ASOKAN

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HUMAN RESOURCES PROFESSIONAL

Start-ups | Acquisitions | Turnarounds | High-Growth Organizations

Positioning HR as a Business Partner for Excellence

Strategic and innovative HR Executive who translates business vision into HR initiatives that improve performance, profitability, growth, and employee engagement. Empowering leader who supports companies and top executives with a unique perspective and appreciation that human capital is every organization’s greatest asset. Genuine influencer who thrives on tough challenges and translates visions and strategies into actionable, value-added goals.

Signature HR Expertise

HR Best Practices Employee Relations & Diversity

Talent Acquisition Staff Coaching & Mentoring

HR Strategy

Organizational Development Employee Performance Improvement Leadership Development

HR Policy, Process & Systems Design

Talent Management

Change Management ​

Workforce Planning & Development

M&A Strategies & Due Diligence Organization-Wide Consensus Building

HR Transformation

Disciplined and flexible problem-solving approach that balances business goals with employee needs.

PROFESSIONAL EXPERIENCE (19 Years)

SELF-EMPLOYED | Freelancing | Dubai, United Arab Emirates | HR & OD Consulting​​​ Sep 2016 – till date

Scope: Advisory on strategic HR that includes Organization Design & Development, HR Start-up Consulting (Turnkey/Advisory), HR Outsourcing (HRO - Services), HR Shared Services, HRMS Product evaluation and implementation support (functional), PMS, Recruitment, Compensation & Rewards, Benchmarking and Feasibility Studies, Process Reengineering and Organizational Change Management. Responsibility includes preparation of approaches and frameworks, Business Development, Sales and Presales.

Short term assignments:

- HRMS Product Evaluation v/s internal HR processes for a financial services company at Dubai.

- HR Dipstick study (process/systems maturity) for a software organization at Bangalore.

LCC – TECH MAHINDRA CO. | VA, USA | UAE & SAUDI ARABIA | Telecommunications & Technology Consulting​ 2010 – Jun 2016 Regional Director – Human Resources (Regional Head, MEA & APAC)

Recruited to direct HR for Saudi Arabia, expanded to Middle East, APAC and newly launched international operations at North Africa. Partnered with other directors and senior executives to develop new business initiatives, foster employee engagement, and mobilize talent. Managed $125K budget.

•HR Organization Leadership: Most senior HR executive in MENA, directing 22 HR professionals in staffing, recruitment, benefits, executive compensation, training, leadership development, succession planning, HRIS, and regulatory compliance. Heavy emphasis on leading MEA & APAC through rapid HR change and transformation programs.

•HR Launch: Created HR organization with legal and statutory foothold – recruitment, staffing, onboarding, training – for both expatriates and local national hires in Saudi Arabia, UAE, Oman, Qatar, India, Pakistan, Egypt, Morocco, Algeria, Kuwait and Ethiopia.

•Organization Transformation: Enabled operational change essential to a $2M reduction in HR costs. Helped to facilitate redesign of core business operations, including 2 loss making project closures, 1 fast-track expansion. Implemented a Cloud based HR Management System, ISO 9001:2008 and OHSAS 18001 certifications.

•M&A Due Diligence and HR Integration: Contributed to senior-level M&A decisions, supporting initial analysis through due diligence and subsequent integration. Enabled business growth by assessing HR cultural compatibility and talent impacts. Streamlined integration of Tech Mahindra processes with LCC. Ensured strategic alignment of HR with new business objectives and minimized business interruptions through execution of workforce integration plans.

