

Brief CV of Dr. Sushil Kumar Ojha, Head-HR with 19Yrs of Experience

Dr. Sushil Kumar Ojha

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JOB OBJECTIVE

Seeking career enhancement and professional excellence in the field of Human Resource Management in Leadership role for achieving organizational objectives through sustained people experience.

PROFILE SUMMARY

- Currently working as **Head- Corporate Capability Development & Head Business HR-Gujarat.**
- A seasoned Human Resource Professional with 18+ years' of experience in various geographies across India in different assignments, with demonstrated expertise in Workforce Capability Development, Employee Engagement, Organizational Development & Effectiveness, Employee Engagement, Culture transformation, Talent Management & Talent Acquisition; Planning & Execution of Green field project as Head Business HR for Gujarat.
- Demonstrated ability to initiate, lead and drive Cultural changes to enhance Productivity, Capability Development for both current & future business, to improve & Drive HR Excellence across the organization.
- Adept in driving TQM in HR Function through Total Employee Involvement, Policy & Procedure formulation and designing relevant and appropriate work systems.
- Implemented Performance appraisal process successfully, also implemented PMS at BSSK, Pune.
- Star trainer for sales force of TATA STEEL, OHSAS and Leadership team across the country.
- A leader, motivational speaker, team builder that has a strong sense of direction with constant focus on purpose and ability to influence & align people toward achieving goals.

Achievements

- **Transformed Talent acquisition** through right Policy interventions and implementation of right practices, resulting into TAT improvement by 50%. Focus on Cadre Hiring (40%) and diversity mix (38%). Revamped talent acquisition strategy.
- Implemented a new initiative named as **KYGDP (know your growth & development plan)** in the organization to foster career development & progress in the organization.
- Conceptualized, designed & developed **Current & Future competencies** for the organization considering future growth plan.
- **Succession planning:** Identified critical roles across the organization and proposed leader development interventions as per respective IDPs.
- **Engagement and Organization Development:** (i) Design and development of Employee Engagement model in line with organization engagement dimensions. Deployment of employee engagement interventions- KYGDP, Reward & Recognition Policy etc and ensure higher employee retention; (ii) Driving Gallup's Engagement survey and its action planning through FGDs across the locations; (iii) Conducted VMV survey across the organization & driving implementation of action planning; (iv) Agile behaviour interventions
- Driven **Leadership effectiveness survey internally.**
- Demonstrated **Predictive tools in HR** for retention of workforce and practitioner of Organizational development through data driven insights and competitive landscape
- **Capability Development:** Competency profiling and competency assessment for all unique job roles completed successfully. Identification of relevant capabilities and designing of training content with the help of Subject matter experts and its effectiveness through implementation of statistical tools.
- **Implemented ORACLE HCM in the organization with the help of TCS-** Recruitment module, talent module, LMS & PMS module.
- Driving **e-module development for self – paced learning and collaboration** with Premier Institutes for Leadership Development.
- Core member for **Digital Capability Building** in the organisation with the concept of Digital Champions
- **Diversity Mix:** Completed comparative study of other leading organizations on diversity mix, mapped positions suitable for diversity mix, formulated D&I approach in the organization to enhance visible diversity mix at all levels of the management.
- **Driven TQM in HR Function by focusing on both Daily Management & Policy Management.**
- **HR Policies:** Revamped various HR Policies and introduced some new policies such as Flexi working Policy, Policy for New Hires, Reward & Recognition Policy, Career Progression Policy, Internal Recruitment Policy, Intern hiring Policy & Job rotation policy.
- **Development of Enterprise Process Manual for all key HR Processes.**

- Received Certificate of Appreciation by **Tata Group Chairman, Mr. Cyrus Mistry, in the year 2015 for contribution toward the Project “ Revamping VMV” at Idea Foundation, Pune.**
- Conducted workshop at **IIM, Indore; PUMBA- Pune University; Symbiosis, SINHGAD Institute of Management** etc.
- Certified Assessor for **Tata Business Excellence Model**
- **National Assessor for CII NATIONAL HR EXCELLENCE AWARD, assessed two non- TATA organizations for CII HR Excellence Award.**
- **Received Award from Managing Director on my significant contribution towards Organizational development : Digital Transformation, Culture & Capability building**

Paper Presentation in International Conferences:

