

Migrations

Jan - Dec 2023



India Talent Summary
Human Resources

Contents

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Migrations

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Abbreviation	Term
C&B	Compensation & Benefits
CHRO	Chief Human Resources Officer
HR Ops	Human Resources Operations
ER	Employee Relations
HRBP	Human Resources Business Partner
L&D	Learning & Development
TM	Talent Management
OD	Organization Development
TA	Talent Acquisition

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Human Resources

Talent Movements Summary

744

total moves vs
843 in 2022

26%

moves recorded in
Technology & Offshore sector

40%

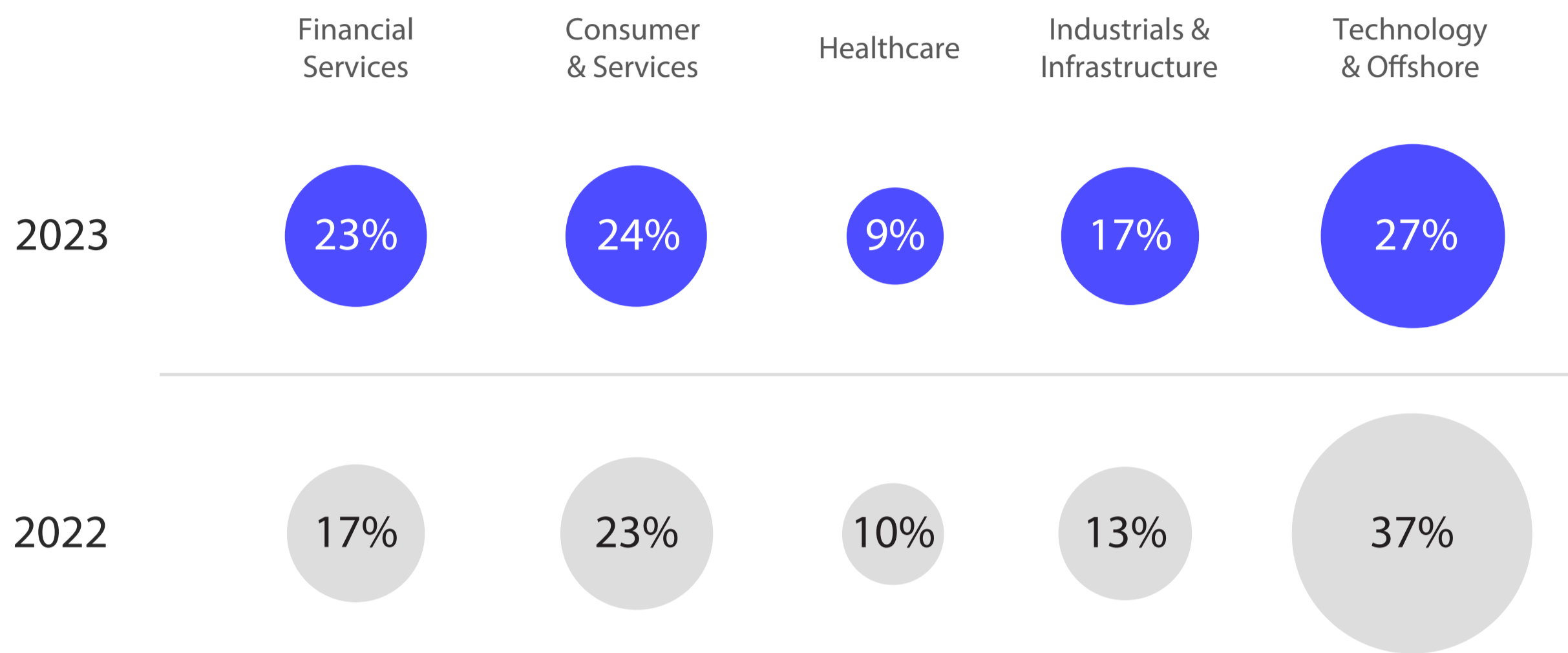
moves at CHRO level

38%

diversity moves in HR

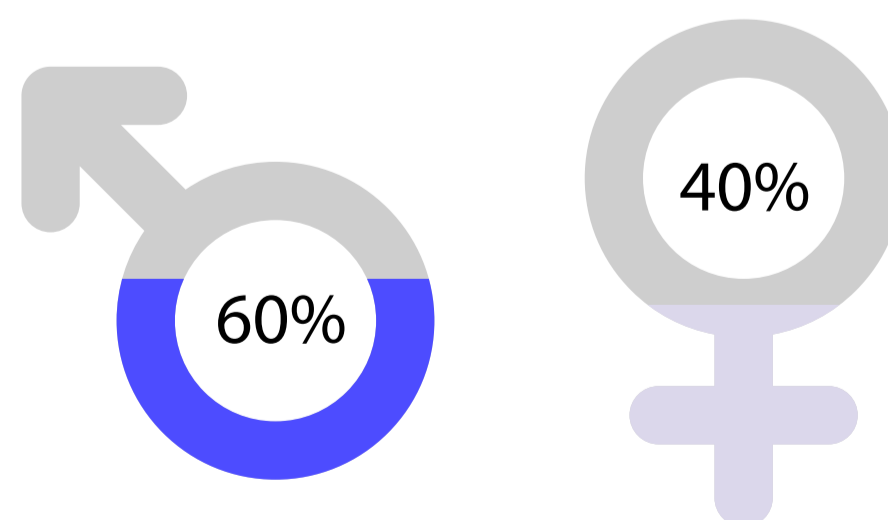
Consumer and Tech continue to lead the highest demand for HR professionals for leadership roles

Industry wide Summary of HR Hires - Comparative



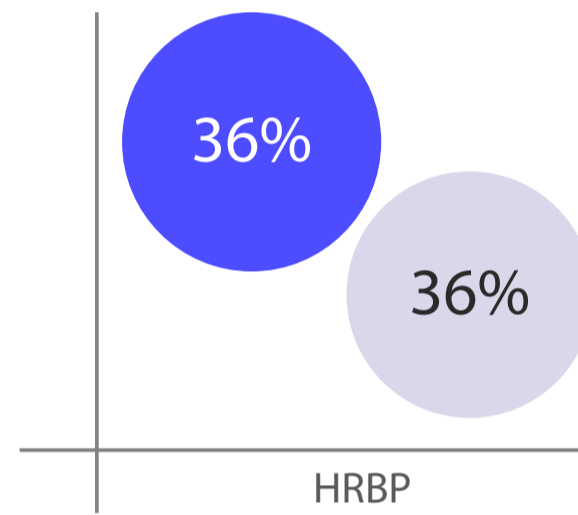
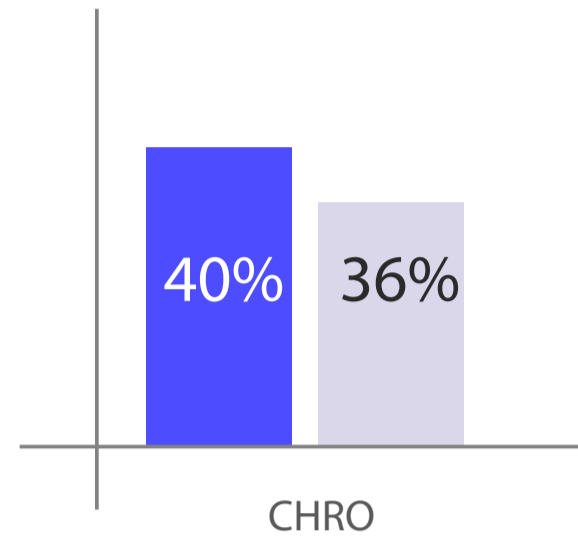
HR remains the most equitable gender diversity domain amongst all corporate functions in the Industry

