



SAKSHI SHEORAN

XLRI HRM Grad | Mahindra GMC | High-Potential HR Talent |
Rated 5/5 in Appraisal | Agile, Sharp & Committed to Growth

CONTACT

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Current Location:

Mumbai

Preferred Location:

Delhi NCR

LinkedIn

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KEY SKILLS

- Human Resource Management
- HR Strategy
- Diversity, Equity, Inclusion
- Talent Management
- Learning & Development
- Leadership Development
- Employer Branding
- Talent Acquisition

LANGUAGES

- English (Fluent)
- Hindi (Fluent)



PROFILE

XLRI HRM graduate and top-rated Mahindra GMC (5/5 appraisal), known for delivering strategic, award-winning impact across DEI. Exposure across Talent Management, Employer Branding & CHRO's Office. Recognised with Mahindra Rise & Excellence Awards. Trusted by senior leadership for high-stakes projects. Open to HRBP, OD, Talent or Chief of Staff roles in Delhi NCR.



EDUCATION

XLRI Jamshedpur	2021 - 2023
PGDM- HRM	
Gargi College, University of Delhi	2016 - 2019
B.Com. (Hons)	
Blue Bells Public School, Gurugram	2014 - 2016
12 th , 10 th	



WORK EXPERIENCE

Mahindra Finance

APRIL 2024 - PRESENT

Sr. HR Manager

Diversity, Equity & Inclusion (DEI)

- Led the design & execution of a 3-year DEI strategy for Mahindra Group.
- Flagship initiatives: Designed and launched SOAR (for women with career break) and executed Prarambh (150+ women hires for frontline sales); driving a 1.5% increase in women's representation within 1 year.
- Led Inclusion Week (Spectrum) and pan-India sensitization workshops, executed across ~35,000 employees in the Financial Services Sector.
- Presented regularly at the DEI Council and led DEI inputs for Board, audit, and regulatory requirements.
- Executed cross-functionally with TA, HRBPs, L&D, Marketing & Corporate Communications.

Awards: Mahindra Rise Award (DEI Impact), Quarterly Excellence Award (Diverse Hiring Impact through exceptional and strategic collaboration).

Employer Branding

- Strengthened Mahindra Finance's digital employer brand via strategic social media campaigns.
- Amplifying leadership visibility to position them as thought leaders.
- Enabled award participation and contributed to wins: BT Best NBFC, ETBFSI L&D Award, Mahindra Rise Award



WORK EXPERIENCE

Strategic HR & CHRO's Office

- Served as Interim EA to the CHRO, contributing to strategic HR planning, board-level updates, annual reports, HR governance inputs.
- Drove alignment and fast-tracked decisions across HR sub-functions.

Talent Management & L&D

- Core team member for ELDP & YLDP – high-potential leadership development programs.
- Co-created learning journeys and content for business-critical roles.
- Anchored Career Week and Learning Week for the sector - content, communication, execution for 35,000+ employees.

Mahindra Group

GMC Experiential Module

APRIL 2023 - MARCH 2024

Strategic Talent Management Digitization

Auto & Farm Sector- M&M

- Benchmarked global best practices in TM across 10 leading org (GE, Unilever, Nestlé, etc). Mapped them on a digital maturity scale to assess adoption & effectiveness.
- Conducted in-depth analysis of TM platforms (Sumtotal, SF, Darwinbox, Cornerstone, Oracle) to assess suitability for Mahindra's complex needs.
- Led feasibility analysis of SuccessFactors- identified system constraints, and proposed platform-specific configuration solutions.
- Designed & helped digitize key TM modules within SF: Talent Cards, Succession Planning, and Talent Pools – aligned with user requirements, technical limitations, and business impact.
- Presented future-state roadmap for TM digitization, including AI-driven Opportunity Marketplaces and system enhancements.
- Delivered actionable recommendations to the Talent COE, influencing Mahindra's digital talent strategy and platform configuration decisions.

