

ANIRBAN DHIMAN ROY

A multi-faceted professional offering experience in HR Business Partnering, Business Process Excellence and Transitional HR; proficient in defining HR strategy consistent with business strategy and challenges and delivering sustained organizational growth in dynamic, highly competitive environment



Strategic HR Business Partner

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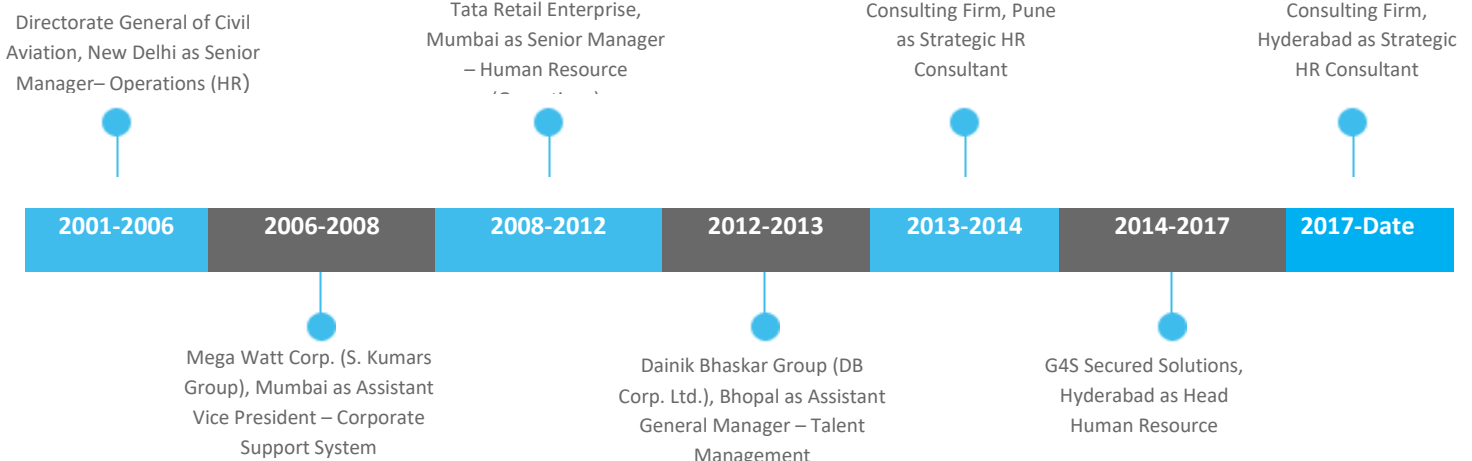
Key Skills

- HR Strategic Planning
- HR Transformation
- Industrial Relations
- Talent Acquisition & Management
- Performance Management
- Corporate Sustainability
- Change Management
- Compensation & Benefits
- Learning & Organizational Development
- Team Building & Leadership

Profile Summary

- A competent professional with close to 16 years of experience in **Strategic HR Management** and **Industrial Relations** in matrix structure with key focus on talent management, optimal utilization of resources, organization development and change management across Aviation, Retail, Manufacturing, FMCG, Media, Real Estate and Power & Energy sector
- Strategy architect credited with implementation of **innovative and cost-effective HR initiatives** to streamline processes and capitalize on organizational growth opportunities
- A creative thinker, problem solver and decision maker who balances needs of employees with the organizational strategic plan
- Union Management (India & State Level Unions), Disciplinary Proceedings & Legal Liaison (in sync with legal counsel).
- **Hold the credit of managing the business workforce of over 10000**
- Insightful exposure of leveraging **HR Tools** like MBTI, Thomas Profiling, Balanced Score Card, Business Excellence Model, Enterprise Risk Management (ERM) and Performance Dashboards for performance enhancement and competency mapping
- Comprehensive knowledge & exposure in **Strategic HR Interventions & Transformations across Nordic Nations**
- Successful in conducting **Manpower Planning, Talent Acquisition** across leadership positions with a proven track record
- Proficient in leading the **talent management, organizational development, career planning and succession planning** for improving the competence of the workforce
- Expertise in designing and applying a comprehensive **performance management, compensation and competency framework** to support the business and build engagement processes to achieve ambitious growth plans
- **IR specialist** with skills in addressing issues pertaining to Wage Settlements, Strikes, Employee Grievance, Ethical Governance, Disciplinary Conducts while maintaining healthy relations through employee connects
- Resourceful in generating analytical dashboards and MIS reports on **benchmarking, attrition, flight analysis, early warning signals** and advising the management in dealing people issues
- **Enterprising leader** with excellent communication and people management skills for leading personnel towards accomplishment of common goals

Career Timeline



Soft Skills



Communicator



Thinker



Collaborator



Innovator



Intuitive

Education

- Ph.D. (Formal and Applied Time Management) from University of New Castle, Australia in 2005
- MBA (HR) from New Delhi Institute of Management, New Delhi in 2003
- Diploma in Human Resources from Management Education and Research from Institute, University of Delhi, New Delhi in 2001
- B.Com. from G.S. College, Rani Durgawati Vishwa Vidyalyaya, Jabalpur in 1999

Entrepreneurial Experience

 Sep'13-May'14 with "Freelance Consulting Assignment", Pune as Strategic HR Consultant

 Feb'17-Till date with "Freelance Consulting Assignment", Hyderabad as Strategic HR Consultant