Gender Diversity

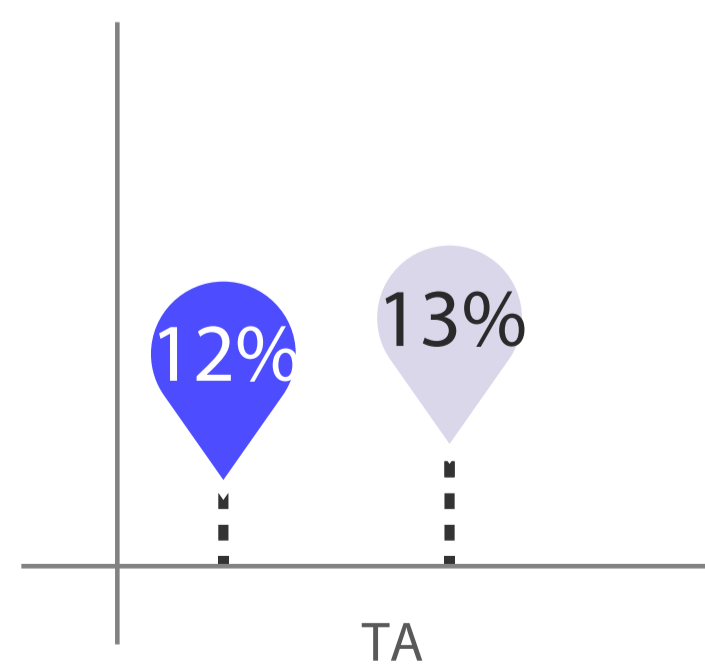
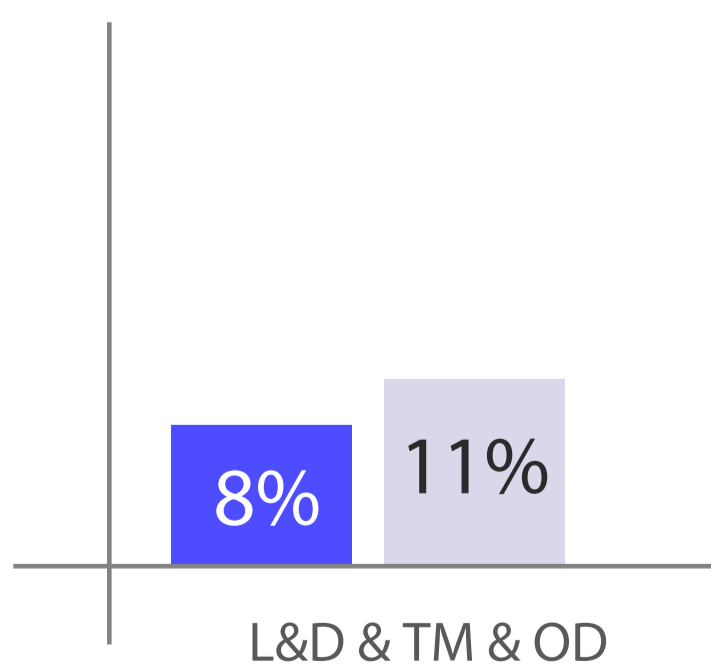
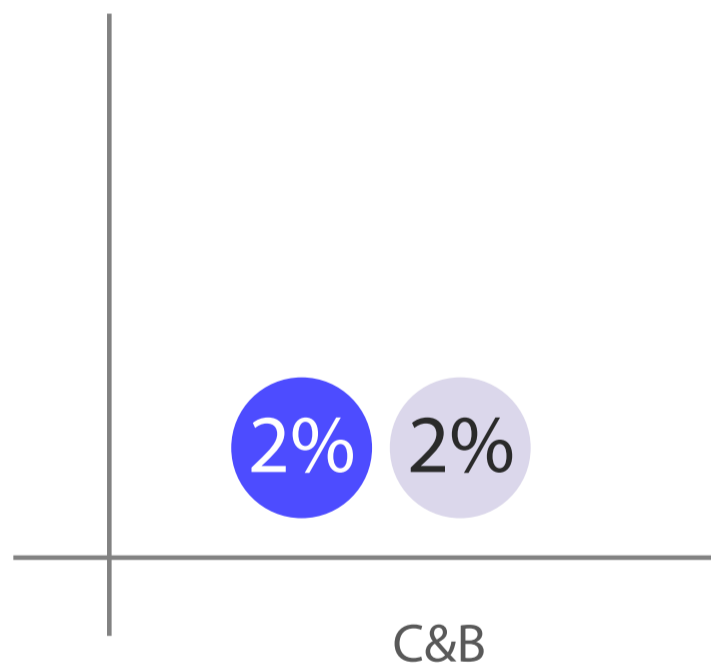


