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| **GRINDRA MOHAN CHOUDHARY**  **Strategic HR Technology Implementation | HR Consulting**  grindra.mohan@gmail.com | +91-8603843533 | http://linkedin.com/in/grindra-choudhary-236497142 | |
| **CORE COMPETENCIES**    **Project/ Program Management**  **Solution Design & Architecture**  **Delivery Management**  **Client Management**  **Requirement Gathering**  **Business Analysis**  **Vendor Management**  **Resource Management**  **Testing Strategy**  **Data Migration/ Integration**  **Process Automation/ Improvement**  **Incident & SLA Management**  **SOFT SKILLS**  **Decision Maker**    **Adaptable& Fast Learner**  **Strategic Planner**  **Problem Solver**  **EDUCATION**   * **Pursuing Post Graduate Programme in Artificial Intelligence & Machine Learning** from The University of Texas at Austin and Great Lakes * **Masters in Computer Application** from IGNOU (2005) with 67% * **BCA** - IGNOU 2002 with 70.09%   **PERSONAL DETAILS**  **Address:** House No. 51, Sector 3, HSR Layout, Bangalore, Karnataka, India | **PROFILE SUMMARY**  **A Take-Charge Leader who foresees, understands, appreciates and interprets challenges, translating vision into winning strategies.**  A competent professional with **approx. 16 years** of experience in HR Transformation enabled by Technology assisting in HR Technology Implementation, HR Tech Operations and HR Consulting, providing HRIS/ HRIT/ HCM/ HRO & Payroll Solutions for all processes in the ambit of hire to retire flow. Worked on major ERPs including **PeopleSoft, SuccessFactors, Workday, ServiceNow and ITSM Tools**. Currently working as Senior Manager-HRO with Conduent India Pvt. Ltd. Experienced leader in **managing complex global programs by leading multi-domain and multi-cultural project teams** in matrix organisation structure. Extensive experience in programs planning, solution design, scheduling, budgeting, costing, tracking and every aspect in successful completion of programs.  Vast experience in **designing, implementing, automating and supporting technology solutions for large Fortune 500 multinational** **organizations** to provide end-to-end HR & Payroll Service Offering **integration of large scale HR ERP Systems** with proprietary in-house applications and vendor applications. Enhanced solutions such as Record ERP, ITSM Case Management Tools, Self Service Portals, ADP Payroll, On-boarding & Recruitment Applications. Provided a complete platform to enable HRIS Services for client and internal HR Operations Team. Worked independently with Client Contacts and Business Analysts in **US/UK and other countries across globe to manage large projects/programs successfully.**  Exposure in **entire Project Life Cycle**; contributed in client account management, understanding of business cases, defining functional requirements, technical solution designing, product development, program management, service delivery, requirements analysis. Skilled in spearheading **vendor management, development, testing and directing automation initiatives (RPA)** for cost savings and leading overall program delivery for large global projects. Insightful understanding in **Core HR, On-boarding, Recruitment,** **North American Payroll & US Benefits**. **Capable of revitalizing teams,** building and managing client relationships, creating a passionate and winning attitude to outperform. A machine learning & AI enthusiast visioning HR transformation using these technologies.  **TIMELINE**    **Hewitt Associates (currently Alight Solutions), Gurgaon**  **2005 - 2008**  **ACS India Pvt. Ltd., A Xerox Company, Noida**  **Cognizant India, Gurgaon**  **2008 -2012**  **2013 - 2015**  **2015 – till date**  **Conduent India Pvt. Ltd., Bangalore** |
