

ATANU DAS

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Summary: I have a total of 16 years of experience in Human Resources function working for various organizations such as Tata Group, Volvo Trucks India, UnitedHealth Group, CSC, and Fluke Corp. My career span across, automotive, engineering, IT & ITES, Healthcare, Engineering Consulting, and now Test & Measurement. A major part of my career has evolved as HR Partner driving talent strategy, mostly advising businesses on Talent Acquisition, Organizational design, culture building, Talent Management and Talent Development, managing change, Leadership Development, Performance management, restructuring of businesses, employee engagement and driving some of the HR Transformation projects for the APAC region.

All these learnings put together, has helped me to build a strong partnership capability with the business, understand the need of the business and delivering as per the business need. I have a good understanding of translating business strategy into talent strategy for the business. Also, understands the market and competition and if required I can pull my sleeves and work with the team to get things done. My association with Fluke has given me an opportunity to lead HR function for both Commercial & IDC organization independently for India.

Fluke has given me opportunity to work with multicultural and multi geographical teams on various HR interventions. I primarily focus on working closely with business leaders and create a forward-looking growth mindset. I am also managing a team of people, guiding them, supporting them, and working on their development in my current and previous organisations.

Professional Accomplishments

- Enabled business growth through long term talent strategy, thus, supporting scalability and sustainment as long-term action plan.
- Planned and executed a sustainable organisational restructuring to set growth trajectory as part of the long-term strategy.
- Developed employee communication strategies for the organisation for enhanced engagement and retentions.
- Setting Global benchmark in Employee Engagement from 98%(2018), 97%(2019), 98%(2020) & 99% (2021) for the last 4 consecutive years.
- Attained nil attrition in Fluke for the last 18 months in the row with high engagement score for the team.
- Experience in implementation of HR Shared Services for APAC Region and driving special HR projects independently.
- Supported growth through resource ramped up from approx. 550 to 749 in first year and crossed 900 marks in the subsequent year.
- Experience in setting up HR functions from scratch and support businesses sail through execution of business strategy.

Career Progression:

Fluke Technologies Pvt. Limited.

February 2017 - till Date

Designation: Head of HR – India

Reporting to: MD, Fluke India & Director HR – South & North APAC

Reports: 4 Direct 2 Indirect reports

Currently as HR leader for Fluke India world's leading manufacturer of Test & Measurement tools responsible for both Sales & Marketing and Global Engineering business having presence in all 4 regions in India. I am responsible for driving HR mandate for India with a focus to Partner business and give direction to HR Strategy and works closely with the other OpCos of Fortive and Global Fluke & SAPAC & Fluke China team in a close coordination for all HR Initiative in APAC Region.

- **Employee Engagement** strategy has an intriguing impact on employee motivation for the last 4 years resulting into strong retention and high employee morale.
- **Succession Planning and Talent Development** crafted for the top talents in the organisation to prepare the future leaders in the organisation.
- **Organisational Structure and Design:** Revisit the organisation structure for different businesses based on the current market requirement and eliminate the redundancy. Understand the competitor's organisation structure and its pros and cons for better delivery. Set a clear demarcation of the roles and responsibilities for each of the position in the structure.
- Gained extensive experience as part of the **Restructuring and Managing uncertainty & Ambiguity** for existing and new teams.
- **Change & Organisation Development:** Restructuring, revamping of the business, Implementation of Global Transformation projects, COVID management, Payroll migration for the employees in pay structure. Integration of the other BU employees with the Fluke Policies, pay structure and the Grade structure to remove the disparity. Revamping the Org. & HR Policies based on the need.
- **Culture building** is an integral part of the responsibility for the overall business success, a culture of Learning, Openness, Transparency, Appreciations/praise, giving and receiving feedback, Communication and fair experience within Fluke.
- **Compensation Management:** Redesigning the compensation structure based on Fluke compensation philosophy with tax saving options.
- Revamping **Employee Benefits** with the new vendor for Health Insurance, accident insurance and other benefits.
- **Talent Acquisition** through social media hiring, building the talent funnel through the networking for the potential positions, thus giving strategic direction.
- **Workforce Optimisation and Planning:** Working Lean is the core objective and linking the same to the workforce optimisation and planning process of Fluke. Workforce optimisation and lean operations through **Internal Fill** for better productivity and higher operating profit. Identification of critical position for key talents in the organisation and optimum resource allocation through job role review.
- **People Management:** Provide adequate guidance and support to the team and review and track performance for development. Setting adequate review mechanism, such as monthly team review, weekly individual review to ensure on-time delivery and support and guidance. Adequate delegation, independence to the direct reports and continued support to for effortless execution and implementation.

