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| **First Name of Application CV No 1653666**  Whatsapp Mobile: +971504753686  New_logo.gif  To get contact details of this candidate Purchase our CV Database Access on this link.  <http://www.gulfjobseeker.com/employer/services/buycvdatabase.php> | **Senior HR Management Professional**  ***Strategic and results-driven senior business executive with over 23 years of comprehensive HR experience across Asia, USA & UAE region, steering organizational profitability through people development and HR excellence***  ***Accomplished expertise in delivering innovative solutions that transform corporate goals into profitable reality, build effective HR Strategic & Operations systems and manage rapid & sustained business growth***  ***Highly effective Organization Developer, Business Leader, HR & Strategy Consultant and Entrepreneur, who empowers employees & organizations to maximize their potential*** |
| **EXPERTISE IN**   * HR Strategic & Business Planning * HR Operations * Employee Relations / Engagement * Organizational Development * HR Process, Policies Design * Mergers & Acquisitions * Change Management * Talent Acquisition / Management * HR Shared Services * Cost Analysis & Budgetary Control * HR Audits & Inspections * HR Project Management * Performance Management * Team Building & Leadership   **ACADEMICS**   * PhD – Business Management, Stanford University, USA * MBA – Human Resources, IBM, India * MBA – Project Management, IBM, India   **PROFESSIONAL CERTIFICATIONS**   * Certified GPHR (Global Professional in Human Resources) * Certified HRMP (Human Resource Management Professional) * Certified SHRM-SCP (Senior Certified Professional in HR) * Licensed Aviation Management Professional (AvMP)   **PROFESSIONAL AFFILIATIONS**   * Fellow – Institute of Leadership & Management, UK * Mentor – Cherie Blair Foundation for Women Entrepreneurs, UK * SHRM Authorized HR Trainer * Member – SHRM * Member – CIPD | **COMPETENCY MATRIX**   * Extensive global experience in various leadership roles in Human Capital Management & Corporate Governance across diverse sectors - Aviation, Oil & Gas, Construction, Manufacturing & Freight * Outstanding Organization Designer & Strategy Architect, identifying business potentials & developing executable strategies linked to tangible outcomes. Motivate teams to exceed the corporate objectives; skilled in managing & implementing complex cross-functional HR strategic initiatives, unique to the needs of business * Credible activist, HR advocate who epitomizes the role & importance of HR in the organization, delivering business results & implementing best management practices * Proactive change manager, operational executor & business ally with expertise in managing the transformation seamlessly and driving change initiatives targeted at strategic growth * Skilled in managing complete recruitment life-cycle for sourcing the best talent from diverse sources; focused on creating in employee environment encouraging learning & promoting the increased productivity that results in value-added customer service * Proficient in building training programs for developing top-performing teams; skilled in developing & implementing compensation & benefits programs that provide strong ROI * Visionary & decisive leader, noted for sound, practical management style, with excellent organization, communication, presentation & interpersonal skills; skilled in coaching, consulting and influencing positive decision making at all levels of organizational hierarchy   **SPECIAL MENTION**   * President of India ‘Sword of Honour’ for Best All Round Officer in CG Aviation, Ministry of Defence * Director General Commendation for Meritorious Service * Commander-in-Chief Commendation for Gallantry * Meritorious Service Medals * Best Programmer of the Year Award, Aptech India * National Cadet Corp (NCC), B & C certificates (Army Wing) * National Level awards for Oratory, Quizzing, Drawing & Painting, Athletics * Qualified in Para Motoring & Para Gliding |

**WORK EXPERIENCE**



**Principal Consultant**

Jun 2015 - till date

**Clique HRM, Dubai, UAE**

***Responsibility Outline: Business Leadership ~ HR Consulting ~ Strategic Planning – Product Marketing & management - Organizational Development ~ HR Management ~ Merger & Acquisitions - Service Delivery ~ Policies, Processes & Procedures ~ Training & Development ~ Resource Management ~ Stakeholder Management ~ Budget Control ~ Corporate Strategy***

**Company Profile:**

* Clique HR Consultancy under the brand name Clique HRM® is the first ever HR Hyper Shoppe of the Middle East aimed to serve as a one-stop destination for all the HR requirements of organizations and individuals. The company has five major divisions – HR Consulting, Training, Outsourcing, HR Software & Manpower Solutions, across two branches in Dubai, UAE. Within a short span of its existence the company has already a strong clientele from the private as well as public sector. Clique HRM® has the largest network of professionals, trainers, consultants and associates across GCC and Asia. The company plans its expansion into the GCC in 2016 backed by its current exponential growth.

