

## Aparna Sharma

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### Skills Set

- Strategic HR
- Organization Development
- Learning & Development
- Potential Assessment & Succession Planning
- HR Analytics
- \* Change Management
- \* Talent Acquisition & Management
- \* Corporate Communications
- \* Diversity & Inclusion
- \* Employee Relations

### Career Summary

Over 25 years of rich management experience in Human Resources, Business strategy, Corporate Communications and Governance across Building Materials, Banking & Financial Services, Pharmaceuticals (including KPO), Biotechnology & Petrochemicals encompassing Commercial, Research & Manufacturing operations largely in India, also in the Philippines and South Asia

### Value Addition – Independent Director, HR Advisory, Author : 2015 onwards

#### **Independent Director -**

- Hexagon Nutrition Ltd. (2021 onwards)
- BNP Paribas Asset Management India Private Ltd (2021 onwards)
- SMILE Microfinance Ltd. (2020 onwards)
- Rajratan Global Wire Limited (2019 onwards)
- T.S Alloys Ltd., 100% subsidiary of Tata Steel (2015-2018)

#### **HR Advisory, Training & Coaching ; Counselor ; Educator -**

- Managing Consultant, Surya Consulting (October 2015 onwards)

#### **Author -**

- “Between U & Me” – Ordinary People, Extraordinary Lessons - English
- “Reality Bytes - The Role of HR in Today’s World” in English & Hindi

### Value Addition – Corporate Sector 1996 onwards

#### **Chief Human Resources Officer, Greaves Cotton Ltd., - June 2015 to Sept. 2015**

- Set up POSH Internal Committee
- Worked with Bain & Co. with inputs on Human Resources for Future Business Strategy
- Signed pending Settlement with Union(Pune Manufacturing Locations)
- Prevented Union Formation (Tamil Nadu location)

#### **Country Head-HR, Lafarge India, June 2012 to March 2015**

- Architected the Country Vision for Lafarge India including stakeholder communication & engagement strategy
- Developed the shared HR Vision for Lafarge India aligned with Country Business Ambition & Progress Plans
- Spearheaded the Lafarge Ready Mix business turnaround by leading org.re-structuring, change management & training interventions
- Drove “One Lafarge” initiatives across businesses to transform overall culture including policy harmonization
- Led Organization design & re-engineering to capture synergies across functions
- Led the Digilearn World Cup victory globally for Lafarge India by adoption of E-Learning.

#### **Director-HR, Deutsche Bank Group, July 2010 to May 2012**

- Set up & Scaled Jaipur centre with respect to HR team & operations
- Built strong HR team in Mumbai & Jaipur centres

- Stabilized Mumbai centre – people, processes & operations
- Designed & Implemented Assessment Centres for selection & promotion of internal talent

**Director-HR, UCB India Pvt. Ltd., April 2007 to June 2010**

- Partnered with McKinsey to develop the 5 year STRAT plan for UCB India
- Define and local roll-out of Vision, Mission & Values (VMV) of the organization
- Set up Shared Services Centre for IT Operations in Bangalore
- Managing ER/IR related issues of field sales force (in Pharma) & shop floor workers in manufacturing set-ups.

**Head HR, Global Services, Novartis Healthcare Pvt. Ltd., Feb.2006 to April 2007**

- Responsible for People Migration from Mumbai to Hyderabad due to Strategic Business relocation
- Scaled manpower with high quality & timely staffing for stabilizing Novartis Global Services operations in India

**Training & OD Lead India, South Asia/Country HR Lead Philippines/HR Lead/Manager-HR : Monsanto India and Philippines, 1998 to 2006**

- Member of Country Management Team responsible for business operations in Philippines
- Long Range Business Plan of South Asia Monsanto
- HR due diligence for M&A deals in Monsanto
- Designed & led Career Self Reliance Programs for Monsanto in South Asia
- Set -up a World-Class biotech R&D facility at Bangalore in record time
- Initiated & implement E-Recruitment for Monsanto in Asia Pacific

**Officer-HR/Management Trainee – NOCIL, 1996 to 1998**

- Designed & implemented Performance Management System for the new merged company with Prof. T.V. Rao
- Workshops on Change Management with Rossabeth Moss Kanter for senior management
- Employee Training with Claus Moller, TMI, USA

### Awards & Recognition

- Excellent Woman HR Professional of the Year, 2021
- Most Influential Women in Academics , 2020
- Indian HR Champion of the Year, 2019
- Indian Business Woman of the Year, 2019
- ILDC-AMP Women Excellence Award 2019
- HR Leader & Author Award, 2018
- Best HR Trainer , 2018
- Woman Achiever Award, 2018
- MTC Global Outstanding Corporate Award for Excellence in Human Resources, 2016

### Academic Learning & Professional Training

- Masters in Personnel Management & Industrial Relations (PM&IR), TISS, Mumbai - 1996
- Qualified Independent Director from Indian Institute of Corporate Affairs (IICA), GOI - 2020
- Certified Corporate Director by Institute of Directors (IOD) - 2016
- Ivey Leadership Program, University of Western Ontario -2013
- Executive Life Coach by OD Alternatives – CFL (Coach for Life)
- Certified Trainer on 360 degree Feedback Leadership tool of CCL

### Professional Memberships

- Member of the National Executive Board of NHRDN, 2013-2015
- Member of NHRDN, NIPM, AIMA & ISTD

### References

- Available on Request