Functional Movements Summary - Comparative

■ 2023 ■ 2022

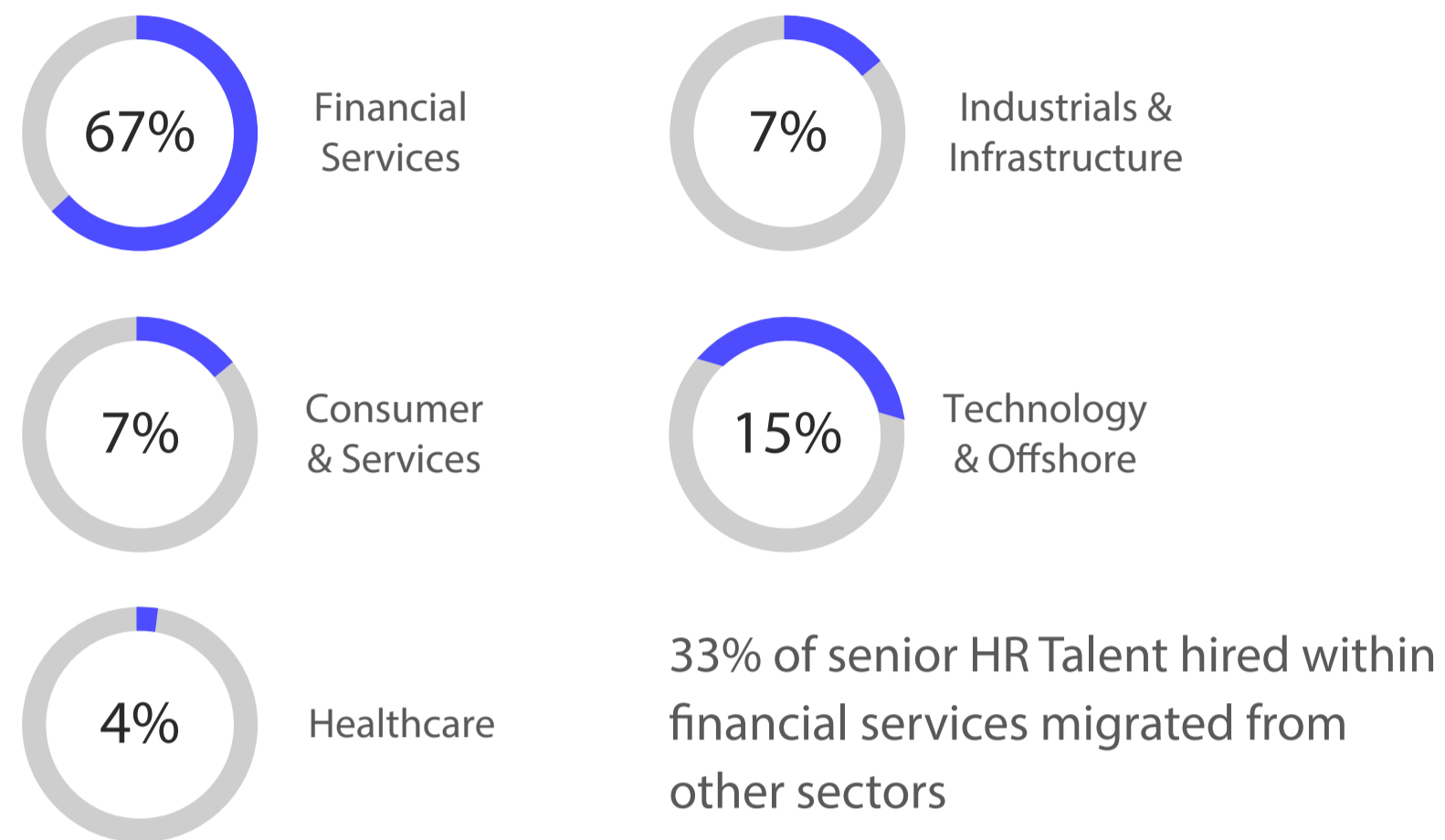


Demand for CHROs and HR Business Partners remain dominant for 2 years in a row

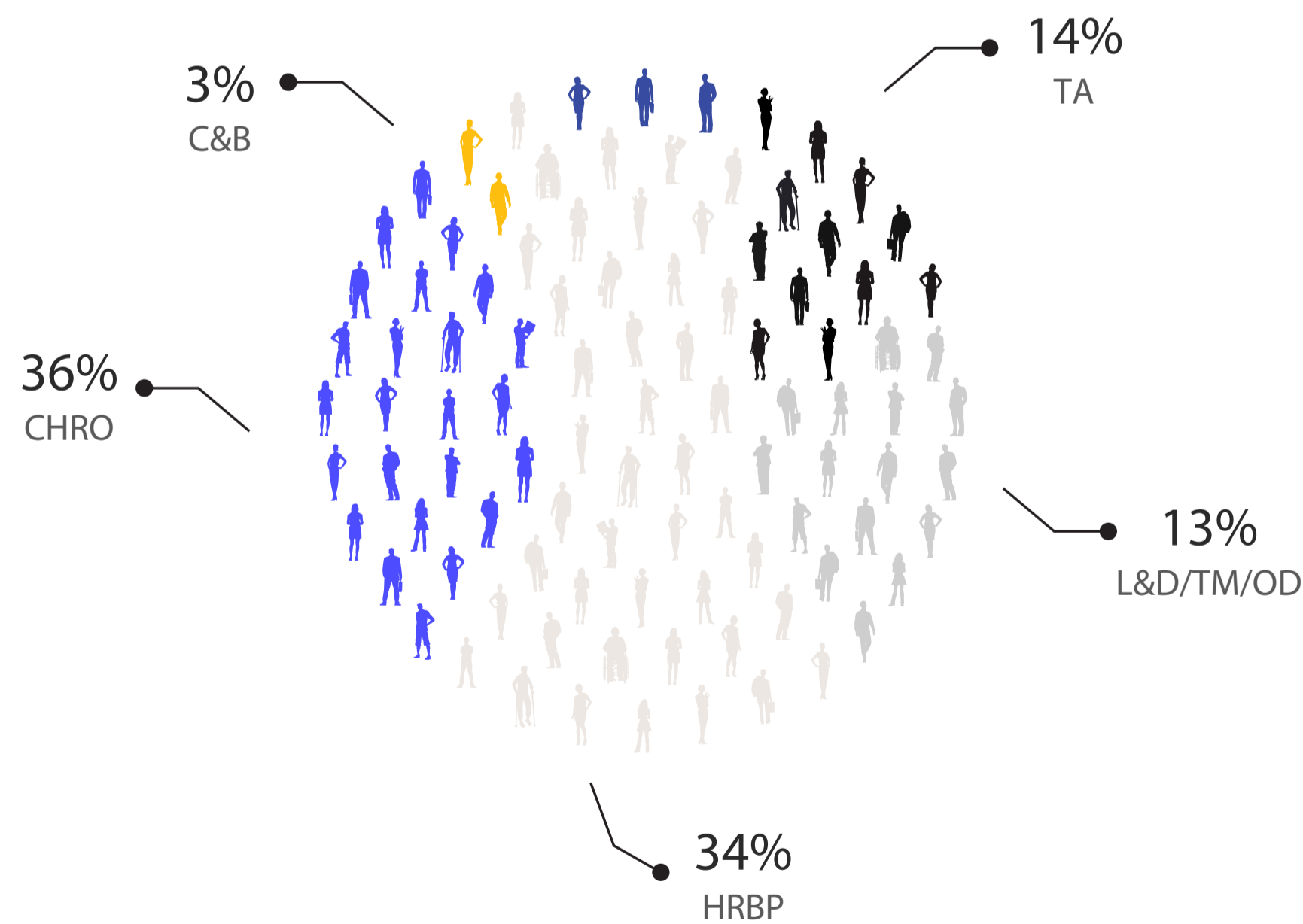


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HR Talent Migration to Financial Services from various sectors



Functional Split of HR hires within Financial Services



Aadhar Housing Finance

Vikas Bansal - CHRO
(Edelweiss Tokio Life Insurance)

Anand Rathi Wealth

Agraj Gupta - CHRO
(Whirlpool)

Ananta Capital

Geetika Mehta - CHRO
(ZebPay)

Avanse Financial Services

Achal Goel - CPO
(Kotak Mahindra Bank)

Cashfree Payments

Chetan Yadav - Head, HR
(Skill-Lync)

Credit Suisse

Meena Kothari - Director &
Country Head, HR - India
(Rabobank)

DBS Bank

Benaifer Palsetia -
ED & Head, HRRM & HR COO
(HDFC Bank)

DBS Bank

Mamata Vegunta - ED & Head,
HR (DBS Tech)
(Invesco)

Edelweiss Tokio Life Insurance

Saba Adil - CHRO
(Raheja QBE General Insurance)

Future Generali India Life Insurance

Reena Tyagi - CHRO
(ManipalCigna Health Insurance)

HDFC Securities

Neetika Bhatia - EVP & Head, HR
(Trica)

Hiranandani Financial Services

Suresh Mehra - CHRO
(Axis Bank)

HSBC

Sheebu David -
Global Head, HR Technology
(Mahindra Group)

IDFC First Bank

Vishal Bhargava -
Head, TA
(Bank of America)

InsuranceDekho

Divya Mohan - CHRO
(Innovaccer)

Jana Small Finance Bank

Amit Raj Bakshi - CHRO
(Axis Bank)

Kedaara Capital

Amita Maheshwari - Operating Director,
Talent
(The Walt Disney Company)

KKR

Anuj Vohra - Head, Human Capital
(Goldman Sachs)

Motilal Oswal Financial Services

Niren Srivastava - Group ED & CHRO
(Aditya Birla Health Insurance)

Motilal Oswal Private Equity

Saptarshi Bhattacharya -
Executive Group VP & CPO
(Bajaj Allianz General Insurance)

National Stock Exchange

Shharad Dhakkate - CHRO
(SBI General Insurance)

Nuvama Group

Jasbir Singh Kochar - CHRO
(SUN Pharma)

Paytm

Swati Rustagi - CHRO
(Amazon)

Piramal Enterprises

Manjul Tilak - CHRO (Financial Services
& Realty)
(Kotak Mahindra Bank)

