



Talent Acquisition ~ Learning & Development ~ Talent Management ~ Succession Planning ~ Competency mapping ~ Performance Management ~ Employee Engagement ~ OD interventions

Senthil



9535800222



sengemini@gmail.com

Senior level professional with over twenty-two years of comprehensive experience in HR Talent Management & Development, across industries spanning Energy, Automobile, FMCG and Pharma. Highly Creative with a steadfast commitment to excellence. Comes with strong analytical, problem-solving and leadership skills.

Expertise in Talent Acquisition and L&D; and Talent Management, Employee Performance, Employee Engagement and Organizational Development. Capable to establish system-driven HR processes and set them as sustainable operations. Eager to work for organizations that would value and respect talent.

CORE COMPETENCIES

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|---|--|---|
| Hiring & Recruitment at a super friendly TAT rate | Design Training Interventions, training content & Evaluations | Identify Hi-Pots; Career & Succession Planning |
| Design & Facilitate work Performance and appraisals, assessments | Competency mapping and Skill Evaluation. Drive OD interventions | Facilitation of high profile Workshops for Leaders & Managers; Leadership Skills Development |

ACADEMIC PROFILE

- Post Graduate Diploma in HRM ~ IGNOU
- MLIS – Information Science ~ Annamalai University, Tamil Nadu
- M. Phil LIS ~ Annamalai University, Tamil Nadu
- M.Sc. Chemistry ~ St. Joseph's College, Trichy, Tamil Nadu



Employment History

GLOBAL CALCIUM PVT LTD _____ July 2021 – till date

General Manager HR – Unit I & II, Hosur TN

- **Recruitment** – Revamped recruitment by strategizing hiring methodologies. Re-strategized interview and assessment methodologies; devised recruitment metrics & ensured impactful onboarding results. Controlled attrition among junior levels by introducing standard pay scale comparable with industry.
- **Learning & Development** – Conceptualized L&D strategy in line with training needs to align with business objectives. Successfully implemented training effectiveness assessment methodologies according to GMP & regulatory requirements. Devised methodologies to conduct Learning Audit for application of Learning. Created and established training documentation systems aligned to the preference of Quality Management Systems.
- **Performance Management** – Created friendly systems for appraisals, performance assessment, increments and promotions – by bringing rating criteria and KRAs. Addressed persistent issues of increment parity by fixing assessment guidelines. Systemized SMART KRAs from KPIs for employees and facilitated smooth appraisals. Established PIP (Performance Improvement Program) for employees to ensure enhanced performance.
- **Succession Planning** - Identify critical positions across site and plan a strong succession for them by providing a development plan based on competencies they possess.
- **Rewards & Recognition** - Established an unbiased system to identify and reward employees in a timely manner for their accomplishments under various categories.
- **HR Policies** - Conceptualized several HR policies and put them into practice thereby ensuring cascading of organizational mission and objectives to employees.
- Introduced and calendarized practices relating to **Employee Engagement, OD interventions employee grievances.**

JUBILANT PHARMOVA _____ July 2012 – June 2021

Senior Manager, HR – Nanjangud Plant, Mysore

Talent Acquisition and Hiring

- Managed Recruitment for all levels. Executed a high-speed closure of vacant positions to maintain balance of exits and hires. Achieved & Overshot TAT target.
- Planning manpower by analysing optimal requirement for each operation and budgets.

Learning & Development

- Achieved & Overshot training man days target and ensured key metrics in L&D.
- Controlled attrition and enhanced NPS score by addressing employee concerns by means of training
- Developed and Conceptualized L&D strategy for the site and develop training solutions that meet GMP needs. Achieved relevant training completion by designing skill matrix and TNI coming out from the same. Study TNI and design / conduct programs for all employees including Leadership Skills development for Functional Heads & Supervisory Skills
- Designed training both in-house and/or with external parties along with evaluation modes.

- Ensured 100% technical training completion by various models including manually run training systems as well as COMPLIANCEWIRE – learning management system for pharma specific, compliance related training.

Talent Development & OD Interventions

- Design and Implement Talent & succession planning and career plan for high potential employees, etc. Conducting DEVELOPMENT CENTRES for leaders thereby creating a Leadership pipeline and succession planning.
- Prepared and institutionalized competency frameworks, assessment of learning needs and training plans; Skill matrix for employees
- Achieved employee recognition as a key metric by Implementing a robust R&R program in terms of openness, assessment and attractive rewards. Implement Employee Engagement initiatives at the plant & ensure development of workforce motivation including employee experience surveys

Performance Management System linked with appraisals and increments

Employee Engagement

Rewards & Recognition

CAVINKARE PVT LTD _____ **May 2010 – June 2012**

Deputy Manager - HRD

- Design training interventions according to training plans and TNI that comes from Performance reviews, appraisals and IDPs
- Conduct programs as per Multiple Stimuli Model and evaluate Training interventions
- Re-designed on-boarding practices and orientation of new employees thus bringing better employee engagement
- Monitoring Performance Management as a process and facilitating effective appraisals and feedback reviews
- OD initiatives like Specific Goal setting, Employee Engagement, Designing development / assessment centres and Values initiatives etc.

TVS MOTOR COMPANY _____ **Sep 2005 – May 2010**

Senior Executive, L&D

- Identifying training needs through competency analysis. Designing and developing training programs and training that includes e-learning modules
- Measuring the effectiveness of training as per Kirk Patrick model.
- Campus hiring of Diploma Engineers and Graduate Engineers and delivering sessions for them in their orientation programs
- Creating knowledge contents from the review feedback points and learning delivered by TQM/TPM/Excellence Mentors and Gurus from Japan, U.K.
- Overseeing cycles of Knowledge management (Knowledge creation, Knowledge organization, Knowledge dissemination).
- Spearheaded successful projects like 'Knowledge Portal', 'TVSpedia', 'Expert Index', 'Learning Day'.

CAIRN ENERGY INDIA PTY LTD _____ June 2004 – Sep 2005

Consultant, Information Management

INDIAN INSTITUTE OF KNOWLEDGE MANAGEMENT _____ Dec 2003 - June 2004

Senior Faculty Member

CHARON TEC PVT. LTD (Currently Macmillan Publishers) _____ June 2003 - Dec 2003

Technical Editor/Proof Reader

AGSAR PAINTS PVT. LTD _____ Oct 2001 - Feb 2003

Quality Control

ADDITIONAL DETAILS / QUALIFICATIONS

- ✓ Advanced Diploma in Network Centred Computing, NIIT
- ✓ **Certification: DISC Behavioural Profiling by Thomas International**
- ✓ **Post Graduate Certification in Advanced HR Analytics course - Certified by HRCI**
- ✓ Deliver Guest lectures in Institutions and Public bodies – University of Mysore, CII forums, JSS Management Centre

PERSONAL DETAILS

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|------------------------|---|---|
| Age | 46 years | Languages known Tamil (Native language), English (Fluent), Hindi (Fluent), Kannada (Fluent), Malayalam (Conversational) |
| Marital Status | Married | |
| Nativity | Chennai, TN | |
| Notice period | 3 months | |
| Address | No. 12, 5-328, Diamond Enclave, Om Shanthi Nagar, HOSUR Tamil Nadu - 635109 | |
| Online Presence | https://www.linkedin.com/in/senthil-%E2%8F%B3-152b3720/ | |