

Rajkumar V P

PhD | MSW | LLB | BLM | OD Fellow – CAMI (US) | PGCert – HR Analytics (IIM Trichy) | Independent Director (IOD)

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CORE COMPETENCIES

- Business & Enterprise Transformation
- Board, Promoter & CXO Advisory
- Organisation Design & Operating Model Transformation
- Corporate Governance, ESG & Risk Management
- Digital HR, People Analytics & GenAI Enablement
- Talent Strategy, Succession & Leadership Development
- M&A Integration, Scale-up & Global Expansion
- Global HR Strategy & Multi-country Leadership
- Culture & Organisation Effectiveness
- Industrial Relations & Workforce Stability

EDUCATION

EEE Certification, London Business School (2023)

MDP - HR Analytics, IIM Trichy (2015)

LLB – Labour Law, Karnataka University (2008-11)

OD Fellow, CAMI, USA (2010)

PhD – HR & OD, University of Madras (2003-09)

MSW – PM & IR, MSSW, Chennai (1996-98)

BLM, University of Madras (1996-98)

Driving Global HR Strategy | Organizational Growth | Culture-Led Transformation

Executive Summary:

Senior HR and Business Transformation Leader with over two decades of experience across diversified group, global MNCs, listed Indian conglomerates, Joint Ventures, and high-growth startups working across India, APAC, EMEA, and North America with award winning performances.

Built and scaled organizations through culture, leadership, digitization and governance across multiple sectors including Petrochemicals, Energy (Oil & Gas), Logistics, Infrastructure, Automotive, Technology/ ITES/ GCC, Financial Services and Consulting. Experienced in navigating promoter-led environments as well as global, matrixed organisations.

Delivered measurable business outcomes by aligning people strategy with growth, efficiency, and performance. Lead HR as a business lever, enabling organisations to transform, scale, and work with greater purpose, agility and impact.

SIGNATURE VALUE CREATION

USD 165M → 295M revenue scale	+20% engagement +18% retention up (20 months)	Promoter-led to professionally governed enterprise
500+ hires 40+ leadership roles (last 4 years)	Global #1 engagement (4.87/5)	4 long-term IR settlements + USD 2.2M+ cost optimisation
SAP, Oracle, Ramco Marshal, ZOHO, Workday – implementations + GEN AI	66-country HR Shared Services (GCC) build	Talent Engine for APAC and EMEA regions
4 M&A integrations + global expansion	Managed 30+ countries 7 sectors	Award winning ESG, DEI & employer branding practices

KEY LEADERSHIP CONTRIBUTIONS

HR & Business Transformation Leadership

- Led HR and organisation transformation across multi-location, multi-country operations.
- Enabled scale and growth, contributing to USD 165M → 295M revenue expansion (IGPL).
- Aligned people strategy with operational performance, throughput, and productivity.

Talent, IR & Workforce Capability Building

- Built talent engine; delivered workforce scaling across geographies.
- Scaled hiring across diverse workforce models (plant, project, contract, global roles)
- Delivered 4 long-term IR settlements; stabilised multi-union environments.
- Built technical capability and leadership pipelines across workforce.

M&A, Expansion & Change Management

- Led 4 M&A integrations and multiple greenfield/brownfield expansions.
- Ensured workforce alignment, cost synergies, and IR stability.
- Transformed legacy industrial setups, embedded structure, safety, and operating discipline.

Culture, Performance & Talent

- Built high-performance culture; delivered efficient PMS frameworks.
- Implemented succession, competency, and leadership frameworks across organisation.
- Nurtured Learning Organization, executed CDPs, GPWC and EVP systems.

Digital HR, Analytics, EEx & HR Process Excellence

- Led HR digitisation across Zoho, SAP, Workday, and enterprise platforms (multi-country scale)
- Enabled data-led decisions across productivity, attrition, safety, and compliance - Dashboards.
- Streamlined HR operations; delivered cost optimisation through process and workforce redesign – PEX Projects, designed and delivered Employer Branding & Employee Experience initiatives.

Governance, Compliance & ESG

- Strengthened labour governance and compliance across India, APAC, and EMEA
- Integrated ESG, CSR, safety, and sustainability into people strategy and operations

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GEOGRAPHIES MANAGED

- India
- Asia Pacific
- MEA
- North America
- Australia & NZ
- Europe

AFFILIATIONS

CII | NIPM | ISTD | CHRO Forum
(IMA) | NHRD | ATD | SHRM | IIOD |
HRSSOA

PERSONAL DETAILS

Date of Birth: 05 June 1976

Languages: English, Tamil, Hindi,
Telugu, French (Beginner)

US Visa: B1 Visa (10 years, valid till
2026)

Current Location: Mumbai, India

Locational preference: Open

PROFESSIONAL EXPERIENCE

Chief Human Resources Officer & Head – CSR

IG Petrochemicals Limited (USD 350 Million | Listed Company | Petrochemicals) **March 2022 – Present**
Culture Transformation | Talent Management | Digital HR | ESG | Learning | Leadership Development | IR

Key Outcomes: Founding CHRO - built workforce scale (500+ new hires), drove cultural transformation, and supported revenue growth from USD 165M to USD 295M in 3 years, through organisational capability, leadership hiring, and business-aligned HR interventions.

