

NEELAKSHI MISRA

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- GLOBAL TOTAL REWARDS STRATEGY
- BUDGETING & HEADCOUNT PLANNING
- EXECUTIVE PROGRAM MANAGEMENT
- PERFORMANCE MANAGEMENT
- NRC REVIEW
- INCENTIVE DESIGN
- HR ANALYTICS
- SUCCESS FACTORS & DARWIN BOX
- ESOP DESIGN
- JOB ARCHITECTURE
- MERCER IPE CERTIFIED
- SALARY BENCHMARKING

PROFESSIONAL EXPERIENCE - 13 YEARS



GENSOL GROUP OF COMPANIES

Head Compensation & Benefits - Gensol Group

September 2023 Gurgaon - Present

- Defined org-wide global rewards philosophy to manage manpower costs of up to \$35M in consultation with CPO.
- Designed Executive compensation and presented to the Compensation Committee quarterly.
- Benchmarked salary & defined increment ranges globally (India, UAE).
- Executed bi-annual salary review at an average of 5-10% above market avg.
- Designed & implemented:
 - Multiple Incentive plans across Sales and Business Development groups
 - Employee Stock Options program (ESOPs) with a long-term wealth generation outlook
 - Employee benefit programs
- Led the Org restructuring project with Deloitte to define job architecture, levels and career paths across all companies.
- Digitized Increment process and Stock Option Plan across Darwinbox & Qapita.

Head Performance Management - Gensol Group

September 2023 Gurgaon

- End-to-end design and implementation of performance management process for all Group Companies.
- Created performance management policy, encompassing Hi-Pot identification through 9-box grid and PIP process.
- Digitized Performance management process through Darwinbox.

Business Partner Lead - Wayo Logistics

May 2024 Gurgaon

- Led the strategy for workforce planning leading to labour cost saving of ~20%.
- Optimized talent acquisition strategy to improve offer to joining TAT for key business generating roles by 6x.
- 100% on time execution of all HR processes (performance management, increments, trainings)



GREYORANGE Inc.

Chief of Staff – Chief People Officer

Oct 2021 - Nov 2022, Atlanta, US/Gurgaon, India

- Program managed strategic HR initiatives in alignment with the Chief People Officer (CPO) to meet annual goals.
- Managed an annual budget of \$10M for the function, with responsibility for financial reporting to the Executive team.
- Set up and presented dashboards for the function (Power BI) during weekly Executive business reviews.
- Prepared the CPO and HR Leadership team for review meetings with relevant data, insights and pre-reads.
- Drafted & managed dissemination of all internal and external communication to and from the CPO office.
- Proxy to the CPO, representing the leader, to influence & drive strategy alignment across various groups.

Senior Manager – Compensation & Benefits

Sep 2019 – Nov 2022, Atlanta, US/Gurgaon, India

- Defined org-wide global rewards philosophy to manage headcount costs of up to \$58M.
- Designed Executive compensation and presented to the Compensation Committee quarterly.
- Benchmarked salary & defined increment ranges globally (Americas, Europe, APAC, India).
- Budgeted & executed of Annual salary review based on market benchmark, budget and internal parity.
- Designed multiple Incentive plans (7 plans) across Sales and Non-Sales groups.
- Planned Employee Stock Options program (ESOPs) with a long-term wealth generation outlook.
- Designed Job architecture for 100% roles globally and defined career paths across all levels, certified in Mercer IPE.
- Digitized 4 HR processes (Increments, Incentives, Performance Management, and Stock Option Plan) SF & Carta.
- Benchmarked and implemented global employee benefit programs bringing in savings of up to 10%.



MAX LIFE INSURANCE

Oct 2018 – Aug 2019, Gurgaon, India

Senior Manager – Compensation & Benefits

- o Re-designed the existing Performance management process.
- o Benchmarked salary across all roles and implemented the annual increment process.



TATA COMMUNICATIONS

TATA COMMUNICATIONS LIMITED

Jun 2012 – Aug 2018, New Delhi, India

Senior Manager – Compensation & Benefits

Manager | Asst. Manager | Management Trainee

- o Designed Executive compensation for the Nomination and Remuneration Committee.
- o Responsible for global annual workforce planning of \$40M in collaboration with HR partners and Finance team.
- o Designed global rewards & benefits philosophy in consultation with CPO & Top management.
- o Commissioned salary benchmarking & defined increment ranges globally to derive an increment budget of \$25M.
- o Participated in Org design to build job architecture using International Position Evaluation (IPE) (certified by Mercer).
- o Designed and implemented long term incentive plan for Top management.
- o Automated Rewards processes on SuccessFactors for process efficiency (TAT reduction by 2 months).
- o Conducted Gender pay-gap analysis in collaboration with AON Hewitt and created a roadmap to bridge the pay gap.

EDUCATION

2012: MBA (Human Resources) - IMT, Ghaziabad

2010: BSC -Physics - K.J. Somaiya College, Mumbai University

ACHIEVEMENTS & AWARDS

- o Excellence in HR award for Process Improvement at Gensol Group.
- o Spotlight award for effectively implementing the Annual Compensation at GreyOrange.
- o Winner of Culture code award for Result orientation at GreyOrange.
- o Awarded ACE award twice at Tata Communications for digitizing Annual Compensation & Incentive processes.