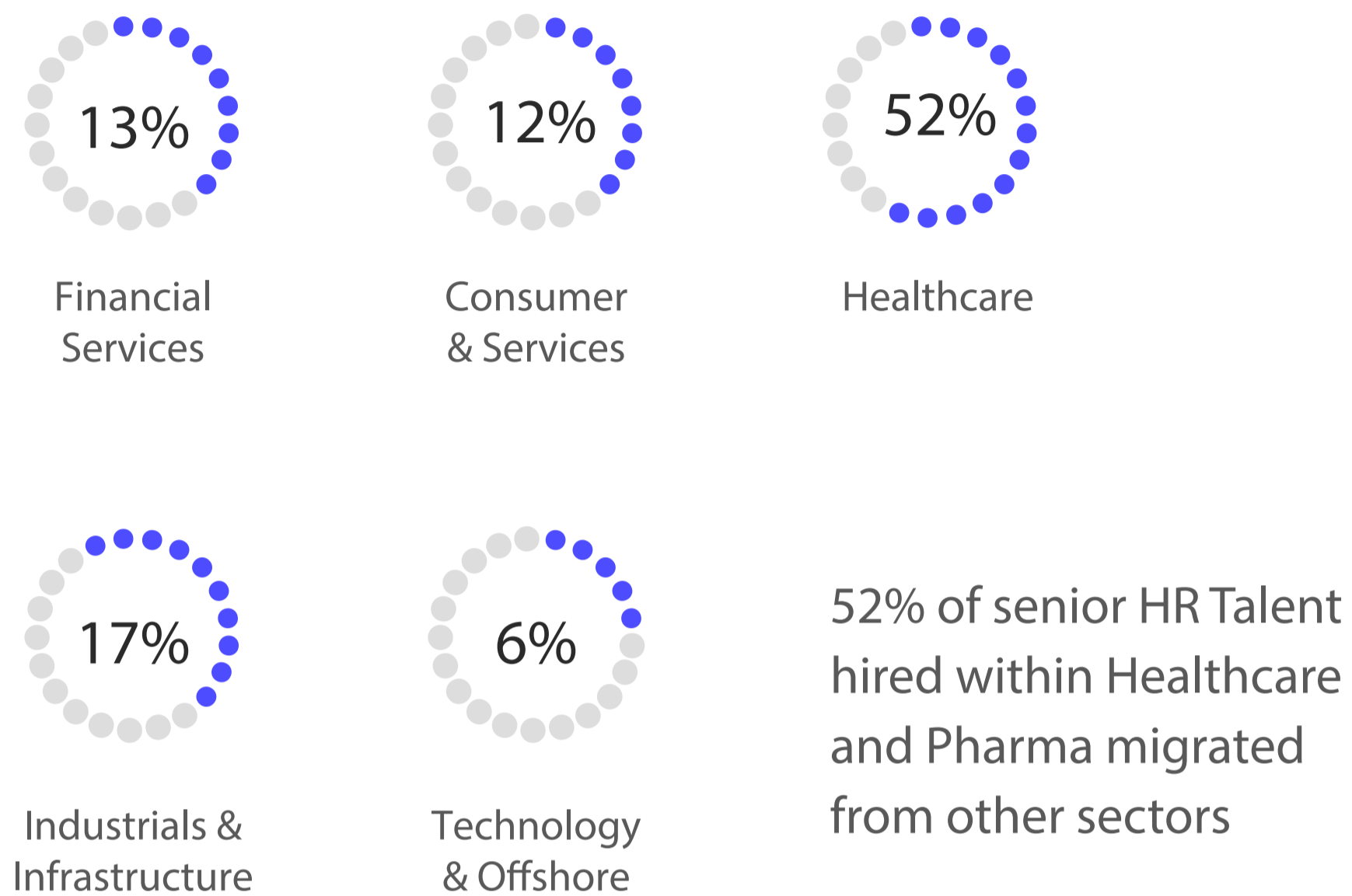
SarvaGram

Pramod Shah - Group CHRO
(TATA Digital)

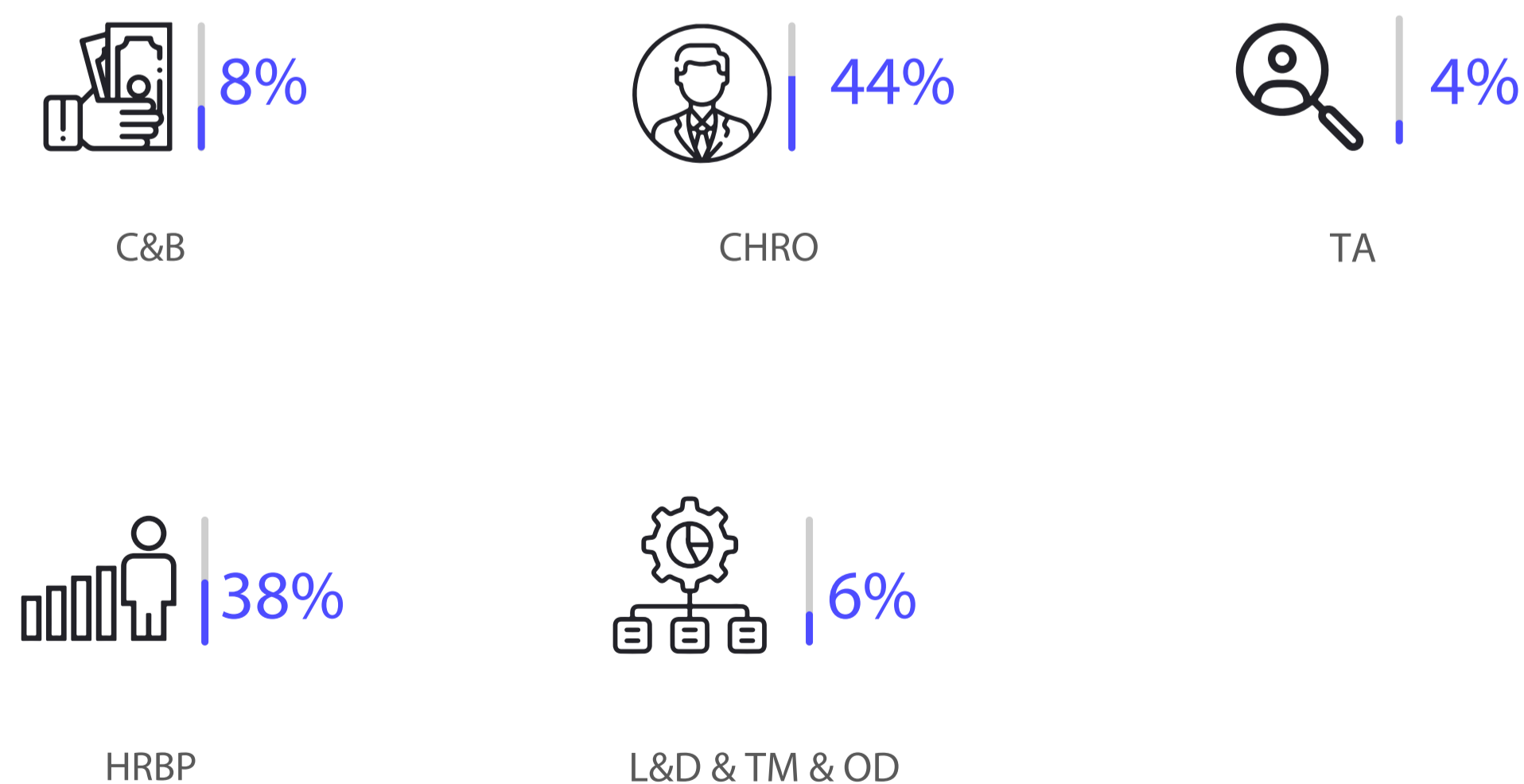
Yes Bank

Archana Shiroor - CHRO
(HDFC Bank)

HR Talent Migration to Healthcare from various sectors



Functional Split of HR hires within Healthcare



ACG

Danish Shaikh - Head, HR COE
(ACG Capsules)
(6 Degrees Diversity Counsel)

Biophore

Pharmaceuticals

Shuddhasattwa Das - VP & Head,
Corporate HR
(Gandour)

Glenmark

Pharmaceuticals

Alpana Vartak - SVP, HR
(Bajaj Consumer Care)

Mankind Pharma

Prateek Dubey -
Global CHRO
(IDFC First Bank)

Skites Pharma

Darshan Narvankar -
Head, HR
(Encube Ethicals)

Sandoz

Shweta Mridul - Global Director,
Executive Rewards
(Novartis)

Sun Pharma

Suresh Kumar Rai - Global CHRO
(Unilever)

Apollo Hospitals

Mayank Rautela -Group CHRO
(CARE Hospitals, Quality CARE)

Biocon

Maninder Kapoor Puri -
Head, HR
(Mastek)

Jubilant Bhartia

Group

Shantanu Jha -
Group CHRO
(Cognizant)

RPG Life Sciences

Tanmay Chauhan - CHRO
(Sanofi)