- Spearheaded enterprise-wide HR transformation driving 20% increase in Employee Engagement and 18% improvement in retention within 20 months.
- Partnered with leadership to support revenue growth from USD 165M to USD 295M in 3 years, with a roadmap to USD 1 Billion – imbuing change agility, organisational readiness, professional practices.
- Led talent acquisition across expansion, new business, and project launches — completing 500+ new hires and 40+ leadership roles across India, MEA, and UK; built the end-to-end TA engine.
- Led cultural transformation of a traditional promoter-led business into a progressive, professionally driven conglomerate; aligned people strategy with global diversification agenda.
- Introduced integrated Leadership Development Programs (LDPs/MDPs), 9-box Talent Review, OKR-linked PMS, and succession planning - building a robust leadership bench.
- Digitised HR operations through HRMS, analytics dashboards, and cloud-based platforms; launched GenAI tools in HR processes as an early adopter.
- Drove ESG and CSR strategy, currently spearheading diversification and expansion projects.
- Established HR Policy / SOP Manuals and Process Excellence aligned to corporate governance.

Director – HR & HR Technology Solutions

Tecple Innoventive Solutions Pvt. Ltd. (India | USA | Australia | Tech Startup) **August 2017 – March 2022**
Hybrid Workforce | HR Tech | Innovation Culture | Startup Scale-up | HRO | Consulting

Key Outcome: Co-founded cross-border HR Tech and advisory practice — built TA engine, launched proprietary LXP, delivered enterprise advisory to Tech Mahindra (USD 6B).

- Core member of the founding leadership team; built the entire HR function and HR Technology consulting capability from the ground up across India, US, and Australian markets.
- Designed and launched a proprietary Learning Technology Platform from ideation to execution — enabling continuous capability development for global clients.
- Managed diverse workforce models including gig, remote, project FTE, and white-labelled talent — operationalising flexible, cost-effective delivery at scale.
- Led pre-sales and client engagement for HRO and HR Tech consulting services in US and ANZ markets; successfully built a pipeline of enterprise clients.
- Simultaneously served as HR Advisor (Fractional) to the CTO of Tech Mahindra — advising on HR Tech landscape, Workday transformation, and digital learning platforms.
- Recruited first 50 employees with zero hiring budget through network-led & social sourcing strategies.
- Played a Fractional OD & Learning Leader role for a large Education Conglomerate.

Head – HR Shared Services & HR Transformation (APAC, MEA & EUC)

Weatherford International LLC (USD 12 Billion | NYSE-Listed | Oil & Gas) **October 2016 – August 2017**
Global HRSS | COE Build | HR Tech Transformation | Cost Optimisation | Process Excellence

Key Outcome: Designed and delivered a global HRSS and HR Tech transformation across 66 countries — 5 COE hubs, 20 countries in 11 months, USD 0.68M savings.

- Spearheaded global HR transformation - established HR Shared Services centres and 5 COE hubs across 66 countries, implementing a lean, scalable service delivery model.
- Led HR technology transformation across APAC, MEA, and Europe for one of the world's top 4 energy field services companies - standardising systems, processes, and service lines.
- Transitioned HR operations of 20 countries within 11 months into centralised COE hubs, ending duplication and driving delivery efficiency.
- Delivered USD 0.68M in realised people-cost savings within 10 months against a USD 1.6M plan.
- Secured cross-regional stakeholder buy-in from country heads and regional HR Directors

Head – HR & CSR, APMT PPV

August 2014 – September 2016

A.P. Moller – Maersk Group (USD 59 Billion | World's Largest Shipping & Logistics Organisation)
Talent Management | Process Excellence | Employee Engagement | APAC HR COE | LMS Implementation | IR

Key Outcome: Strategic HR and OD Leader for India - achieved Global #1 engagement (4.87/5), USD 1.5M TCO savings, and led APAC-wide HR transformation, Learning and Talent Management

- Strategic HR and OD Leader to business leadership, enabling organisational growth - earned Best Employee Engagement Award across Maersk Group companies (4.87/5 score, Global #1 ranking).
- Led HR Process Excellence, Talent Management, and Learning programmes across APAC.
- Implemented cloud-based LMS (Cornerstone OnDemand) and SAP HR system transition across 12+ APAC countries - a complex multi-stakeholder digital transformation.
- Delivered USD 1.5M in HR cost savings (TCO) through strategic workforce planning, vendor rationalisation, and process redesign.

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- Managed Employer Branding and CSR strategy; administered a USD 2.5M social impact fund focused on sustainability and inclusive development.
- Secured long-term bi-partite IR settlement in a multi-union environment, Institutionalised IR sensitive global policies, revamped the CLM practices, built effective local village & community connect.

