

DR. AMIT PAREENJA

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SENIOR LEVEL PROFESSIONAL (CX)

HUMAN RESOURCE MANAGEMENT | LEARNING & DEVELOPMENT | TALENT MANAGEMENT

SUMMARY

- **Performance-driven professional with 23+ years of combined expertise in Human Resource Management, Learning & Development, Management & Tech Consulting and Sales & Marketing**
- **Presently associated with Hindware Limited as Head of Learning & Development -Somany Impresa Group**
- Delivered Global HR practices in dynamic environments that focused on structure, employee value, driving vision, and achieving critical strategic goals
- Results-driven management consultant who deploys exceptional consulting skills to design/develop learning and organization training initiatives in corporate environments
- Skilled change agent, creative thinker & decision-maker who effectively balances the needs of employees in line with the organization's mission
- Dexterous in developing comprehensive training program institutional research, performing tasks demonstrating professional research methods, principles, practices, resources, and techniques
- Deft at people management, maintaining healthy employee relations, and handling employee grievances thus creating an amicable & transparent environment
- Proven leader with outstanding relationship-building skills, strong communication abilities & exceptional emotional intelligence that excels in the matrix and hierarchical structures

CORE COMPETENCIES

HR Strategy Planning & Consulting ~ Talent Acquisition ~ Recruitment, & Selection ~ Onboarding & Induction ~ Performance Management ~ Program Management ~ Compensation & Benefits ~ Employee Engagement ~ Employee Lifecycle Management ~ Change Management ~ Attrition Management ~ Process Management & Improvement ~ Technology Integration ~ Diversity & Inclusion ~ Workforce Management ~ Stakeholders Management ~ Cross-Functional Coordination ~ Strategic Alliances ~ Liaison Affairs ~ Organizational Development ~ Training, Learning & Development ~ Team Building ~ Leadership Development & Succession Planning ~ HIPOT Development ~ HR Digital Transformation & Data Analytics

CAREER HIGHLIGHTS

- Awarded The Great Indian L&D Leaders 2024 by Transformance Forums
- Awarded Best CLO of the year 2024 by Gain Skills Media
- Recognized as The Most Versatile L&D Leader of the Year 2022 by Transformance
- Honored as Best Leadership & Business Coach 2022 by Brands Media Global
- Received the Education Excellence Award 2023 from True Toppers International
- Awarded Man of Excellence 2020 by Indian Achievers Forum
- Named The Most Admired Global Indian 2020 by Passion Vista Magazines - UB Group
- Inventor of the Cloud Consulting Model - CaaS (Consulting as a Service) with Copyright & Trademark

EMPLOYMENT CHRONOLOGY

Jan 2024 – Present; Hindware Limited as Head of Learning & Development -Somany Impresa Group

Key Deliverables:

- Spearhead Learning & Development for Somany Impresa Group, leading capability development across all group companies, including Hindware Sanitaryware, Hindware Home Innovation Products, Hindware Tiles, AGI Glass, AGI Plastic, HNG, FGV, AGI Trufflo Pipes, and EVOK Home Furnishings
- Direct and implement training programs to enhance skills and performance across the diverse portfolio of group companies
- Develop and implement the organization's learning and development strategy aligned with business goals
- Assess and forecast training needs based on company objectives, market trends, and employee performance

Program Design and Development:

- Create and oversee comprehensive training programs, including onboarding, leadership development, technical skills, and soft skills
- Ensure programs are up-to-date with industry standards and best practices

Team Leadership:

- Lead and manage the Learning & Development team, providing guidance, support, and performance evaluations
- Foster a culture of continuous learning and professional growth within the team

Stakeholder Management:

- Collaborate with senior management and department heads to identify training needs and customize programs
- Serve as a liaison between the Learning & Development function and other business units

Budget Management:

- Develop and manage the L&D budget, ensuring efficient use of resources and cost-effective training solutions

Training Delivery:

- Oversee the delivery of training programs, including facilitation, workshops, seminars, and e-learning
- Evaluate the effectiveness of training programs through feedback, assessments, and performance metrics

Talent Development:

- Identify and nurture high-potential employees, creating succession plans and career development pathways
- Implement mentorship and coaching programs to support employee growth and retention

Talent Acquisition:

- Develop and implement talent acquisition strategies aligned with organizational goals and workforce needs
- Enhance the employer brand to attract top talent through compelling job descriptions and strategic promotion of company culture
- Oversee the entire recruitment process, including sourcing, screening, interviewing, and hiring candidates
- Implement effective sourcing strategies and build a talent pipeline using various channels such as job boards, social media, and recruitment agencies

