



# Abhimanyu Kr Singh

## HR Advisor & Freelance Consultant

## Education

1998-2000  
**Post Graduate Diploma In Personnel  
Management (PGDPM)**  
XIIS, Ranchi

1997  
**Chemistry Graduate**  
St. Columbus College, Hazaribagh

## Skills

- Have wide range of experience in the areas such as Organization Design,
- Constitution of Management Committees,
- Detailing of Roles, Job Task Standards,
- Work force Planning, Structuring,
- Manpower Optimization,
- Overall Capability Development,
- implementation Support across all HR Systems, Competency Modelling & Assessment
- Compensation and Benefits.

## Specialities

Certified for SHL's Competency Based Interviewing, OPQ 32 Psychometric Tool

Part of CII-HR Mission to Japan to study HR practices in Japanese Industries

Certified Assessor for CII-EXIM and Tata Business Excellence Model.- CG won CII-EXIM Award in 2011.

3TP Middle Management Program at IIM-Ahmadabad

Trained on Tavistock's Socio-Technical Approach to Manage Change.

## Professional Summary

- HR Leader with over 22 years of experience in a global matrix environment nuanced with multicultural perspectives and business challenges. Adept at leading change and driving result in an entrepreneurial environment.
- Have been pivotal in integrating systems and cultures post high scale acquisition in a leading Consumer Goods and Agri organization. Have led projects in the area of Organization design, Structuring, Job Role and Grades, Performance and Talent management systems while working with leading MNCs in Agri and Consumer Durable sector.
- Have led the HR strategy for businesses operating in diverse geographies and sector with multiple models and organizational maturity. Demonstrated ability to drive processes across people development, talent management, rewards and performance philosophy & framework, executive coaching and building high performance teams.
- Empaneled with leading HR Consultancy firms as their service provider for -Conducting Talent Assessment and Development Centre.
- Providing Advisory and consultancy services in design and delivery of Performance and Talent Management processes, Reward & Recognition, Organizational Diagnostics for small and medium sector organization in Services and Manufacturing domain.

## Experience

### Organization Design, Job Family Design and Grade Structuring:

Led assignments in the area of Organization Design, Job Role and Grades specification and levelling spanning Agri, Consumer Durable, and Service organization.

- Proposed new Org. Design- supporting the Business's strategy to move from manual to mechanized operation for the flagship business of a global Agri MNC. Defined new departments, coordinating mechanism new roles their specification and their manning.
- HR transformation Project for a leading travel company to help them transition to an online travel service provider. Proposed new structure, conducted process and position mapping, reassigned talent post internal assessment and put up the new HR operating model to support the India Operation.
- Led the HR part of Business Transformation at CG; leading to spinning off a new Consumer organization and developed Incentive Program for building Sales and Product Innovation capability.

### Performance and Talent Management

- Have extensive experience in designing and implementing performance management systems across wide spectrum of organization, operating in diverse geographies, creating scorecard, goal setting and reviews.
- Have developed Goal directory sensitive to roles and levels, post process mapping for all the business verticals of CG i.e. Power, Industrial and Consumer.
- Have also developed Key position, person mapping approach and talent reviews and capability development framework and overall succession and career pathing framework for Agri and Power Utility organizations.

### Compensation & Rewards Management

- Have led grade and compensation system study at a power utility MNC. Recommendation led to Banding approach to manage Career and Rewards for White Collar employees. Helped Business move from 7 Bands to 14 grade structure.
- Have designed incentive and variable pay plans for across employee segments, annual increment models and compensation structure benchmarking and alignment, at organizations, I have worked earlier.
- Have worked on assessing effectiveness of Reward plans and brought in simplification and compliance.
- Have designed and implemented recognition programs for talent engagement and retention at CG and Olam.

### Leadership Assessment & Capability Development

- Have worked on multiple assignments in the area of Competency Modelling leadership assessment and development thru Assessment centers, 360 degree surveys, psychometric tools and IDP interventions in public and private sector. **Have been Assessor for more than 500 leadership talent over my career till date.**
- Have worked on designing and executing assessment process for identifying HiPos and their job mobility in the organization, spanning diverse geographies.

### HR Strategy and Process

I also specialize in HR Process improvements, implementation of new HRMS for HR, detailed HR diagnostics, industry benchmark design of new HR Operating model along with RACI matrix for HR processes.