



MAHANTESH NAGATHAN

HR Professional with 14 years of rich expertise in **establishing & developing business processes** and contributing to productivity, culture & cost savings initiatives with focus on overall **employee relations, organization development, change management, business excellence, talent development and transition** in a matrix structure

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Personal Details

Date of Birth: 18th July 1981

Languages Known: English, Hindi, Kannada

Address: Bengaluru - 560076

Key Impact Areas

Strategic HR Business Partnering

Talent Management & Development

Employee Relations

Organisation Development

HR Process Transformation

Performance Management

Succession Planning

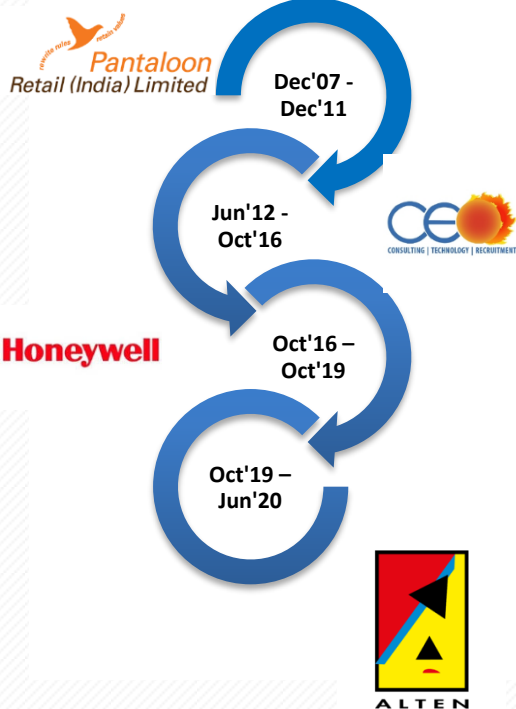
Leadership Development

Diversity & Inclusion

Profile Summary

- Designed, developed and implemented **HR initiatives & OD interventions** that include **talent acquisition** strategies, campus recruitments, employee experience & **onboarding, employee relations**, HR policy framework, **performance management**, compensation & benefits and **employee welfare**
- Partnered with senior leadership team on strategic **workforce planning, talent development** programs, **change management** initiatives, organization redesign, **mergers and acquisitions** to deliver results aligned with business
- Driven key programs **employee learning engagement, succession planning, effective communication, rewards & recognitions, career path** across industries, IT Software, Technology, Pharma, Automobile, Retail & Consulting
- Strengthened organization **capability** by building a **potential position pipeline**, promoting employee training and spearheading **individual development plan**
- Initiation and execution of employee relation initiatives via regular connects employee one on one, skip, team and leadership to achieve **95% attrition retention strategy**
- Designed & developed **PMS activities - Goal Setting, Mid-term & Annual reviews, Skip Connects**, Led Promotions, PMS Communication- Analysis & Reports to Leadership review
- Expertise in **collaborating with top management** and **engaging with leadership** presence across **APAC, US, UK, Europe & UAE** for decisions in HR framework and processes
- Led **HR Business Partner - 2+ Business Groups - 225+ Employees** with excellent motivational and **employee engagement skills** to sustain growth momentum and increase opportunities for promotion and employee well being
- Exhibited excellence in **linking business strategy to talent strategy**, identifying **talent needs**, evaluating **skill gaps**, design **hiring plan** and **developing training solutions** to bridge competence gaps

Career Timeline (Recent 4)



Education & Credentials

- **Master of Business Admin (MBA - HR)** from Atria Institute of Technology, affiliated to VTU, Bengaluru in 2006
- **Bachelor of Computer Application (BCA)** from New Horizon College, Bengaluru in 2003

IT HR ERP Skills

SAP SF (LMS), SAP HCM ECC6.0

Notable Accomplishments Across Career

- Recruited 100+ staff for all areas of operation within **90 days** in a **cost-effective** and **timely manner**
- Implemented 5 HR Transformation Projects – **New COEs, Org Design, Levels & Grades, High-Flyers, Lean and ESW**
- Designed & deployed Talent Development programs – **Hi' Pots, LEEP Model, CMS**
- Drafted HR **Policies, PMS** framework, **JD** structures, **KRAs & KPIs metrics** for operational teams
- Successfully designed & implemented **People Satisfaction Surveys** via survey monkey/open house @ 97% response rate
- Designed and rolled out **Career Path** through SBPS process for all 103 Pharma operational staff
- Industry **benchmark study** & proposed standard best practices – Medical & Term insurance, Leaves (Employee & Parents)
- Acknowledged as:
 - **STAR performer** within 6 months in Honeywell Technologies (Mid-Year Performance Review)
 - **"Outstanding"** Performance Rating during PMS cycle 2015-2016

