DR. AMIT PAREENJA

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SENIOR LEVEL PROFESSIONAL (Certified CLO & CHRO)
HUMAN RESOURCE MANAGEMENT | L&OD | HRIS | EEWB | TA | TALENT MANAGEMENT

SUMMARY

- **Performance-driven professional with 22+ years of combined expertise in Human Resource Management, Learning & Development, Management & Tech Consulting and Sales & Marketing**
- **Presently associated with Somany Impresa Group as Head of Group for Talent management, Capability Development, Employee Engagement & Well Being, Campus Hiring, Employer Branding , HRIS & Organization Development.**
- 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

- **World Record Holder for Maximum Education Degrees & Certifications (70+) in Management & Technology by World Records India**
- Awarded Global Icon Award for Thought Leadership in HR Training, Consulting and Coaching (2025) by Corporate connect Magazine
- 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; Somany Impresa Group – Group Head -Talent Management(L&OD), HRIS & EEWB

Key Deliverables:

- **Group Head of Talent management, Capability Development, Employee Engagement & Well Being, Campus Hiring, Employer Branding, HRIS & Organization Development for Somany Impresa Group (including Hindware Ltd, Hindware Home Innovation Ltd , Hindware Tiles, AGI Glasspac, AGI Plastek , AGI Greenpac Ltd, HNG, FGV, Hintastica, Hindware Truflo Pipes, and EVOK Premium Home Furnishings)**
- Direct and implement L&OD Practices to enhance skills and performance across the diverse portfolio of group companies
- Develop and implement the organization's culture, 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 Talent management budget, HRIS, Employer Branding & Employee experience ensuring efficient use of resources and cost-effective HRMS 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: HRBP & OD

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

Employer Branding, Employee Engagement & Employee Well Being

- Identify and implement Employer Branding Solutions over social media.
- Identify and implement Employee Experience, Engagement and Well Being Solutions across all group companies.

Talent Acquisition: Campus Hire

- 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: HRIS

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

Performance Measurement: PMS

- 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: OD

- 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 Leadership & Sales Trainings & Coaching Also (Head - Sales Enablement Business & Delivery)

Key Deliverables:

- Led Sales Enablement and Customer Delivery Operations, providing leadership and sales training to prominent clients including Bluestar, Safe-Express, Max Life, R1RCM, 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

- Got promoted as Head of Talent Management
- Designed developed and delivered TATA Communications way of Selling and delivered 60+ batches worldwide, Coached Sales Leaders across domains .
- Designed , developed and institutionalized TATA Comm Learning Academy on Degreed platform with integration to multiple platforms supporting EAP
- Lead Integrated Talent Management Policy -IJP , Group Transfers , Lateral and vertical movements and role transfers.
- Lead initiatives like HIPOT, Succession Planning and Role Based Learning Academies at all levels and different skill proficiencies.
- Lead Result driven measurable productivity enhancement dashboards linked to impact metrices signed with Business Heads of each Function.
- Won Brandon Hall Award twice and Golden peacock award for Role based academies and Employee Engagement & Development.
- Clocked YoY 1 Lakh + learning person days between 11k employees and received record NPS and ESAT scores .

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)

- Led 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 , Lead 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) / Apr 2011 – Apr 2015; Global Enterprise - Solutions Manager

Key Deliverables - Highlights:

- 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 like Vodafone way of selling

- Oversaw the National Corporate vertical and Government vertical, and have been responsible for Global Accounts for the past year
- 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 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

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**; May 2024 – Oct 2025
- **Certified Chief Learning Officer** from **Global Skill Development Council**; 2020
- **Post Doctoral D. Litt in HRM (HC**), Human Resources 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 Certification** 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**, **DT, 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, NHRDN, World HRD Congress
- MIBMRC - International Business and Management Research Center
- Cloud U Certified - Rackspace Cloud University

PROFESSIONAL AFFILIATIONS

- 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
- 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.

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