

# NEHA ANCHALIA

## MBA HR

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Strategic HRBP | Global HR COE | Culture & Talent Architect | Org Development & Transformation

### PROFILE SUMMARY

**Strategic HR professional with 2.5+ years of experience** across IT, FMCG and manufacturing sectors. Proven expertise in **HR Business Partnering, Global Talent Development, Organizational Strategy & Culture-Building Initiatives**. Skilled in stakeholder management, Workday implementation, HR analytics. Passionate about building inclusive workplaces & aligning people strategy with business outcomes

### WORK EXPERIENCE

30 MONTHS

Infosys Limited	Associate Lead – HRBP	Jun '24 – Present (12 Months)
<ul style="list-style-type: none"><li>Serving in the <b>Global HR Centre of Excellence (COE)</b>, driving strategic people programs across 17 subsidiaries in Europe, US &amp; APAC, and collaborating directly with Global HR Heads</li><li>Led <b>post-merger HR integration</b> and HRBP support for <b>18,000+ employees</b> across diverse geographies, ensuring compliance, engagement, and governance</li><li>Designed and implemented a <b>Performance Management Framework</b> from scratch for EU &amp; US subsidiaries; facilitated global and in-person training with <b>80%+ participation</b></li><li>Developed and launched a <b>Global Key Talent Program</b> to identify, retain, and grow high-potential talent across regions</li><li>Created and analysed <b>quarterly dashboards</b> covering headcount, attrition, diversity, employee satisfaction, and people initiatives; presented insights to HR Heads and CXOs</li><li>Enhanced <b>Employee Relations strategy</b> by leading grievance governance through HEAR &amp; ASHI dashboards and subsidiary enablement workshops</li><li>Anchored Positive Work Environment campaigns and launched the '<b>Cultural Influencer</b>' initiative to embed Infosys values in acquired entities</li><li>Consolidated <b>ESG social KPIs</b> across subsidiaries and facilitated 14 mandatory online trainings on social disclosures, achieving <b>91% global attendance</b></li><li>Enabled <b>Workday HRIS</b> implementation across <b>8 subsidiaries in 25+ countries</b>, including process alignment and UAT workshops</li><li>Rolled out 'Subsidiary Spotlight – Did You Know' campaigns monthly, showcasing strategic milestones and achievements</li><li>Streamlined HR operations by managing HR reconciliations, secondment process maps, bonus benchmarking, and inter-entity transfers</li><li>Acted as the strategic bridge between Corporate and Subsidiary HR teams for aligning global recruitment, performance, policy, and OD initiatives</li></ul>		

Pursued **MBA-HR** from **NMIMS Mumbai** during **June'22 – April'24**

Sonali Food Products	Manager	Nov '20 – Apr '22 (18 Months)
<ul style="list-style-type: none"><li>Led <b>cross-functional teams</b> to launch Re. 1/- tiffin biscuit pack, including product conceptualization, development &amp; market strategy</li><li>Generated revenue of <b>Rs 3,00,000/-</b> in 3 months through targeted distribution and brand outreach.</li><li>Fostered robust <b>employee relations</b> by initiating team-building sessions and regular feedback forums, boosting motivation and morale</li></ul>		

### SUMMER INTERNSHIP

RAYMOND CONSUMER CARE, Mumbai

<ul style="list-style-type: none"><li>Benchmarked <b>HR practices</b> of 7+ FMCG companies focused on <b>talent acquisition, retention, learning and development</b> to identify gaps and improvement opportunities</li><li>Conducted <b>interviews</b> with 15+ <b>HR professionals</b> across companies and secondary research to recommend new hiring, L&amp;D initiatives</li><li>Curated a comprehensive <b>L&amp;D framework</b> with mentorship, e-learning, and cross-functional training</li><li>Designed <b>sales trainee module</b> and proposed in-detail HR enhancements</li></ul>	
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### ACADEMICS

