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| **Profile****of****Krishna** **Krishna.357097@2freemail.com** |

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| **Career Objective** |

Aspiring that therole drives and supports the achievement of business objectives and contribute to the ongoing development of business performance by ensuring attracting, managing, developing and retaining employees who are engaged and motivated to achieve strategic objectives.

Being responsible for the strategic planning of the HR function in ensuring successful and inspiring People Leadership in the organization.

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|  **Career Profile** |

* A successful human resources management professional, with almost 20 years of progressive management experience in India and the UAE with Multinational organisations and leading local groups.
* In every organisation employed this far, achievements and potential have always been rewarded with appreciation thereby rewarded with roles to positions of greater strategic involvement and responsibility.
* Able to work independently and as a part of a team, with the competance to anticipate,think and work through challenges.
* At ease in high stress,fast paced,result oriented environments with emerging and multiple responsibilities.
* Works with integrity,mutual respect and inovation to deliver sustainable competitive advantage through people.
* Has a cheerful ‘ can - do attitude with a strong commitment to excellance and ethics.

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| **Career Exposure** |

* Resourcing and Talent Management
* Competence Development
* Reward (compensation, incentives, recognition and benefits)
* Performance Management
* Organizational Development
* Workplace Equality
* Employee Health, Safety and Wellbeing
* HR Administration
* Human Resource Information Systems
* Employee Communication Employment/Industrial/Labor relations

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| **Training and certifications** |

* 360 feedback
* Psychomatric testing
* HR tools, SAP HR
* IMD,Laussane on Leadership

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| **Personal Profile** |

* **M**asters in Personnel Management from **Symbiosis Institute of Business Management**, India, Poona 1988 –1990.
* **D**ate of Birth : April 14th 1966
* **M**arried with a son and daughter

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| **Work Profile** |

* **(I)Varkey Group from March 2013 as the Head - Human Resources until date.**

As the of Human resources, of the Varkey Group, I lead the platform for enabling businesses with cost-effective strategies, culture building, leadership effectiveness, driving people growth with a clear vision, capability development and high engagement levels across the group.

Management team member driving HR Strategy & Vision, Leadership building, Performance & Rewards, Group Talent & Org effectiveness, Talent acquisition, People engagement and Business value creation through people. This Management role guides the HR functions across the construction, facilities management and trading division for 3000+ employees.

### **Job Profile and responsibilities**

* + HR Strategies in line with business strategy.
	+ Guide and lead HR team regionally and multi unit management.
	+ Drive performance management intitaives
	+ Manage and oversee OD,Talent mangement, Training and routine H R activities.
	+ Liaise with functional or operational management to develop and implement human resource strategies that are appropriate for their business needs and consistent with the organization’s overall human resource strategy.
	+ Employee relation initiatives.
	+ Ensuring compliance to all federal compliance programmes.
* **Business Sabbatical until March 2013**
* **(II) KONE Middle East (A Finnish multinational) from November 14th 2005 until May 2012, as the “Director - Human Resources, Training & Safety - Middle East.”**

**T**his management position heading HR, Training and Safety is responsible for the strategic and operational management of human resources across the Middle East reporting to the Middle East Managing Director. It has staff strength of over 1000 people, across 20 cross cultural background and diversified operational background. The company is the second largest vertical transportation organizations.

The single authorised reference point for all issues in the Middle East,(2000 employees) I.e 1000 employees in UAE, 300 in Qatar and 600 in Saudi Arabia.Since November 2005 responsible for the Human Resources Department.