SIGNIFICANT ACHIEVEMENTS

- Working on the leadership Development program for Fluke India to build the future leaders for next decade.
- Building a **Learning Culture** within the organisation through effective learning through sharing, feedback and experimentation.
- Driving a high engagement culture within Fluke India driving it for success of the business.
- Driving restructuring exercise and change management for Fluke India business for success.

VE Commercial Vehicle Limited**March 2015 – February 2017****Designation:** Senior Manager – Human Resources**Reporting to:** General Manager – Human Resources (Sales, Marketing after Aftermarket)**Roles & Responsibility:** Head HR for Volvo Trucks India**Reportees:** 3 Direct; 2 indirect reportees

I was responsible for overall HR for a business which is spread across all over India in 4 regions. This comprises of >900 employees spread across different geographies and difficult mining location across India. The workforce comprises of both executive & staff and Technician/operator grade employees, experience in handling employee relations and IR issues and concerns and maintain a union free environment. The span of operations includes managing company operated dealerships, workshops, container workshops, sites, commercial organizations units, and multiple satellite offices etc across India.

SIGNIFICANT CONTRIBUTIONS

- Driving the staffing gap for 2015 & 2016 significantly for through resource ramp approx. close to 340 employees.
 - Closing the grade rationalisation exercise for the VTI organisation within a short span of time without prejudice.
 - Revamped the health benefits for the on-roll and outsourced technicians with greater advantage.
 - Revamped the benefits programs for the employees such as travel policy for Executive, staff and technicians.
 - Revamp the leave system from the standalone system to a VECV system and integrate the leave policies.
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Tata Consulting Engineers Limited**March 2009 – March 2015****Designation:** Manager – HR**Reporting to:** VP – HR & VP – Steel, Metal & Mine Business**Role and Responsibilities:** HR Partner for Steel, Metal & Mining Business.**Reportees:** 2 direct; 1 indirect reportees

My responsibility is to support business strategy and implement HR plans and to drive achieve strategic business initiatives and deliver results. This also includes, but not limited to, workforce planning, building organisation capability, providing change leadership, talent management, Statutory Compliance and supporting day-to-day operations as well as on-going process improvement. I also drive training and development; facilitate succession planning, policy review and implementation, etc. I am also leading a team of 3 HR professionals.

UnitedHealth Group Information Services Pvt. Ltd**December 2007 – February 2009****Designation:** Employee Relations Specialist**Reporting to:** Director – ER & S

Role & Responsibility: HR consulting on people processes, administering policies and conduct Employee Relations Investigations. Advice and support management in appropriate resolution of employee relations issues (India), in accordance with local employment law and company policies and procedures.

Some of the special assignments handled: Managing Employee Relation Issues (MERI), Career Progression Path, Early Warning Signals, E2S Project, “Reach”, Employee Retention Project, Overtime Study, Manager’s Handbook, Employee Handbook etc. Designed and build Organization Capability through Manager Education programs. Implementation of HR Shared Services for APAC Region known as “**Project Pyramid**”.

Covansys India Pvt. Ltd. – A CSC Company**April 2007 – December 2007****Designation:** Senior Executive – Resource Management Group**Tata Technologies Limited****February 2005 – January 2007****Designation:** Associate – HR**Education:**

- PGDM (2003 – 05) from SCMHRD in Human Resource Management and Operations Management.
- Bachelor of Engineering (1997 -01) in Mechanical Engineering from Gulbarga University.
- AISSCE (1997) & AISSE (1995) from Central Board of Secondary Education (CBSE).

Certification & Training:

- Certified Trainer on “**SL II T4T**” by “Ken Blanchard, USA”
 - Certified Trainer on “**Crucial Conversation**” through Vital Smart, USA
 - Certified Trainer on “**Leadership Essentials**” through Achieve + Forum, USA.
 - Certified Trainer on “**Everything DiSC**” through Wiley’s & Co. USA
 - Certified **KF360 Coach** through Korn & Ferry, USA
 - Training by the Fortive Corporation on “**Internal Investigation Training**” at Shanghai, China.
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Personal Details:

Date of Birth : 31st May, 1979

Marital Status : Married

Linguistic abilities : English, Hindi, Bengali

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