| **WORK EXPERIENCE**  **Conduent India Pvt. Ltd., Bangalore Since Mar 2015**  **Senior Manager – HR & Learning Services**   * **Workday Onboarding and Recruitment Implementation for a fortune 500 client–** * Requirement Gathering and Business Analysis. * Solution design for the Onboarding and recruitment business process. * Program management for all offshore deliveries. * Integration Design and build. * Analyze downstream impact and design/implement necessary changes. * SIT/E2E Planning and execution. * Cutover Planning and Data Migrations. * **Global Implementation and Support of a large MNC Client–** * Requirement Gathering and Business Analysis. * Designing integrations for Payroll & HR Services for 34 countries in APAC, EMEA, and LATAM. * Existing Services Provided by Conduent is only in 8 countries and now we are extending to other markets. * Self Service Portal changes supporting Multi Lingual Functionalities. * **RPA - Automation Initiative (RPA – UI Path) for Payroll, HR, Benefits and other domains.** * Requirement Gathering and Business Analysis. * Reviewing existing Business processes for each work stream and identify opportunities. * Work with Six Sigma Black Belts to review Process improvement opportunities and suggest possible technology solutions using integrations or RPA bots. * Review available integration and new possible integration to design the solution. * Prepare Automation proposal and client meetings to review and seek approval. * LOE and Costing estimations by determining the ROI. * Review solutions feasibility on internal legacy automation tools. * Review solution feasibility and ROI on Automation tool – Ui Path.      * **PwC Ignite Workday HCM Implementation (Team Strength offshore – 27) –** * Workday Core HR Implementation. * Implementing legacy system for Portal Application (HR Portal & Onboarding application) * Implementing legacy system of CW/CCM (Case Management tool ) * Implementing legacy system of XTCM (Document Management System tool) * Client Communication and Management. * Requirement Gathering and Business Analysis. * Integration Management (IBM Recruitment System/Infosys Datahub and Conduent Systems) * Coordinating efforts between IBM/Infosys/Wipro/PwC/Workday & Conduent to achieve common goal of integrated system. * Business & IT alignment. * Resource Management of multi-location/multi country team. * Working as both Project Manager and BA involved in all phases of SDLC. * Testing Strategy and testing. * Cutover Planning and Support. * **PwC Wizard Implementation –** * Implementing legacy system of CW/CCM (Case Management) * Client Communication and Management. * Requirement Gathering and Business Analysis. (BRD preparation) * Integration Design between various internal Conduent applications. * Working as both Project Manager and BA involved in all phases of SDLC. * Data Mapping and Design * Data Migration and Data Conversion. * **Buck Decommissioning -** * Reverse engineer the current LDAP feed to Active Directory built in Coldfusion. * Design the new integrations in Java to create/update AD entries for multiple clients. * Worked with Buck Leadership to define the timelines and costings. * **Success Factor Flexi Form Implementation –**   Project is to pull HR data from ERP Success factor and doing data transformation using BI tools to create Flexi forms with payroll data, which is consume by ADP for payroll processing. Global implementation for 30 countries. (Team Strength – 9)   * Designing the Solution using Success factor, SSIS/SSRS. * Data mapping and Architecture design. * Resource Planning and Interviewing/Hiring etc. * Vendor Management for Contractors. * Coordination between Operations/Client and IT Team. * Resource Projection and fulfillment. * BAU Support Design and Implementation. * Project Management. * **Managing PeopleSoft Team for a Global Health Insurance Service company. (Team strength – 7)** * Application Support, Troubleshooting and Issue Resolution. * Resource Projection to resource hiring. * Client Interaction and Infrastructure/Network/Security setup for setting up the client Clean room as per stringent client Audit requirements. * Multi location setup of Clean room in – Noida & Bangalore. * Incident Management & SLA fulfillment. * Team Management and ensure 24\*7 Support. * **Managing Interface Administration for multiple clients. (Team Strength -4)** * Unix Shell Scripting for new interface implementations. * Server Management. * Team management and SLA fulfillment. * 7 clients & 50 different interfaces to vendors/clients using SFTP with PGP encryption. * **Datahub Implementation and Support (2 Developers) –**   Data hub is the core system used to store client demographic data, which is then use by various Conduent legacy applications for benefit administration and HR applications. It is implemented in SQL Server using stored procedures and is enhanced for other clients.   * Designing new implementations. * Defining Business Rules. * Client interaction for requirement gathering. * Team management. * 7 clients support and enhancements. * **HRaaS Product Development –**   HRaaS is the legacy HR System being developed by Conduent; this serves Onboarding and other HR functionalities in a Portal, which is configurable as per client requirement.   * Designing new application. * Defining requirements. * Resource Planning and project management.   **Highlights:**   * Successfully implemented Workday HR, Payroll, On-boarding & Recruitment in the capacity of Technical Program manager. * Successfully managed designing integrations for **Payroll & HR Services for 34 countries in APAC, EMEA and LATAM** * Led project to pull out HR data from ERP SuccessFactors and managed data transformation using BI tools to create Flexi forms with payroll data; **steered global implementation for 30 countries** * Worked with Six Sigma Black Belts to review process improvement opportunities and suggested possible technology solutions using integrations or **RPA bots** * **Implemented legacy systems** for Portal Application (HR Portal & On-boarding application), CW/CCM (Case Management tool) and XTCM (Document Management System tool) * Designed solution using **SuccessFactors, SSIS/SSRS**   **PREVIOUS EXPERIENCE**  **Cognizant India as System Consulting Principal Jan 2013 - Mar 2015**  Rebadged from ACS (Xerox) to Cognizant while still working on ACS Client–GSK.    **ACS India Pvt. Ltd., A Xerox Company as System Consulting Principal Dec 2008 - Dec 2012**  Client: GSK (Oct 2009 – Mar 2015) as Sr. System Analyst  Client: Internal (Dec 2008 – Sep 2009)  **Highlights:**   * Supported HR, Payroll and Benefits system of client on PeopleSoft 9.0 NA Payroll * Assisted in analysis/ set-up/ testing of new enhancements and fixes of current PeopleSoft System * Facilitated smooth transition of all employees HR & Payroll on GSK PS system * Enabled GSK Payroll Team with bi-weekly payroll run; resolved any crucial issues faced during pay-run * Worked on tax updates 10-D to 12-D for GSK; applied tax updates in GSK environments and retrofitted all GSK customizations in all impacted objects * Orchestrated PR Payroll Implementation – Puerto Rico, brought all employees on GSK Payroll & Benefit System * Steered UC4 Implementation initially using scheduler Appworx for GSK, which upgraded to UC4 * Attained Eagle Award 8 times in 2011 along with Global Hustle Award in ACS     **Hewitt Associates (currently Alight Solutions) May 2005 - Oct 2008**  **Onsite- Aug 2007 to Feb 2008**  Client Project along with the Developers rebadged to CSC Noida, from Hewitt Associates effective October 2008.  Worked with CSC India for 2 months.  **Client: Circuit City (Jun 2006 to Dec 2008)**  Worked for PeopleSoft upgrade of Client Circuit city, a Fortune 500 American dealer and retailer in USA and Puerto Rico.  **Client: Boeing (Jun 2005 – May 2006)**  Led project dealing with Benefit Administration for the client on Hewitt’s Custom ERP Total Benefit & Administration.  **Highlights:**   * Received **Spot Award** in a short period of six months * **Imparted New Hire Training** in Chennai, initially set-up in 2006; trained 40 new hires in TBA 3.0 & 4.0 * Steered **Onsite Coordination** of the project from Aug 2007 to Feb 2008 from Charlotte NC   **C:\Users\divya.srivastava\Documents\Aug 2021\Training\icons\Training-Attended24x24icons.png TECHNICAL SKILLS**  **ERP Packages:** PeopleSoft HRMS 8.2, 7.5, 9.0, Workday, Success Factor, Service Now  **Languages:** C, C++, Visual Basic, Python  **RDBMS/ DBMS:** Oracle, SQL Server  **Operating Systems:** UNIX, Windows | |