Sandoz

Prakriti Sinha - Head, People
& Organisation
(Dr. Reddy's Laboratories)

Signant Health

Fazia Arsheen - Director, HR - APAC
(Atria)

Zydus Group

Jayal Shah - Head, HR
(R&D Vaccine Technology)
(L&T Technology Services)

Bharti AXA Life Insurance

Amol Shirodkar -
Head, Corporate HR & TA
(Mercer)

Celegence

Mukesh Chandra Pandey -
Director, HR
(Abbott)

Kashiv Biosciences

Prasant Kishore -
VP, HR
(Sentiss Pharma)

Radiometer

Manish Bijani - Senior Director,
HR - APAC & MENA
(Danaher Corporation)

Solara Active

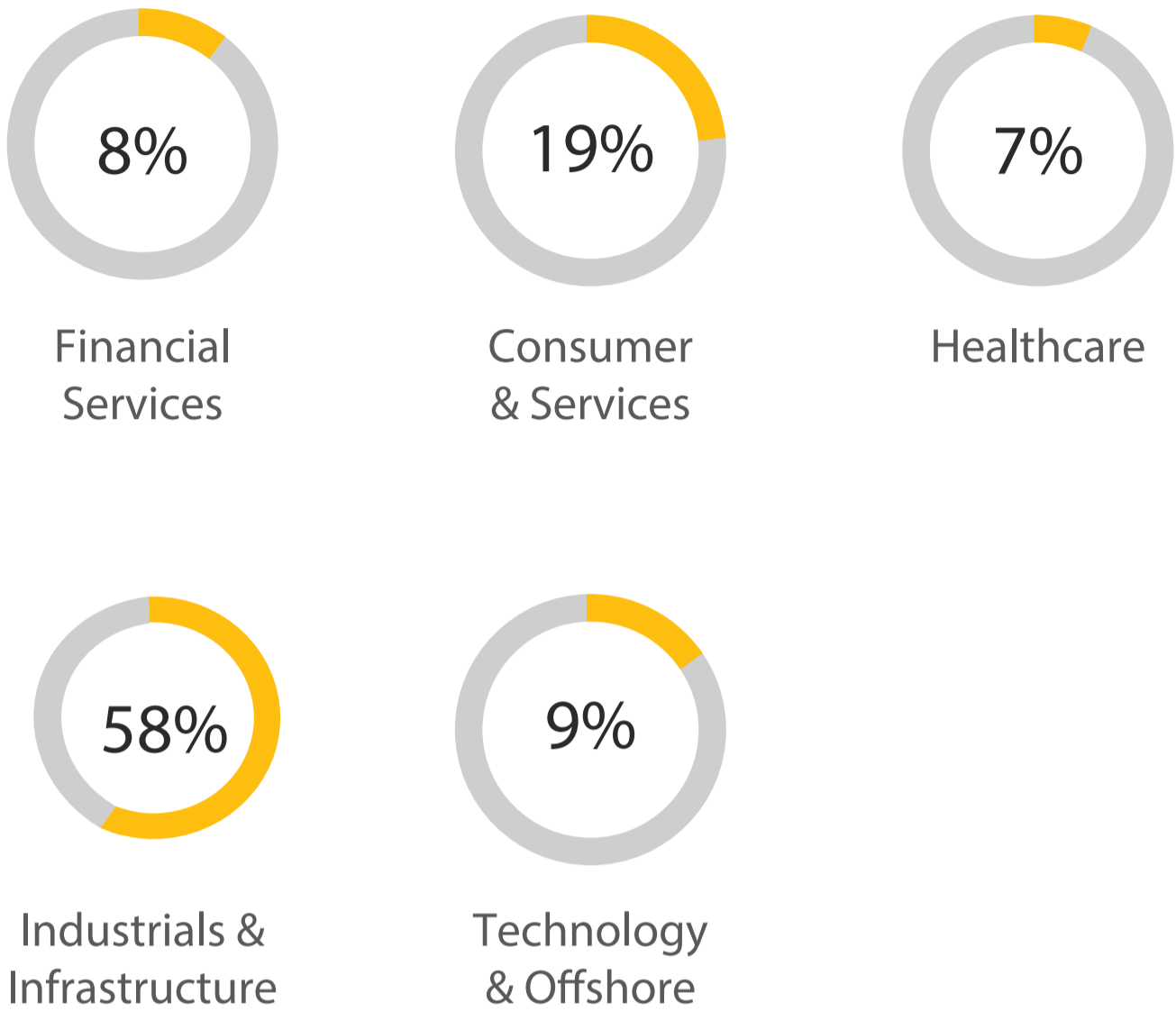
Pharma Sciences

Srinivasan Pagadala -
CHRO
(Biological E)

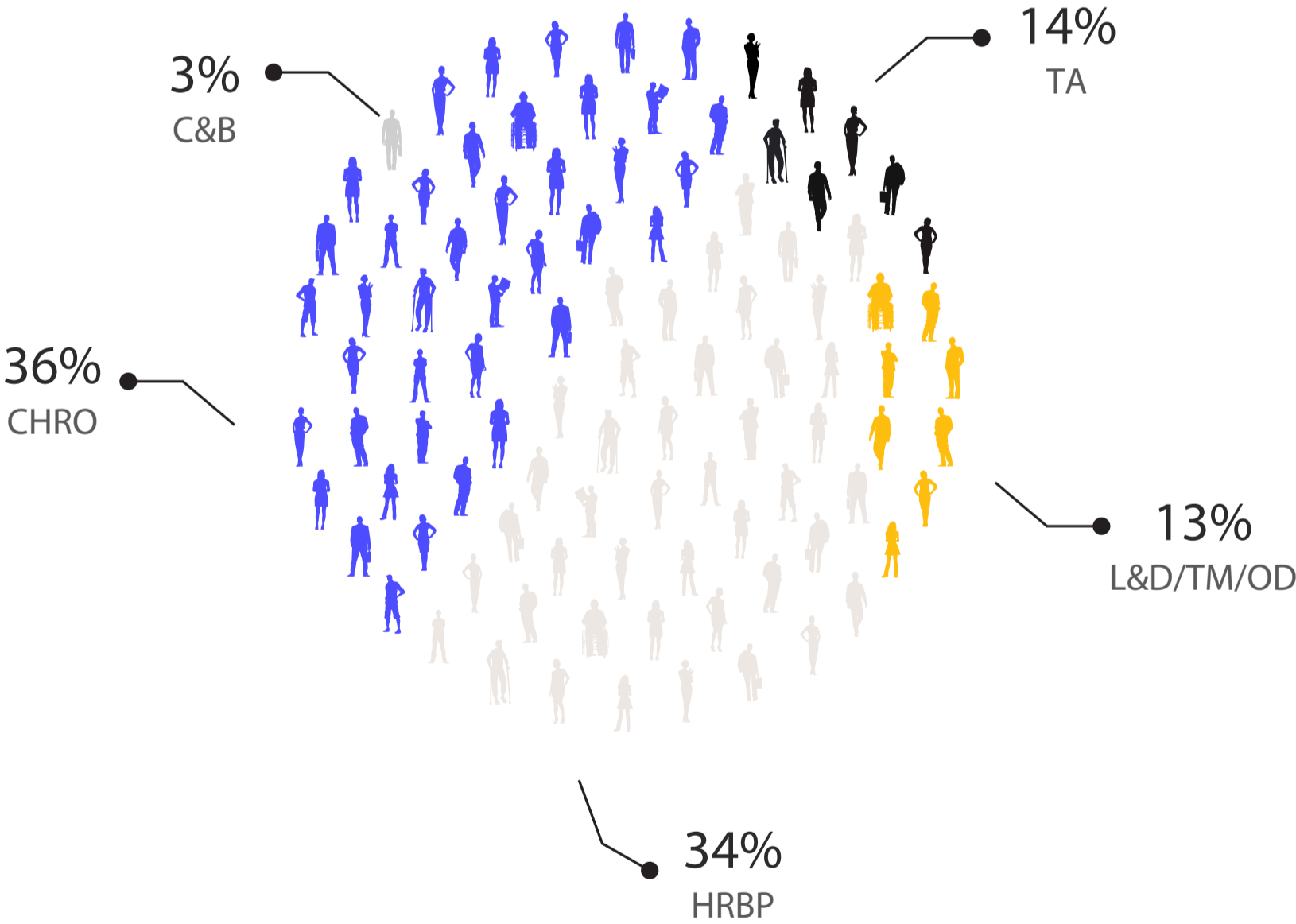
Sarvotham Care

Manjunath Sastry Madugula - CHRO
(Biophore India Pharmaceuticals)

