**AMARESH**

**HR Professional with rich experience in Human Resource Management (HRM), Administration, Statutory Compliance, Industrial Relation (IR), Organizational Development(OD) and Rehabilitation & Resettlement(R&R)**

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**AMARESH.335553@2freemail.com**

**An accomplished and energetic Senior Human Resource Executive demonstrated expertise in leadership and in providing innovative human capital management solutions; including strategic planning, policy and procedure administration, recruiting and hiring practices, personal development, retention approaches, legal compliance structures, managerial support, negotiations, and conflict**

**ǁ Profile Summary ǁǁǁǁǁǁ**

* **High-impact HR** professional with dynamic **expertise in Human Resources Management and Strategic Business Operations** with key focus on profitability, administrative functions & optimal utilization of resources
* Strategy architect credited with implementation of innovative path-breaking strategic HR initiatives to streamline processes & capitalize on organizational growth opportunities
* Outstandingly skilled in steering the end-to-end HR processes at different levels in a matrix structure and ensuring risk compliance for the business across India or international locations encompassing people management, industrial relations, talent management, productivity, spans of control, succession planning, competency mapping, capability building and implemention of cost control measures
* Proficient in streamlining process encompassing employee engagement & retention, reward & compensation, OD interventions, corporate policy, change management, performance management and ISO implementation
* Excellent track record of driving initiatives on continuous workforce development, integrating workforce development with process improvement and establishing a culture of excellence
* Vision-oriented leader with capability to formulate new systems & policies and turn them into life and action within the organization; changing culture through talent management is one of the key strengths
* Provided strategic & operational leadership in driving large workforce and confidently contributing to the strategic HR agenda by crafting robust performance management frameworks and driving culture change

**ǁ Core Competencies ǁǁǁǁǁǁ**

~ Strategic Human Resource Planning & Management

~ High performing Talent Acquisition & Management

~ Learning Development & Facilitation

~ Change Management & Reengineering

~ Succession Planning & Development

~ Productivity and incentive Programs

~ Employee Relations, Diversity & Inclusion

~ Compensation & benefits design/Administration

~ Performance & Rewards management

~ Industrial Relations

~ Materials Management

~ Logistics & Fleet Operations

**ǁ Work Experience ǁǁǁǁǁǁ**

**Since Jan’08 with (Confidential), Dubai UAE as Senior Human Resources Business Partner**

**Apr’06 – Jan’08 with SMHPCL under consortium of PFC as lead, HUDCO & REC, Indore, Madhya Pradesh as General Manager-HR & Rehabilitation and Resettlement**

**Oct’04 – Apr’06 with JayPee Group, J&K as Asst. General Manager (Administration & Security), (Baglihar Hydro Electric Project, 900 MW)**

**Jun84 – Oct 04 With Indian Army took premature retirement in the rank of Lt Colonel**

**With the Present Company**

**Key Result Areas:**

* Designing and implementing a holistic HR strategy to meet short-term & long term business challenges with focus on the key areas such as talent & leadership, culture & values, engagement & connect, supervisory capability, productivity & cost
* Inculcate corporate values identified by senior leadership that transformed a passive workforce into a performance based workforce that produced more revenues for the company and more income for themselves
* Implemented a high potential development feedback system that showcased talent to senior leadership that ensured these leaders were promotion ready within 18 months
* Redesigned HR global recruiting model and strategy which improved the quality of candidates and substantial savings in the first year of implementation. Also created recruiting model and talent pipeline that increased position time to fill by 30 days
* Customized career progression and manager” Fast Track” programs that developed our management team and increased company over all talent pool by 25%
* Developed an HR Scorecard that enabled management to effectively monitor all human capital business metrics and make the appropriate adjustments that resulted in reducing average hourly agent expenses by over 20%
* Rightsizing of employees to maintain profitability and continue to generate double digit growth to balance Revenue vs Manpower cost

