

Ashweray Sharma

Human Resources

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Professional Summary:

Strategic HR professional with experience across People Partnering, Total Rewards, Talent Branding, and Campus Recruitment. Proven track record of driving HR transformation, org design initiatives, and talent strategies across APAC. Adept at aligning people practices with business goals, leading change initiatives, and using data for decision-making.

Key Skills & Competencies:

HR Transformation | Change Management | Organizational Design | Workforce Planning | Total Reward strategy | Benchmarking | Talent strategy and engagement | Performance Management | Stakeholder Management | Business Partnering | DE&I Initiatives

Philips India Limited (June 2022- Present)

Business Impact Highlights:

- **Boosted sales productivity by 15%** through strategic workforce redesign in the S&RC division.
- **Increased Q3 revenue by 12%** by designing and implementing a targeted sales incentive plan.
- **Reduced attrition by 20% YoY** through performance enablement and underperformance intervention programs.
- **Achieved 95% compensation parity with market benchmarks** across 200+ roles in India subcontinent.
- **Optimized INR 10 Cr+ bonus distribution** through executive-level compensation analytics.
- **Improved NPS by 25%** through revamped recognition and employee engagement initiatives.
- **Cut campus hiring costs by 18%** via process optimization and digital tool adoption with a **250% application intake**.

• Early Careers Talent Consultant- APAC region

(May'24- Present)

- Designed and led regional campus hiring strategy for APAC, building a future-ready leadership pipeline.
- Conceptualized new Sales & Marketing internship in Malaysia for Personal Health business.
- Led E2E implementation of HireVue across APAC campuses, **reducing hiring TAT by 25%**.
- Hosted virtual engagement forums, **boosting campus brand visibility by 3x** in target universities.
- Created cost optimization model for APAC hiring, **improving budget utilization by 18%**.

• Total Rewards- India Sub-Continent

(Oct'23-May'24)

- Conducted market benchmarking and internal job evaluations for 200+ job roles achieving **95% parity** with market median benchmark.
- Redesigned internal salary bands for 5 business units, reducing pay compression issues and **increasing budget efficiency by 22%**.
- Delivered analytics for INR 10cr bonus distribution, supporting fair distribution.
- Supported annual performance review cycle for 1000+ employees, with **100% manager coverage**.
- Created executive dashboard for comp visualization, **enabling insights into D&I progress and talent planning**.

• People Partner- Sleep & Respiratory Care

(Feb'23-Oct'23)

- Led workforce redesign for S&RC optimising roles to **boost productivity by 15%** and **cut redundant head count by 8%**.
- Designed Sales Incentive Plan with Finance and Rewards teams, **resulting in 12% revenue increase**.
- Managed 120 employee life cycle events, ensuring **100% compliance with HR SLAs & NPS of 95**.
- Drove performance improvement plan for 16 underperformers with 60% turn within 2 quarters.
- Facilitated 6+ People Leader connects improving **leadership engagement by 18%** (via pulse surveys).
- Improved NPS by 25% through quarterly R&R and engagement programs.

• Employer Branding & Recruitment Marketing

(Jun'22-Feb'23)

- Partnered with India Communications Lead to position Philips as a top employer through **PR, social campaigns, and talent branding**.
- Led diversity ERGs and designed **D&I content strategy** aligned to global OKRs.
- Organized "Philips Day" – multi-city outreach campaign with **7,000+ students**, increasing applications by 2.5x.
- Created campaign toolkits for TA teams, increasing CTR on job postings to **1.2%+**.

• On the job- HR Transformation Projects

- **Clinical Capability Framework:** Designed capability roadmap for 350+ employees, coupled with L&D and performance.
- **People Leader Assessment Centre:** Developed assessment journeys to promote ICs to Manager roles.

Academics

Master of Business Administration (MBA)- SCMHRD, Pune (Full Time)

Specialization- Human Resources

Bachelor of Technology (B. Tech.)- MAIT, Delhi

Specialization- Mechanical Engineering

Achievements

- Team Player of the Year, Philips (2024)
- Rising Star award, Philips (2023)