Work Experience

Oct'19 – Jun'20 Alten India Pvt. Ltd., Bengaluru as Manager – Human Resources (HRBP and OD)

Reporting: Director – Human Resources

HR Business Partner – 2 COEs – 225 Employees strength + Global Stakeholders (APAC, USA, Europe & UK)

- Spearheaded Talent Management & Acquisition and defined talent acquisition strategy based on business plan
- Delivered HR service in line with business needs by running the day-to-day HR operations & compliance activities
- Defined policies and process; enhancing employee engagement and participated in HR relevant projects
- Partnered with line managers & address issues related to Employee Relations, Productivity, Workforce development
- Coach Leaders on HR strategy to meet short, medium & long-term business challenges with focus on Culture & Talent
- Ascertained prompt resolution of employee grievances to maintain cordial management-employee relations
- Designed the OD framework, Change Management roadmap, Value and Culture building programs
- Developed and hosted employee engagement surveys & action planning to enhance retention & recognitions
- Contributed to new PMS initiative by establishing comprehensive & involving in all phases of PMS design
- End-to-end project management related to Compensation, Statutory Compliance, Grades & Hierarchy with business teams
- Designed the guidelines for Hi-Pos identification, 360 deg feedback, Succession Plan, Talent reviews and built Career path
- Developed competency framework by driving Skill Mapping and assessment twice in a calendar year
- Identify best practices for continuously performance improvement through internal processes and external research
- Implemented LEEP model and ESW framework for identification of SMEs for critical projects & programs

Oct'16 – Oct'19 Honeywell Technology Solutions, Bengaluru as Manager – Human Resources (OD Specialist)

Reporting: Senior Director – Process & Capability Excellence (PCE)

Strategic HR Business Partner–4 SBGs–6000 Employees Strength + Global Stakeholders (APAC, USA & Czech Republic)

- Driven OCM & Talent Management objectives aligned with SBUs/COEs AOP (Annual Operating Plan)
- Identified Case for Change, designed employee satisfaction surveys & delivered Organization design & effectiveness
- Designed & deployed programs on Retention strategies, X-SBG job rotations, SMEs and Recognitions
- Delivered expertise to execute Succession Plan, Career Path, CDP and Skill Matrix across COEs
- Partnered with L&D team and driven Talent Development, Learning initiatives, University Relations and Boot Camps
- Active participation with PMS team and contributed to strategic initiatives to enhance the performance driven culture
- Measured OD performance metrics through QDCP metrics, NPI Cycle time reduction & Organic growth

Jun'12 - Oct'16 Centre for Excellence in Organization Pvt. Ltd., Bengaluru as Senior Consultant OD – Human Resource

Reporting: Project Leader – Leadership Team

Talent Development & Management – People & Culture Transformation – Global Stakeholders (APAC, Africa Market)

- Led Organization Development interventions resulting in People, Processes & Performance improvements
- Developed Change Management roadmap and driven across the organization to achieve operational excellence
- Provided Coaching to People Leaders to deploy appropriate OD interventions, HR Strategies and effectively manage change
- Designed comprehension modules on organization transformation, change management & capability development
- Deployed Talent initiatives – Learn Teach Learn, 3R Magic and STAR Caps
- Designed & driven Succession Plan and Career Path through SBPS process – Skill Based Progression System

Previous Experience

Dec'07 - Dec'11 Future Group (Pantaloon Retail India Ltd.), Bengaluru as Assistant Manager – HR (Corporate Office)

Reporting: Deputy General Manager – Human Resources

Jul'06 - Dec'07 Merittrac Services Private Limited, Bengaluru as Executive – Recruitment-Corporate Office

Reporting: Assistant Manager – Human Resources

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