**Highlights:**

* Led HR functions for three Verticals i.e. MEP, Power, Civil Construction operating in 22 countries and having 37,000 employees
* Managed a Team of 130 HR and administration professionals to cultivate unified, values based culture and brand globally
* Devised staffing and human resources practices that allowed to achieve an average 9% revenue growth from 2008 till 2011 with 30% manpower cost reduction, yielding improved revenues per location/employee
* Instituted and facilitated a 360 degree feedback session for each senior leader which involved subordinates and manager level feedback to create executable development plans
* Conducted company skills gap analysis and individualized development plans for all positions
* Spearheaded new web based performance management system resulting in a 40% increase in management usage
* Developed comprehensive on boarding passport program and retention management training that reduced turnover by nearly 30% in key positions
* Acquired & mobilized resources for mega projects in Delhi International Airport (DIAL), Burj Khalifa- Dubai, Dubai Metro, Concourse 3- Dubai, Cleveland Clinic- Abu Dhabi, Gasco Project- Abu Dhabi, KAFD- KSA, Hilton Project- KSA, Lusail Stadium- Doha, Dohaland- Doha in a constrained timeframe
* Executed project along with consultants for organizational restructuring, cost reduction and risk mitigation i.e. Mckinsey, AT Kearney and Ernst & Young across Operating Companies/Regions
* Executed HR policy, PMS and other strategic HR initiatives in coordination with Hay Group and Aon Hewitt
* Conceptualized & effectuated small team concept across Operating Companies to extract maximum productivity from the group based on local productivity norms
* Developed productivity based incentive scheme; evaluated organizational structure, right sizing, adjustment of spans of control and functional alignment
* Pivotal in the implementation of SAP, web based performance management system, time & attendance system, automation of payroll process including reengineering volume recruitment and visa processes
* Participated in the HR taskforce that developed a human resources call center to support 12,000 employees. This was the first shared services for staff on HR inquires, benefits and payroll
* Earn through Savings initiative – Achieved minimum 10% savings for all offices every Year from 2010-2013 through effective control and monitoring mechanism
* Essayed an integral role in the administration of 22 Camps during peak business in a Global environment housing approximately 14,000 workers

**ǁ Previous Experience ǁǁǁǁǁǁ**

**Apr’2006 – Jan’2008 with SMHPCL, Mandleshwar, Madhya Pradesh as General Manager (HR & RR)**

**Key Result Areas:**

* Amended HR policies & procedures; defined job descriptions; interfaced with the HODs of other department on issues related to organizational design, job analysis and evaluation
* Played a significant role in structuring & revising entire grading and salary / benefits structure by identifying market / competitive practices through a survey to bring about uniformity & consistency

**Significant Accomplishments/Highlights:**

* Driven exclusive efforts in reducing the attrition rate from 20% to 4% by undertaking employee engagement and retention programs
* Appreciated for managing land acquisition for the hydro project in Madhya Pradesh (India) consisting of approximately 5000 acres of agricultural land as per the provisions of the Land Acquisition Act through the govt. administration and through direct consent of farmers
* Pivotal in conduct of resettlement of households and property of 61 project affected villages of M.P., India and rehabilitation of 10,000 project affected persons in M.P, India
* Initiated to set-up 22 new rehabilitation sites with all essential amenities as part of R&R policy in Madhya Pradesh, India
* Resettlement of households & property of 61 project affected villages in resettlement of households & property of 61 project affected villages (MP) and 10,000 project affected persons (MP)
* Formulated Rehabilitation & Resettlement budget & got it approved from Ministry of Environment & Forests, India & State Administration
* Conceptualized excellent CSR and HR SOP & Policy as per government norms
* Looked after media and discharged various functions to check & control anti project activists / organizations

**At JayPee Group (Jai Prakash Associates), Baglihar Hydro Electric Project, J&K (India) from Oct’2004-Apr’2006 as Asst. General Manager (Administration & Security)**

**Key Result Areas:**

* Interfaced & negotiated with trade union leaders, assisted in conciliation proceedings and conducted domestic enquiries including issues related to Industrial Tribunal and Labour Courts

