

Vikas Kortalwar

XLRI, Jamshedpur | Startup | Fast paced Scaleup | Talent Strategy | Change Agent | Transformation | M & A

+91-9561302157 | vikaskortalwar@gmail.com | Mumbai



Education

XLRI Jamshedpur 07-09
PGD PMIR | 5.9/ 8

Dr B.A.M.U, JNEC Aurangabad 02
B.E Chemical | 69 % | Uni Rank 3rd

AP State Board | Vignan Jr College
HSC | 92.6 % | Top 0.1 %ile

AP State | St Joseph's Convent
SSC | 82 %

Academic Achievements

- University 3rd in Chemical Engineering Department
- Ranked 4th (480 students) across ALL streams in first year of B.E
- Nominated for National Scholarship Certificate (Awarded only to top 1000 performers in India), HSC
- GATE 2003 AIR 341 | XAT '07 – 99.25 % ile | CAT '07- 99.4 %ile, GRE 2150/2400

Professional Achievements

- Framed Processes, policy, Systems & built HR dept from scratch in a startup & new entity
- Fast paced scale up (3x), scale down twice in 2 Organisations
- Designed new PMS twice & enhanced twice to drive high performance culture in the Orgs
- Implemented 3 HRMS in 3 of the Organisations
- Multiple Organisational Development, Talent Mgmt & Transformation Interventions

Summer Internship

IBM (Learning Department)

- Devised new processes - reduced time & Cost required to deliver Solutions
- Created Level 2 Evaluations framework, Created Assessments
- Streamlined selection process of external consultant for L&D and OD programs

Work Experience



NeoGrowth, Sr. Vice President & Head HR

Oct'23 – Till Date

Technology driven | MSME Financial Services | Team size 15 | Org 750 | Vision 3x

- Pioneer organizational Transformation, change intervention to catalyse growth
- Develop strategies to fortify Talent, Attract & retain, Enhance Employer Brand
- Streamline Policies, Processes Systems to enhance EmpEx | pioneer new HRMS
- Foster a Meritocratic culture that nurtures High performing talent - StepUp
- Aligning Initiatives with Values: Innovation, Accountability & Customer centricity
- Drive Talent Management Strategy, workforce planning, Succession planning & leadership Pipeline | Streamlined Hiring– Reduced TAT to 40d, Cost by 25%
- Handling Employee Issues, ER | Modified CoC to reinforce compliance & Ethics



Self Employed / HRforU Co-Founder

Jul'21 - Oct 23

- Advisor to early – mid stage start-ups to facilitate People requirements
- Head Hunting, Sourcing | Helping frame Policies, Processes, Org structure



TVF (COMNPL) VP & Head HR

Apr'18 – Jun' 21

Digi Tech startup | Disrupted Content making | Built Niche Talent | Scaled 3x in a yr

- Establish Org Structure | **OD**: Devised Employee Centric Policies & Processes
- Designed, Tailored new PMS to drive Scale up & Hi Performance Culture
- Built performance **culture**, metrics (BSC framework) for objective assessment
- Enhanced Employee Ex | Created R & R | Drive TM & Role Enrichment Initiative
- Paradigm shift in P3 - Policy, Processes, Performance | IDPs to bolster Talent
- Building Talent pipeline | Enhanced Employer Brand | Tap fresh talent
- Enhanced & Boosted Tech talent - instrumental to **rebuild TVF App** | Built Talent for niche roles in Tech, Business
- Built Culture to make it Happy, Best Place to Work for highly motivated emp
- Enhanced E-Sat Score, NPS, Utilisation & Revenue/Employee: Reduced Attrition
- **L&D** Pioneer Creative Work Shop, MasterClass | Writers Club to bolster Talent
- Introduced Design thinking & continuous improvement mechanism for Creative output, Scale-up Content delivery / output by 2.5x (18/8)



