

# Animesh Kumar

HR Business Partner & ER Manager, Cisco | MBA-HR Gold Medalist, SIBM Pune | 30k+ followers

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## Summary

An MBA Gold Medalist in Human Resources from SIBM Pune; Presently working in Cisco Systems as a Program Manager in the HR Leadership Program (HRLP). Cisco's HRLP Is an accelerated Career Program that is designed to develop Cross-Functional HR expertise as well as business acumen. Program Participants rotate through three different One-Year Human Resources functions.

A well rounded HR Business Partner with acute business & financial acumen. Cross-functional exposure in areas of Employee Relations, Talent Acquisition, Diversity & Inclusion Initiatives. Proven ability to design and drive people strategies for large organizations in partnership with Business Leaders to achieve desirable business outcomes. Exposure of working with Business Leaders & HR Partners across APJC region.

Prior to MBA, worked as a Consultant and provided recommendations to the clients on how to leverage the potential of the World's #1 Banking Software - Oracle Flexcube to achieve business success. My clients included JP Morgan - Luxembourg and HSBC - Hong Kong among others.

Life-long learning, continuous improvement and high integrity are some of the mantras I live by and exhibit consistently. I am very comfortable with numbers and continuously keep sharpening my business and financial acumen. Keynote speaker at various management conclaves organized by IIMs & IITs.

Key Skill Sets: HR Business Partnering, Rewards Management, Talent Acquisition, Talent Management, Performance Management, Project Management, Business Analysis, Financial Acumen

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## Experience

### **Manager HR, Leadership Program (HRLP) at Cisco**

May 2014 - Present (2 years 11 months)

Cisco's Human Resource Leadership Program (HRLP) is an Accelerated Career Program that is designed to develop Cross-Functional HR expertise as well as Business Acumen.

Program Participants rotate through three different One-Year Human Resources roles/functions. Participants are hired from Premium B-schools in India for HR. (SIBM /XLRI/TISS)

I did my first rotation as an HR Business Partner for Sales India & Supply Chain India business Groups. During this rotation, I also went to Colombo, Sri Lanka on a work assignment. (May 2014 - May 2015)

I did my second rotation in the Talent Acquisition Function reporting directly to the India Talent Acquisition Head. I also visited Bangkok, Thailand to attend the CEB Talent Advisor Leadership Academy. (May 2015 - May 2016)

I am doing my last rotation in Employee Relations reporting directly to the APJC ER Head. (May 2016 - present)

### **MBA Intern HR, Leadership Program (HRLP) at Cisco Systems**

April 2013 - June 2013 (3 months)

I worked on 2 projects during my internship at Cisco - 'Early in Career Volume Hiring Practices' & 'Enhancing the Candidate Experience during the Hiring Life cycle.' For both these projects I bench-marked the best practices of 10 competitive firms and proposed a go-forward plan to the HR Leadership Team.

I was also the Master of Ceremonies for the Cisco Culture Utsav - a week long cultural fest attended by 3000+ employees at Cisco Systems, Bangalore

### **Staff Consultant at Oracle**

September 2008 - March 2012 (3 years 7 months)

I worked as a Consultant and provided recommendations to Clients on how to leverage the potential of the World's #1 Banking Software - Oracle Flexcube to achieve business success. My clients included JP Morgan - Luxembourg and HSBC - Hong Kong among others.

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## **Certifications**

### **Distinguished Talent Acquisition Professional**

Aon Hewitt

### **Managing Projects**

ESI International

### **Management Students Program**

Indian Institute of Management, Ahmedabad

### **Business English Certificate**

University of Cambridge

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## **Education**

### **Symbiosis Institute of Business Management**

MBA, Gold Medalist, Human Resources, 2012 - 2014

### **Anna University**

Bachelor of Engineering (BE), Honours with Distinction, 2004 - 2008

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## **Skills & Expertise**

### **Human Resources**

**Employee Engagement**  
**Team Management**  
**Performance Management**  
**Training**  
**Talent Management**  
**Business Analysis**

