveness from individual and overall team perspective to find the gapsConducted a workshop with 11 team managers to discuss the results and the way forward | | | | 2020 (6 Weeks) |
| Future of Work, McCain Foods Pvt Ltd | <ul style="list-style-type: none">Conducted survey to analyse employee needs and problems being faced in hybrid workingDesigned a hybrid working model for the employees of Delhi office and Mehsana plant | | | | 2020 (6 Weeks) |
| Positions of Responsibility | | | | | |
| MDI Gurgaon | | | | | |
| Senior Coordinator, International Relations Committee | <ul style="list-style-type: none">Responsible for facilitating International Exchange Programme for foreign studentsCoordinating with the International Relations Office to conduct Exchange ProgrammeOrganizing online events for promoting cultural exchange with foreign partner universities | | | | 2020-2022 |
| Core Team Member, Sanskriti | <ul style="list-style-type: none">Manage festival celebrations, cultural competitions and activities round the calendarResponsible for handling procurement, logistics and budgeting as a part of the EM vertical | | | | 2020-2022 |