

# Raghav Vasisht

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## PROFESSIONAL EXPERIENCE

<div>Guardian Group</div> <div>BELLAVITA®</div> <div>GNC LIVE WELL</div>	<div>HRBP- BellaVita and GNC</div> <div>Jun'24-Present</div> <div>(FMCG organization in the beauty and wellness space with brands lik BellaVita, GNC, Guardian Pharmacy, Bevzilla, BetterAlt)</div> <div>Handling Business HR for 700+ employees in the FMCG space across different channels including GT, MT and EBO</div> <div><b>Talent</b></div> <ul style="list-style-type: none"><li>Designed and launched- <b>ASPIRE</b>- a career growth program for <b>Beauty Advisors'</b> promotions and role movements</li><li>End-to-end management of an <b>Early Leaders Program</b> for Managers including conceptualization, diagnostics, design, and execution</li><li>Ensuring closure of all positions across channels collaborating with business heads &amp; recruiters for <b>profile fitment, CTC negotiations</b></li><li>Owning the <b>people cost</b> for GT, MT, EBO channels for BellaVita and offline sales for GNC business</li></ul> <div><b>Performance</b></div> <ul style="list-style-type: none"><li>Driving <b>monthly performance reviews</b> through a scorecard-based approach to build a <b>high-performance sales team</b></li><li>Managing structured performance improvement programs for <b>bottom performers</b> ensuring consistent churn of nonperformers</li></ul> <div><b>Engagement</b></div> <ul style="list-style-type: none"><li>Driving <b>Employee Connects</b> to ensure <b>agility in understanding on-ground challenges</b> of field teams targeting a reduction in voluntary attrition</li><li>Designed and implemented a <b>monthly &amp; quarterly recognition program</b> for the sales team, linking it to sales scorecard</li><li><b>Market visits</b> to develop a <b>viewpoint on talent</b>, know employee pulse better, and seek feedback on HR agendas</li></ul>
	<div>HR Manager- Talent, Performance and Rewards</div> <div>Oct'23- Jun'24</div> <div>(FMCD/ Consumer durables organization with a focus on electrical appliances including ceiling fans, mixer grinders, smart locks)</div> <div><b>Employee Benefits Management</b></div> <ul style="list-style-type: none"><li>Managing the employee benefits portfolio including <b>insurance (GMC, GPA, GTL)</b> and other tax saving benefits like <b>Sodexo</b></li><li>Successfully renewed the GMC policy at a <b>-6% per life cost</b> with a <b>better insurer</b> and <b>increased sub limits</b> and additional benefits like <b>free doctor consultations</b> despite same <b>claims ratio</b></li><li>Initiated the <b>GTL coverage</b> for all employees at a very competitive per mille rate by negotiating from multiple <b>brokers</b> and <b>insurers</b></li></ul> <div><b>Performance Management</b></div> <ul style="list-style-type: none"><li>Conducting <b>role-based discussions</b> with functional leaders to understand their role and responsibilities</li><li>Drafting <b>KPI-based scorecards</b> for several roles across <b>manufacturing</b> and <b>supply chain</b> functions</li><li>Sensitizing sessions for the functions covered post finalizing details around check-ins (frequency and discussions)</li></ul> <div><b>Assessment Centers (as part of Future Leader Program for Sales promotions)</b></div> <ul style="list-style-type: none"><li>Responsible for creating a <b>competency framework</b> for the Sales Org with one of the <b>Big 4</b> consultancies</li><li>Devised the framework of Assessment Centers incorporating <b>assessment tools</b> like <b>Case studies, BEI, Cognitive&amp; Psychometric</b> tests</li><li>Analyzing <b>scores</b> of AC and drafting <b>IDPs</b> for all participants as part of their development journey</li><li>Establishing a <b>strong review mechanism</b> for the FLP qualified members to drive successful IDPs</li></ul> <div><b>Personal Development Planning (PDP)</b></div> <ul style="list-style-type: none"><li>Streamlining the workflow of the annual <b>potential review cycle</b> by revamping review forms and competencies</li><li>Managing the <b>implementation</b> of the <b>workflows</b> on company <b>HRMS- Darwinbox</b></li><li>Conducting <b>orientation</b> for Business and HR leaders and ensuring <b>successful sensitization</b> across organization for the process</li><li><b>Analyzing</b> the responses to understand <b>process maturity</b>, organization statistics around <b>talent quality</b>, future-role readiness, etc.</li></ul>
