

Migrations

India Talent Summary Human Resources

2024



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Technology & Offshore	15
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Migrations

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

Human Resource

Talent Movements Summary 2024

~600

total moves vs
744 in 2023

29%

moves recorded
in Consumer
and Services vs
24% in 2023

43%

moves at
CHRO level vs
40% in 2023

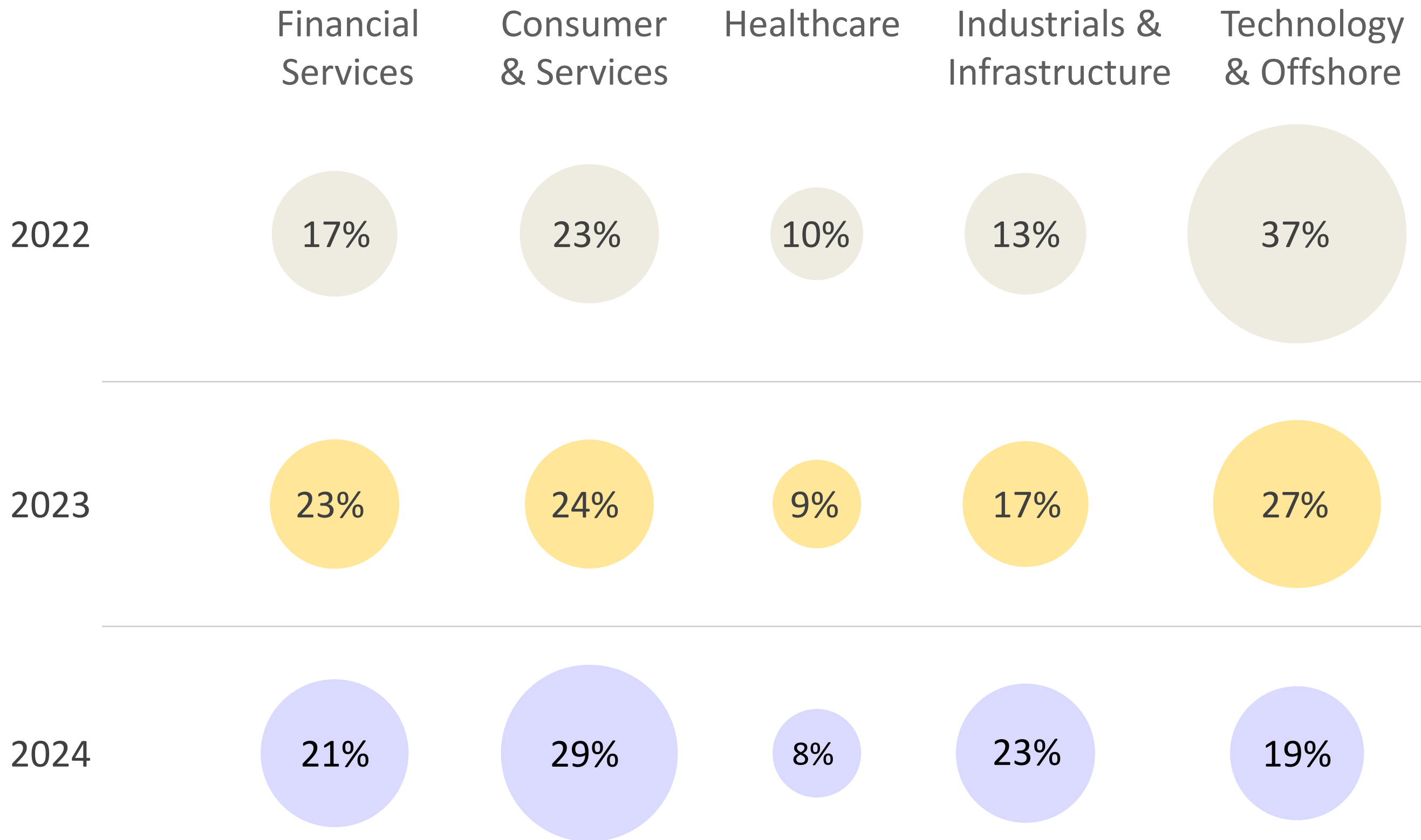
50%

diversity moves
in HR vs 38%
in 2023

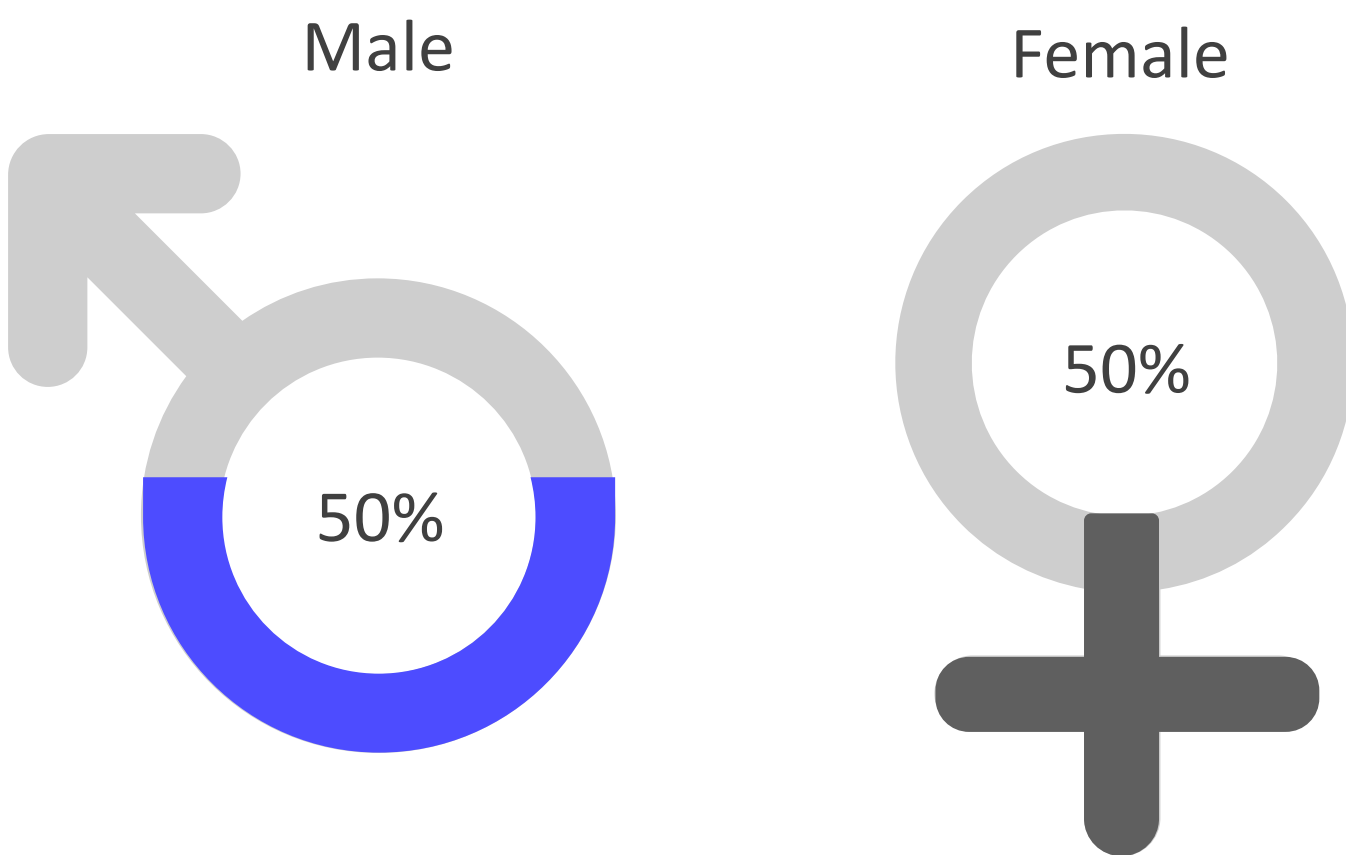