HR Talent Migration to Industrials & Infrastructure from various sectors



HR Functional Split - Industrials & Infrastructure



Note: The firms mentioned in the brackets are the previous companies of the candidates

Adani Solar

Anil Dixit - CHRO
(Deepak Group)

BSES

Prasad Patki - SVP & Group CHRO
(Piramal Capital & Housing Finance)

Dixon Technologies

Arjun Singh - CHRO
(Ceat Tyres)

Elgi Equipments

Nitesh Jain - CHRO
(Glenmark Pharmaceuticals)

Gensol Group

Kamaljeet Kaur - CPO
(Sterlite Power)

Havells

Preemita Singh - EVP & CHRO
(Hero FinCorp)

Hettich India

Amit Prasad -
CHRO
(Zydus Group)

Hinduja Renewables

Adithiya Venkataraman - CHRO
(Ashok Leyland)

Ingram Micro

Sonia Kulkarni - CHRO - India
(Capgemini)

Luminous Power Technologies

Shikha Gupta - CHRO
(Schneider Electric)

Mahindra & Mahindra Automotive

Indrajeet Sengupta - SVP, HR
(Hindustan Coca-Cola Beverages)

Nayara Energy

Richa Dubey - CPO
(Vedanta Resources)

Orient Paper and Industries

Vinod Rai -
VP & CHRO
(Maruti Suzuki)

Siemens

Nanda Majumdar - VP & Head, People
& Organization (Digital Industries - India)
(Waterfield Advisors)

Sterlite Power

Ruhie Pande - Group CHRO
(Godrej Capital)

Tata Chemicals

Rahul Pinjarkar - CHRO
(Trent Hypermarket)

THINK Gas

Swastika Chakraborty Sachdeva -
Corporate Head, HR & Admin
(Jindal Lifestyle)

VVF Group

Rahul Deshmukh - Global CHRO
(Allana Group)

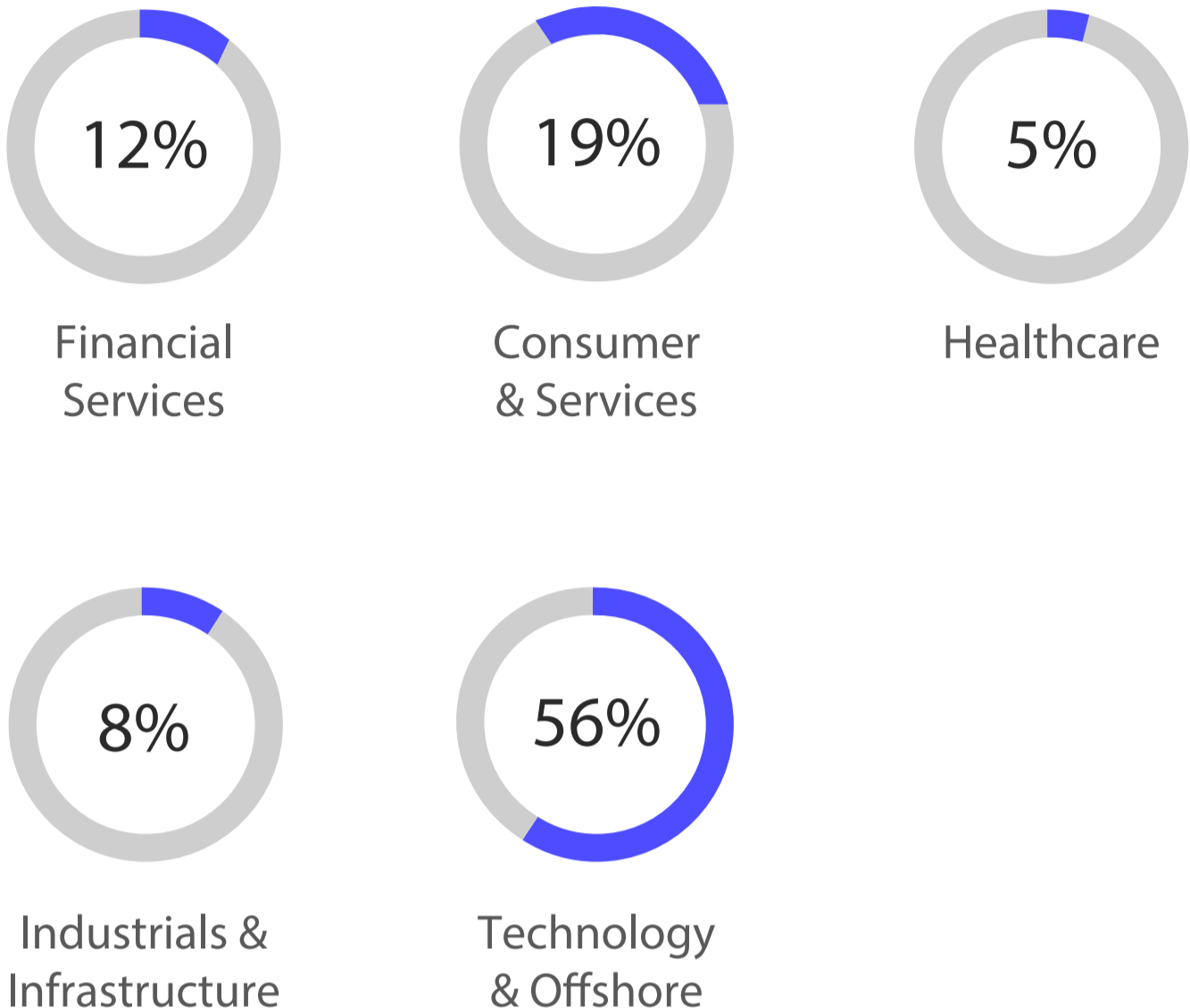
Welspun World

Vikram Bector -
Director & Group CHRO
(Piramal Enterprises)

