

SHEETAL NIMBALKAR

STRATEGIC HR BUSINESS LEADER



CONTACT

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IT SKILLS

SAP – Success Factor

SAP - ERP

Zing HR – Employee Life Cycle

Workday – Employee Life cycle

Canva

MS Excel, word

Powerpoint Presentation

Complinty

CLMS

Catalyst

LANGUAGES

English

Hindi

Marathi

German

EDUCATION

Master's in Personnel Management

D. Y. Patil College of Management & Research

Master's in commerce

Pune University

IIM Strategic Leadership program

SUMMARY

Seasoned HR Business Leader having core expertise on People & Culture. 20+ years hands on experience in developing and re-engineering comprehensive HR functions, collaborating with all levels of management teams, and cultivating positive work environments to support the organisation's vision. Learnt best practices from Canada, Germany & USA and Implemented in India. A strategic thinker with the ability to influence culture while cultivating a sense of ownership and pride in the Company.

CORE COMPETENCIES

Culture & Strategy, Talent Management, Employee Relations, Performance Management, Employee mentoring, Strategic Partnership, Learning & Organisational Development, HR Digitalization, Succession Planning, Engagement Survey, Change agent, Diversity & inclusion, Compliance & Overall HR Operations.

SPHERES OF EXCELLENCE

- **Developing the strategies** and executing the plans aligned to business objectives
- Overseeing **multiple HR processes**, including onboarding, payroll, benefits enrolment, and performance conversations, into an electronic format using a blended platform.
- Overseeing the recruitment process and designing & implementing New Hire Onboarding Program, New Hire Grooming and Mentoring Process
- Facilitating **Organizational Development (OD)** plans for enhancing the operational effectiveness through HR policy formulation & communication strategy, competency analysis & competency mapping.
- Collaborating with business leaders to create & ensure harmonious relations with unionised employees. Develop forums for regular connect to **improve the relationship**.
- Developed the **company's recruitment brand** by utilizing various social media talent acquisition outlets that reduce the recruiting costs and time while attracting qualified candidates. Enable the company to reduce its advertising spend.
- Consult & guide to create a **compensation program based** on market data on experience and function. Worked with Mercer survey team for developing competitive compensation & benefits packages.
- Administering the investigations of sexual and other unlawful harassment claim to ensure validity, while conducting investigative interviews for corrective action, and **execute disciplinary** action planning, such as warnings, actions, or terminations.
- Developed positive **Employee Experience** models and designed feedback survey to understand the gap and worked on it.
- Formulating and **benchmarking functional best practices** and aligning HR initiatives with business needs
- Collaborating with senior leadership to understand the organizations **Goals and Strategy** to align HR Agenda. Plan to have the organization ready for **Business Growth**.
- **Culture building, Succession** pipeline readiness for HIPO's, Introduced assessments for Hiring and Development, Accelerated Development Plans design, development and Impact analysis.
- Orchestrated for **4 Union Wage settlements**, hands on exp in Progressive Discipline cases.
- Progressed over from 1 to 12% Women Employees in Manufacturing set up + Corporate 20% + within 2 years through **Diversity & Inclusion Strategy**.

CERTIFICATION

- Certified Labor Welfare Officer
Maharashtra Labor Welfare Dept.
- Certified Trainer for Behavioural base
– Employee’s Charter
- Certified IATF Auditor
- Certified assessor
- Job Profile and Evaluation Mercer

STRENGTHS

- Versatile Communication Skills
- Powerful Presentation Skills
- Effective Delegation Skills
- Negotiation Skills
- Coaching & Mentoring

PERSONAL DETAILS

Date of Birth: 19th June 1983

Marital Status: Married

PROFESSIONAL EXPERIENCE

- | | |
|---------------------|---|
| 2022-08 – Till date | BOMAG India Pvt Ltd (German MNC)
Head of Human Resources |
| 2017-07 – 2022-08 | Magna Automotive India Pvt. Ltd (Canadian MNC)
Manager- HR & ER. |
| 2015-01 – 2017-06 | Inteva Products India Pvt Ltd (US MNC)
Dy. Manager- HR & Admin. |
| 2010-04 – 2014-12 | Norma Group Products India Pvt. Ltd (German MNC)
Manager- HR & Admin. |
| 2009-02 – 2010-02 | Rinder India Pvt Ltd (Spanish MNC)
Executive – HR & Admin |
| 2005-04 – 2009-09 | Endurance Technologies Pvt Ltd. (Indian MNC)
Sr. Assistant Corporate HR from Apr 2005 to Feb 2009 |

MAJOR ACHIEVEMENTS

- Key Driver of Change Management processes that were successfully implemented for reasons as diverse as streamlining operations, building employee morale, controlling attrition and building teams.
- Harmonious Wage Settlements – 4 LTS
- Highest Engagement score of 84% among group level by facilitating platforms to open for their views.
- Successfully launched the Cost improvement Project - Contract management System for optimization of Contract sources.
- Introduced Apprenticeship model which resulted in cost saving of approx. 20 Lacs and government claim settlement of approx. 25 Lacs for the period 2019-21.
- Implementation of Competitive work environment - QCCI and Kaizen Competition initiative.
- Developed **effective R&R systems** and implementing the global rewards strategy.
- Successfully accomplished the project of Succession planning in line with the Global Team.
- Execution various Organisations Development Intervention for Various levels - CDP, MPD, SLDP and LLDP.
- Increased retention and reduced absence rates through improved Employee Engagement, policies, and procedures. Change initiatives to increase productivity & improve employee morale.
- Maximised team knowledge and productivity through the implementation of well-placed training procedures
- Arbitrated a highly controversial harassment case, as a result, made the office premises a safer domain for all employees.
- Contributed to the **firm’s strategic & operational goals** by providing fully integrated & effective human resources service, management of change & provision of business focus solutions.
- Smooth launch of various Green Field project.

INTERESTS

- Expertise in smooth HR operations and maintaining harmonious relations
- Passionate for shaping the culture of the organization and bring in best in class People Practices.
- Diversity & Inclusion Leader and help new generation to learn HR Best Practices.