

DEEPALI MAM

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**SENIOR MANAGEMENT PROFESSIONAL**

**18 years of experience in HR Strategy and Operations having worked with leading Multinationals – Capgemini group ,Volvo, GM,IHS**

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**Objective:** To add significant and Sustainable value to the global organizations through functional leadership and Business strategic roles in more diverse, challenging and rewarding assignments.

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**Key STRENGTHS**

- **Global Operations Management:** Ten years of leadership experience in International operations
- **Process Improvement and Design:** Effective in creating an environment of continuous improvement, Identifying and sharing best practices to optimize operational performance through initiatives like PCMM to align business strategy to HR processes
- **Organizational Development:** Skilled in driving initiatives like Employee Engagement, Career Development, Leadership Development and Succession planning

- **Industrial Relation:** Management of Employee Relations and Statutory Compliance under local statutes.

## **Professional Experience**

### **Capgemini Group Company - Altran India**

#### **Head of Human Resource Operations**

- Design of Policies and Process aligned to business vision
- Ensured high quality HR services that meet the needs of the business.
- Established and further refined appropriate SLAs to govern services offered by the HRSC covering Employee Life cycle
- Driven operational effectiveness and efficiency through the use of metric reporting and trend analysis of business results and pertinent data that drive process improvement

### **Volvo Construction Equipment**

#### **Assistant General Manager -Human Resources**

- Aligned Hub India HR plan to Global HR Business strategy
- Responsible for managing Budgeting process for Hub India.
- Organizational Restructuring and realignment of resources as part of the business strategy

## IHS Markit

### **Senior Manager – Human Resources**

- Responsible for driving and implementing all aspects of human resources. Accountable for the strategic and operational HR support for India to achieve business growth objectives.
- Key Areas: **Developed strategic workforce plan, Organizational Development, Acquisitions and Integration, Compensation and Benefits, HR systems**

## General Motors

### **Manager -Human Resources**

- Driven HR activities for Engineering Design Services (Manpower planning and Budgeting, Employee Engagement and Development, Compensation and Benefits planning, Training and Development, Manage Compliances)

## **TVS Electronics**

### **Business- HR Lead**

- Driven New Initiatives and Strategic projects like PCMM Level-4 implementation.

## Academics

- **Graduation (Law) Delhi University**
- **Post-Graduation (HRM) MDU University**
- **Pursuing EFPM (OB&HR) IIM Indore**

## **Key Professional Trainings**

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- Six Sigma Green Belt Training, at GE Medical Systems.
- GE Change Acceleration Mgmt. Program
- PCMM and BS4779 training.
- CEB Training on Strategic HR
- Knowledge of German language (Proficiency Level-A2)