*These movements have been summarized basis senior level movements recorded across leading Global and Indian organizations within Financial Services, Healthcare & Pharma, Industrials & Infrastructure, Technology & Offshore and Consumer Services.

2024

Industry wide summary of Senior HR Hires



*Consumer & Services leads the highest demand for HR professionals for leadership roles in 2024



Gender Diversity

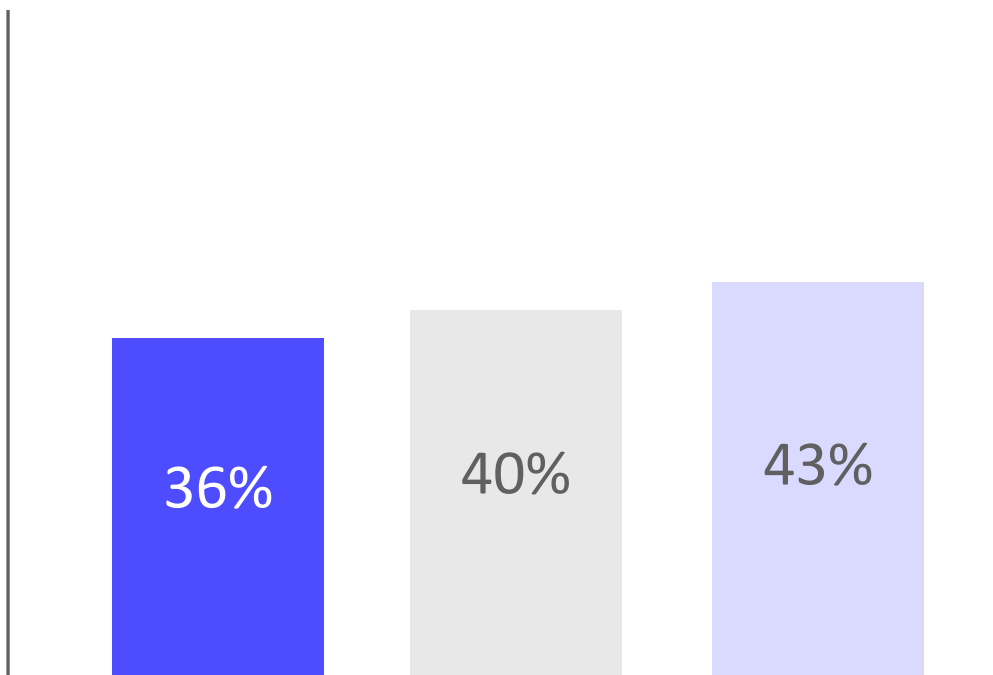
*HR remains the most equitable gender diversity domain amongst all corporate functions in the Industry HR professionals for leadership roles

