Aayna Aggarwal

Senior Consultant, Deloitte MDI, HR Ex-EY			
	Work Experience		
Deloitte India, Gurgaon	0.1.1011		34 Months)
Senior Consultant, Human			'22-Present
	 Executed organization transformation projects across industries in line with organization strategy Optimized talent team structure and aligned workforce requirements for professional services firm 		
Organization	0		
Transformation	Executed HR strategy for pharmaceutical giant by optimizing their structure and grade framework		
(Organization Design,	• Revamped organization structure & workforce plan for automotive ancillary to drive 3x revenue goal		
Workforce Planning and	• Conducted complexity analysis for South African retail chain for optimizing headcount allocation		
Job Evaluation)	• Led a cross-geography IT/ITeS firms' post-merger integration to optimize functions and process		-
	• Designed corporate and shared services structure for a conglome	rate to ensure operation	al efficiency
	Undertook complete HR transformation for a staffing company to help prepare them to launch IPO		
PMS & Tech	Designed a robust performance management framework for a merged entity for effective evaluation		
Competency Design	Led a team in auditing scorecards for 1000+ employees , ensuring SMART goals & guideline adherence		
Competency Design	Led a team to design technical competencies for 80+ job domains across 5 sectors of a conglomerate		
Summits and	 Assisted in facilitating Design Thinking Workshop focused on ideation and prototyping techniques Contributed to orchestrating the HR Summit for a Fortune 500 conglomerate as knowledge partner 		
Workshops			_
Navigated cross-cultural challenges while working on projects spanning across multiple geograms.			
	• Cultivated strong client relationships while collaborating to understand and meet their require		
Key Learnings and	Led change management initiatives for smooth transitions in complex organizational landscapes		
Achievements			
	Awarded with 'Walk the Dot' for exceptional contribution in delivering a complex proposal pitch Awarded with "Live the Dot" award for independently delivering high impact projects for clients		
EY GDS, Gurgaon	Twatece with Live the Bot award for independently deriver		12 Months)
Analyst, Risk Advisory August '19-August '20			
	Developed competence in SOX Audits along with transitioning for		
Roles and	Ensured lower risk and higher reliability business processes and systems for G360 clients from USA		
Responsibilities Gained experience in the test of IT General Controls (ITGC) and Application Controls for the cl			
Key Learnings and			
Achievements	-		
O1:6:+:	Educational Qualification	CCDA / 0/	Vana
Qualification MRA (HPM)	Institute	CGPA/ %	Year
MBA (HRM)	Institute Management Development Institute, Gurgaon (MDI, Gurgaon)	6.45/10	2022
MBA (HRM) B.Tech (IT)	Institute Management Development Institute, Gurgaon (MDI, Gurgaon) Maharaja Agrasen Institute of Technology, GGSIPU (IP University)	6.45/10 9.18/10	2022 2019
MBA (HRM) B.Tech (IT) XII, CBSE	Institute Management Development Institute, Gurgaon (MDI, Gurgaon) Maharaja Agrasen Institute of Technology, GGSIPU (IP University) Delhi Public School Rohini, Delhi	6.45/10 9.18/10 93.80	2022 2019 2015
MBA (HRM) B.Tech (IT)	Institute Management Development Institute, Gurgaon (MDI, Gurgaon) Maharaja Agrasen Institute of Technology, GGSIPU (IP University) Delhi Public School Rohini, Delhi Delhi Public School Rohini, Delhi	6.45/10 9.18/10	2022 2019
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MBA (HRM) B.Tech (IT) XII, CBSE	Institute Management Development Institute, Gurgaon (MDI, Gurgaon) Maharaja Agrasen Institute of Technology, GGSIPU (IP University) Delhi Public School Rohini, Delhi Delhi Public School Rohini, Delhi Academic Achievements National Semi-Finalists of Reliance TUP 6.0 amongst 10,000+	6.45/10 9.18/10 93.80 9.6/10 teams across B-schools	2022 2019 2015
MBA (HRM) B.Tech (IT) XII, CBSE X, CBSE Competitive	Institute Management Development Institute, Gurgaon (MDI, Gurgaon) Maharaja Agrasen Institute of Technology, GGSIPU (IP University) Delhi Public School Rohini, Delhi Delhi Public School Rohini, Delhi Academic Achievements National Semi-Finalists of Reliance TUP 6.0 amongst 10,000+ Proclaimed as the first position holder of HR case study compet	6.45/10 9.18/10 93.80 9.6/10 teams across B-schools ition organized by IMI	2022 2019 2015 2013 2021
