

RAVIT CHAWLA

HRBP, Bharti Airtel Ltd.

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PROFESSIONAL SUMMARY

Human Resources professional with 4.5+ years of experience in business partnering, talent strategy, and organizational transformation. Currently leading HRBP charters for 1300+ employees at Bharti Airtel, with a focus on hiring, engagement, attrition, and succession planning. Proven track record of delivering high-impact HR initiatives, including seamless employee transitions, contribution to digital center launches, and revamping the onboarding experience across India. Known for a balanced approach that blends data-driven insights with a strong people focus. MBA in HR from MDI Gurgaon, Batch 2018-20.

WORK EXPERIENCE

Bharti Airtel Ltd. – Gurgaon, India

4.6 Years (Sep 2020 – Present)

HR Business Partner – Operations & Engineering, Network

- Led the people charter for ~**1300 employees** across India; drove initiatives in **org structuring**, **manpower planning**, **capability building**, and **succession planning**
- Spearheaded **transition of 400+ employees** from Airtel to Indus with minimal disruption and high retention
- Ensured **Hi-Po Development** through the design and roll out of **Learning Academies** aimed at talent pipeline readiness
- Managed **Bi-Annual Organization Talent Review** ensuring timely feedback, promotion decisions, and career pathing
- Revamped **Airtel's onboarding** journey, enhancing Day-1 readiness and standardizing new joiner experience across India
- Orchestrated relocation of 350+ employees to Airtel Digital's new Pune office, ensuring employee satisfaction
- Launched **DEI programs** including **Return to Work & Young Technical Leader Program** for Engineering function
- Analysed business data to identify trends and craft retention, performance, and workforce optimization strategies
- Anchored **R&R programs**, launched **Employee Interest Groups** to promote bonding and collaboration across teams

HR Transformation Specialist – Internal Systems & Processes

- Managed smooth functioning of internal platforms and introduced new features across the entire employee lifecycle
- Maintained a prioritized backlog of user stories, key features & defects on **Jira** in close partnership with Engineering team
- Enabled **real-time monitoring** of key HR metrics impacting over **3000+** people managers across India
- Designed drilldown views for the internal talent management platform using **FIGMA** designing software
- Led end-to-end execution of **1) Instant feedback tool** and **2) Hot-desking application** for Hybrid Working environments
- Created **smart nudges** for people managers and new joiners, saving **3.5 hours** of daily manual administrative activity
- Conducted **post-launch analysis** for each tool, gathered valuable end-user feedback, and implemented corrective actions

INTERNSHIP

Cipla Ltd. – Mumbai, India

2 Months (Apr 2019 – May 2019)

Talent Management – Employee Engagement & Succession Planning Model

- Identified engagement themes, analysed root cause of low scores, and implemented corrective actions using best practices
- Designed a succession model with 360° feedback and developed a dashboard to map critical roles, talent pool, and gaps

EDUCATION

MBA - HR, MDI Gurgaon

2018 – 2020

BMS, Delhi University

2013 – 2016

X & XII, St. Joseph's Academy, Dehradun

2011 – 2013

SKILLS

HR Business Partnering
Stakeholder Management
Learning & Development

Change Management
Project Management
Talent Management

Coaching & Mentoring
Employee Engagement
HR Analytics