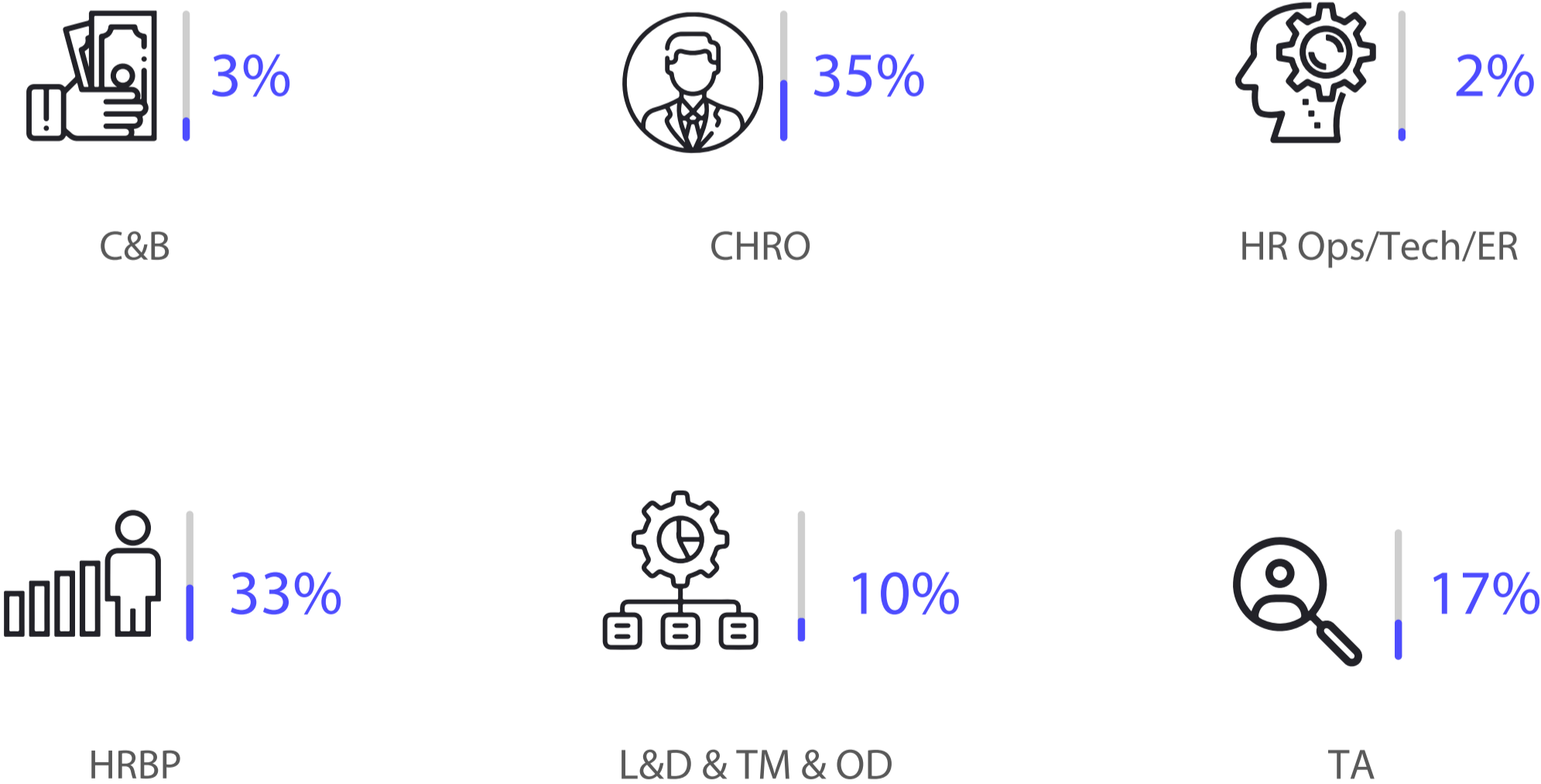
Yokohama Off-Highway Tires

Amit Chincholikar - Global CHRO
(Tata Consumer Products)

HR Talent Migration to Technology & Offshore from various sectors



HR Functional Split - Technology & Offshore



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Note: The firms mentioned in the brackets are the previous companies of the candidates

CarDekho Group

Shivi Agrawal -
Director, HR
(Urban Company)

Firstsource

Aftab Javed -
CHRO
(TCS)

Graviton Research Capital

Ashish Banga -
CPO
(Vishal Mega Mart)

HealthifyMe

Ayush Sinha -
VP & Head, People
(SugarBox)

Hinduja Tech

Antony Praveen - Global Head, HR
(TCS)

ITC Infotech

Malliga Rajkumar -
CHRO
(Flipkart)

Lenskart

Archana Vadala -
Global Head, Talent & Inclusion
(Meta)

Mastek

Arvind Jonnalagadda -
Global CHRO
(DMI)

Mphasis

Ayaskant Sarangi - CHRO
(Wipro Enterprises)

Myntra

Hema Pachisia - Senior Director,
Human Capital
(Byju's)

Pharmarack

Pakzad Nussirabad - Chief People
and Administrative Officer
(Mastek)

PocketFM

Subeer Bakshi -
Head, HR
(PhonePe)

Sirion

Siddharth Chatterjee -
Global Head, HR
(OYO)

Tally Solutions

Naganagouda S J - CPO
(Capgemini Engineering)

Tata 1mg

Ina Bajwa - CHRO
(Tata Communications)

Unacademy

Sandhydeep Purri - CPO
(Sapphire Foods)

Walmart Global Tech

Bhumika Srivastava - Leader, People
(Polygon Technologies)

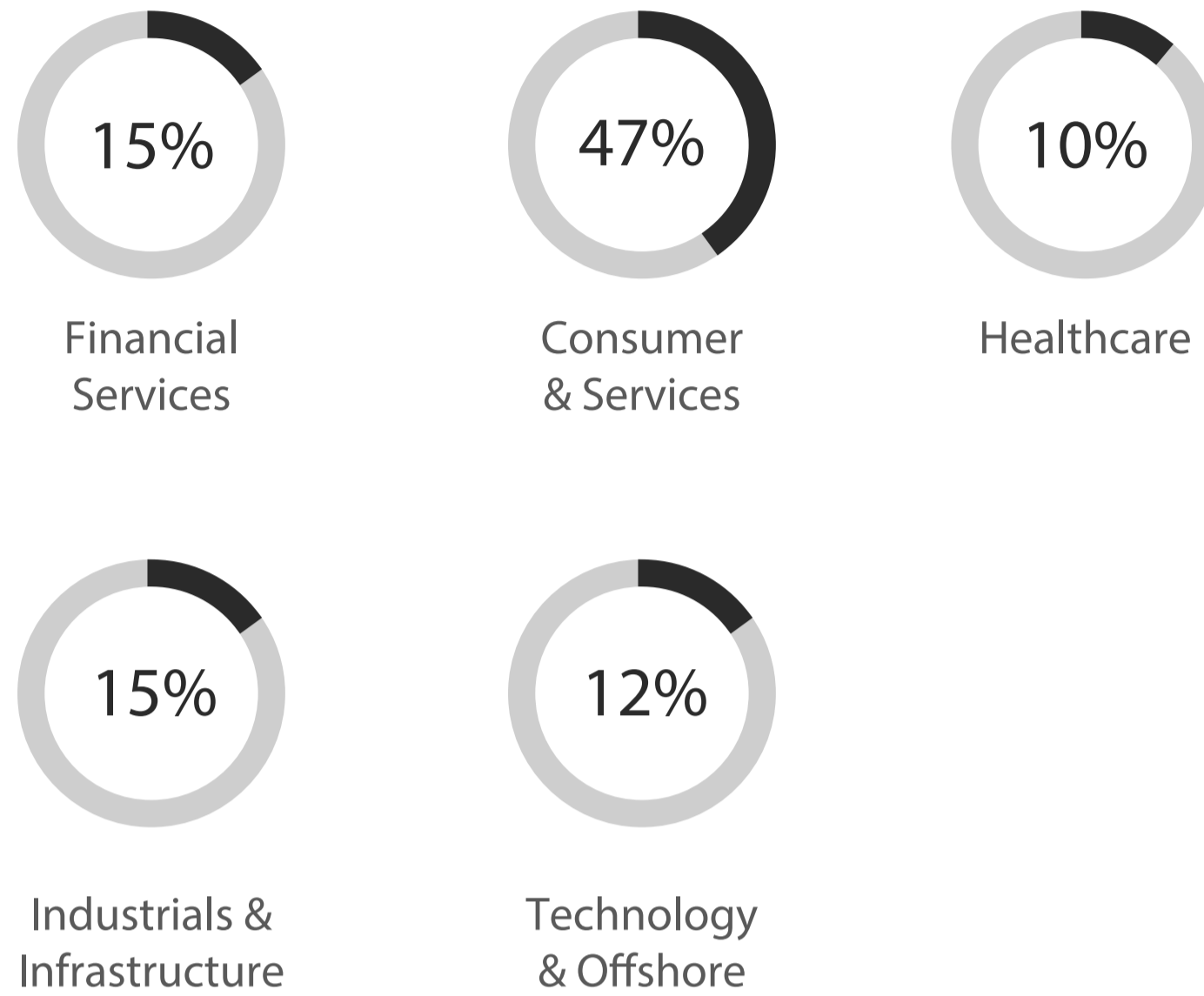
Wipro

Tanmay Agarwal -
VP & Head,
Global People Operations
(The Coca-Cola Company)