**Vice President – HR & Strategy**

Jan 2013 – Jun 2015

**DOIL Group, HFZ, Sharjah, UAE**

***Responsibility Outline: Organization Development ~ Corporate Strategy ~ Employee Relations ~ HR Operations ~ Compensation & Benefits ~ Talent Management ~ Performance Management ~ Organizational Restructuring ~ Change Management ~ Policies & Process Design ~ Mergers & Acquisitions ~ Shared Services***

**Company Profile**: HFZ DOIL Group, flagship company Dragon Offshore Industries, established in 1986 is a ISO 9001:2008, ISO 14001:2004 & OHSAS 18001:2007 certified, multi-billion-dollar entity comprising of 11 companies with diversified businesses in Construction, Manufacturing, Oil and Gas, Energy Services, Cargo Shipping, Ship Repairs etc. The Group has a combined workforce of over 8100 located in the Middle East and Asian region with head offices at Dubai & Sharjah, UAE.

**Highlights:**

* Planned, conceived, executed and implemented a comprehensive project of rolling out OD initiatives in 4 different phases encompassing in-depth gap analysis, overhaul of the organization structure, strategic interventions in processes, procedures, cross-functional effectiveness and operations with a view to enhance productivity & profits. Effectively managed the change with seamless integration to new processes. Business turnover enhanced by 170% in next fiscal year.
* Established Shared Services system for the group in HR, Supply Chain, Finance & IT thereby reducing redundancy, optimizing resources and resulting tangible savings of over USD 393, 000 per annum.
* Set a new Vision for the company and implemented measures to ensure actions in line with the defined goals. Included changes in top management and realignment of various departments, focussing at better cross-functional coordination and internal customer relations.
* Undertook complete Job Gradation of the parent company comprising over 1100 employees. This involved a comprehensive exercise of Job Evaluation and Job Analysis, review of Job Descriptions and subsequently branched out to Job Fitment.
* Undertook periodic change management assessments and succeeded in maintaining the overall efficiency during strategy implementation process
* Revamped the existing Performance Management system into a more effective and focussed Performance & Competency Management & System. Introduced PRP & enhanced accountability of Line Managers, revised the competencies in Performance Appraisal tailor made for major departments and more specific to the job. Initiated and implemented measures to enhance the motivation levels of employees and also ESAT levels.
* Designed a new Total Rewards policy catering to the renewed requirements of offshore and onshore employees, aimed at employee motivation, attraction & retention. Introduced new fixed and variable pay components.
* Restructured Comp & Ben components and neutralised various anomalies in salaries, and the combined effect on overtime & EOSB resulted in a combined saving of USD 139, 100 and a recurrent saving of USD 87600 per annum. Resolved 161 cases of conflict and anomalies in this process and homogenised the system across all divisions.
* Redesigned the employee Air Travel ticketing procedures and vendor management thereby saving over USD 300, 000 per annum
* Formulated HR policies for Business Travel, Time Off in Lieu, Festival Leave, Pilgrimage Leave, Corrective & Disciplinary Action, and Vehicle Management Procedures.
* Recruited 738 employees including 56 mid, senior and top management level staff in a short span of 11 months. Reduced the lead time for mobilization from 90 days to 45 days and neutralised critical manpower shortage for various ongoing and upcoming projects.
* Reduced absenteeism due to sickness from 19 % to less than 5 % by various measures of Employee Engagement
* Spearheaded the acquisition of 3 major labour camps, building for corporate head office, establishment of infrastructure & office space, expansion of company transport fleet and specialist vehicles. Established SOPs for effective maintenance and supervision of these assets.
* Formalised fresh contracts for Employee Medical Insurance, Group Life Insurance, CGLIA and also fleet maintenance. Effective negotiation with the vendors led to inclusion of many benefit factors for the employees and organization.
* Initiated the Asset Evaluation of the company and its subsidiaries with a view to ascertain and validate balance sheets and net worth of the company.
* As a Core Team member of ERP Microsoft Dynamics AX implementation, was responsible for driving the project from start, monitor and expedite milestones, and resolve all related issues at various stages on a daily / weekly basis resulting in minimal post-contractual expenditure of cost & effort.

