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Top Skills

Employee Engagement

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Publications

Why Modi needs a CHRO!

The Ultimate Arsenal-Talent!

Emerging from the Black Swan's Shadow

Unmanifest|428798 A.D|Story of Kalki

The Wisdom of Rama

S 'Venky' Venkatesh

Formerly President-Group HR & Group Board Member for large conglomerates| Lifetime Achievement Awards-Business World & Economic Times | Pragati's 'People Leader' | Author of 'Unmanifest| 428,798 A.D.| Story of Kalki'

Bengaluru, Karnataka, India

Summary

One of India's longest serving HR leaders with 38 years of experience across MNCs, Diversified Indian Business Groups, Private Equity and Consulting. The Corporate experience spans diverse sectors like Consumer, Tyres, Power, Engineering/EPC, IT Services/Software, Telecom, Textiles/Apparel/Brands/Retail, Metals & Mining, Lifesciences, Agriculture/Plantations, Energy Products. I specialize in managing multi-business, multi-geography and multi company diversified conglomerates with employee headcount anywhere between 25000 to 40000+. Since 1996, I have been holding group HR leadership positions at the national/global level for very large corporations. For 4+ years, I had an entrepreneurial stint during which I founded and ran a successful Strategic HR services firm.

In the last 3 corporate stints for large conglomerates, I provided Global HR leadership. In this role I reported to the Group Chairman and was a member of the Group's Management Board/Excom.

Experience

RPG Group

Member-Group Management Board & President-Group HR

April 2014 - April 2025 (11 years 1 month)

Mumbai, Maharashtra, India

Global Leadership responsibility for the USD 5 Billion conglomerate's People function-spanning over 40000 employees across 7 companies and 100+ countries. In this role I reported to the Group's Chairman, Mr. Harsh Goenka and was a member of the Group Management Board.

Svanishta

Founder & Chief Executive Officer-Svanishta(Strategic HR Advisory)

May 2009 - March 2014 (4 years 11 months)

Bengaluru Area, India

Svanishta was a young, boutique HR consulting firm I founded, providing HR Advisory services to client companies and their Boards. In particular the firm offered a unique 'Director HR on hire' service. The firm specialized in working with medium to large India/UAE based family/promoter owned business groups. (www.svanishta.com).

During this period, I worked as President-Human Capital in Helion Advisors, a stage independent, India focused venture capital firm in the PE space. Working from the Fund's side, I advised the firm's 35 portfolio companies across a wide range of human capital issues. At the pre-investment stage I provided HR due diligence support to the firm's General Partners. This was a unique, and one of its kind HR role in the PE/VC industry.

Arvind Limited

Group President-Human Resources

July 2007 - November 2008 (1 year 5 months)

Responsible for the Group HR function of the 90 year old, and one of India's most respected conglomerates, spanning Fabrics, Apparel, Brands, Retail, Financial Services, Engineering - and its JV Companies with global leaders like VF Corporation, Diesel of Italy and Tommy Hilfiger. Total number of employees was around 30000. Reported to the Chairman of the Group, Mr. Sanjay Lalbhai.

Vedanta Resources Plc

President-Group Human Resources

August 2002 - June 2007 (4 years 11 months)

I was the Global HR head for this LSE listed and FTSE 100 metals & mining conglomerate. Company's topline was then around USD 6.5 Billion, with a global workforce of about 25000 employees. In addition I had corporate oversight over the HR function of Sterlite Technologies. Reported into Mr. Anil Agarwal (Chairman) and Mr. Navin Agarwal (Vice Chairman) of the Group.

BPL Innovision Business Group

Executive Vice President- Group HR

September 2000 - August 2002 (2 years)

Responsible for the Group's HR function across the Wireless (represented by the BPL Mobile brand), Internet, Broadband, Technology, FM Radio businesses. In this role I reported into the Chairman & MD, Mr. Rajeev

Chandrasekhar. The company was a pioneer of the Indian Telecom sector and a clear industry leader in that period.

PowerGen Plc

Director-Human Resources(India/Middle East)

August 1996 - February 2000 (3 years 7 months)

PowerGen Plc, a Midlands U.K. headquartered company was a dominant energy player in the UK and a leading IPP across the world. Its revenues were then around USD 5 Billion. I had responsibility for the company's people function across the India and Middle East region. In this role, I reported into the Global Head of HR

ITC Limited

Various HR Positions in this diversified conglomerate

July 1987 - August 1996 (9 years 2 months)

Various locations

Education

Tata Institute of Social Sciences

Masters, Personnel Management & Industrial Relations · (1985 - 1987)

St. Bede's, Chennai (India)

· (1969 - 1979)