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EXECUTIVE SUMMARY:

A seasoned Human Resource leader with practical expertise and strategic vision, facilitating organizational success as a trusted advisor to CXOs and Boards. Proven ability to deliver governance excellence, scalable pay frameworks, and sustainable talent retention strategies across diverse sectors, including Consulting, Information Technology, Health Care and Global Delivery Centres.

HIGHLIGHTS:

- Excelled in Human Resources for **more than two decades**, focusing on Executive **Compensation, Variable Pay programs**, and **M&A across diverse industries**, providing expert guidance in **multicultural environments**.
- Demonstrated adept **leadership and team management** skills, emphasizing strategic **compensation and benefits** initiatives as a key member of the **Executive and HR leadership team**.
- **Collaborating with CXO and senior leadership** to develop and implement **strategic HR initiatives** that support overall business strategies.
- **Strategy architect** credited with implementation of **innovative path breaking compensation policies** to deliver customized solutions on **fixed & variable compensation** and **capitalize on growth opportunities** for organization.
- **Subject Matter Expert with a flair for assessing regional and global compensation data** for classifying and benchmarking **salaries & benefits** based on the **position & band**.
- Skilled in **gathering, analyzing and interpreting competitive market compensation data** to advises the leadership and stakeholders on the competitiveness of **firm-wide compensation plans and initiatives**.
- **Benchmarked, designed and implemented benefits programs** that were cost effective, high value and reflected
- Designed and program managed **performance management systems and development centers** to ensure alignment with business objectives and employee growth.
- Effectively socialized new **compensation and benefits initiatives** with the **Nomination and Remuneration Committee (NRC)**, achieving a **100% approval rate**, reflecting strong stakeholder buy-in and support.
- Expertise in nurturing **stakeholder relationships and offering counsel during Board meetings**, while steering global compensation strategies and deployment models for various aspects of **employee rewards and benefits**.
- Designed a career model and compensation structure; managed the annual pay revision process (end-to-end) for 40 K employees, with diverse profiles
- Led the compensation work stream during largest acquisition in the IT industry and introduced the new compensation and benefits structure in just 4 months. Seamlessly restructured vastly different grade across organization.

CORE COMPETENCIES:

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| ■ ■ Compensation & Benefits | ■ ■ Performance Management | ■ ■ Compensation Benchmarking |
| ■ ■ Rewards Policy & Framework | ■ ■ Job Evaluation and Integration | ■ ■ Executive Compensation |
| ■ ■ Stakeholder Management & Cross functional collaboration | ■ ■ Annual Benefits Renewal Process | ■ ■ Long Term and Short-Term incentive plans |
| ■ ■ Change Champion | ■ ■ Leadership Development | ■ ■ Sales Incentive Plans |

PROFESSIONAL EXPERIENCE:

Vice President – Global Total Rewards Head- ITC Infotech

(June 2023 – April 2024)

Working closely with varied Business Units and Functions in multiple geographies to craft an Employee Value Proposition and develop long term talent strategies for the company which included accelerated Growth and Agility.

Key Result Areas:

- **Leading Total Rewards globally** for ITC Infotech, overseeing comprehensive compensation and benefits strategies across all regions.
- Integral part of the **Executive leadership and HR leadership teams**, contributing to strategic decision-making processes.
- Spearheading the **development and implementation of global compensation strategies**, encompassing **Annual Reward Reviews, Bonus/Incentives, Executive Compensation, Promotions, Employee Benefits, and Insurances, and Salary structures**.
- Reviewed existing **benefits packages and total remuneration (cash remuneration plus benefits) against employer and employee needs**, and consistently benchmarking them against comparable organizations across the globe. Generated cost efficiencies by consolidation of existing disparate insurance frameworks and restructuring of benefits frameworks.
- Directing **compensation programs**, including **performance-based annual bonus, performance management process, salary reviews & surveys, job analysis and evaluation, reward & recognition**.
- Establishing what employees value most and what they want for benefit investments, allocating to areas of highest perceived **value for employees**.
- Overseeing the implementation of the **company's first global online compensation administration tool**, revamping benefits, and sponsoring the implementation of global payroll before transitioning payroll to HR shared services.
- Driving the redesign of **Compensation & Benefits (C&B) processes** to align with and support the company's aggressive growth objectives.
- Ensuring seamless integration of **compensation and benefits frameworks** for acquired entities, facilitating smooth transitions and maintaining alignment with corporate standards.
- **Managing relationships and expectations with stakeholders** from the parent group company, ensuring alignment and effective communication.

