

Significant Contributions in Professional Career – Dr. Rajkumar V.P.

1. **Strategic M&A Leadership:** Spearheaded the People Strategy for 4 M&A projects in the Consulting, Technology, Manufacturing, and Logistics sectors, as well as 2 Greenfield projects in the Petrochemical and Ports & Logistics sectors. Developed comprehensive HR integration plans, facilitating smooth transitions and preserving employee morale during challenging times.
2. **Recruitment Excellence:** Led the design and implementation of Recruitment strategies, enabling the successful hiring of C-level executives and overseeing Mass and Campus hiring initiatives across multiple regions, ensuring the organization's talent needs were met.
3. **High Performance Organizations (HPO):** Developed and executed HPO strategies and interventions globally, resulting in increased productivity, engagement, and employee satisfaction across various business units.
4. **Organizational Development & Change Management:** Designed and implemented impactful Organizational Development interventions and Change Management initiatives that enhanced operational efficiency and adaptability to evolving business landscapes.
5. **Talent Management Systems Implementation:** Successfully implemented Talent Management systems such as TRS, EVP, 9 Box Matrix, and Succession Planning, as well as EeX Programmes across Asia Pacific and EMEA regions, fostering a culture of continuous development and talent retention.
6. **Learning and Diversity & Inclusion Champion:** Spearheaded Learning and Development initiatives and promoted Diversity & Inclusion efforts on a global scale, nurturing a diverse workforce and fostering a culture of continuous learning and growth.
7. **HRMS/ERP System Rollouts & Digital transformations:** Initiated and implemented multiple Digital Transformation programs, various HRMS/ERP systems, like SAP, Oracle HRMS, Workday, Ramco Marshal, Lawson & Adrenalin, streamlining HR processes & enhancing data-driven decision-making.
8. **Establishment of HR Shared Services/COEs:** Pioneered the setup of HR Shared Services and Centers of Excellence (COEs) across the globe, optimizing HR service delivery and global mobility for two key organizations.
9. **HR Process Improvement and Transformation:** Managed HR process audits, introduced Gold standard process creations, value stream mapping, and process & digital transformation to Shared Services in multiple countries, driving efficiency and standardization.
10. **Global Compensation & Benefits Leadership:** Led and executed global Compensation & Benefits programs, ensuring competitive rewards and benefits packages to attract and retain top talent across geographies.
11. **Employee Relations & Industrial Relations Expertise:** Successfully managed Employee Relations (ER) and Industrial Relations (IR) in various organizations, concluding multiple Union Bi-partite agreements and Tri-partite settlements/arbitrations, fostering harmonious employee-employer relationships.