SBFC Vice President & Head HR

May'16 – Apr'18

New Entity post M&A | Managed Transformation | Scale down & up | 850 Emps

- Established new Organisation, Drafted new Policies, Processes, agreements
- Comprehensive Talent review post M&A | Due diligence & Change Mgmt
- Restructuring, realignment of Structure, R&R | Saved ~ 10% Manpower Cost
- Selection and On-boarding of Top Mgmt including COO, CCO, CTO & HODs
- Designed new PMS system | Rolling out Bonuses, Affected Annual increments
- HR Analytics to get insights in areas of Capability, Performance, Exits
- Benchmarking C&B, Grades to position Org competitively in top quartile
- Managed 30% scale down & up within a quarter to restart business
- Career paths for key Talent | Manpower Planning | Campus Connect
- Managing Communication & Change | Established POSH process, ICC

Areas of Expertise

OD & Change Management

Leadership Coaching

Performance Management

Strategic HR

Scale UP

Talent Management

Process Re-engineering

Compliance

Total Rewards

Sectors Mastered

- Technology
- Startup
- Financial Services
- OTT, Media & Entertainment
- FMCG
- Manufacturing
- PSU

Interests

- Yoga: Taught Yoga to student community at XLRI
- Hockey: Represented college in XLRI- IIMC Meet, School team-Winners in State Level Tournament
- Music Composition - Hosted a YT Channel - DhunBox to Stream Originally Composed songs
- Minimalism | Writing – Fiction, couplets



HDFC AMC Ltd **Manager HR**

Mar'13 – May'16

- **Facilitate PMS**, reviews, IDPs; Collaborate with HODs to bolster Performance
- Rolling out new Promotion policy, Designing evaluation criteria, Calibrations
- **Talent Management** Driving YTM program 'Catapult' for MTs
- Designed Programs & Assessment tools to objectively assess MTs development
- Interventions to build Talent Pipeline | Campus Connect - Sessions at B Schools
- **OD** - Designation & Grade benchmarking to address internal Talent strategy
- Conducting Employee Diagnostics: Study to make Talent future enabler & culture agile | CareerPaths for Hi-Pots & Hi-Pers
- Creating **COE for Compliance** Pillar | De-risking through structured Audits
- L&D – TNA, Interventions via internal & external collaboration | 3K man-days
- Pioneered Analytics to drive Talent Strategy decisions through data insights
- M& A of Acquired entity's talent - Morgan Stanley - cultural assimilation
- Talent Acquisition - best ever Conv ratio in record TAT for West, Mumbai
- Initiating a concept of zero cost Engagement Initiative to keep the cost low



Pidilite Industries Ltd **Team Head HR**

Jun'11 – Oct'12

- **Performance Management** Driving Goal Setting exercise: Alignment of goals
- Ensuring precise KRA/KPI for employees, Preparing JDs, updating R&R for all Job Roles | Driving one-one review meets
- **Organisation Development** Designing & rolling out new PMS system, multi-locational Goal Setting Workshop for 3K emps
- Assessment cum Development Center for Employees to Identify Hi-Potentials (Hi-Pots), track & assess their development
- Redesigning HR processes on Confirmation, Employee connect, Role alignment
- **Compensation & Rewards** Designing Incentive system for front line sales force
- Benchmark Comp structure with external competitors to drive equity
- Employee Engagement Drive Initiatives - "Sampark", Recognition, Fun at Work

Talent Acquisition Training & Development Employee Championing



Coal India Ltd , **Senior Officer (Personnel)**

May' 09 – Jun'11

- Pioneered New PMS | Handling CD Initiatives | digitisation of HR Dept
- Handling TUs , various HR& IR issues, Handled monthly Bi-partite meetings
- Strategize Campus process for of Engineering and Management Graduates
- Lead, IPO team – Liaison with agencies for HR & IR related information
- Designed a Training module on BSC | Rolled out Employee Satisfaction Survey
- Charting out action plan to tackle Canteen worker's-Mgmt stand off
- Initiated Succession Planning and Developed Leadership Pipeline



Infosys Technologies Ltd, **Software Engineer**

Jun' 04 – Jun'07

- Offshore Team Lead | Managing a team of six | Training to 36 trainees
- **UBS** - Functional consultant at their London office | Awarded of Achievement
- People Soft Implementation Project for multiple clients | SAP HR for Solectron
- Client appreciation for Developing efficient Offshore team in record time
- Instrumental in delivery of the biggest project, UBS(revenue \$10mn) for the PU

Buxton S/w Solutions, **Software Engineer**

Dec 02 – Dec 03

- Software Development, led Company into new areas: IT training solutions