- Offered strategic HR consulting to the clients across Talent Management, Competency Framework, Leadership Development Initiatives, 9 Box Competency Analysis, Hi Pot Framework, Employee Engagement Scorecards and Framework & Potential Enhancement Projects

Work Experience

May'14 –Jan'17 with G4S Secured Solutions, Hyderabad as Head Human Resource

Dec'12 - Aug'13 with Dainik Bhaskar Group (DB Corp. Ltd.), Bhopal as Assistant General Manager – Talent Management

Feb'08 – Nov'12 with Tata Retail Enterprise, Mumbai as Senior Manager – Human Resource (Operations)

Feb'06 - Jan'08 with Mega Watt Corp. (S. Kumars Group) as Assistant Vice President – Corporate Support System

May'01–Jan'06 with Directorate General of Civil Aviation (Government of India), New Delhi as Senior Manager– Operations (HR)

Key Result Areas:

- Formulated **HR Framework and Initiatives** as per MOP & AOP with a focus on structure, quality, culture, values and commitment; supported long-term business goals and outcomes with a Strategic HR Framework
- Strategized and conducted **business performance / monthly & quarterly reviews**; collaborated with senior management for manpower planning, resourcing, deploying expansion, retention planning and risk mitigation aligned with business plans
- Analyzed **compensation policies, regulations and prevailing rates** for developing competitive compensation plans; led annual competitive compensation & incentive benchmarking
- Conceptualized **scorecard strategies** for leadership competency framework and personal development drafts through deployment of PMS tools and Competency Grids / Matrix in order to sync delivery with AOPs & budgeted PBITDA
- Facilitated **cordial industrial relations** by initiating settlement proceedings; managed wage settlements, charter of demands, disciplinary proceedings, termination, enquiry, investigations and so on
- Identified **HPL / KTs** through **180 & 360 degree PMS, 9 Box Talent Matrix & BRAG** ratings and initiated succession planning by programs like Future Managers, Management Trainee, Pier Mentorship and Buddy Training Programs
- Provided guidance on how to best drive **employee engagement and productivity** while limiting legal risk exposure; deployed initiatives like Balance Scorecard & 360 Degree Gallup Survey & action areas
- Led Pier Management Programs for employees like Town Hall, Off-site Programs, and Experiential Trainings for enhanced interactions & strategic alignment of talent with business leaders
- Scrutinized HR dashboards on **benchmarking, attrition & flight risk**, feedback mechanism, employee suggestions and issued early warning signals for assisting senior management in decision-making on **critical issues and employee management trends**
- Conducted **employee surveys and actioned survey results**; ascertained the needs for **OD programs** and ensured prompt resolution of employee grievances & maintained cordial employee relations
- Planned and scheduled **employee engagement and retention** through effective HR Best Practice Programs

Significant Accomplishments:

G4S Secured Solutions:

- Led the HR, ER & IR operations for the Hyderabad Hub for the manpower of 10,500 employees with a team of 25 members
- Structured labour & compliance audits and scored 99% accuracy for more than 400 clientele in Telangana & Andhra Pradesh
- Conducted welfare activities in sync with UIDAI, ESI & PF (Govt. of India)
- Introduced macro review checks to capture Net Add & Business Proficiency

Dainik Bhaskar Group:

- ➊ Designed & implemented Individual Development Programs and Peer Mentorship initiatives for capability development
- ➋ Steered Retail Sales L&D Projects & measured through competency assessments & “Hi Pot” analytics
- ➌ Conducted Gallup Surveys, designed feedback mechanisms & planned subsequent strategies
- ➍ Managed succession planning for a mixed strength from Associates to Senior Leadership positions
- ➎ Developed Scorecard Competency Matrix for employees; identified potential talent to work in India on contract

Tata Retail Enterprise:

- ➊ Empaneled with the NGOs like Dr. Reddy’s Foundation, Smile Foundation across Gujarat & Maharashtra, led the TTT initiatives to groom the unskilled/semi-skilled/ deprived sections and gradually created employment opportunities; received certificate of commendation from MR. Noel Tata for the initiative
- ➋ Steered the International Strategic HR Initiatives and HR Transformation Projects across the Joint Venture of THL & TESCO; identified the key talent from the team and groomed them for higher /leadership roles

Mega Watt Corp.:

- ➊ Created systems, processes, policies and SOPs across the business to streamline the systems across manufacturing set-up
- ➋ Introduced dashboards to ascertain business performance and factors impacting EBIT
- ➌ Managed critical HR aspects including expats handling, employee transfers, relocation and internal restructuring of positions during the acquisition of small units

Directorate General of Civil Aviation (Government of India):

- ➊ Acted as a member of Statutory Compliance Body, 2004; worked as a speaker at the I.C.A.O. Meet for statutory compliance body for civil aviation at Mauritius
- ➋ Awarded with Best Cadet Award during training in Dec’01

Trainings

- ➊ Internal Auditor’s Certificate training (ISO 9001-2000)
- ➋ TBEM Internal Auditor’s Training laid under Tata Business Excellence Module
- ➌ Green Belt – Six Sigma from “The American Society for Quality” in 2006

IT Skills

- ➊ SAP, PeopleSoft, Spine Payroll, Folklore HRIS & ERP

Personal Details

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Permanent Address: G/6, Sainik Society, Shakti Nagar, Post Box-Gupteshwar, Jabalpur – 482001, Madhya Pradesh

Date of Birth: 30th May 1978