

SHILPA KORE

Talent Acquisition Lead



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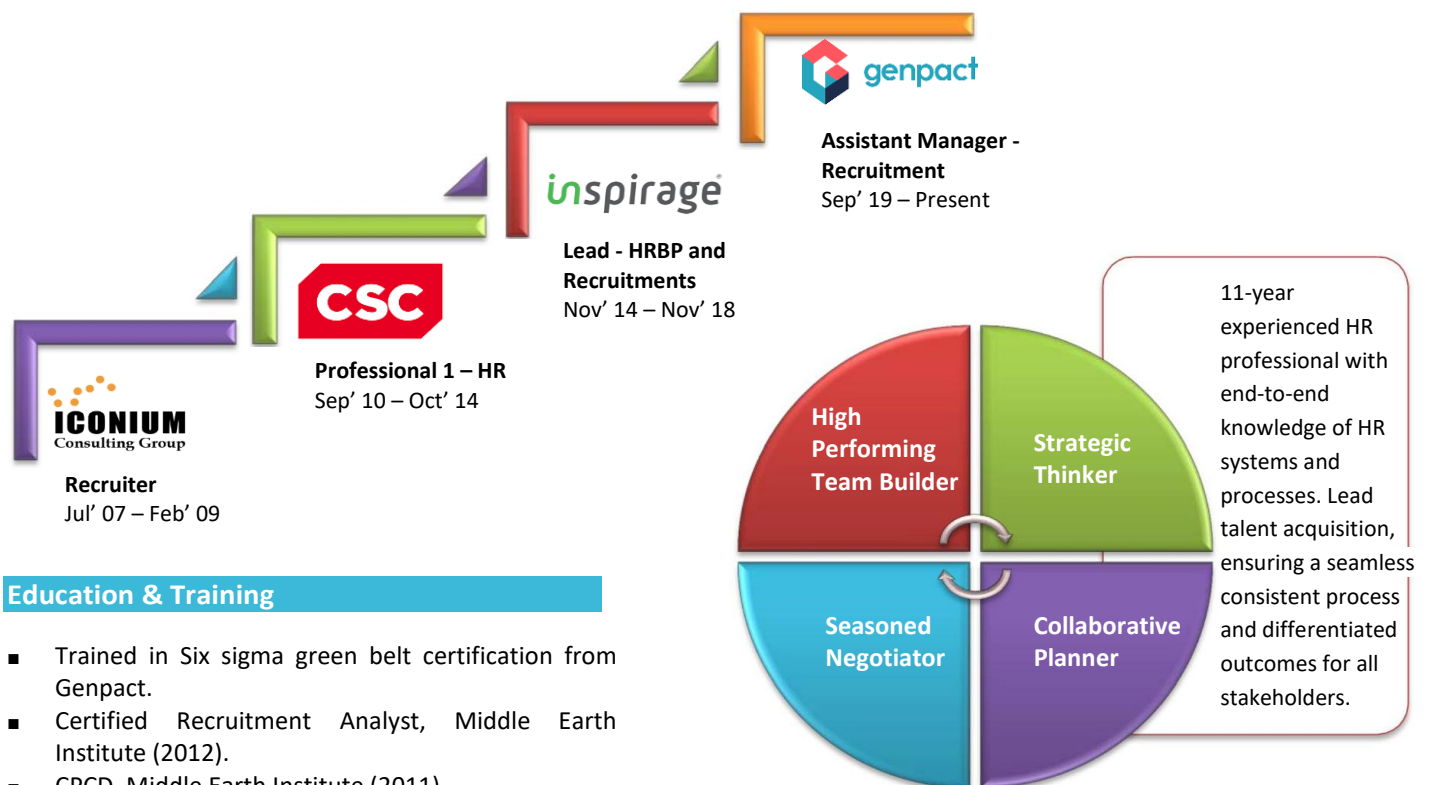


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Career Summary

11 years of excellence in helping organisations to realise enduring growth through bringing exceptional leadership and technical talent. Influenced recruitment and talent management policy, leveraged best practices while contextualizing policy in accordance with organisation mission, values, priority for inclusion, diversity, and people positive strategy. Developed and analysed measurements to ensure recruitment effectiveness, control cost and quality of hire while driving a critical behaviour shift from reactive hiring to proactive pipelining. Identified, selected, and managed vendors, tools, and external partnerships. Also communicated regularly to business stakeholders, negotiating and agreeing on priorities, sequencing, and expected timing of open roles and pipelining work.

