

# ADITI ROY



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 LinkedIn

## GEOGRAPHICAL REMIT

SEA | Latin America | North America |  
South Africa | EU | LATAM | ME

## SKILLS

### Core Competencies:

- Global People Operations
- Project Management
- HR Digitization
- Analytics
- Compliance
- Onboarding and Talent Acquisition
- M&A (Mergers & Acquisitions)
- Due Diligence
- Strategic Workforce Planning
- Recruitment Strategy Development
- Talent Sourcing & Attraction
- Recruitment Analytics & Reporting
- Workforce Transition
- Compensation and Benefits
- Organizational Development
- Performance Management
- Employee Engagement
- HR Technology
- Diversity and Inclusion
- Change Management
- HR Strategy and Operations
- Talent Management
- Strategic Thinking
- Cross-Functional Collaboration
- Stakeholder Management
- Decision-Making
- Communication
- Payroll & Timekeeping Monitoring
- Team Management and Leadership
- Cultural Integration

### HR Tools:

HRMS | ATS | Workday | SAP | Workable  
| Leapsome | Freshteam | Zwayam |  
Docusign | Hackerearth | Greythr | MIS |  
MS ERP

## CAREER SUMMARY AND OBJECTIVE

An accomplished HR professional with over 16 years of experience in Global People Operations, Culture, and Technology, possessing a unique blend of skills to drive people-centric strategies that fuel business growth. Having developed expertise in talent acquisition, leading HR functions across geographies, building high-performing teams, implementing cutting-edge HR technology, and driving a culture of innovation and collaboration. A proven track record of success in being a part of 4 major M&As, enabling organizational transformation and building strong employee engagement; passionate about joining a well-versed organization in a progressive capacity to drive impactful change

## WORK EXPERIENCE

**Jul 2022 – Present**

**Yellow.ai**

**Associate Director - Global People Operations & Technology**

Automated HR interview process to streamline the onboarding of campus hires, resulting in the fast-paced hiring of 28 individuals from a pool of 900 candidates. Developed a hiring strategy to ensure that the top 10% of talent came from Tier 1 & 2 institutions. Contributed to increasing the frequency of talent acquisition from 100-150 to 800-900. Overseeing people operations across geographies spanning India, SEA, Latin America & North America. Leading the setup of HR operations and global payroll across LATAM, ME, and SEA.

### People Operations:

- Developing a comprehensive compensation framework for campus hires to ensure optimal talent retention
- Implementing HR policies/procedures to ensure compliance with global/local laws and regulations across different regions
- Implementing focused initiatives to cultivate a high-performing work culture and managing performance-related terminations
- Managing HR programs and initiatives related to employee engagement, retention, compensation, and benefits
- Collaborating with internal stakeholders to support recruitment and talent management efforts, including sourcing, interviewing, and onboarding new employees
- Overseeing performance management and career development programs to ensure that employees receive adequate feedback and support to grow in their roles
- Leading employee relations efforts to resolve conflicts and promote a positive workplace culture

### Technology Operations:

- Managing the organization's HR technology stack and administration systems

- Creating an HR Bot to elevate the employee experience, and leading global benefits, policies, and audits across diverse geographies
- Championing the OKR program implementation across the organization while spearheading the digitalization of HR and transformation of people processes to enhance the overall employee experience
- Ensuring data accuracy and security within HR systems and developing processes for data maintenance and reporting
- Collaborating with IT and other departments to implement new technology solutions that improve HR processes and enable data-driven decision-making
- Providing training and support to HR staff and end-users on HR technology systems and processes

#### **Project Management and Leadership:**

- Developing and managing project plans for HR and technology initiatives, ensuring that projects complete within time and budget
- Monitoring project progress and identifying and mitigating risks and issues as they arise
- Fostering a culture of collaboration, accountability, and continuous improvement within the HR and technology teams
- Representing the organization in external forums and industry events to stay informed of best practices and emerging trends
- Managing and mentoring cross-functional teams while Collaborating with executive leadership to develop and execute the organization's overall HR and technology strategy