<div>Atomberg Technologies</div> <div>atomberg "Why not?"</div>	<div>HRBP- Sales and Marketing</div> <div>Apr'22 - Oct'23</div> <div>Handled Business HR for 300+ employees in the consumer durables space for a ~INR 900cr+ ARR business</div> <div><b>Talent Management</b></div> <ul style="list-style-type: none"><li>Responsible for human capital management activities like <b>Performance management, employee confirmation &amp; appraisals, exit management, incentive management</b> and <b>job rotation</b></li><li>Driving <b>Personal Development Plan</b> with all business stakeholders including sensitizing sessions, <b>talent reviews</b>, calibration discussions, <b>succession planning</b></li></ul> <div><b>Compensation and Benefits</b></div> <ul style="list-style-type: none"><li>Benchmarking current members with competition to determine <b>industry medians, compa ratios</b>, campus wise CTC ranges</li><li><b>Ring-fencing key talent</b> based on certain <b>compensation metrics</b> to reduce regrettable attrition during peak business season</li></ul> <div><b>Talent Acquisition</b></div> <ul style="list-style-type: none"><li>Evaluating and redesigning <b>hiring strategies</b> from time to time, introduced <b>aptitude and psychometric tests (OPQ-32)</b></li><li>Ensuring closure of all positions in the business function by consistently having hiring discussions with line managers &amp; recruiters for <b>profile fitment, CTC negotiations</b></li><li><b>Launched ASE campus program</b>, hiring across India to solve for <b>quality of hire</b> at ASE level at a very cost-efficient model</li></ul> <div><b>Employee Engagement</b></div> <ul style="list-style-type: none"><li>Planning and execution of <b>Zonal Business Meets</b>, Quarterly business planning meets and team outings</li><li>Sales <b>market visits</b> on a monthly basis to know employee pulse better, and seek feedback on HR agendas driven</li></ul> <div><b>Rewards and Recognition</b></div> <ul style="list-style-type: none"><li>Designed and implemented a <b>quarterly recognition program</b> for the sales team, linking it to sales scorecard</li><li>Handling an <b>annual budget of INR 10L+</b> to ensure top talent gets recognized timely in a fair manner</li></ul> <div><b>Onboarding and Employee Relations</b></div> <ul style="list-style-type: none"><li>Redesigned the Onboarding program for sales incorporating shadow visits, feedback mechanisms</li><li>Being the first POC for all <b>300+ employees</b> and handling <b>employee queries and grievances</b></li><li>Conducting <b>investigations for cases</b> that involve breach of company Code of conduct</li></ul> <div>Management Trainee- HR</div> <div>July'21 - Apr'22</div>

	<b>Campus Hiring and Partnering</b> <ul style="list-style-type: none"><li>• <b>Benchmarking</b> institutions and competition on <b>compensation, hiring strategies</b> and several other parameters</li><li>• Designing <b>pay packages</b> by discussing with management and staying abreast with <b>market compensation trends</b> through <b>compensation benchmarking</b></li><li>• Designing <b>employee life cycle</b> and <b>growth cycle</b> for all hired GETs and MTs across the organization</li></ul> <b>HRMS Implementation- DarwinBox</b> <ul style="list-style-type: none"><li>• Defining <b>workflows</b> across recruitment, onboarding, travel, performance, engagement modules</li><li>• <b>Prototyping</b> and signing off on all modules after conducting <b>UAT and TTT sessions</b></li><li>• Defining <b>end user strategy</b> across