

Ashutosh Vikram Singh

Human Resources Generalist with nearly 18 years' expertise in heading People Management Operations

CAREER ABSTRACT

Through my 18-year as Trusted Business Partner, I've worked as HRBP determined to create Performance Driven Work-Culture by developing policies & programs aligned to Strategic needs of organization. Roll-out robust processes which inspire human capital to not only recognize their true potential but continually work towards upgrading their skills which helps effectively accomplish Structured Talent Growth This has also helped create & nurture work environment that allows employees to synchronize their aspirations with Company objectives, thereby discerning Win-Win situation for everyone.

Being part of Leadership Team at Halliburton, I've been able to leverage my dynamic experience to assess and anticipate organizational HR needs, as well as align employees' performance. This has been core to diligently draw-up Talent Development programs which support personnel aspirations and act as catalyst in fuelling motivation to achieve efficiencies.

PRIOR WORK EXPERIENCE

Organizations (current)	Designation	Tenure (From – To)
Halliburton	Country HR Manager	Aug 2006 and continuing
Organizations (previous)	Designation	Tenure (From – To)
Reliance Energy Limited	Assistant Manager	Jan 2004 to Aug 2006

Accountabilities:

Strategic Planning

- Ensure HR team deliverables are always aligned with dynamic business objectives at all times, to maximize output by synchronization of efforts and resources

International Working Exposure

- Worked in High Risk Country (Iraq) for a period of 5 years dealing with employees from different backgrounds, work experience and culture (almost 28 nationalities)

Global Workforce Engagement Policy Knowledge

- Profound knowledge of International policies and norms governing engagement, movement and compensation, structure applicable to international workforce

Talent Acquisition

- Involved in upscaling of competent workforce to support massive increase in operational activity as well as support hiring for upgradation of talent for future

Internal Policy Formulation & Implementation

- Responsible of formulating and modifying organizational policies which encourage Workplace ethics and company Values (like Diligence and Integrity) as guiding principle for all its stakeholders

Performance Management

- Fostering development of key professional competencies that enable employees to excel in their performance in current as well as future jobs, through planned learning and development

Organizational Development

- Ensured by continuous alignment that Training and Development structure caters to objective of improving efficiency and effectiveness of workforce, by bridging gap between current capabilities and those needed for dynamic future

Succession Management

- Created work culture which encourages Diversity and Inclusion when reviewing leadership capabilities every year, thereafter put together robust development plan for identifying and bridging skill gap for future leaders, as well as HiPo's

Compensation & Benefits

- Participated in Compensation & Benefits Study conducted by various service providers like Mercer, Hewitt, Hay, Tower-Watson Groups to ensure compensation structure is aligned with relevant market data-points and reflects transparency

Employee Welfare

- Make sure that Employee Engagement activities are always focused towards employee motivation and team morale for better team performance and increased employee productivity, as well as higher employee retention

HR Automation

- Part of core team responsible for setting-up of Employee Service Centre's for moving regular HR activities therein and help HR gain momentum for Strategic HR activities

Through Knowledge of Local Compliance Regulations

- Strong knowledge and hands-on experience in local labour laws while dealing with compliance documentation as well as managing trouble-shooting situations

Government Relations

- Managing Govt relations function to ensure proper paperwork and approvals are in place for international employees to operate at various locations, in accordance with international as well as country laws, as well

Administration Department

- Worked with various stakeholders involved in Base Camp operation (covering around 300-350 residential employees at any point) to ensure that all employee grievances are resolved in timely manner as well as safety standards are maintained

Accomplishments:

- Strong reflection of Business Acumen by bringing significant \$\$ savings for company by process improvements
- Applied analytical thinking by evaluating ongoing processes for GR and Travel Dept to realign them as per changing business needs, thereby considerably reducing processing time and related costs
- Involved in capability development of HR Team members alongwith inculcating sense of responsibility towards their work deliverables, resulting in them gaining international as well as cross functional opportunities for growth
- Halliburton Certified Trainer for HR trainings pertaining to Succession Management, Talent Selection, Change Management, Compensation Essentials and Leadership Trainings like Crew Leadership and Foundations of Leadership
- Conducted multiple training sessions, covering employees from O&G, Technology Centre and International Sourcing Division, wherein sessions as well as learnings were greatly enjoyed by concerned employees
- Strong functional knowledge of SAP – OM and PA, as well as part of teams responsible for SAP deployment in Iraq
- Diligent work contributions recognized by Global and Regional team from time to time, in form of learning opportunities
- Worked with Internal and External auditors on thorough review of processes and related documentation for employees, which reflected 100% compliance adherence in 6 internal and 2 external audits, reflecting process-oriented approach

Awards & Certifications:

- Awarded multiple internal recognition awards Maximizing Value Performance (MVP's) for contributions and support to Global Hiring Plans, Employee Engagement Initiatives, Effective Internal Audit with 100% Compliance adherence
- Granted Y-o-Y Restricted Stocks by Management to recognize exceptional performance and serve long term retention
- Undergone Business Leadership Training Module I in 2015 & Business Leadership Training Module II in 2019 at Texas A&M College
- Undertaken Financial Leadership Training in 2017
- Attended workshop pertaining to Conducting Employee Investigations as well as Negotiation Skills in Business

SCHOLASTICS

- MBA (HR) from Symbiosis Centre for Mgmt and HRD, Pune (2002 to 2004)
- M.Com from Kanpur University (2000 to 2002)

PERSONAL DOSSIER

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