2024

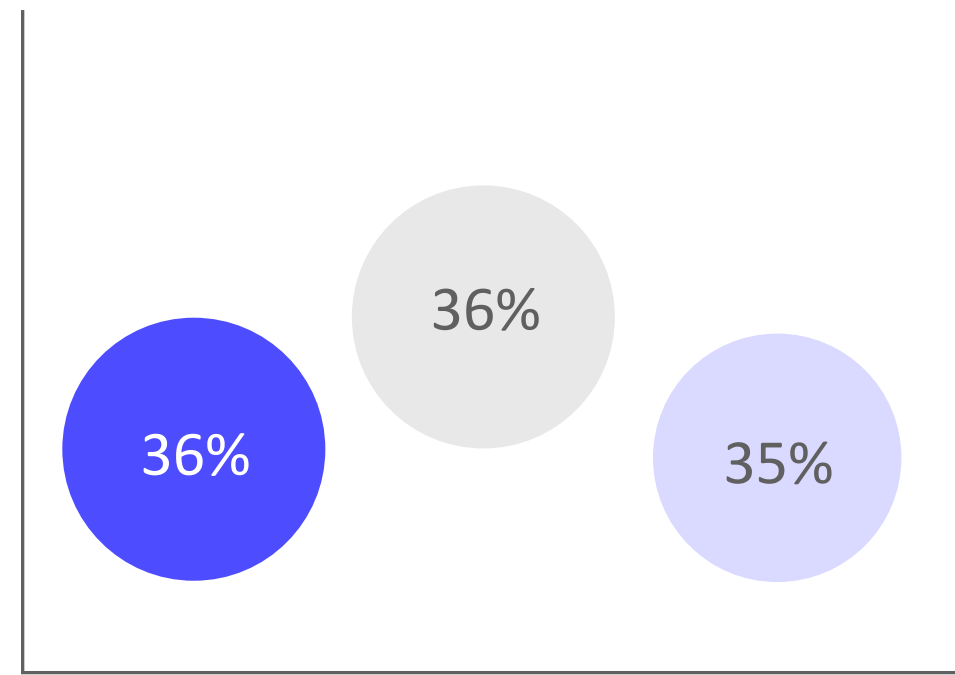
Functional Movement Summary

2022 2023 2024

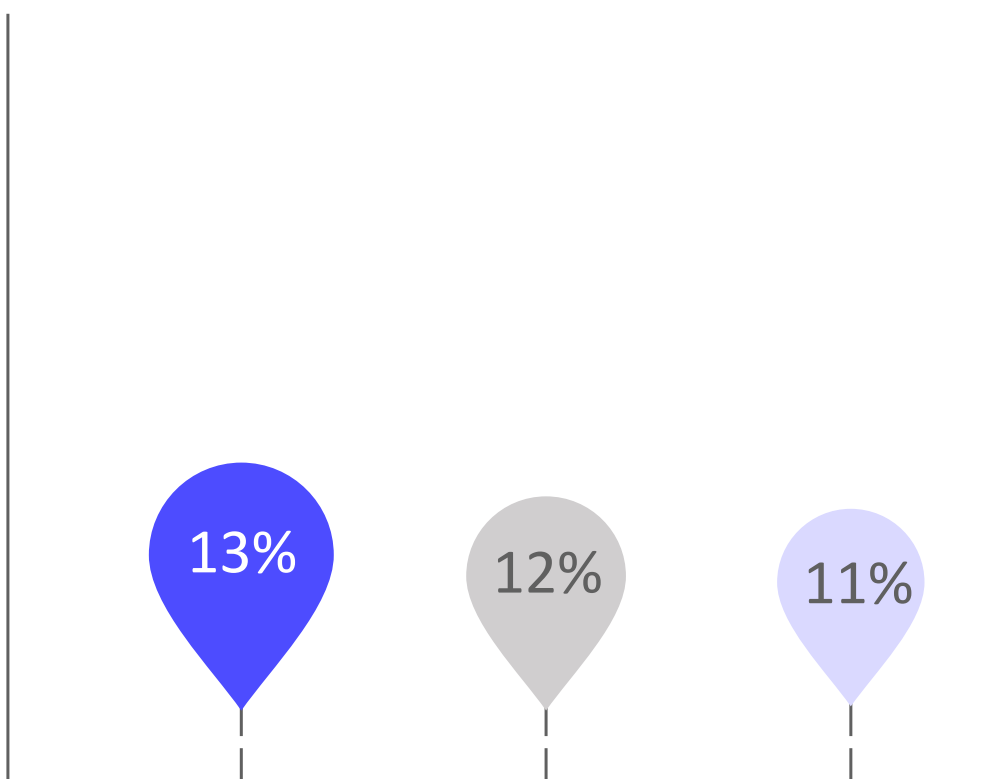
Demand for CHROs and HR Business Partners remain dominant for 3 years in a row