organization and <b>conducting training sessions</b> across organization <b>post Go-live</b></li></ul> <b>Performance Management- OKRs</b> <ul style="list-style-type: none"><li>• Established the <b>OKR approach</b> in the organization across various functions including Marketing, R&amp;D</li><li>• <b>Evaluated enterprises</b> offering OKR <b>automation</b> solutions and automated OKR setting and tracking across organization</li></ul> <b>Code of Conduct</b> <ul style="list-style-type: none"><li>• <b>Benchmarking</b> COC documents of several organizations</li><li>• Drafting a <b>comprehensive COC</b> document as per Atomborg ways of working to ensure proper <b>governance across the company</b></li><li>• Designing communication plan for company COC across different levels by including <b>business case studies</b></li></ul> <b>Talent Acquisition &amp; HR Policy Creation</b> <ul style="list-style-type: none"><li>• Worked on <b>managerial positions</b> and closed with a <b>TAT under 30 days</b> for all assigned positions</li><li>• <b>Designed</b> policies like <b>Relocation, Exit, PIP, Salary Advance</b> considering benchmarks and <b>cost implications</b></li></ul>				
	INTERNSHIPS				
	Tata Sky Broadband	HR Intern- Talent Management			Oct’20 – Oct’20
		<ul style="list-style-type: none"><li>• Responsible for <b>competency mapping</b> for 86 different roles across the organization</li><li>• Designing a <b>skill inventory framework</b> with functional and behavioral competencies for diverse roles</li></ul>			
	Tata Steel	HR Intern- Employee Engagement			Apr’20 – June’20
		<ul style="list-style-type: none"><li>• Studying and <b>analyzing</b> engagement scores, interviewing employees to identify low performing indicators</li><li>• <b>Benchmarking</b> the practices of top companies, <b>suggesting interventions</b> for improving low performing areas</li></ul>			
	United Colors of Benetton	HR Intern- Learning and Development			Jan’20 – Jan’20
		<ul style="list-style-type: none"><li>• Designed and implemented <b>learning modules</b> for store managers and fashion consultants across India</li><li>• Focusing upon USPs, developed an <b>easy-to-understand learning content</b> for retail partners to enhance customer service</li></ul>			
	EDUCATIONAL BACKGROUND				
	MBA	HR	Delhi School of Economics, University of Delhi	76.21%	2021
	B COM	Commerce	Kirori Mal College, University of Delhi	72.84%	2019
	CLASS XII	Commerce	Delhi Public School, Mathura Road, CBSE	91.8%	2016
	CLASS X		Delhi Public School, Mathura Road, CBSE	77.9%	2014
POSITIONS OF RESPONSIBILITIES					
Convener		Alumni Committee, MBA-HRD, Delhi School of Economics		June’20-May’21	
<ul style="list-style-type: none"><li>• Maintaining and nurturing relationships with an Alumni base of 1000+ members through various <b>initiatives like Alumni Outreach Program, Reminiscence- Annual Alumni Dinner, Guest Lectures.</b></li><li>• <b>Launched</b> Horizon: <b>Alumni HR Conference</b> to enhance alumni engagement</li></ul>					
Captain		Kirori Mal College Cricket Team		Aug’17-May’20	
<ul style="list-style-type: none"><li>• <b>Led the team</b> in various tournaments including Inter College Cricket Tournament, DDCA Inter College, Indian College League</li><li>• <b>Annual Sports Award</b> for excellent performance in cricket, 2018</li></ul>					
ACADEMIC ACHIEVEMENTS & CERTIFICATIONS					
<ul style="list-style-type: none"><li>• <b>Winner- Case-O-Mania</b>, annual case study competition at Delhi School of Economics</li></ul>				2021	
<ul style="list-style-type: none"><li>• Problem Solving with <b>Excel</b> by <b>PWC</b>, issued by Coursera</li></ul>				2020	
<ul style="list-style-type: none"><li>• <b>People Analytics</b> by Wharton University, issued by Coursera</li></ul>				2020	
ADDITIONAL INFORMATION					
<ul style="list-style-type: none"><li>• Interests: Sports and Physical Fitness</li><li>• Technical skills: MS PowerPoint, MS Excel, MS Word, Canva</li><li>• Languages known: English, Hindi</li></ul>					