- Presented Paper in International strategy conference held at Nairobi in 2010 organised by TATA STEEL.
- Presented Paper in International Business Excellence conference in 2014 held at Jordan, Oman, organised by TATA STEEL.
- Presented paper in CHECKMATE in 2016 (International Conference) organised by Allana Institute of Management Sciences, Pune

CORE COMPETENCIES

- HR Strategy formulation and its linkage with Business Strategy and Appropriate OD Interventions
- Capability Development and OD Practitioner; Talent Acquisition, Culture & Diversity
- An effective coach, mentor with proven demonstration of positive change in the behaviour of workforce.
- Charting out Employee engagement strategies; Org. Development; Employee Relationship Management systems roll out
- Assessor for TATA BUSINESS EXCELLENCE MODEL; Lead Auditor for OHSAS 18001:2001
- Assessor for CII National HR EXCELLENCE AWARD
- Corporate trainer on HR Strategy, Skill development, Competency assessment, HR Leadership
- HR Analytics; Goal Setting and cascade to unit levels

ORGANIZATIONAL EXPERIENCE

Sept 2019 to Sept 2023

**TATA STEEL PROCESSING AND DISTRIBUTION LIMITED, Kolkata
Head- Corporate HRM**

Key Responsibilities

- Reduction in Overall Recruitment TAT- achieved successfully reduction of 50% in TAT
- On boarded Gallup's engagement model to ensure competitiveness
- Implementation of ORACLE HCM for digital transformation in HRM
- Leveraging strengths of workforce for multiskilling projects
- Campus recruitment for Cadre hiring from Institutes like IIM, XIM, Pumba & other Engineering colleges of repute across the country.
- Focus on employee experience through capturing right information and right time interventions.
- Cultural sensitization session for preparing the workforce for diverse fellow colleagues
- Conducting various in-house surveys.
- Workforce capability development through right technical skill identification and implementing the same.
- Revamping Reward & Recognition Policy across the organization
- **HR Audit and Process Improvement:** (i) Conduct Audit on various HR processes to identify process gaps and initiate appropriate actions; (ii) Developing models for measuring effectiveness of various HR processes through administration of internal surveys, evaluate the scope for improvement and develop action plan

April 2016 to Aug 2019

**TATA STEEL PROCESSING AND DISTRIBUTION LIMITED, Gujarat
Divisional Manager**

Key Responsibilities

- HR Business Manager- Organizational Development, Employee Engagement, HRBP role, collaboration with the business, Statutory compliances.
- **Communication:** Creating a culture of open communication and transparency by: (i) Developing employee connect framework for various stake-holder groups; (ii) Different platforms for organization communication and leadership

connect forums (iii) Capturing voice of employees through employee feedback seeking mechanisms and idea-sharing platforms;

- Employee engagement survey, Satisfaction survey, Leading organization effectiveness team
- Conduction FGDs across the locations, executing surveys, Action Planning for E-SAT Survey
- Conducting employee engagement survey in Western region, Ensuring implementation of its action plan; Competency mapping for PBU; A task force member for 'Work-Life Balance Committee'
- Sales force training, team building training, leadership training & Business Management for Gujarat region
- Revisited HR Policies and Procedures with implementation of PMS at IDEA FOUNDATION, Pune

April 12 to March 2016

TATA STEEL PROCESSING AND DISTRIBUTION LIMITED, PUNE
Sr. Manager & EO to Sr. General Manager
Key Role: Org. Development/Training/Unit HR for Pune Plant

August 2008 to March 2012

TATA STEEL PROCESSING AND DISTRIBUTION LIMITED, Jamshedpur
Manager- Business Excellence & Corporate Safety

March 2007 to July 2008

TATA RYERSON LIMITED, Jamshedpur
Dy. Manager- Business Excellence & Training

June 2006 to March 2007

TATA RYERSON LIMITED, Kolkata
Management Trainee –Generalist

EDUCATION

Degree	University	Session	Specialisation	% of Marks	Class/Division
Ph.D.	Savitribai Phule Pune University, Pune	2012-2016	General Management & Org. Development	Awarded	First Class, Awarded in 2017
MBA	Pune University, Pune	2007-08	Human Resources	64	First
MBA	Pune University, Pune	2004-06	Marketing	69	First
BA Hons.	Magadh University, Bodhgaya	1997-2000	Economics	69	First

DECLARATION: I, hereby, declare that the information furnished above is true to the best of my knowledge.

Date: 10-02-2025

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Place: Kolkata

Dr. Sushil Kr. Ojha