Qualification	Institute	Board / University	% / CGPA	Year
MBA HR	SBM, NMIMS, Mumbai	NMIMS	3.16/4	2024
BSc (H) (Economics)	Shri Shikshayatan College, Kolkata	University of Calcutta	81.75%	2020
XII	Delhi Public School Ruby Park, Kolkata	CBSE	84.50%	2017
X	The B.S.S. School, Kolkata	WBBSE	90.28%	2015

<b>Achievements</b>	<ul style="list-style-type: none"><li>Graduated in Economics Honours with <b>5th rank</b> in Shri Shikshayatan College, Kolkata</li></ul>	2020
<b>Key Skills (Functional)</b>	Talent Acquisition, Talent Management, Performance Management, Employee Relations, HR Analytics, Learning & Development, HR Compliance, ESG & DEI Reporting, Policy Design, Rewards & Recognition, Global HR Integration	
<b>Tools &amp; Tech</b>	Power BI, Tableau, Workday, Microsoft Excel (VLOOKUP, Pivot Tables), PowerPoint, Canva, LinkedIn Recruiter	
<b>Core Competencies</b>	Stakeholder Engagement, Project Management, Emotional Intelligence, Strategic Thinking, Cross-Cultural Communication, Problem Solving	

### INTERNSHIPS & PROJECTS

<b>Corporate Internships</b>	<ul style="list-style-type: none"><li><b>Catenon:</b> Generated 550+ executive leads using LinkedIn tools and automated campaigns (YAMM). Conducted market research to support global talent intelligence and mapping exercises</li><li><b>Utkal Builders:</b> Assisted in candidate sourcing, CV screening, recruitment coordination, and candidate engagement. Facilitated coaching sessions using targeted training tools for communication development</li></ul>	
<b>Academic Projects</b>	<ul style="list-style-type: none"><li><b>L&amp;D:</b> Crafted Nykaa's future L&amp;D strategy through industry dipstick and benchmarking</li><li><b>Managing Performance:</b> Studied Airtel's PMS, identified gaps and proposed timeline-bound interventions</li><li><b>Employee R&amp;R:</b> Developed compensation structure for a restaurant using point-factor job evaluation</li></ul>	

POSITIONS OF RESPONSIBILITY		
Events Head, Lei Ipsum	<ul style="list-style-type: none"> <li>Spearheaded the strategic execution of events, workshops, conclave, <b>NMIMS Mumbai</b></li> <li>Managed logistics, budgets, and fostered team coordination for competitions and events</li> </ul>	2023-24
Campus Ambassador, Cisco	<ul style="list-style-type: none"> <li>Selected <b>Project Lead</b> for Case Competition among <b>18+</b> campus ambassadors across <b>India</b></li> <li>Served as the <b>go-to-person</b> on campus for insights &amp; information on <b>Cisco's technologies</b></li> </ul>	2023-24
SOCIAL INTERNSHIP: CIVIC ENGAGEMENT		HOPE KOLKATA FOUNDATION
<ul style="list-style-type: none"> <li>Conducted in-depth research &amp; benchmarking to improve <b>HR policies</b> &amp; provided suggestions for organizational improvement</li> <li>Pioneered data-driven <b>needs assessment</b> by conducting <b>110+</b> surveys across 7+ slum communities &amp; designed training modules</li> </ul>		
CO-CURRICULAR & EXTRACURRICULAR ACTIVITIES		
Participations	<ul style="list-style-type: none"> <li>Selected for Round 2 in the Tata Imagination Challenge 2023 organised by Tata Sons</li> <li>Participated in MANAN '22, the Annual Cultural Event at SBM, NMIMS Mumbai</li> </ul>	2023 2022
Technical	Facilitated successful completion of <b>HR Conclave, NMIMS</b> as a committee member	2022
Social	<b>NGO Bhumi:</b> Volunteered to teach at a children's protection home	2021
Interests / Hobbies	Reading, Teaching, Painting and Badminton	