**Jan 2021 – Jul 2022**

**Kaleyra**

**Director – Total Rewards & Organization Development,**

Joined the organization when the workforce capacity stood at 102 and skillfully elevated it to an impressive 656 with ease and success. Led the seamless implementation of Workday across 11 different countries, ensuring a smooth transition and optimal performance across all regions. Established a Total Rewards strategy across the EU, South Africa, ME, LATAM, NA, and India. Developed a vision for HR digitalization to transform the organization and its people through tools, such as Leapsome, Workable, Freshteam, Zwayam, Hackerearth, greythr, and Docusign. Launched ILead and VLead programs to drive multicultural collaboration. Played a pivotal role in launching Kaleyra's Culture Code. Gained words of praise from the Founder & CEO of Kaleyra and secured the "Most Inspiring Women" award.

#### **Total Rewards:**

- Developed and executed a comprehensive compensation and benefits strategy, aligned with the organization's goals and objectives, strategies through rigorous market research by partner agencies
- Led the organization restructuring and implemented benefit strategies for mergers, acquisitions, and business realignment
- Ensured that the organization's compensation and benefits programs were competitive, equitable, and compliant with the respective laws and regulations
- Conducted regular benchmarking to evaluate the effectiveness of programs and recommend changes
- Worked with external vendors to manage the administration of the organization's benefits programs, including health, retirement, and wellness benefits

#### **Performance Management:**

- Spearheaded the meticulous process of creating a competency framework across various levels
- Led a global performance appraisal process with a vision of no bias and fairness, ensuring the retention of key talent
- Collaborated with various teams to ensure that performance metrics were clearly defined and communicated to employees
- Developed and delivered training programs to support the implementation of performance management processes
- Analyzed performance data to recognize trends, areas for improvement and suggested changes to the existing processes

#### **Organizational Development & Employee Engagement:**

- Successfully leveraged social media to create employer branding through webinars and surveys, driving diversity through channelized programs and opportunities for women on career breaks
- Served as an OKR Champion and process owner, working closely with CXOs to drive organizational strategy
- Facilitated organizational change management efforts to ensure smooth transitions and optimal performance
- Implemented employee engagement initiatives to improve employee satisfaction, retention, and productivity and evaluated the effectiveness of the initiatives
- Conducted employee surveys and implemented action plans to address employee feedback

#### **Talent Acquisition:**

- Collaborating with senior leadership and HR stakeholders to understand talent needs and align recruitment strategies with organizational goals
- Designing and implementing comprehensive recruitment strategies, including sourcing channels, employer branding initiatives, candidate assessment methods, and candidate experience enhancement
- Overseeing the identification and sourcing of top talent through various channels, social media platforms, job boards, professional networks, and partnerships with external agencies
- Establishing robust candidate assessment processes, including screening, interviews, and evaluation methods to identify the best-fit candidates

- Creating and maintaining talent pipelines and talent communities to proactively identify and engage potential candidates for current and future job openings
- Utilizing data and analytics to track recruitment metrics, measure the effectiveness of talent acquisition strategies, and provide insights for continuous improvement

#### **Mergers and Acquisitions (M&A)**

- Collaborating with cross-functional teams to conduct due diligence on potential acquisition targets, including evaluating the target's organizational structure, talent capabilities, and culture fit
- Developing and executing integration plans for acquired entities, focusing on aligning talent management processes, systems, and policies with the organization's overall HR strategy
- Managing the talent integration process, including assessing and mapping the acquired workforce, facilitating smooth transitions, and implementing change management strategies
- Supporting the cultural integration of acquired entities by identifying cultural gaps, fostering a positive and inclusive work environment, and promoting collaboration and knowledge sharing
- Ensuring compliance with employment laws, regulations, and contractual obligations throughout the M&A process. Collaborate with legal and HR teams to address any employment-related issues

### **PREVIOUS EXPOSURE**

Head – People & Culture, APAC | Nov 2017 – Dec 2020

HR Consultant, Twam Global Advisors Pvt. Ltd | Apr 2014 – Oct 2017

Associate Manager & Corporate HR, Mindtree Ltd | Jun 2007 – Feb 2014

HR Executive, Aztecsoft Ltd | Dec 2006 – May 2007

### **ACADEMICS**

MBA – HR & Information Systems, Bangalore University | 2006

BSc – Physics, Mathematics & Electronics, Bangalore University | 2004