Sales Acceleration & Immersion

Mahindra Tractors- M&M

- Led design & rollout of a strategic sales immersion program deploying 200+ non-sales employees to priority dealers during peak sales season.
- Boosted sales & customer engagement by augmenting frontline capacity in high-potential rural markets.
- Built a high-visibility identity and recognition model for Red Rangers, enhancing dealer engagement and on-ground morale.
- Drove end-to-end execution across locations – managing onboarding, logistics, dealership coordination, and performance tracking.
- Delivered multi-stakeholder value: improved sales support, deeper customer connect, and enhanced business acumen for employees.

Dealer- Key Account Management Strategy

Mahindra Finance

- Designed a non-monetary incentive framework for key dealers, aimed at boosting motivation, loyalty, and long-term retention of channel partners.
- Developed org-wide KAM structure to streamline engagement with critical dealers, enabling effective relationship management.
- Recommended shifts aimed at boosting channel partner productivity, retention, and alignment with business growth priorities.

Productivity Analysis of Frontline Sales Workforce

Mahindra Finance

- Analyzed productivity trends across frontline salesforce to identify performance patterns, gaps, opportunity areas across 1,400+ branches.
- Developed a data-backed workforce estimation model using branch-level insights to guide optimal workforce planning.
- Advised workforce strategy aligned to business demand & productivity benchmarks, enabling efficient resource allocation & capacity planning.



WORK EXPERIENCE

Oges Solutions

HR Executive & Recruiter

JAN 2021 - JUNE 2021

- **Process Optimization:** Designed and documented an interactive SOP to streamline intern onboarding and training across HR operations.
- **Tech Collaboration:** Partnered with IT to conceptualize & develop custom "Recruiter's Dashboard" on the in-house ATS, improving hiring efficiency.
- **Campus Recruitment:** Led internship hiring drives at IIT(ISM) Dhanbad and MIT Pune for Petroleum Engg. roles.
- **Full-Cycle Recruitment:** Screened CVs, conducted interviews, hired for IT & non-IT roles across industries including EPC, FinTech, and Oil & Energy.
- **Consulting Projects:** Identified and onboarded subject matter experts for niche consulting mandates with an average TAT of 24–48 hours.
- **Cross-Functional Bidding:** Supported the BD team in preparing HR inputs for a PSU drilling tender bid.
- **Top Performer:** Recognized as a top performer for 2 consecutive months based on revenue generated and hiring targets met.

HRMS Executive Search India

HR Generalist & TA Specialist

OCT 2020 - DEC 2020

- **Recruitment:** Worked on mandates of Recruitment for diverse roles like Professors, Marketing Manager, etc.
- **Policy Formulation:** Created Policy document, Offer Letters, KPIs, Org Chart, Performance Appraisal structure from scratch.
- **Business Development:** Created comprehensive materials and formulated a strategic outreach plan to support Business Development objectives.



INTERNSHIPS

Nestle

APRIL 2022 - JUNE 2022

Team Effectiveness & Psychological Safety

- **Research & Analysis:**
 - Benchmarked 6 models of Team Effectiveness including Google's Model, GRPI, & T-7 Model by Korn Ferry
 - Reviewed literature on Psychological Safety, & Trust Building regarding enablers, benefits, & implications
 - Analyzed working of ONA (Organizational Network Analysis) & its use to map networks in any organization
- **Implementation Strategy:**
 - Conceptualized a survey to measure Team Effectiveness using Lencioni's Five Dysfunctions of a Team
 - Identified underlying problems areas- Recommended multiple interventions to improve Team Effectiveness



LIVE PROJECTS & CASE COMPS

- **Assessment Center:** Developed Business Simulation for Assessment Center 2022 sponsored by ITC, assessed participants, provided targeted developmental feedback.
- **Mindfulness & Mental Health Advocacy Workshop:** Designed and led a Mindfulness workshop in collaboration with experts, engaging 390 XLRI students on managing mental health challenges.
- **Google:** Declared XLRI Campus Winner in Google's Case Challenge' 21.
- **Inclusive & Diverse Workplaces Case Comp– IIM Ahmedabad:** Finalist out of 679 participating teams