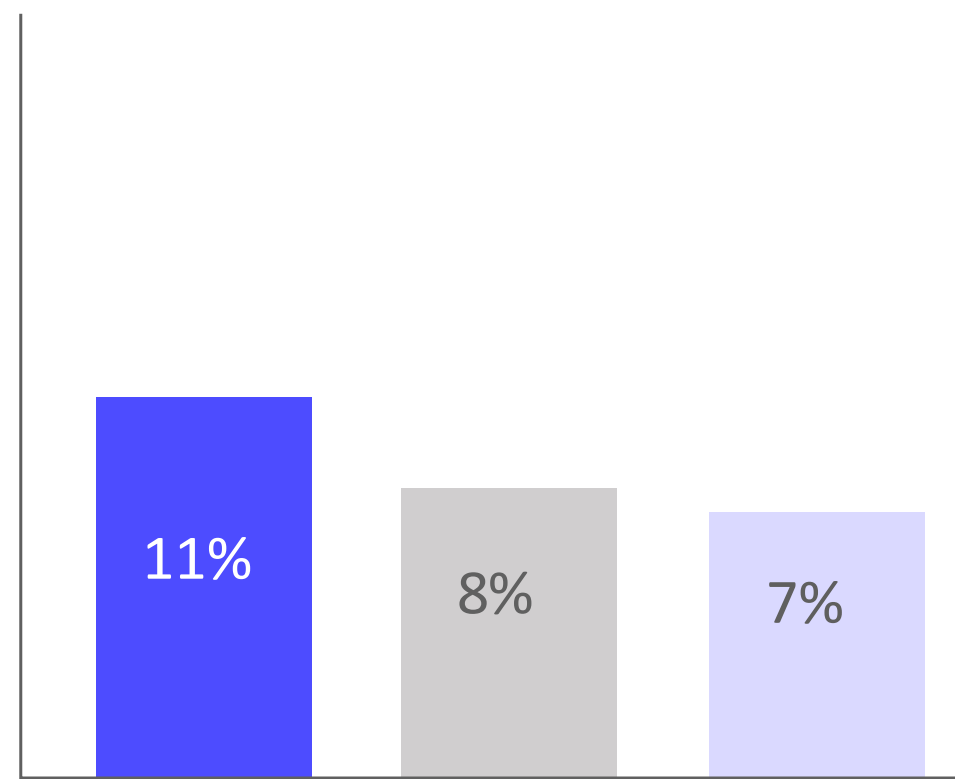
CHRO



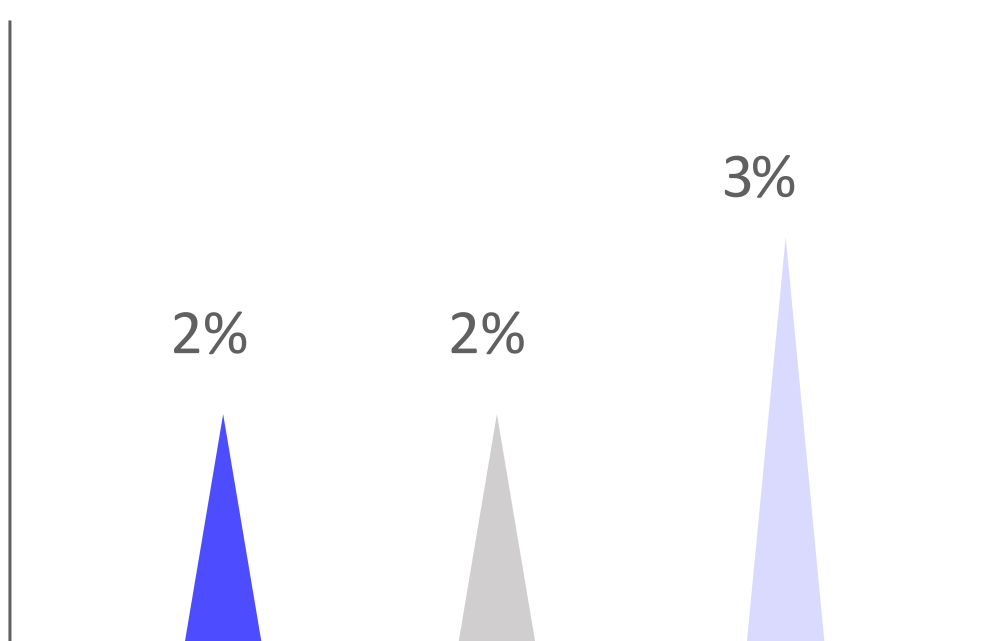
HRBP



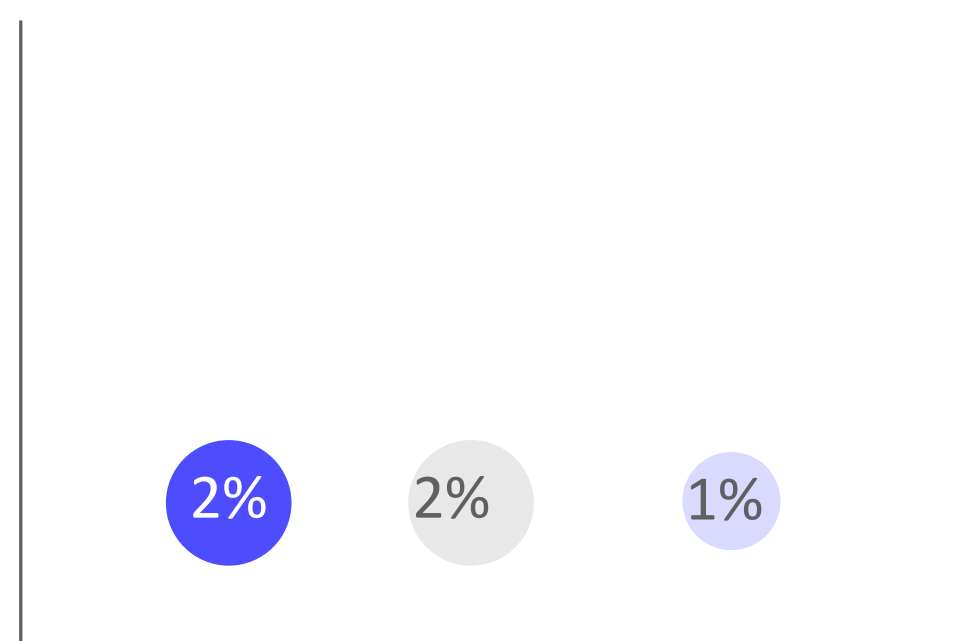
TA



L&D, TM & OD



HR Ops, Technology & ER

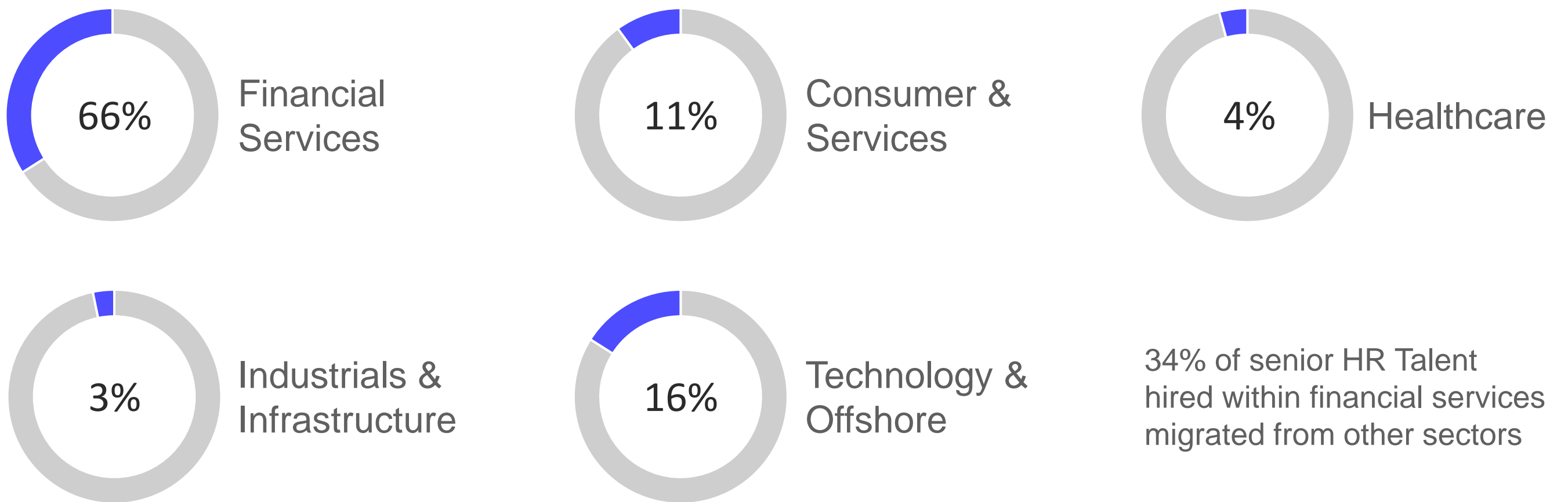


C&B

2024

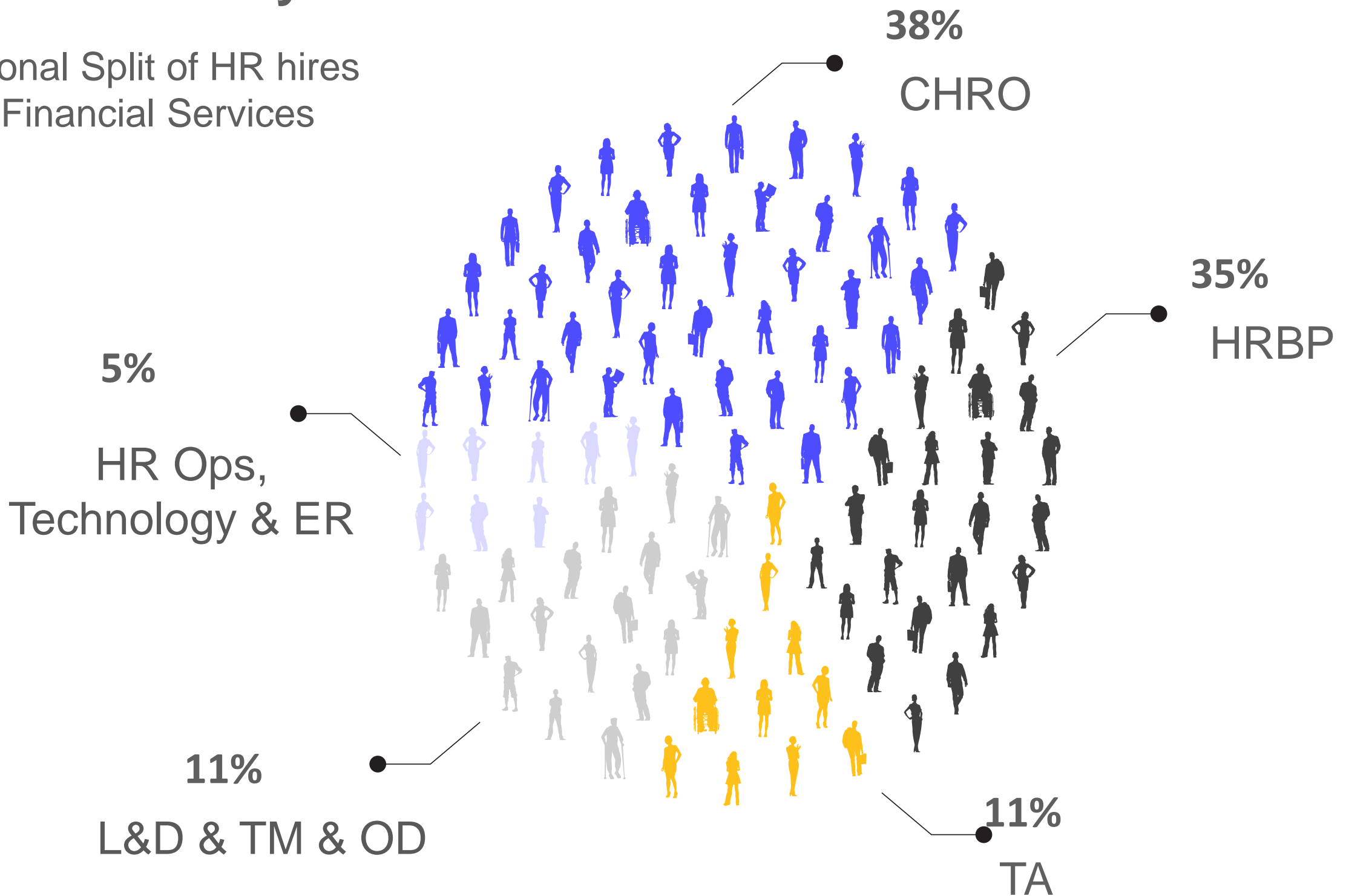
Sectors Analysis

HR Talent Migration to Financial Services from various sectors



Functional Analysis

Functional Split of HR hires within Financial Services



HR Key Movements within Financial Services