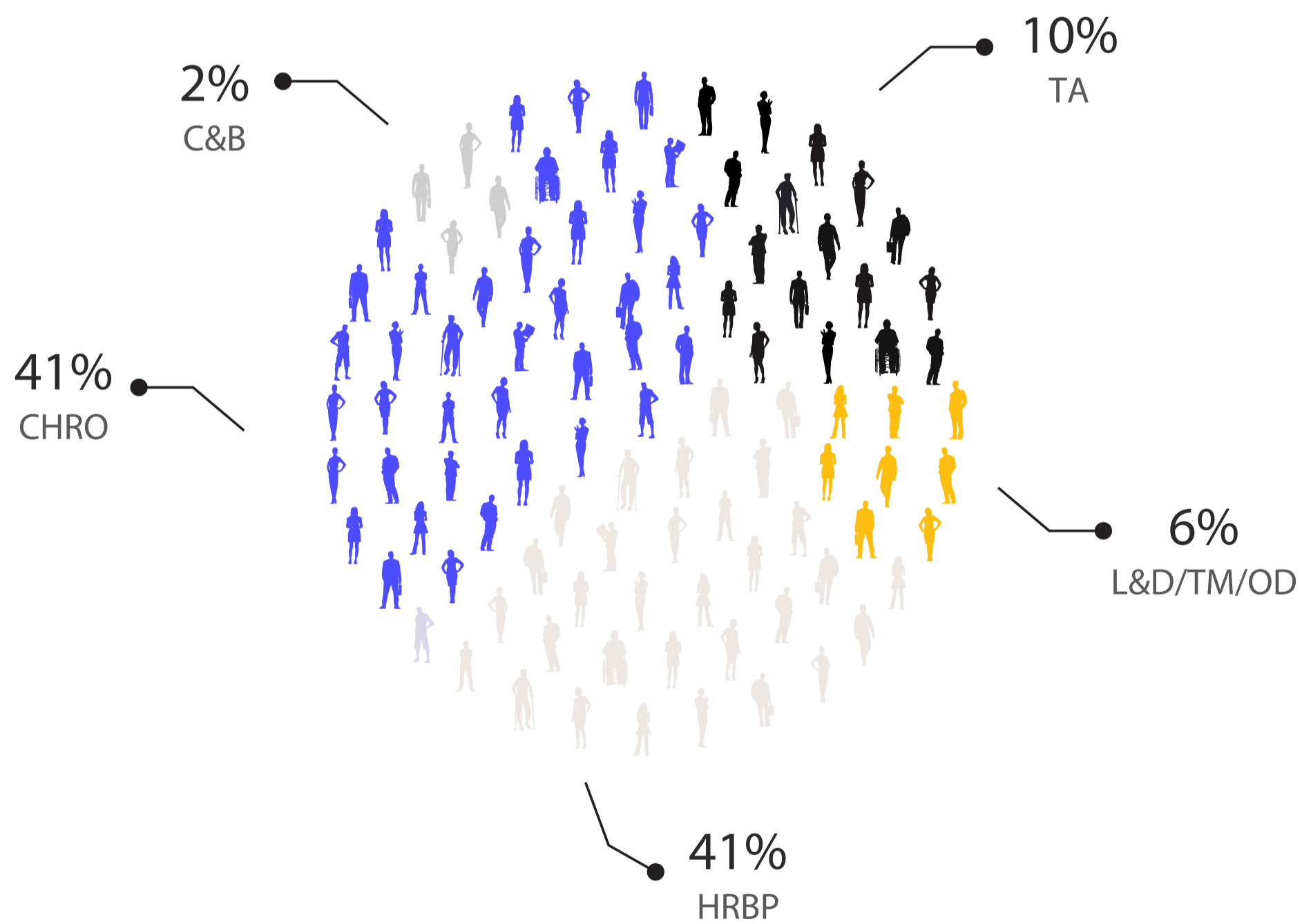
Zupee

Surabhi S - Head, HR
(DeHaat)

HR Talent Migration to Consumer & Services from various sectors



HR Functional Split - Consumer & Services



A.P. Moller - Maersk

Savio Dsouza - Head, HR -
India, Bangladesh & Sri Lanka
(The Coca Cola Company)

ALLEN Career Institute

Jayesh Sampat - CHRO
(SP Jain School of
Global Management)

Boston Consulting Group

Madhuri Malik - Director, HR
(Barclays)

Compass Group India

Manika Awasthi - CPO
(Indigo)

Cushman & Wakefield

Deepti Kapoor -
ED, HR
(Max Life Insurance Company)

Dmart - Avenue

Supermarts
Pallavi Bakshi - Group CHRO
(Cipla)

Ecom Express

Prashant Khullar -
CHRO
(nerv2serv Learning Company)

Eureka Forbes

Mahnaz Shaikh - CHRO
(Udaan.com)

FedEx

Sumit Neogi - MD, HR - MEISA
(The Lubrizol Corporation)

Godfrey Phillips India

Sakshi Anand-
CHRO
(DCM Shriram)

Hector Beverages

Sarvesh Ghatnekar - CHRO
(Tata Consumer Products)

House of Anita Dongre

Madhurima Tirkey - CHRO
(Haldiram Retail)

iD Fresh Food

Megha Latawa - CHRO
(Udaan.com)

National Bulk Handling Corporation

Ritesh Bhardwaj - SVP & CHRO
(Godrej Agrovet)

Rakuten Symphony

Subba Gonella - CHRO
(Xerox)

Shriram Properties

Debasis Panigrahi -
CHRO
(Emami Realty)

Tata Consumer Products

Tarun N P Varma - Global CHRO
(Shell)

Tenon Group

Deepnarayan Tripathi -
Group Head, HR
(Melorra)

The Phoenix Mills

Gautam Srivastava - Director &
Head, HR
(The Leela Palaces Hotels & Resorts)

Tredence

Soma Pandey - CHRO
(Cognizant)

Varun Beverages

Rohit Vishal Gupta - CHRO
(Wipro)

Writer Corporation

Girish Naik -
CPO
(Birlasoft)

Sector Natives

Consumer



Ayesha D'Souza
Managing Partner



Deepa Malhotra
Associate Director



Simran Arora
Principal

Industrials



Kanwardeep Singh
Managing Partner



Mandeep Dadyala
Principal



Pragya Rathor
Principal

Infrastructure



Varun Sidana
Partner



Chhavi Mishra
Associate Director

Pharma & Healthcare



Nagesh Wagh
Managing Partner



Sneha Bangar
Associate Director

Technology



Supreet Singh
Managing Partner



Sai Gopal
Partner



Shujat Ali
Director



Chirag Thakkar
Associate Director



Vikas Sharma
Associate Director

Functional Natives

Finance



Varun Sidana
Partner



Chhavi Mishra
Associate Director



Ranjan Dua
Principal

Legal



Anuja Bose
Principal



Ankit Mahajan
Principal



Varun Sidana
Partner

Human Resources



Ayesha D'Souza
Managing Partner



Deepa Malhotra
Associate Director



Shuvharshika Mishra
Partner

Supply Chain Management & Procurement



Pragya Rathor
Principal

Board & Advisors



Asish Puri
Partner

The Power of Informed Intuition

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Mumbai

Awfis, Adani Inspire,
3rd Floor, Unit No.4,
Bandra Kuria Complex,
Bandra East, Mumbai 400 051

Gurgaon

332, 3rd Floor Altrade Business Centre,
Platina Building, MG Road Near Sikan-
derpur Metro Station Gurugram, Hary-
ana — 122002

Bangalore

Indiqube Park, HAL Old Airport
Road Domlur 1 Stage, 1st Stage,
Domlur Bengaluru, Karnataka
560071