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MBA (HRM) B.Tech (IT) XII, CBSE X, CBSE Competitive Scholastic Live Projects/Training	Institute Management Development Institute, Gurgaon (MDI, Gurgaon) Maharaja Agrasen Institute of Technology, GGSIPU (IP University) Delhi Public School Rohini, Delhi Delhi Public School Rohini, Delhi Academic Achievements National Semi-Finalists of Reliance TUP 6.0 amongst 10,000+ Proclaimed as the first position holder of HR case study compet Secured 3rd rank in graduation across all branches along with a	6.45/10 9.18/10 93.80 9.6/10 teams across B-schools ition organized by IMI cash prize of Rs.5100	2022 2019 2015 2013 2021
MBA (HRM) B.Tech (IT) XII, CBSE X, CBSE Competitive Scholastic Live Projects/Training Agility in Employee	Institute Management Development Institute, Gurgaon (MDI, Gurgaon) Maharaja Agrasen Institute of Technology, GGSIPU (IP University) Delhi Public School Rohini, Delhi Delhi Public School Rohini, Delhi Academic Achievements National Semi-Finalists of Reliance TUP 6.0 amongst 10,000+ Proclaimed as the first position holder of HR case study compet Secured 3rd rank in graduation across all branches along with a Internships Led discovery meetings to understand existing processes and adh	6.45/10 9.18/10 93.80 9.6/10 teams across B-schools ition organized by IMI cash prize of Rs.5100	2022 2019 2015 2013 2021 2021
MBA (HRM) B.Tech (IT) XII, CBSE X, CBSE Competitive Scholastic Live Projects/Training Agility in Employee Lifecycle Process,	Institute Management Development Institute, Gurgaon (MDI, Gurgaon) Maharaja Agrasen Institute of Technology, GGSIPU (IP University) Delhi Public School Rohini, Delhi Delhi Public School Rohini, Delhi Academic Achievements National Semi-Finalists of Reliance TUP 6.0 amongst 10,000+ Proclaimed as the first position holder of HR case study compet Secured 3rd rank in graduation across all branches along with a Internships Led discovery meetings to understand existing processes and adh Analysed existent bottlenecks in processes using primary and se	6.45/10 9.18/10 93.80 9.6/10 teams across B-schools ition organized by IMI cash prize of Rs.5100 erence to process SOPs condary benchmarking	2022 2019 2015 2013 2021 2021 2021
MBA (HRM) B.Tech (IT) XII, CBSE X, CBSE Competitive Scholastic Live Projects/Training Agility in Employee Lifecycle Process, Dr Reddy's Laboratories	Institute Management Development Institute, Gurgaon (MDI, Gurgaon) Maharaja Agrasen Institute of Technology, GGSIPU (IP University) Delhi Public School Rohini, Delhi Delhi Public School Rohini, Delhi Academic Achievements National Semi-Finalists of Reliance TUP 6.0 amongst 10,000+ Proclaimed as the first position holder of HR case study compet Secured 3rd rank in graduation across all branches along with a Internships Led discovery meetings to understand existing processes and adh Analysed existent bottlenecks in processes using primary and se Offered short term & long-term solutions in the areas of system, processes and solutions in the areas of system, processes are also solutions in the areas of system, processes and solutions in the areas of system, processes are also solutions in the areas of system, processes are also solutions in the areas of system, processes are also solutions in the areas of system, processes are also solutions are also solutions are als	6.45/10 9.18/10 93.80 9.6/10 teams across B-schools ition organized by IMI cash prize of Rs.5100 erence to process SOPs condary benchmarking beople, and processes	2022 2019 2015 2013 2021 2021
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MBA (HRM) B.Tech (IT) XII, CBSE X, CBSE Competitive Scholastic Live Projects/Training Agility in Employee Lifecycle Process, Dr Reddy's Laboratories	Institute Management Development Institute, Gurgaon (MDI, Gurgaon) Maharaja Agrasen Institute of Technology, GGSIPU (IP University) Delhi Public School Rohini, Delhi Delhi Public School Rohini, Delhi Academic Achievements National Semi-Finalists of Reliance TUP 6.0 amongst 10,000+ Proclaimed as the first position holder of HR case study compet Secured 3rd rank in graduation across all branches along with a Internships Led discovery meetings to understand existing processes and adh Analysed existent bottlenecks in processes using primary and se Offered short term & long-term solutions in the areas of system, processes and solutions in the areas of system, processes are also solutions in the areas of system, processes and solutions in the areas of system, processes are also solutions in the areas of system, processes are also solutions in the areas of system, processes are also solutions in the areas of system, processes are also solutions are also solutions are als	6.45/10 9.18/10 93.80 9.6/10 teams across B-schools ition organized by IMI cash prize of Rs.5100 erence to process SOPs condary benchmarking beople, and processes arious vacant positions	2022 2019 2015 2013 2021 2021 2021 (8 Weeks)