**Regional Head – HR**

Apr 2004 – Nov 2012

**CG Aviation, Govt of India**

*at India, USA & Singapore*

***Responsibility Outline: HR Strategy Planning ~ Human Capital Development ~ Compensation & Benefits ~ Service Delivery ~ Communication Management ~ Talent Acquisition & Retention ~ Regional Re-structuring ~ Competency Development ~ Budget Performance***

**Highlights:**

* Functioned as co-opted representative for Sixth Pay Commission, constituted by the Government of India involved in formulating recommendations on compensation & benefits packages, manpower Planning & demand forecasts, pay scales & promotion mandates, prospective development plans & HR policy package designs across various projects
* Managed $2 Billion expansion project encompassing human resources, finance, infra-structure, materials and maintenance functions
* Worked on “Change Readiness” Assessments, Project Management; designed implementation strategies and tactics
* Successfully managed annual budget of $125 Billion by optimizing utilization under various heads across all verticals
* Recipient of Best Aviation Unit Award for two consecutive years in 2007 & 2008 as head of HR & operations
* Presented various papers at National level forums on CRM, CFIT, Flight Safety & HR aspects
* Implemented 4 time-sensitive, complex strategic development projects encompassing Human Capital Management, Leadership, Learning, Communications, Management of Change and Risk Management in coordination with 11 government ministries and agencies in India
* Spearheaded team efforts in designing two organizational restructuring projects for the region leading to re-evaluation of manpower requirements and organization mandates
* Involved in conceptualization, design & development of comprehensive strategy/ implementation plan aligned to Perspective Development Plan encompassing 15 years
* Set up Board Balanced Scorecard for enhancing effectiveness of board governance, launched standing and ad hoc committees
* Defined individual member roles, implemented coaching & mentoring advisory services for enhancing corporate relationships and organizational performance

**Deputy Head - HR / Member – Recruitment Board**

May 2001 – Mar 2004

**CG Aviation, Govt of India,**

*at India, Malaysia, Philippines*

***Responsibility Outline: Strategic Planning ~ HR Operations ~ Recruitment & Selection ~ Policy Formulation ~ Employee Engagement ~ Employee Welfare & Training***

**Highlights:**

* Successfully developed policies for recruitment of approximately 1100 personnel annually in various areas of specialization after thorough analysis of need vs viability
* Efficiently managed recruitment & selection process including screening, short-listing, administration of required tests and interview of successful candidates
* Collaborated with external & internal teams in ensuring consistent supply of competent staff to fill jobs at senior management level and other positions across the business
* Optimized recruitment costs and maintained budget by direct sourcing of potential candidates

**Assistant Head – HR & Operations**

Jan 1997 – Apr 2001

**CG Aviation, Govt of India**

*at India / Philippines / Malaysia*

***Responsibility Outline: Strategic Governance ~ Human Capital Performance ~ Recruitment ~ Public Relations ~ Employee Relations ~ Employee Welfare & Training***

**Highlights:**

* Enhanced operational efficiency from 64% to 87% by evaluating functioning procedures, strategizing manpower deployment, refreshing competency map
* Functioned as nodal point of contact for contracts, vendor management, agencies interaction, grievance & dispute redressing, labor management & union engagement
* Managed activities related to strategic governance, human capital performance, recruitment, public relations, employee welfare & training for 900+ employees
* Set up Standard Operating Procedures (SOP) & Standing Orders, guidelines for various units for accomplishing business & operational targets
* Defined/ implemented policies for recruitment encompassing 1100 personnel across various areas of specialization
* Implemented training & development strategy based on identified competency gaps in the multicultural workforce

**EARLIER EXPERIENCE**



**Employment Officer**

Mar 1993 – Dec 1996

**Ministry of Employment & Training, Govt. of India**

**MORE CERTIFICATIONS**



* Leadership Strategy Execution – Stanford
* Mastering Project Portfolios – Stanford University
* Converting Strategy into Action - Stanford
* Certificate in Lean Six Sigma Green Belt
* Logistics & Supply Chain Management
* Certificate in Corporate Governance
* Certificate in Operations Management
* Flight Safety & Aviation Psychology Course
* Certificate in Airport Management - IATA
* Airline Revenue Management – Stanford
* First Aid & Emergency
* Fire Fighting & Rescue
* Workplace Safety
* CIPD – Level 7 (Completion Dec 2016)

**PERSONAL DETAILS**



* **Date of Birth** : 16th March 1973
* **Languages Known** : English, Hindi, Arabic, Tamil, Malayalam, Kannada, Punjabi
* **Nationality** : Indian
* **Interests** : Flying, Photography, Travel, Wildlife, Conservation