### **Job Profile and responsibilities**

* + HR Strategies in line with organisational business strategy.
	+ Guide and lead HR team regionally.
	+ Drive change mangement activities across the middle east.
	+ Manage and oversee OD,Talent mangement, Training and routine H R activities.
	+ Successfully develop, evaluate, implement and maintain some or all of the following global HR policies, processes and practices to create an engaged and motivated workforce who achieve KONE’s business, quality, safety and environmental objectives.
	+ Liaise with functional or operational management to develop and implement human resource strategies that are appropriate for their business needs and consistent with the organization’s overall human resource strategy.
	+ Worked on major HR tools like SAP HR, Peopleclick recruitment tool, 360 reviews, Psychometric testing, Compensation surveys, developmental programmes and change management.
* **(III) WS ATKINS & partners (A UK multinational) from May 2004 till November 12th 2005, as the “Human Resources Manager.”**

**T**his Management position is responsible for the strategic and operational management of human resources in the company across the Middle East. It reports to the Middle East Board. It has staff strength of over 700 people, across 24 nationalities of which majority are management staff. The company is one of the largest consultant and construction/project managers in the world.

### **Job Profile and responsibilities**

* + The single authorised reference point for all issues in the UAE, for 500 employees.Since May 2004 responsible for transformingthe erstwhile Administration department of the all offices in the region, into a Human Resources Department.
	+ Conducted in depth review of organisational human resources requirement in line with organisational business strategy and hiring requirenents in consultations with the corporate office in UK.
	+ Sucessfully established recruitments at all levels and led the design,configuration, implementation of training module.
	+ Cordinated and designed a performance mangement review system being now being implemented.
	+ With the Senior mangement sucessfully designed amd implemeted a Training Plan now being formalised.
	+ Supervising day to day HR functions.

 **Achievements:**

* Selected to lead the configuration and implementation of the ‘career and succession planning’.
* Selected to implement the Global recruitment system in UK
* Selected to implement the Assessment Centre’s, development centers and structured interviews.
* Recommended for a significant performance based salary review effective April 2005.
* Implemented the HRIS,Core team member of ISO certification
* **(IV) Al Shirawi Group, UAE, September 1993 till March 31st 2004 as the “Group**

 **Human Resources Manager”.**

This Management position is responsible for the strategic and operational management of human resources in the company across the Company. One of the most diversified Business House – Dubai (STO 800 million, 21 diversified business operation, 3000 employees). The company is one of the largest manufacturing, retail, automobile, construction, engineering, trading, marketing, and distribution, contracting and service conglomerates in the region.

**Job profile and responsibilities:**

* + Manpower Planning-Based on an annual business plan, a manpower plan is decided an implemented.
	+ Recruitment and Induction: All recruitment pertaining to the group is handled at the corporate level. Recruitments are done at a Global level. All technical positions are carried out using trade tests. Traveled extensively through out Asia and Middle East.
	+ Formulation and administration of HR strategies: All units based on their line of operations and business venture. Thus each unit follows strict HR guidelines, planned and monitored at the corporate level.
	+ Performance Appraisal System: All employees are appraised each year, through a devised appraisal format. The appraisals are separate for workers, staff and senior levels.
	+ Training & Development: After the annual appraisals training needs are identified and need based training is imparted to the employee. All employees are monitored and assessed periodically, after the training programme.
	+ Employee Welfare: As part of my role welfare of employees plays an integral part of daily activities. Attending grievances of employees and providing redressal plays a crucial role.
	+ Personnel & Administration: All routine personnel and administration matters.

 **Achievements:**

* Handled recruitment of more than 2500 employees, at various levels including senior management levels. I have traveled extensively throughout Asia for recruitments.
* Designed and implemented all policies, HRIS and procedures pertaining to Human Resources.
* Established effective Performance management and Incentive system.
* Streamlined operations, for setting up ISO 9000 for companies within the Group.
* Developed a framework for carrying out compensation and benefit Management at all levels.
* Developed company Brochures, Web Sites and contributed as a team member for promotion of the organization.
* **(V) India from June 1990 till August 1993 as Human Resources Executive ”. Forbes & Forbes and Lupin Labs.**

**Job profile and Responsibilities:**

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| * + Handling the complete western region in terms of all personnel and administration function.
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| * + Recruitment and Induction
	+ Wage and salary administration
	+ Performance through people. Self-Managed development.
 | * + Manpower planning
	+ Performance appraisals.
	+ Developing leadership skills. Being trained on Psychometric testing by BPA.
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