MBA (HRM) B.Tech (IT) XII, CBSE X, CBSE X, CBSE Competitive Scholastic Live Projects/Training Agility in Employee Lifecycle Process, Dr Reddy's Laboratories Talent Acquisition,	Institute Management Development Institute, Gurgaon (MDI, Gurgaon) Maharaja Agrasen Institute of Technology, GGSIPU (IP University) Delhi Public School Rohini, Delhi Delhi Public School Rohini, Delhi Academic Achievements National Semi-Finalists of Reliance TUP 6.0 amongst 10,000+ Proclaimed as the first position holder of HR case study compet Secured 3rd rank in graduation across all branches along with a Internships Led discovery meetings to understand existing processes and adh Analysed existent bottlenecks in processes using primary and se Offered short term & long-term solutions in the areas of system, I screened, interviewed and onboarded suitable candidates to fill in versions.	6.45/10 9.18/10 93.80 9.6/10 teams across B-schools ition organized by IMI cash prize of Rs.5100 erence to process SOPs condary benchmarking beople, and processes arious vacant positions R policies, benefits etc.	2022 2019 2015 2013 2021 2021 2021 (8 Weeks) 2021
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MBA (HRM) B.Tech (IT) XII, CBSE X, CBSE Competitive Scholastic Live Projects/Training Agility in Employee Lifecycle Process, Dr Reddy's Laboratories Talent Acquisition, Relevel by Unacademy Team Effectiveness,	Institute Management Development Institute, Gurgaon (MDI, Gurgaon) Maharaja Agrasen Institute of Technology, GGSIPU (IP University) Delhi Public School Rohini, Delhi Delhi Public School Rohini, Delhi Academic Achievements National Semi-Finalists of Reliance TUP 6.0 amongst 10,000+ Proclaimed as the first position holder of HR case study compet Secured 3rd rank in graduation across all branches along with a Internships Led discovery meetings to understand existing processes and adh Analysed existent bottlenecks in processes using primary and se Offered short term & long-term solutions in the areas of system, I Screened, interviewed and onboarded suitable candidates to fill in v Responsible for answering queries of team members regarding H Measured team effectiveness from individual and overall team personal contents of the contents of t	teams across B-schools ition organized by IMI cash prize of Rs.5100 erence to process SOPs condary benchmarking beople, and processes arious vacant positions R policies, benefits etc. pective to find the gaps lts and the way forward	2022 2019 2015 2013 2021 2021 2021 (8 Weeks) 2021 (4 Weeks) 2020
MBA (HRM) B.Tech (IT) XII, CBSE X, CBSE X, CBSE Competitive Scholastic Live Projects/Training Agility in Employee Lifecycle Process, Dr Reddy's Laboratories Talent Acquisition, Relevel by Unacademy Team Effectiveness, McCain Foods Pvt Ltd	Institute Management Development Institute, Gurgaon (MDI, Gurgaon) Maharaja Agrasen Institute of Technology, GGSIPU (IP University) Delhi Public School Rohini, Delhi Delhi Public School Rohini, Delhi Academic Achievements National Semi-Finalists of Reliance TUP 6.0 amongst 10,000+ Proclaimed as the first position holder of HR case study compet Secured 3rd rank in graduation across all branches along with a Internships Led discovery meetings to understand existing processes and adh Analysed existent bottlenecks in processes using primary and se Offered short term & long-term solutions in the areas of system, I screened, interviewed and onboarded suitable candidates to fill in value Responsible for answering queries of team members regarding H Measured team effectiveness from individual and overall team personal conducted a workshop with 11 team managers to discuss the results.	deeple, and processes arious vacant positions R policies, benefits etc. pective to find the gaps lts and the way forward aced in hybrid working	2022 2019 2015 2013 2021 2021 2021 (8 Weeks) 2021 (4 Weeks) 2020 (6 Weeks)
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