

Contact

Pune
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www.linkedin.com/in/amol-gupta-arg (LinkedIn)
www.fisglobal.com (Company)

Top Skills

Human Resources (HR)
Employee Engagement
HR Consulting

Certifications

SHRM Senior Certified Professional (SHRM-SCP)
Korn Ferry Leadership Solution
Senior Professional in Human Resources® (SPHR®) Certification
Asian Executive Leadership Program
Human Resource Management Professional (HRMP®)

Honors-Awards

Supernova Award
STAR Award

Amol Gupta

People Leader ♦ Business Enabler ♦ Global Strategist ♦ Board Director ♦ Accelerating Talent Outcomes
Jacksonville, Florida, United States

Summary

4 cities, 3 countries & 2 continents, and later I can safely say that organizations need to prioritize 'humans' above all else in order to thrive. Adapting to change and accelerating transformation is what I do best as a global HR practitioner for 20+ years.

Whether I was in the driver's seat responding to the unanticipated challenges of the pandemic, leading a deep transformation for the global delivery units to be 'one team' with the business, scaling an organization 6X in 2 years, navigating businesses through reorganizations, M&A or galvanizing large teams towards an energetic, positive and high-performance corporate culture, I have always believed in cultivating trusted relationships across the board without losing focus on the big picture.

My internal curiosity, passion, and purpose have helped me generate creative possibilities for impossible problems. Right from my early career, I have always questioned the purpose of a task and reframed the problem statement which has helped me come up with several industry firsts. Attracting global talent in the biotech & biopharma industry, strengthening HR operational efficiencies, leveraging world-class succession planning & talent development solutions, launching innovative contributory employee care programs are but some of the successful programs that I have conceptualized and designed.

One of my key roles as an HR advisor and mentor is to help others uncover their own vision and develop their unique signature strengths as leaders. A lifelong learner, I truly believe that learning never stops. As a Steering Committee Member for SHRM Pune & HRPI India Chapter, I enjoy mentoring young HR talent and promoting sharing of best practices.

Personally, as a military kid, I have always enjoyed the outdoors, especially running. Running marathons has honed in me the tenacity

and commitment to see through challenges and improve myself holistically.

I welcome conversations on the future of work and human capital strategies. Feel free to connect with me.

Experience

Graphio.ai

Investor and Advisor

February 2025 - Present (2 months)

Graphio.ai specializes in identifying and scoring internal inefficiencies using metadata-only analytics. By merging diverse data sources—from public platforms like news portals, social media, and blogs to in-house systems such as help desks, communication apps, HR tools, task managers, and product development platforms—Graphio.ai delivers a comprehensive view of organizational performance, uncovering hidden trends and opportunities that drive corporate success and profitability.

By revealing these hidden gaps, Graphio.ai empowers companies to fine-tune their internal workflows, enhance team dynamics, and make informed, data-driven decisions. Its predictive insights allow businesses to proactively address inefficiencies—ensuring that sales processes run smoothly and customer retention is maximized, ultimately strengthening their competitive edge.

Deck: <https://bit.ly/3BY1Qh2>

FIS

10 years

People Leader for COO / CTO

April 2022 - Present (3 years)

Jacksonville, Florida, United States

People Leader for India and Philippines

January 2020 - August 2022 (2 years 8 months)

Pune Area, India

My promotion as People Leader for FIS Global – India, Philippines region and the Global Delivery Organization Business unit in Jan 2020 coincided with the onset of the global pandemic. Leading at triple speed to provide HR strategic

direction, operational agility with a high focus on employee wellbeing in these unprecedented times and helping the organization grow exponentially has provided me with several unique challenges and opportunities.

Board Member, FIS India

Senior Corporate Services People Partner

August 2017 - January 2020 (2 years 6 months)

Jacksonville, Florida

People Leader for corporate functions (CFO, CLO , CRO) and revenue unit of Global Commercial Services (GCS).

Talent Management Head , India and Philippines

April 2015 - August 2017 (2 years 5 months)

Pune Area, India

Barclays

Senior HRBP

February 2013 - April 2015 (2 years 3 months)

Successfully partnered with multiple stakeholders to drive key agendas and demonstrated strong consultative skills with high levels of change agility.

Highlights

- Pioneered the transformation of the HR Business Partner role into a strategic partnering role.
- 1st HRBP from India to take on a global HRBP role from India for a Line of Business.
- Awarded 'Kudos certificate' in 2013 and 'Barclays Values recognition award' in 2014

FIS

Senior Manager - HR

November 2009 - January 2013 (3 years 3 months)

Pune

Led the HRBP team with ownership of the HR budget. Highlights:

- Introduced new Career Tracks for India team and launched extensive leadership development interventions with a Tier 1 vendor.
- Revamped HR policies and redesigned C&B program.
- Built-in more accountability and business + employee partner goals for HRBP's in line with CLC model.
- Awarded 'Kudos certificate' in 2010 / 2011 /2012; Received 'Supernova award' as part of the HRBP team in 2012

Serum Institute of India Ltd

Senior Manager - HR

July 2007 - November 2009 (2 years 5 months)

Pune

Drove the adoption of innovative global talent acquisition, built a strong employer brand at the campuses, fostered strong relationships with unions and negotiated the annual union settlements, automated HR processes (SAP & Adrenalin ERPs), and facilitated organizational restructuring.

Infosys BPO

HR Manager

February 2006 - July 2007 (1 year 6 months)

Pune Area, India

Responsible for HR operations of Pune center

Lupin

HR Manager

February 2005 - February 2006 (1 year 1 month)

Mumbai Area, India

Managing Sales HR with added responsibility of C&B

NIIT LTD

Executive

1997 - September 2002 (5 years)

New Delhi

Education

UC Berkeley Extension

Aspiring CHRO, Human Resources Development · (2019 - 2019)

ANLP

Certified practitioner in Neuro Linguistic Programming, The study of the structure of subjective experience · (2016 - 2016)

SHRM

HRMP, Human Resources Management and Services · (2011 - 2012)

HR Certification Institute

SPHR, Human Resources · (2010 - 2011)

SYMBIOSIS INTERNATIONAL UNIVERSITY

MLL&LW, Master of Labour Law & Labour Welfare · (2002 - 2004)