2024

 Vinod Nair Head, HR [Ex-Mahindra Finance]	 Prithvi Kamath Head, HR - India [Ex-Yes Bank]	 Divya Agarwal Head, HR (Investment Banking) [Ex-ProEves]	 Sayantani Dutta CHRO [Ex-Kotak Mahindra Bank]
 Lovleen Joshi MD, HR [Ex-Citi]	 Vivek Jain CHRO [Ex-Kotak Mahindra Bank]	 Unmesh Rai CHRO [Ex-Piramal Enterprises]	 Ashwini Puthraya Sharma Head, HR [Ex-HSBC]
 Chinmay Adhikari CHRO [Ex-Universal Sompo General Insurance]	 Bhavya Misra CHRO [Ex-Lenovo]	 Amitabh Singh CHRO [Ex-ICICI Bank]	 Preeti Kannan President & CHRO [Ex-Kotak Mahindra Bank]
 Anisha Bhagat Senior Director, HR [Ex-JM Financial]	 Yamini Aadya Goyal CHRO [Ex-Moët Hennessy]	 Niranjan Kumar CHRO [Ex-HDFC Bank]	 Anupam Kaura CHRO [Ex-CRISIL]
 Mitu Seth Senior EVP, HR [Ex-BNP Paribas India Solutions]	 Madhur Tatwawadi Director & Head, HR [Ex-Credit Suisse]	 Richa Sachdeva Chatterjee CHRO [Ex-IIFL]	 Swati Tripathi Director, HR [Ex-Morgan Stanley]