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## Organizations

### **SHRM**

Annual Membership

November 2015 to November 2016

### **National HRD Network**

Lifetime Member

February 2013 to Present

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## Honors and Awards

### **Letter of Appreciation**

Cisco Systems (India) Private Ltd

Recognized by the Vice President, Supply Chain Ops & APJC Leader for advancing the Workforce Strategy and making the 'People Deal' real for the India Leadership Team

### **You INSPIRE Award**

Cisco Systems (India) Private Ltd

Recognized by the APJC HR Head, Supply Chain Ops for driving significant improvements in the engagement level scores by bringing the 'People Deal' to life in Supply Chain India Org

### **Letter of Appreciation**

Cisco Systems (India) Private Ltd

Recognized by the APJC HR Head, Supply Chain Ops for launching the SCO People Leader Forum and leading the discussion on People Leader Development Planning

### **You AMAZE Award**

Cisco Systems (India) Private Ltd

Recognized by the CHRO India for execution towards Project Skyline with professionalism, efficiency and compassion

### **You AMAZE Award**

Cisco Systems (India) Private Ltd

Recognized by the India Site Leader for Supply Chain BU for designing and executing the action plan to address the Pulse (Employee Engagement) Scores

### **You AMAZE Award**

Cisco Systems (India) Private Ltd

For delivering results on targeted HR intervention for Supply Chain Org in India and keeping the engagement level high

### **You AMAZE Award**

Cisco Systems (India) Private Ltd

For contribution towards Learning Expo 2014 - an initiative focused on L&D in India

**SIBM Pune, MBA-Human Resources, Gold Medalist**

Symbiosis Institute of Business Management, Pune

**Pre Placement Offer (PPO)**

Cisco Systems (India) Private Ltd

**Winner : HR National Level Case Study Competition**

Goa Institute of Management, Goa

**Winner : IR National Level Case Study Competition**

TISS Mumbai

**Highest Performance Rating**

Oracle

**B.E. (EEE), Honours with Distinction**

Anna University, Chennai

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## Volunteer Experience

**Volunter at The Dream Factory - A Professional dream**

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## Languages

<b>English</b>	(Native or bilingual proficiency)
<b>Hindi</b>	(Native or bilingual proficiency)
<b>French</b>	(Elementary proficiency)
<b>Marathi</b>	(Elementary proficiency)

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## 4 person has recommended Animesh

"It gives me pleasure to recommend Animesh who is a smart, intelligent and bright MBA. He can think out of the box and be of immense use to organizations in roles assigned to him."

— **Dr. Kaushik Mukerjee**, managed Animesh at Cisco Systems

"Animesh is an example of sincere student, during compensation & benefits class sessions, he use to be attentive to details and also use to have regularly intelligent discussions. The attitude of being curious and efforts to master the topic is a differentiation he brings in to him. I recommend him to continue the curiosity in his professional career and be a very successful professional. I would always recommend him as level headed and responsible budding professional. Milind Mutalik"

— **Milind Mutalik**, taught Animesh at Symbiosis Institute of Business Management

"I know Animesh for past two years. I have taught courses in Accounting & Control to the batch where Animesh was a student. He demonstrated liking and capability to study financial aspects of business. He took interest in developing his skills in quantitative papers and achieved above average grades throughout the course. I am sure he has right amount of zeal to manage situations in any business with tenacity. I wish him luck for future endeavors."

— **Anil Kshatriya**, taught Animesh at Symbiosis Institute of Business Management

"Animesh is very sincere and professional in his approach. He has a thorough understanding of his subject matter and analyses the situations well. He is responsible and can be relied for the given task. His enthusiasm and urge to learn is appreciable. I am sure that he will do really well. Best wishes for his future endeavors."

— **Sapan Shrimal**, taught Animesh at Symbiosis Institute of Business Management

[Contact Animesh on LinkedIn](#)