

EDUCATION	
Indian Institute of Management, Indore MBA-HR	Jul '20 – Apr '22
Birla Institute of Technology, Mesra B.E. (Computer Science and Engineering)	Aug '16 – May '20
SKILLS	
Change Management, HR Transformation, Organization Development, Talent Management, Performance Management, HR Analytics, Learning and Development, Compensation & Benefits, Rewards	
WORK EXPERIENCE	
Hunter Douglas Manager- Talent & Rewards - APAC	Aug '24- Present
<ul style="list-style-type: none">Benchmarked variable incentive plans across APAC countries, reviewed existing structures, and designed new incentive models.Implemented job evaluations for roles up to CEO minus six levels, establishing clear pay bands and salary grades.Standardized rewards and incentive frameworks across all APAC countries to ensure consistency and competitiveness.Developed a bottom-up Zero-Based Budget (ZBB) for 13 APAC countries, managing a total people package of \$36 million.Implemented a structured budget monitoring process for the ZBB People Package, collaborating with leadership teams across all countries.Delivered monthly reports on key workforce metrics, including employee turnover, workforce planning, and talent management.Facilitated the completion of the 2024 performance appraisal cycle and led the goal-setting and cascading process for the FY 2025.	
Biocon Ltd. Associate Manager	May '22 – July '24
<u>Compensation and Benefits</u>	
<ul style="list-style-type: none">Reviewed the Freshers' Compensation Guidelines for gap identification & conducted an industry benchmark of the fresher's salary followed by impact assessmentImplemented digitization of Total Rewards framework, Rewards & Recognition Program ensuring seamless employee experienceReviewed and standardized the existing list of Unique Job Roles for all functions through discussions with business representativesTransformed existing organograms into role-based organization structures for various departments, streamlining reporting linesManaged the job evaluation process, facilitated the role clarification document creation and supported the change management of role-based structuresImplemented the increment allocation process on the internal digital platform, collaborating with cross-functional stakeholdersReviewed the current performance management and promotion process and proposed modifications implementable in next cycle	
<u>Organization Development</u>	
<ul style="list-style-type: none">Conceptualized & implemented Job Rotation program after creating a comprehensive policy incorporating the movement guidelinesDeveloped career architecture for managerial level roles based on the existing architecture and logic for senior-level rolesLed activities for changing the culture branding to reinforce culture pillars, aligning employees with the company's vision and valuesConceptualized and organized Biocon's first Hackathon event tailored for senior leadership levels spanning various functionsRevamped the process of identifying critical roles & critical talent, designing an org-wide framework for talent assessmentDesigned and facilitated behavioural workshops post training need identification for cross functional teamsDesigned template for assessing the effectiveness and impact of HR transformation projects and evaluated the success of initiatives over the last financial year, providing valuable insights for future projectsFacilitated development of HR dashboard for seamless data analysis & real time accessibility for streamlined workforce insightsEvaluated the manning of a business entity of 300 employees, benchmarked against the industry and identified gaps for manpower optimization	
INTERNSHIPS	
People Business Consulting HR Consulting Intern	Apr '21 – Jun '21
<ul style="list-style-type: none">Designed questionnaire and prepared report for the study on 'State Succession Planning and Leadership Development'.Built communication templates for ongoing Leadership Development Programme in collaboration with IIMB for all stakeholders.Conceptualized and designed a 4-month Manager Development Programme for People Business in collaboration with IIMB.	
CERTIFICATIONS	
<ul style="list-style-type: none">Hogan Assessments by Threefish Consulting in 2021People Analytics course authorized by Moscow Institute of Physics and Technology offered through Coursera in 2020Python for data science and machine learning from Udemy in 2019	
LIVE PROJECTS	
HPCL	Oct '21- Nov '21
<ul style="list-style-type: none">Aided academic support for modelling HR innovation & Maximizing Technology for Better Public Sector ServiceConsolidated 68 inspiring Leadership Stories with morals to become better manager for the Leadership Series	
POSITIONS OF RESPONSIBILITY	
IIM Indore Senior Team, Public Relations Committee	Oct '20 – Mar '22
<ul style="list-style-type: none">Monitor various social media platforms to analyse the impact of new campaigns towards increasing outreachCurated content to amplify the visibility of HRM Programme among candidates, recruiters & industry stalwarts	