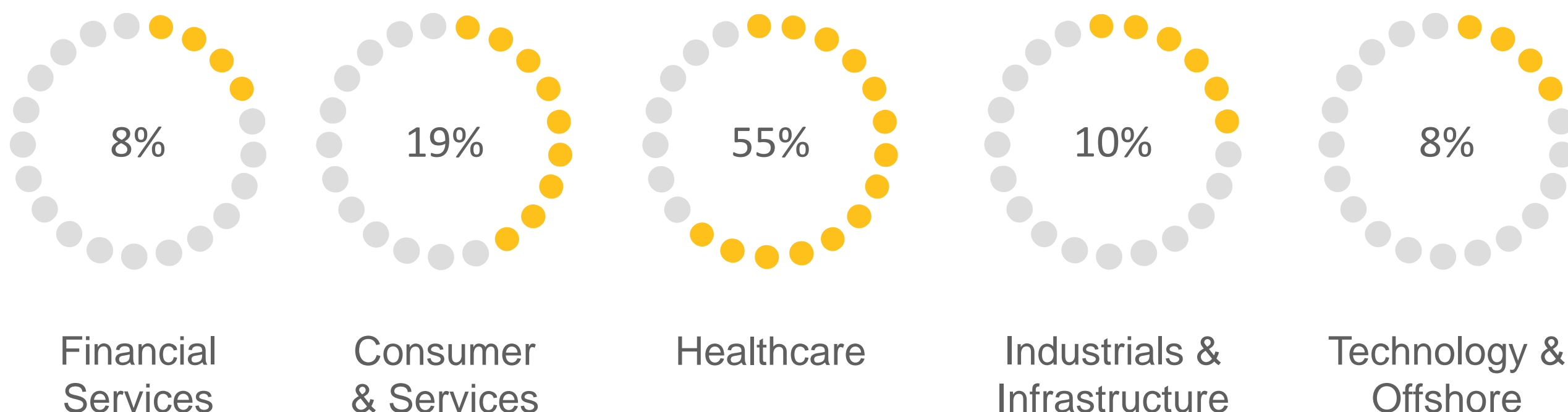
2024

<p>Meghna Gupta CHRO</p> <p>[Ex-Axis Bank]</p>	<p>Vidyut Halder Head, HR</p> <p>[Ex-Max Life Insurance]</p>	<p>Manish Kumar CHRO</p> <p>[Ex-UBI Services]</p>	<p>Deepa Zacharias CHRO</p> <p>[Ex-Amazon]</p>
<p>Akshata Shetty Adukia Head, HR</p> <p>[Ex-Avendus]</p>	<p>Nikhil Prabhu Chief Talent Officer</p> <p>[Ex-Kotak Mahindra Bank]</p>	<p>Harsh Kumar CHRO</p> <p>[Ex-CSB Bank]</p>	<p>Ajay Jhunjhunwala CHRO</p> <p>[Ex-People Shapers]</p>
<p>Lokesh Tanwar Head, HR (Business & Corporate)</p> <p>[Ex-Kotak Mahindra Bank]</p>	<p>Senthil Nathan B Head, ER - India & South Asia</p> <p>[Ex-Citi]</p>	<p>Meena Sharma EVP, HR & CEO's Office</p> <p>[Ex-Reliance Securities]</p>	<p>Kripa Krishnamoorthy SVP, Talent Strategy - Asia</p> <p>[Ex-Citi]</p>
<p>Kaushik Das Senior Director & Head, Talent & Culture</p> <p>[Ex-Citi]</p>	<p>Prashant Utreja CPO</p> <p>[Ex-Reliance Capital]</p>	<p>Priti Singh CHRO</p> <p>[Ex-Mastercard]</p>	<p>Yash Mohan Head, HR - India & Philippines</p> <p>[Ex-BNY]</p>
<p>Sankha Bhowmick Group CHRO</p> <p>[Ex-Goldman Sachs]</p>			

