

Contact

www.linkedin.com/in/vibhootigupta
(LinkedIn)

Top Skills

Algorithms

Process Excellence

Labor and Employment Law

Languages

French (Elementary)

English (Full Professional)

Hindi (Native or Bilingual)

Honors-Awards

National Top 10, The NHRDN and
Prof. Ram Charan Young HR Icon
Award, 2014

Rising Star

Tagore Ratna - Best Outgoing
Student from Batch of 2006

Additional Awards

Lenovo Asia President's Club

Vibhooti Gupta

Head of Total Rewards, Asia Pacific at Lenovo
Delhi, India

Summary

HR Professional with multi disciplinary experience - HRBP, talent management, L&D and Rewards. This includes ideating and implementing cross-country talent initiatives designed for business transformation, and managing the people side of M&As. I currently lead Compensation and Benefits for the Asia Pacific geography for Lenovo.

Key strengths are anchoring talent solutions around business outcomes, chasing challenges to deliver or improve results, and leveraging technology in my work.

I'm passionate about helping individuals. I coach with an ICF-ACC certification that I'm pursuing, and mentor as part of the NHRDN's young talent council.

Curiosity comes naturally to me; I firmly believe that learning is a way of life, and am drawn to new experiences in my professional and personal domain.

Experience

Lenovo

4 years 3 months

Head of Total Rewards - Asia Pacific

October 2024 - Present (8 months)

- Lead a cross-country team to manage job architecture & compensation programs for APAC and Japan (10B \$ business).
- Benefits design & management (in collaboration with external partners) to enable our employees to have fulfilling times at Lenovo.
- Drive C&B procedures to aid the organisation's growth goals including M&As.

Talent Management - Asia Pacific

February 2023 - October 2024 (1 year 9 months)

- Led talent initiatives for the 12+ countries in Asia.
- Build a future ready organisation by strengthening HiPo management and succession planning.
- Led cross-functional teams to design and manage pioneering programs at Lenovo - a) in-house Career Pathing platform, b) Asia's first Career Fair.
- Designed and facilitated bespoke OD interventions on leadership & team effectiveness

Learning and Development - Asia Pacific

March 2021 - February 2023 (2 years)

- Managed learning & OD programs for Asia.
 - Led the design and management of the flagship sales certification program ASAP 4.0 to enable Lenovo's 3S business transformation.
- [This program won the following industry recognitions for Lenovo:
- Economic Times HR Future Skills India Award for Best Certification Program (Gold), and Best Implementation of LXP (Silver), 2023
 - SHRM India (Gold) for L&D, 2021.
 - Employee Experience Award, Singapore for Best in-house Certification Program (Bronze), 2023]

National HRD Network

Young Talent Council

January 2024 - Present (1 year 5 months)

New Delhi, Delhi, India

<https://www.nationalhrd.org/board-member>

Motorola Mobility (a Lenovo Company)

6 years

HR Lead (Sales and GTM) - India

September 2020 - March 2021 (7 months)

Gurugram, Haryana, India

- Partnered the country leadership team of Motorola India sales and all GTM functions (finance, marketing, product, supply chain, operations).
- In a tough smartphone industry, this lean team has been celebrated for high productivity, which was enabled by a culture of entrepreneurship and innovation.

HR Business Partner - Global Digital Transformation Organisation

April 2020 - March 2021 (1 year)

- Partnered with cross-country leadership team to deliver on people priorities for Lenovo's global Digital Transformation org.

HR Business Partner - Mobile Business Group

April 2015 - September 2020 (5 years 6 months)

Gurugram, Haryana, India

- Responsible for the people agenda in the annual operating plan, along with employee lifecycle management
- Managed HR integration of Motorola India Sales and GTM team post Lenovo acquisition in 2015, (India being one of the few countries which had both Lenovo and Motorola brand operations).

Tata Sons

Summer Intern - HRDP

April 2014 - June 2014 (3 months)

New Delhi Area, India

As part of TAS internship program, designed a career pathing framework for front line sales to arrest attrition at Tata Teleservices.

Headstrong

Consultant

July 2010 - May 2013 (2 years 11 months)

Noida Area, India

Design and coding of software applications for a leading US investment bank

Education

Symbiosis Institute of Business Management, Pune

Master of Business Administration - MBA, Human Resources Management/
Personnel Administration, General

Guru Gobind Singh Indraprastha University

Bachelor of Technology - BTech, Computer Science

Tagore International School (Vasant Vihar)