**Significant Accomplishments/Highlights:**

* Established comprehensive employee conflict resolution processes which resulted in reducing management/employee relation issues by over 50% by institution of Employee Relations and Grievance redressal cell
* Management of large staff & technicians messing/catering facility
* Discharged all activities related to scrap management and disposal
* Managed efficiently logistics & Fleet Operations, Repairs & Maintenance and POL consumption to achieve sizeable cost savings
* Handled Statutory and Legal compliance for the Project

**Indian Army -India & Overseas from Jun’1984 – Oct’2004 Took premature retirement in the rank of Lt Colonel**

**Growth Path / Deputation:**

**Mar’97- Dec’99: Instructor at the Officers Training Academy, Chennai**

**Nov’93- Jan’95: Military Staff Officer to the Under Secretary General (USG) at United Nations, North Africa**

**May’93- Oct’93: Staff Officer at the Army H. Q., New Delhi**

**May’91-May’93: Aide - de- camp to General Officer Commanding, Meerut**

**Key Result Areas:**

**Highlights/ Significant Accomplishments:**

* Acknowledged with **UN Commendation Award** in 1994 by the Force Commander General Abu Samah (Chief of the Army Staff, Malaysia) for UN efforts in North Africa
* Received **Citation and Appreciation of United Nations** – UNOSON – II, North Africa by Admiral (Retd.) Jonathan Howe (USA) Special Representative of the Secretary General - UN Mission for Somalia in 1994
* Army Training Command Commendation by General Officer Commanding–in–Chief, Army Training Command
* As an Instructor, imparted training to 2000 Cadets / Lady Cadets at Pre-Commission National Academy for President’s commission as an Officer in the Indian Army.
* Trained Bhutan Army while on foreign deputation to Bhutan while serving with the Indian Army
* Interacted with all Foreign Embassies and  Ministries in Delhi for competent functioning of the Service Directorate at the Army HQ, New Delhi
* Pivotal in the induction of 7000 Troops to UN Missions in North Africa
* Successfully managed flood relief and maintenance of internal security of the country
* Handled Electronic & Print Media / Press briefings during tenure with United Nations

**ǁ IT Skills ǁǁǁǁǁǁ**

* MS Office (Word, Excel, PowerPoint)
* Internet Applications

**ǁ Education ǁǁǁǁǁǁ**

1979 Higher Secondary from Sainik School Tilaiya, Jharkhand, (India)

1983 Bachelor of Humanities from National Defense Academy, Jawaharlal Nehru University, Delhi (India)

2007 MBA HRM from Bundelkhand University (India)

**ǁ Other Courses ǁǁǁǁǁǁ**

2015 Job Description Writing from Aon Hewitt Middle East (UAE)

2013 Performance Management Framework from HaysGroup (UAE)

2012 Competency based Interviewing technique by Daksada Management Consultancy (UAE)

2004 Financial Management & Audit Sensitization from International Centre for Information Systems & Audit under CAG, New Delhi (India)

2001 Operations & Logistics from Army War College, MHOW, Madhya Pradesh (India)

2000 Leadership & Man Management from Army War College, MHOW, Madhya Pradesh (India)

1995 Junior Command from Army War College, MHOW, Madhya Pradesh (India)

1990 Air Transportation from Air Transport Support School, Agra, Uttar Pradesh (India)

1989 Materials Management from College of Materials Management, Jabalpur, Madhya Pradesh (India)

1984 Young Officers & Commando Course from Belgaum, Karnataka (India)

**ǁ Certifications ǁǁǁǁǁǁ**

* HOGAN (International authority on personality and assessment) Certificate of Professional Development by Mentis Consulting Ltd., Dubai in 2011
* Strategic Human Resource Management from National University of Singapore, Singapore in 2011

**ǁ Extracurricular Activities ǁǁǁǁǁǁ**

* Skiing & Mountaineering
* River Rafting

**ǁ Training ǁǁǁǁǁǁ**

* Hewitt training for Job Evaluation using certified job link by Aon Hewitt Middle East in 2015

**ǁ Personal Details ǁǁǁǁǁǁ**

**Date of Birth:** 9th September 1963

**Languages Known:** English, Hindi and Burmese

**Visa Details:** Residence Visa in Dubai (UAE) till Oct 2018