



KISHORE KUMAR

Associate Director - Human Resources

IIM – V (Executive Program, Senior Leadership)
MBA – HR (Alagappa University)
Certified PPA (DISC) & TEIQ from Thomas International
and DDI Facilitation

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PERSONAL PROFILE

Achievement-driven/High Performance Management Executive with proven skills in contributing toward building synergistic organizations in the global business arena by providing strategic inputs to leverage the potential of human resources in the most effective and humane manner; targeting leadership assignments as **Associate Director, HR** with an organisation of high repute

EDUCATION

- IIM – V : Executive Program, Senior Leadership
- MBA in HR from Alagappa University
- BBM - Bachelor of Business Management from VMRU
- E-Com from Aptech Computer Education in 2001

CORE COMPETENCIES

- Strategic HR Analytics & Management
- Performance Management - OKR
- Business Restructuring
- Compensation & Benefits
- Talent Acquisition & Management
- People & Culture Building
- Learning & Development
- Grievance Handling/Succession Planning
- Change Management/ HR Compliance
- HR Budgeting & Cost Optimization
- HR Transformation & Innovation
- Policies & Procedures Formulation
- HR & Company Legal procedures

PROFILE SUMMARY

- **Strategic leader** offering **over 22 years** of rich experience inclusive of HR Management , Learning & Development, Quality Assurance and Process Excellence
- Currently associated with **Mystifly Consulting India Pvt. Ltd. as Associate Director – Human Resource** - driving Human Resource function **for a 250+ employee business unit**, responsible for People Experience, Business Partnering, L&D, performance management, retention & development and benefits and **COE Process and client engagement**.
- Formulated & implemented various strategies for **Human Resource Development** including Rewards & Recognition Framework, POSH Awareness, Education Policy, Open-Library for employees and Employee Engagement Strategy
- Pivotal in reducing the **overhead cost approximately by 60%** by minimizing the office space, restructuring C&B during Pandemic in Mystifly
- Implemented a new project leading to a **revenue growth by 20% in Mystifly**
- Impeccable record of **leading high performance team of 12 HR, Admin & IT support Professionals** towards accomplishment of common goals and **managing multiple stakeholders** across leadership & engagements
- **Approachable Manager** - Expertise in **collaborating with top management** and **engaging with leadership** for decision-making; **determining HR framework** to meet both short & long-term business goals
- Expertise in **Global Talent Acquisition, Employee relations and Payroll management** (China, US and Singapore)
- Excellent **employee engagement skills** to sustain growth momentum of high potential employees; led the execution of **trainings for employees** to increase opportunities for promotion, by up-skilling their competencies and capability building
- Exhibited excellence in **linking business strategy to talent management strategy** by evaluating skill gaps, identifying training needs and sharing feedback with the training team to develop training solutions to bridge the gaps; thereby capitalizing employee’s growth opportunities and managing career growth plans
- Excellence in designing and applying a **comprehensive performance management, competency, compensation framework and OKR Methodology** to support the business and achieve ambitious growth plans
- Managing **Legal & Compliance** process as it occurs.

WORK EXPERIENCE

Feb’18 – Till date: Mystifly Consulting India Pvt. Ltd., Bangalore as Associate Director - HR
Key Result Areas:

- Conceptualizing HR Framework & Initiatives with a focus on structure, quality, culture, values, and commitment with a Strategic HR Framework
- Administer compensation policies, regulations, and prevailing rates; conducting market surveys and developing competitive compensation plans

CERTIFICATIONS

HR Management & Analytics – Certification course from Amity Future Academy

DDI Certification – Facilitator, Leadership Coach

Thomas International – PPA (DISC)

Thomas International – TEIQ

Awards – Impact Creator

Additional Development Activities

Mentoring Management Interns for certification and project completions

PERSONAL DETAILS

Date of Birth: 11th September 1979

Languages Known: English, Telugu, Kannada, Tamil & Hindi

Address: # 96, 1st Cross, 2nd Main, Best County-2, Vidyanarayapura, Bangalore – 560 097

- Establishing HPL / KTs and effectuating talent development plans to strengthen employee skills and develop them for the new roles while also improving the performance management process and goals
- Formulating, implementing, and communicating HR budgets, policies & SOPs in line with changing business environment
- Introducing the standard recruitment practice; building the data mining process of recruitment and embedding it into HRIS
- Planning and scheduling employee engagement & retention through effective HR Best Practice Programs
- Devising learning and development objectives based on business and employee requirements as well as strategizing learning & development plans
- Conducting training programs by leveraging group companies L&D plans
- Enhancing the Performance Management Process and directing the Performance Appraisal process and end-to-end annual goal setting process with a quarterly performance review cycle across the organization
- Leading long-range strategic planning in order to anticipate the innovation of change initiatives that promote people productivity, organizational efficiency, and cost-effectiveness
- Devising & implementing comprehensive compensation and benefits strategies that were cost-effective for the business
- Formulating career development plans and promoting inclusion in the workplace as well as reinforcing position as an equal opportunity employer
- Training the team to improve new hire onboarding and training process resulting in improved new hire satisfaction & retention, and significant cost savings to the group
- Providing HR leadership to the business for implementation of HR strategies in-line with business requirements, managing HR services to support the overall business strategy of the company

PREVIOUS EXPERIENCE

Aug'17 – Dec'17: VIA.COM, Bangalore, Managing Talent Management and Learning & Development of HR Function

Dec'07 – Aug'17: BCD Travel, SSC, Bangalore Managing Talent Management and Learning & Development of HR Function

Nov'05 – Nov'07: SIEMENS (SIPS) Process Expert, Bangalore

Jan'05 – Nov'05: IMMACULATE (III), Bangalore in Quality Management

Jul'01 – Jan'05: Dream Dimensions, Bangalore in Quality Management