

Paresh Jain

General Manager HR at Accenture

Summary

HR leader with over 12 years of rich industry experience in reputed service and product organizations with excellent performance track record

Deep expertise in business partnering blended with strong exposure in specialised roles in Talent Acquisition and Compensation & Benefits

Proven expertise in problem solving, change management, leadership coaching and development

Experience

General Manager - HR at Accenture

May 2015 - Present (1 year 11 months)

Leading field HR for one of the largest sub-businesses (~ 10 k employees) in the technology organization and managing a large team of 15 people advisors

Human Resources Manager at GE Healthcare

October 2012 - May 2015 (2 years 8 months)

Leading HR for a software engineering product vertical within Healthcare Technology organization in an extremely matrixed and global environment

Human Resources Leader at GE Energy (Information Management)

March 2011 - October 2012 (1 year 8 months)

Leading HR for global GE Energy IT organization for their Mumbai and Bangalore based employees; part of a purely global team

Senior Specialist - Compensation & Benefits at Accenture

November 2009 - March 2011 (1 year 5 months)

Leading the market benchmarking exercise for all job functions in the Operations Business (over 10k employees); driving the compensation budgeting exercise and working closely work with Business and HR leaders on specific compensation interventions

Human Resources Specialist (HR Generalist) at Accenture

November 2007 - November 2009 (2 years 1 month)

Leading HR for the Accenture finance organization and driving Performance Management, Rewards and Recognition programs for all the enabling functions across India

Senior Analyst - Sourcing Planning (Talent Acquisition) at Accenture

April 2006 - November 2007 (1 year 8 months)

Leading the sourcing planning function (Talent Acquisition) for all non voice hires in the operations business

Manager - Human Resources (HR Generalist) at Arvind Mills Ltd.

September 2005 - April 2006 (8 months)

Leading HR for all corporate staff in Bangalore across multiple factories and offices

Manager - HR (Compensation & Benefits) at Arvind Mills Ltd.

April 2004 - September 2005 (1 year 6 months)

Leading the compensation & benefits function for all the corporate staff

Skills & Expertise

Talent Acquisition

Compensation and Benefits

HR Business Partner

Talent Management

Coaching

Mentoring

Talent Acquisition

Performance Management

Human Resources

Personnel Management

Recruiting

Deferred Compensation

Management

Leadership

Program Management

Time Management

Employee Engagement

HRIS

HR Policies

Employee Relations

HR Consulting

Performance Appraisal

HR Transformation

Strategic HR

Succession Planning

Team Management

Strategy

Outsourcing
Vendor Management
Business Development
Sourcing
Change Management

Education

Symbiosis International University

MBA, HR, 2002 - 2004

National Institute of Technology Karnataka

BE, Mining, 1997 - 2001

Don Bosco

Paresh Jain

General Manager HR at Accenture



10 people have recommended Paresh

"Paresh was a partner in effecting the cultural transformation of the Organization. He broke traditional barriers and established a very close connect with the business leadership as well as the team at large. He partnered with his functional colleagues globally, forming strong alliances to drive changes within the Organization. Paresh's strengths include his inclusiveness and ability to think strategically."

— **Sivan Menon**, *Chief Technology Officer SW, India, GE Healthcare*, was Paresh's client

"I have had the pleasure of working with Paresh for several years. Our organization has 500+ software engineers in India and Paresh is the HR Manager for over half of our employee base. He is professional and his work outstanding. He uses an innovative approach as needed and applies strong common sense when making decisions. I enjoy working with Paresh as he also has a fantastic sense of self. "

— **Rebecca Hamlin**, *Senior HR Director, Software Engineering & Cloud Technology, GE Healthcare Digital*, managed Paresh indirectly at GE Healthcare

"Paresh is one of the finest HR professionals that I worked with and I had great experience of partnering with him for 2.5 years. He is very effective in learning and adapting to new environment. He brought in several people-centric initiatives taking complete ownership in implementing them by partnering with functional managers. A very detailed oriented person, with all the employee related information on his finger tip making him so effective HRM and making it so convenient for functional managers to work with him. Strong people connect, Closure of HR matters without being followed up, Foresee issues and act ahead of time, Speak up when see things off the track - These are few descriptors fit right to Paresh. I wish him all the best. "

— **Ramesh Bhat**, *Senior Engineering Manager, GE Health care*, worked directly with Paresh at GE Healthcare

"Paresh is a very enthusiastic partner who keeps in mind both the needs of the organization as well as individual employees at all levels. He is open to fresh thinking and has effectively supported teams to adapt to a new Agile culture balancing well between the current state and the desired one. His responsiveness and ability to move things fast is truly commendable !"

— **Anuradha Kanamarlapudi**, *Director Engineering and Caradigm India Leader, GE Healthcare*, was Paresh's client

"Paresh is an extremely good HR professional and a great team member. During my association with him, I found him to be very high on employee advocacy as well as result orientation. His attention to details for any of his assignments is equally awesome. I wish him all the best !"

— **Amit Mohan**, *Human Resource Leader, GE*, worked directly with Paresh at GE Healthcare

"I have known Paresh for more than 3 years now and we both worked in the same team for more than a year. He is a great team player and was always someone who one could rely upon. Paresh is an analytical person and always had a logical approach to any problems. As a HR Manager, he had great connect with his stakeholders and leadership team. Overall Paresh is a great person to work with. "

— **Prem J**, *Human Resources Manager, GE Energy Infrastructure - IM Team*, worked directly with Paresh at GE Energy (Information Management)

"Paresh is a wonderful person to work with. He is very positive, hardworking, has a go-getter attitude and exceptional stakeholder management skills. He believes in mentoring, supporting his team in the best possible way. Paresh is an asset for any organization & real gem of a person. Wish him all the very best for his future. "

— **Priyanka Maitra Mukherjee**, *Senior Analyst, Accenture*, reported to Paresh at Accenture

"Paresh was my first supervisor when I joined Accenture and had a key role to play in my professional journey. Paresh came across as a good leader who took genuine interest in coaching his team. He had a keen eye for detail and great analytical, problem solving and collaboration skills which he readily coached me and my colleagues on. Thanks to him that new joiners like me were able to build a strong base which helped many of us to be successful thereon."

— **Praneet Gupta**, reported to Paresh at Accenture

"Have always known Paresh as analytically strong, and having an ability to think differently.. He speaks his mind, questions status quo, and that's what has been his success factor when it comes to strong credibility with the stakeholders. He has been very successful in variety of roles including total rewards and HR business partnering. Wish him all success in future years as well. "

— **Subrat Sharma**, *Manager- HR, The Arvind Mills Ltd.*, managed Paresh at Arvind Mills Ltd.

"Paresh is a hard working extremely process oriented HR person. The best quality he demonstrates is his never say no attitude. He does not shy away from learning and is a great HR guy. I wish him good luck for his all endeavours."

— **Subir Sinha**, managed Paresh at Arvind Mills Ltd.

[Contact Paresh on LinkedIn](#)