Career Timeline



Education & Training

- Trained in Six sigma green belt certification from Genpact.
- Certified Recruitment Analyst, Middle Earth Institute (2012).
- CPCD, Middle Earth Institute (2011).
- Graduation, Osmania University, Hyderabad (2006).

Key Impact Areas

- Recruitment
- Sourcing
- Campus Hiring
- Leadership Hiring
- Vendor Management
- Talent Search
- Account Management
- Contract Management
- Benefits and compensation
- Negotiation
- Employee Retention
- Conflict Resolution
- Team Management
- HR Strategy
- Succession Planning

Awards & Recognitions

- Awarded as Top performer for the year 2020-2021 for performance, Diversity, Self-sourcing, TAT to joining and joining ratio.
- Announced as a Winner in global town hall for the year 2020 and 2021.
- Awarded for having least attrition.
- Best Performance Award for the Year 2016.
- Spot Awards in DXC, Inspirage and Genpact.
- Received Accolades.
- Always received Appreciations from Internal Business Heads and other stakeholders.

Mentoring and Leadership

- Adjudged as Best employee in Genpact in 2020 for steering the low morale employee community during the thick of COVID-19 crisis to high performance teams.
- Lead a team of four members for achieving 3600 connect with the employees ensuring lowest attrition and high engagement
- Introduced companywide robust systems and processes that allowed strong productivity in virtual work environments.
- Developed strong cadence and cultural affiliation for an online accountability driven performance.
- Established innovative engagement strategies and performance management systems achieving strongly bonded teams with collective accountability for the targets.

Sourcing

- Defined, created and owned Talent Acquisition strategy.
- Part of BFSI recruitment in the organization – successfully handled both product & services hiring.
- Built candidate profiles enabling efficient sourcing through collaboration with functional managers.
- Assessed and developed unique sourcing methodologies.
- Developed and managed effective job postings that elicited responses from unique candidatures.
- Hands on experience on Recruitments tools Taleo, ADP, MyNextHire portals.
- Built quick rapport with suitable candidates through appropriate communication skills.

Assessment

- Created systems for efficient screening of the profiles and candidate motivation drivers.
- Administered varied assessment methods factoring their relevancy, reliability, and validity.
- Prepared structured interviews, conducted behavioural interviews and enabled efficient hiring.

Presentation

- Championed candidate experience and coached the team for cross functional collaboration.
- Created processes addressing concerns and highlighting advantages of job association.
- Evolved comprehensive compensatory benefits addressing all round concerns and counter offers.
- Created a persuasive recruitment culture through transparent, proactive communication.

Market Intelligence

- Built effective recruitment methodologies through analysing the role of demographics, supply, demand, salary levels, candidate needs and requirements for specific job categories.
- Built rigorous management information systems providing best-in-class recruiting practices.
- Selected developed and deployed high quality recruitment agencies.
- Collaborated extensively with vendor network and created a time sensitive environment.

Business Savvy

- Engaged with the senior management in understanding the recruitment strategy, business value chain and the criticality of resource requirement.
- Recognised as a go-to person by the internal functional managers.
- Created world class standards in commitment to all internal clients through structured models.
- Developed customized reports tracking and communicating recruiting metrics, trends and variances.
- Created, managed and had accountability for the recruiting budget.

Networking and Candidate Management

- Used appropriated technology solutions to streamline application tracking, management and servicing many candidates simultaneously.
- Developed extensive network through a powerful social media presence, fanatical prospecting and rigorous follow-up.