Head – HR & CSR (India Subcontinent)

Royal Vopak NV (EUR 1,426 Million | World's Leading O2C Tank Storage Co.) **July 2011 – August 2014**
 Talent Engine | IR Management | Leadership COE | OD Interventions | APAC Shared Services

Key Outcome: Regional HR Head for complex multi-site infrastructure business — Heroes Project global talent supply, IR stability, Leadership and Expat COE build across APAC.

- Strategic HR Advisor to India Subcontinent leadership - led HR, Business Excellence, and CSR
- Conceptualised and led the 'Heroes Project' - an alternate talent engine programme positioning India as a global talent supply hub for APAC, MEA, and Europe.
- Achieved stable industrial relations environment through transformational union management practices; secured long-term labour settlement and established CLM Cell.
- Spearheaded Leadership Development and Expatriate Management COEs for APAC; drove Project BigMac (APAC Shared Services) with global counterparts.

Senior Vice President – HR & HRO Services

eNoah LLC (USD 340 Million | Technology & BPO Services) **June 2006 – July 2011**
 Startup to Mid-size Transformation | HRO Build | M&A | PCMM Certification | HR Tech

Key Outcome: Scaled eNoah from startup to mid-size Tech / ITES / GCC Consulting enterprise; built commercial HRO practice serving US and ANZ markets.

- Led organisational transformation from startup to mid-sized enterprise - scaled HR, talent acquisition, and service delivery capabilities to 800+ employees.
- Built & managed end-to-end HR Outsourcing services; delivered OD interventions to 15+ clients.
- Managed strategic HR tech implementations: ADP Cloud Payroll, PeopleSoft, DimensionHR, Lawson, MFGPRO; led M&A due diligence and HR integration.
- Executed BOT-model Shared Services centres for 2 major clients and spearheaded PCMM certification for a technology solutions client.

FORMATIVE CAREER EXPERIENCE

- **Senior Manager – Corporate HR | MAFOI Randstad (May 2005 – Jun 2006):** Led Corporate HR for a group spanning 14 countries and 70 branches - 2,500 employees and 45,000 associates. Spearheaded HRMS platform development and L&D across locations.
- **Zonal HR Manager | AMP Sanmar Life Insurance (Apr 2002 – May 2005):** Led Sales HR across 65 branches pan-India. Deputed to Australia and New Zealand for a global SAP HR transformation rollout.
- **Assistant Manager – HR | Hyundai Motor India Ltd. (May 1998 – Apr 2002):** First campus hire - Management Trainee at Hyundai India; served as HRBP for 4 production divisions (1,200+ employees). Contributed to IR, L&D, and employee engagement in a high-volume manufacturing environment.

AWARDS & RECOGNITIONS

- Sustainability Leader of the Year — UBS Net Zero Forum (Feb 2026)
- CXOs: Architects of Organisational Excellence – 26 of 2026 | HR Association of India, Feb 2026
- Laureate in HR Award | The Laureate Assembly, Jun 2025
- LinkedIn Top HR Voice | Feb 2024 | LinkedIn Top Training & Development Voice | Mar 2024
- Most Iconic HR Leader 2024 | World HRD Congress & CHRO Asia Forum
- Best Talent Management Strategy & Best Employee Retention Strategy | India HR Summit 2023
- Most Influential HR Leader | IPE 2018
- HR Tech Leader of the Year | Times Ascent 2017
- Global Top Award for Employee Engagement | Maersk Group 2016
- CSR Leadership Award | Government of Gujarat 2015

KEY CERTIFICATIONS & CONTINUOUS LEARNING

- GenAI in HR Expert | AON, Jul 2025 | Generative AI Mastermind | Outskill Academy, Aug 2025
- Certified Independent Director | Institute of Directors (IOD)
- AI Tools for Microsoft Office | Jul 2023 | Coaching High Potentials | Feb 2024
- Fellowship – OD & HRM | Carlton Advanced Management Institute (CAMI), USA
- Certified OD Manager | Certified Compensation & Benefits Specialist | Certified L&D Manager | Certified Recruitment Analyst
- Lean Six Sigma | PMP | Value Stream Mapping | SAP SuccessFactors | Process Excellence (PEX)
- Psychometrics: Thomas Profiling | Predictive Index | 16PF | MBTI | Synapse | WBTI
- ESG | POSH | Business Continuity Planning (BCP) | Ethics & Compliance |
- Certified in Train the Trainer (TTT), Gemba Kaizen & City & Guilds (UK)
- Implementation experience in SAP, Oracle, Ramco Marshal, ZOHO, Workday - HRMS
- Trained in ADRENALINE SPINE, Interweave, MyeNoah, DimensionHR, Power BI
- Professional AI skills: ChatGPT, Claude, Gemini, Co-pilot, Gama, Canva, Perplexity + other AI Tools.

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