Achievements:

- Successfully led the closure of **Long-Term Incentive, Short Term Incentive, and Increment exercises** within an **impressive span of 3 months**, ensuring timely and effective rollouts.
- **Revamped and updated policy documents**, significantly enhancing clarity and compliance, while also strengthening the employee communication channel for better transparency and engagement.
- Provided expert guidance during Board meetings, influencing strategic decisions and ensuring the alignment of **Total Rewards policies with the overall business strategy**.

Vice President – Global Total Rewards and Performance Management Head- Coforge

(July 2022- May 2023)

Led the transformation of Total Rewards program across **22 countries** and **22,000** employees for Coforge that enhanced employee satisfaction scores by 20%, while aligning compensation structures with industry standards. key contributor towards \$1 billion journey of Coforge.

Key Result Areas:

- **Leading Total Rewards globally for Coforge**, overseeing compensation and benefits **for 22,000 employees**.
- Acted as **Program Manager for HR transformational projects**, ensuring the successful implementation of key initiatives.
- Revamped the **Performance Management process**, enhancing its effectiveness and alignment with organizational goals.
- Successfully launched a **new Performance Management System**, streamlining processes and improving employee evaluation and feedback mechanisms.
- Achieved seamless integration of acquired entities, ensuring consistency and alignment with **corporate compensation and performance management standards**.

India Total Rewards Head- DXC Technology

(July 2019- Jan 2022)

Lead Total Rewards for DXC Technology India which is a merged entity of HP and CSC. with headcount of 40 K employees.

- Oversaw compensation strategy, design and deployment models for Annual Reward Reviews, Bonus/Incentives, Promotions, Employee Benefits and Insurances, Salary ranges etc.
- Revamped the India compensation structure & Benefits Design within 2 quarters of joining
- Successfully negotiated the medical insurance for India. The benefit offered is the highest in the country with no additional cost to the organization
- Lead the Jobs Architecture project end to end.

PREVIOUS EXPERIENCE

- **Nov'16 – Feb'18:** United Health Group - Associate Director – International Total Rewards (Span: India & APAC countries)
- **Dec'13 – Oct'16:** Cap Gemini - Head – Compensation and Benefits (Span: India, North America, Asia Pacific, and UK)
- **Sep'11 – Sep'13:** Verizon - Sr. Manager – Compensation and Benefits (Span: India and APAC)
- **Dec'06 – Sep'11:** Deloitte - Manager (Total Rewards) (Span: India, North America)
- **Mar'03 – Dec'06:** Mphasis Ltd (a HP company) - HR Business Partner
- **1998 – 2001:** Glaxo SmithKline Beecham & Panacea Biotech Ltd - Sales Executive

EDUCATION:

Xavier Labour Research Institute (XLRI)
Jawahar Lal Nehru Technological Institute

- PG PM&IR (2003)Dec
- MBA (1998)

CERTIFICATIONS:

- Distinguished Long Term Incentive Expert from Aon Hewitt Learning Center
- Professional Risk Manager Certification from Professional Risk Managers International Association
- Certified assessor by SHL on Assessment Centers
- Certifications from Harvard on Management and Leadership Essentials

AWARDS AND ASSOCIATIONS

- ❖ **Winner of FSGBU Global Excellence award in Cap Gemini**
- ❖ Winner of **Excellence Award** for the **Mass Career Customization program**- Deloitte's flagship program meant for accommodating career needs as per life stages for professionals.
- ❖ **Recognized as SIPOC modeler**- the documents created in this area have been recognized as the Standards in the organization
- ❖ Life Member of **NHRD**
- ❖ Life Member of **Professional Risk Manager's Association**

OTHER DETAILS:

Languages Known: English, Hindi, Telugu