WIPRO LTD. – CONSULTING | India, Saudi Arabia, Ethiopia | Management Consulting & Information Technology​ 2007 – Dec 2010 Consulting Manager / Practice Lead – Human Resources Advisory

Established/managed HR Advisory practice by growing consulting market for Wipro in India, Middle East & APAC and contributed to Wipro’s larger growth agenda through HCM Consulting Practice and People Management. Responsible for HR/HCM and OD Program Management, Project Delivery across the region including Regional P&L Management

•Practice & People Management / Solution Process Assets: Identified potential opportunities, defined L1-3 approach notes and prepared customer centric proposals/solutions. Developed methodology and toolkit for HR Transformation, OCM, and HR Shared Services along with awareness creation and market strategy formulation. Achieved quarterly and cumulative annual goals on OB, Revenue, OM and CSAT. Helped team in skills enhancement, optimized FTE securing 90% utilization

•HR Advisory Project Delivery:

• HR, OD and OCM Consulting at National Guard Health Affairs, King Abdulaziz Medical City, Riyadh, Saudi Arabia

• HR Shared Services Implementation at Bharti Airtel, India

• Assessment of HR Processes at Saudi Telecom, Riyadh, Saudi Arabia

• Dipstick Survey on HR Processes at Astra Industrial Group, KSA (Pharma, Agri, Polymers, Building Service etc.)

• HR Capacity Building at Ethiopian ICT Development Authority, Addis Ababa, Ethiopia

• People CMM at Vijai Electricals, Hyderabad (India) & Thales Software, Chennai (India)

IBS Software Services | Trivandrum, INDIA | Information Technology company​ Jan 2006 – Oct 2007 Manager, Lead – Human Resources

Transformed HR into a true strategic business partner in the aftermath of an end-to-end HR restructuring. Championed HR vision while forging sustainable HR infrastructure, systems, processes, and practices. Oversaw budget and a staff of 2.

•Employee Relations: Introduced proactive employee relations and communications programs to resolve previous labor and management issues and restore the credibility and employee-centric focus of the HR organization.

•HR Operations: Consolidated HR functions previously managed by several different departments into a single consolidated organization to manage all generalist affairs. Trained and supervised 3 HR Executives & 2 HR Assistants.

•HRIS Technology: Drove transition from outdated HR systems into a fully integrated HRIS platform from Oracle. Instantly improved analysis, reporting, and planning capabilities while streamlining daily HR functions.

•Organization Transformation: Implemented PCMM® Level 5 (People Capability Maturity Model, Carnegie Melon University) – won Excellence Award

QUANTUM BSO & TECH | Bangalore, IN | Information Technology to the product development segment​ 2003 – 2006 Head – Human Resources

Supported repositioning, guiding recruitment of over 70 technical, professional, and management staff. Consolidated HR functions previously managed by several different departments into a single consolidated organization to manage all generalist affairs. Trained and supervised 3 HR Executives.

GE Global Technology Solutions | Bangalore, INDIA | Information Technology​ 1998 – 2003 Sr. HR Consultant

Hired to manage recruitment, staffing and HR Operations for the captive unit. Created staffing models and implemented hiring policies, procedures, systems, and technologies to support company’s long-term growth and expansion.

INDIAN AIR FORCE | Multiple Cities | Healthcare, Defense Service​​​​​​ 1988 – 1998

Sr. NC Officer

EDUCATION & PROFESSIONAL CREDENTIALS

MBA Degree – HRM & Operations Management – NIBM Global

Post Graduate Diploma – Human Resource Management – IGNOU

B. Com Degree – Commerce, Personnel Management & Industrial Relations – Kakatiya University

Diploma in Management (DIM) – General Management – IGNOU

Doctorate in Management (Distance learning) – Human Relations in Business Management

Society of Human Resources Management – Senior Certified Professional (SHRM-SCP) - Pursuing

Prince 2, Project Management Practitioner

PCMM® Level 5 (People Capability Maturity Model) – KPMG

Creativity, Innovation and Change – Penn State University

International Organizations Management – University De’Geneva

ISO 9001 & OHSAS 18001

Mergers & Acquisitions – M&A Ready TM, Mercer Consulting

PROFESSIONAL HR AFFILIATIONS

Member – Society of Human Resources Management (SHRM)

Member – National Human Resource Development Network