

Brishti Mondal

VP & Head of HR

Masters in HR&OD
Masters in science
Secondary Education

Delhi School of Economics 2002
Presidency College in 2000
Modern High School in 1993

Certifications:

ESG Expert Certification from **World Development Corporation and Directors Institute**
BRSR Expert Certification from **World Development Corporation and Directors Institute**

POSH Trainer from **Ministry of Women and Child**

Others:

- ✓ EASTERN REGION COUNCIL MEMBER: **NASSCOM**
- ✓ VICE PRESIDENT: **WICCI**

SUMMARY

22 years of experience in helping companies to achieve their business transformation objectives through strategic planning, organizational alignment, cost optimization, workforce management and learning and development.

Spearheaded Change Management initiatives, worked in Mergers & Acquisition, spinoff scenarios

Developing organization competency through learning and development and innovative policies and practices. Building efficiency through digital transformation and promoting inclusivity. As a leader, vision is to provide human capital with opportunities for growth, innovation, wellbeing and enrichment. Practice sustainability. Interests in adventure sports, wildlife and promoting sustainability

KEY EXPERTISE

- ✓ WORKING EXPERIENCE IN IT, SOFTWARE PRODUCT COMPANIES (R&D DIVISIONS), FINTECH AND GCC
- ✓ EXPERIENCE IN OVERALL HR OPERATIONS FOR MULTIPLE ENTITIES (DOMESTIC AND INTERNATIONAL)
- ✓ OD INTERVENTIONS THROUGH GLOBAL PROJECTS
- ✓ SETTING UP HR FUNCTIONS AND SCALING UP OPERATIONS (FROM START UPS TO EXPANDING ESTABLISH ORGANISATIONS)
- ✓ CERTIFIED POSH TRAINER, ICC PRESIDING OFFICER, POSH CONSULTING
- ✓ ESG REPORTING: GOVERNANCE AND COMPLIANCE MANAGEMENT AND REPORTING
- ✓ DIGITAL TRANSFORMATION, LEADING AND IMPLEMENTING PROCESS AUTOMATION PROJECTS
- ✓ LEADING E LEARNING and HRMS TEAMS

Specialization and Career Highlights

- ✓ Workforce planning, Workforce Management and Expansion
- ✓ Merger and Acquisition: Spearheaded acquisition related interventions for 3 locations namely Kolkata, Delhi, Bangalore and Malaysia.
- ✓ Global HR Projects
- ✓ Organization Design and Effectiveness through Transformation projects
- ✓ Leading Learning and Development framework and Leadership Development: Built career progression models focused on upskilling /cross-skilling and creating development opportunities for internal talent.
- ✓ C-Suite Advisory Role and HRBP for multiple entities/group companies
- ✓ Payroll and Compliance Management
- ✓ Stewarded organizations towards Great Place to Work (GPTW) certification and improvising on key findings around employee engagement
- ✓ Lead Digital Transformation projects at organization level : Development to implementation of Inhouse HRMS and various process automation
- ✓ Culture Initiatives and interventions for building inclusivity and fostering participation towards organization level decision making
- ✓ Worked with global leaders in high growth environment.
- ✓ Designing and implementing of evolving Performance Management System and Assessment Model