Technology and Innovation:

- Leverage technology to enhance training delivery, such as Learning Management Systems (LMS), e-learning platforms, and virtual training tools

Performance Measurement:

- Develop and track key performance indicators (KPIs) to measure the impact of training programs on employee performance and organizational goals
- Prepare and present reports on training outcomes and recommendations for improvements

Organizational Culture:

- Promote and integrate the company's values and culture into training programs
- Support initiatives that enhance employee engagement and organizational culture

Aug 2023 - Jan 2024; Inspire One (Tack TMI, IBM) as Principal Consultant (Head - Sales Enablement Business & Delivery Operations)

Key Deliverables:

- Led Sales Enablement and Customer Delivery Operations, providing leadership and sales training to prominent clients including Bluestar, Safe-Express, Max Life, RIRCM, BAGIC, Colt, Kennametal, Titan, CNH, and others
- Coached top leaders within client organizations, contributing to high-impact organizational development projects across various industries

Jul 2016 - Aug 2023; Tata Communications as Director -Global Learning & Development (Group Corporate HR)

Key Deliverables:

Oct 2021 – Aug 2023; Director - Global Learning & Development

Please mention

Oct 2019 – Dec 2021; Associate Director -Global Learning & Development (Group Corporate HR)

- Managed capability development for Tata Communications Group and its subsidiaries, including TCTS, TCSPL, NetFoundry, TC Lanka, TTSL (Enterprise), and TCISL
- Coordinated development programs to enhance skills, optimize performance, and align capabilities across the various subsidiaries

Sep 2017 – Sep 2019; Associate Director & Global Lead - Sales Readiness (Corporate Strategy & GTM)

- Oversaw corporate strategy for go-to-market (GTM) and route-to-market (RTM) sustenance, ensuring effective implementation and long-term viability
- Designed and refined sales methodologies, providing tailored training programs for GSG (Global Sales Group)
- Conducted capability mapping for GSG to align skills and resources with strategic objectives

Jul 2016 – Sep 2017; Senior Global Account Manager -UCC

- Managed Global Enterprise Accounts with a revenue portfolio of ₹21 Crores and outbound targets of ₹16 Crores, focusing on enterprise solutions in Cloud, UCC, Conferencing, Collaboration, and Global HCC
- Maintained successful relationships with Cisco and Microsoft, serving as a product specialist in joint go-to-market (GTM) initiatives for the complete UCC stack
- Oversaw account management and protection of global voice revenues for top strategic accounts, including the sale of VC IPLC, TDM, Global SIP Connect, M-VOIP solutions, and Global Voice T1 & DID solutions

Apr 2011 - Jul 2016; Vodafone Global Enterprise

Growth Path:

Apr 2015 – Jul 2016; Business Development Manager -India (Global Enterprise Inbound Accounts)

Apr 2011 – Apr 2015; Global Enterprise - Solutions Manager

Key Deliverables:

- Managed strategic account relationships, ensuring high-level client satisfaction and effective account oversight
- Served as an internal certified trainer for Vodafone, delivering technical and behavioral training across various subjects
- Oversaw the National Corporate vertical and Government vertical, and have been responsible for Global Accounts for the past year

Highlights:

- Awarded Best FLD Business Solution Manager for FY11-12
- Recognized as Best Solutions Manager of the Country for FY12-13
- Honored as Megastar for Q3 FY12-13
- Achieved Superstar status three times in FY12-13
- Received Vodafone Bond Award for Best Pre-Sales Manager – Mobile Data for JFM'14
- Awarded Vodafone Bond Award for Best Pre-Sales Manager – FLD for Qtr AMJ'14

Jun 2010 - Apr 2011; SingTel Global I Pvt Ltd as Regional Partner Manager – India (Global Enterprise Team)

Key Deliverables:

- Managed sales operations for the India region, focusing on key global corporate accounts and the Government/PSU vertical
- Oversaw business partner alliances for both sell-to and sell-through models, collaborating with domestic telecom companies such as DEL DSL, Karuturi Telecom, You Broadband, Tulip Telecom, TTSL, Vodafone, Aircel, and SI Partners

- Served as an in-house product trainer for data wireline products, providing level 1 to level 3 certified corporate training to partners

Oct 2008 - Jun 2010; Vodafone Global Enterprise as National Account Manager

Key Deliverables:

