

Ridhi Mehan

Female, 30 yrs

Contact Info

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Work Experience



Lead - People Experience

Bharti Airtel Ltd.

August 2022 till date

- Lead, motivate, and develop a high-performing Team to achieve individual and collective goals towards seamless execution of employee experience
- Spearheaded the design and execution of a company-wide onboarding strategy, addressing new hire needs with organizational priorities.
- **End-to-end implementation & Change Management of DarwinBox Onboarding module**
- **Led assessment & implementation of Equal as Background verification partner for Bharti Airtel**
- Building & implementing **campus onboarding** journeys for campus hires
- Entrusted as Project Manager for insourcing 1500 employees
- Partnered with leaders to address and build content through **customized learning interventions** for different segments
- Heading employee file management for all legal entities
- Partnering with leaders, TA team, HR tech team and HR business partners to regularly elevate new hire experience by automating processes
- Facilitating induction training sessions for diverse audiences
- **Create compelling EVP messaging and communication strategies** while harmonizing with employer branding team
- Partnered with leadership to promote cultural alignment through policy revisions, ensuring seamless integration across teams & functions
- Engineered end-to-end onboarding journey for interns ensuring their seamless transition to FTE
- Partner with cross-functional teams to **integrate diversity, equity, and inclusion (DEI)** principles into onboarding practices
- Synergizing with location HR heads to ensure standardization of employee experience for the organization
- Designing & implementing incentive plan for pre-onboarding team
- Partnered with Talent Acquisition team to enhance post-offer retention of candidates contributing to the overall **Recruitment Strategy**
- Analyzing new hire feedback to identify areas of improvement and drive initiatives to **continuously elevate employee experience**



HR Business Partner for Finance & Legal function

Cars24 Services Pvt. Ltd.

January'22 to March'22

- Designed a **Culture roadmap**, encompassing diverse set of new initiatives
- Responsible for planning & executing various Employee engagement initiatives
- Conceptualized **R&R framework** for Finance & Legal teams and executed the same with Line Managers & HODs
- Partnered with business stakeholders to drive the Annual Performance Cycle
- Responsible for **end-to-end facilitation of Talent Management** process with respective HODs
- Partnering with L&D team for **TNI** and execution of employee development programs
- Ensuring regular Employee connects for organization pulse check and query resolution



HR Business Partner for NCR Sales team

DCM Shriram Ltd.

June'19 to December'21

- HR Business Partner for NCR Zone – Fenesta Building System
- Conceptualization and design of social media **Employer Branding** initiatives for Fenesta business
- Worked closely with line managers of all zones & factories for IDP discussions as a part of the **Talent Management & Development process**
- SPOC for Launch, Promotion and Adoption of Leena AI Employee Chatbot
- Liaised with various External vendors for introduction of new initiatives such as employee R&R framework and **Employee up-skilling programs**
- Managed **end-to-end Recruitment Process for Leadership Hiring** in sales vertical
- Conceptualized & executed high impact Culture change initiatives such as Enabling leadership behavior shift, Ideation forum, Recognizing Agile Teams/Individuals and Institutionalizing a culture of appreciation
- Part of the CFT formed for Retention & Engagement of high performing CSE (customer sales executives)
- Responsible for planning and executing regular Employee Engagement activities
- Designed & executed Reward & Recognition program for E-learning programs
- Established consistent recruiting, interviewing and competency based hiring practices that enhanced the candidate experience and improved employer branding
- **Worked as Retail Sales Channel Manager (leading a team of 3 sales representatives) as a part of the Management Trainee Program for 6 months**
- Project Manager for DCM Shriram Alumni Meet



L&T Financial Services - Summer Internship (MBA)

June'18 to July'18

- Building an effective talent pipeline for team Lead role in sales function
- Constructed online tests for 4 business segments of the organization, to optimize the selection process through the internal job posting portal

Awards & Experience

- Successfully completed **MDP program from IIM Indore** as a part of **Emerging Leaders Program of Bharti Airtel Ltd.**
- **Awarded DarwinBox Certification for Onboarding Module**
- **National Level 2nd Runners Up**, White Paper Contest, Confederation of Indian Industry, 2019

Academic Details

Year	Qualification	Educational Institute	Board / University	Percentage
2017-2019	PGDM - HR	International Management Institute, New Delhi	Autonomous	67.87
2013-2016	B.Sc. Mathematics (H)	Jesus & Mary College, New Delhi	DU	82.30
2013	12th	Convent of Jesus & Mary, Dehradun	ISC	88.80
2011	10th	Convent of Jesus & Mary, Dehradun	ICSE	88.40