- Acted as an in-house product trainer for data wireline products, providing expertise and training to internal teams
- Sold a range of products and solutions including voice mobility, data cards, Blackberry, ERP/CRM solutions, PRI, MPLS VPN, IPLC, NPLC, GSM gateways, and VSRA

Oct 2007 - Oct 2008; Tata Communications as Channel Manager-Global Enterprise Solutions

Key Deliverables:

- Managed key corporate accounts in the LE/MM and SME categories, ensuring client satisfaction and retention
- Oversaw a comprehensive range of domestic and international voice and data solutions
- Delivered end-to-end managed solutions, including security (firewalls, antivirus), storage (SAN storage, a full range of storage products), and server hosting
- Worked with a diverse product portfolio from IBM, HP, SUN, DELL, Nortel, Fortinet, Cisco, Juniper, SonicWall, and others
- Recommended and implemented solutions for MPLS VPN, M-VOIP, Insta CC, leased lines, IPLC, and IDC in data communications

Jun 2007 - Sep 2007; Reliance Communications as Manager – Enterprise Business Solutions

Jul 2005 – May 2007; IBM PCD – Lenovo as Grid Manager (Sales & Marketing) - North India

Apr 2005 - Jun 2005; Intel Corporation Ltd. (Intel vs. open-source platform study) as Intern

Aug 2001 - May 2004; Solutions Integrated Management Services Pvt Ltd (Microsoft/HP) as Sales Officer

EDUCATION

- Post Graduate Certificate Program in Leadership with AI from **Indian School of Business**; Jan 2024 – Aug 2024
- Post Graduate Certificate Program for Emerging Chief Human Resource Officers, CHRO Role from **Indian Institute of Management, Indore**; Mar 2024 - Present
- Post Doctoral D. Litt in HRM (HC), Human Resources Development from **University of Entrepreneurship & Technology, USA**; 2018 - 2020
- Ph.D, Doctorate in Management from **National Institute of Management**; 2006 - 2008
- Certified Learning & Development Professional, Learning Sciences from **Global Skill Development Council**; 2020
- Leadership Member, Organizational Leadership from **Leaders Excellence at Harvard Square**
- MBA (IT, Marketing, HRM) from IIPM; 2004 - 2006
- MCA, Computer Systems Networking and Telecommunications from **Indira Gandhi National Open University**; 2000 - 2005
- Certified Life Coach & Certified Executive Coach, Management Coaching from **Symbiosis Coaching (ICF)**; 2017 - 2018
- Certified Technology Consultant, Digital Transformation from **Consultancy Development Centre -Ministry of Science & Technology, GOI**; 2015
- Certified Management Consultant, Management Consulting from **The Institute of Management Consultants of India (affiliated to ICMCI Global)**; 2016 - 2017
- CCNA, Cisco Certified Network Associate from Cisco College; 2012 - 2013
- GNIIT, systems engineering from NIIT; 2000 - 2003
- BCA, Computer Science from Indira Gandhi National Open University; 2000 - 2005

PROFESSIONAL ENHANCEMENTS

- CCNA, MDMA, MIMA, MIMC - CCNA, CSMAC, DMA, AIMA, IMCI
- MIBMRC - International Business and Management Research Center
- CMC - Institute of Management Consultants of India; CTC - Ministry of Science & Technology, GOI
- Cloud U Certified - Rackspace Cloud University
- Cloud Computing Professor - KKMAII Stratford University
- Certified Learning and Development Professional - GSDC - Global Skill Development Council

PROFESSIONAL AFFILIATIONS

- Honorary Secretary -Delhi Chapter, IMCI
- Ex Hon. Chairman -The Institute of Management Consultants of India - Delhi Chapter
- Ex Hon. Professor -Stratford University, USA
- Ex Hon. Chairman - Corporate Affairs Committee of Asian African Chamber of Commerce & Industry Certified Learning & Development Professional by GSDC
- Individual Member of Institute of Management Consultants of India (IMCI) - (The International credentials of a professional management consultant, awarded by global standards of The International Council of Management Consultant Institutes (ICMCI))
- Professional Member of the Delhi Management Association (DMA) & Individual Member of All India Management Association
- Life Member of ISTD (Indian Society of Training & Development) , NHRDN & IBMRC

PERSONAL SNIPPETS

- Date of Birth: 27/03/1981
- Languages Known: Hindi , English , Chinese, Punjabi.