2024

Sectors Analysis

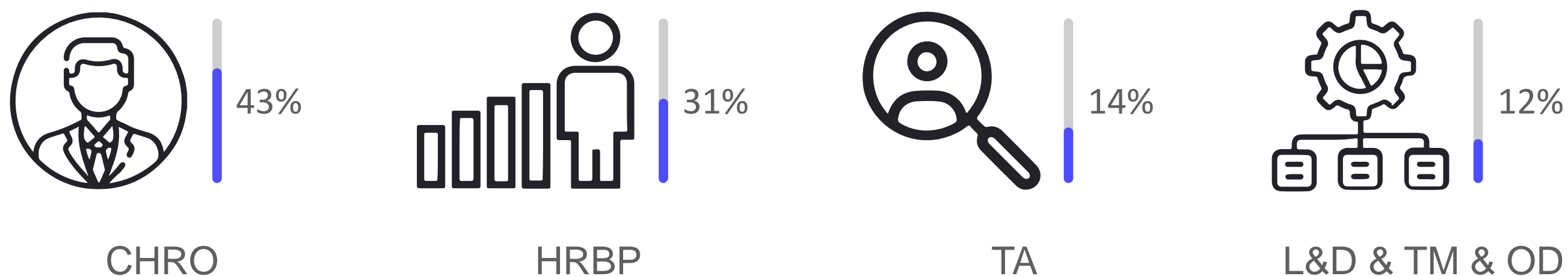
HR Talent Migration to Healthcare and Pharma from various sectors




















45% of senior HR Talent hired within Healthcare and Pharma migrated from other sectors

Functional Analysis

Functional Split of HR hires within Healthcare and Pharma



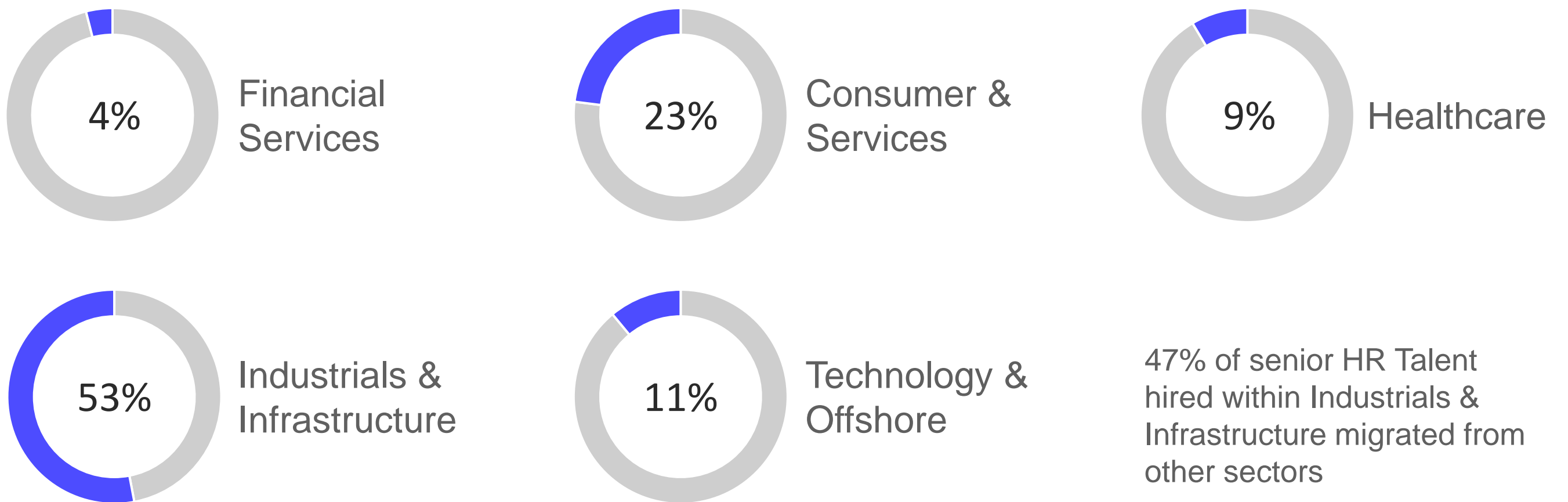
2024

 Piyush Misra Group Head, HR [Ex-Jubilant Pharmova]	 Namita Patwari CHRO [Ex-DHL]	 Jacob Jacob Group CHRO [Ex-Malabar Group]	 J Praveen Kumar Head, HR [Ex-Optimus Drugs]
 Dr. Amit Singh CHRO [Ex-Aster DM Healthcare]	 Aarti Somnaath CHRO [Ex-Optum]	 Sarath Krishnakumar GM, HR & Admin [Ex-Ami Polymer]	 Avinash Gupta Global Head, Talent Development, OD & Training [Ex-Adani Group]
 Puneet Rajput CHRO [Ex- Thermo Fisher Scientific]	 Roma Bindroo Director & Head, HR- South Asia [Ex-Zepto]	 Uma Rao Ganduri CHRO [Ex-Granules India]	 Joyeeta Chatterjee CHRO [Ex-Bain & Company]
 Rashi Phoolwani Director, HR [Ex-HDFC Life]	 Kapil Gupta Group CHRO [Ex-Vijaya Diagnostic Centre]	 Durgesh Deshpande CHRO [Ex-Reliance Jio Infocomm]	 Nikita Peters Head, Learning & Leadership Development - India [Ex-Flipkart]
 Putting Science to Work Sormishtha Ghosal Leader, Global L&D [Ex-Cargill]			

2024

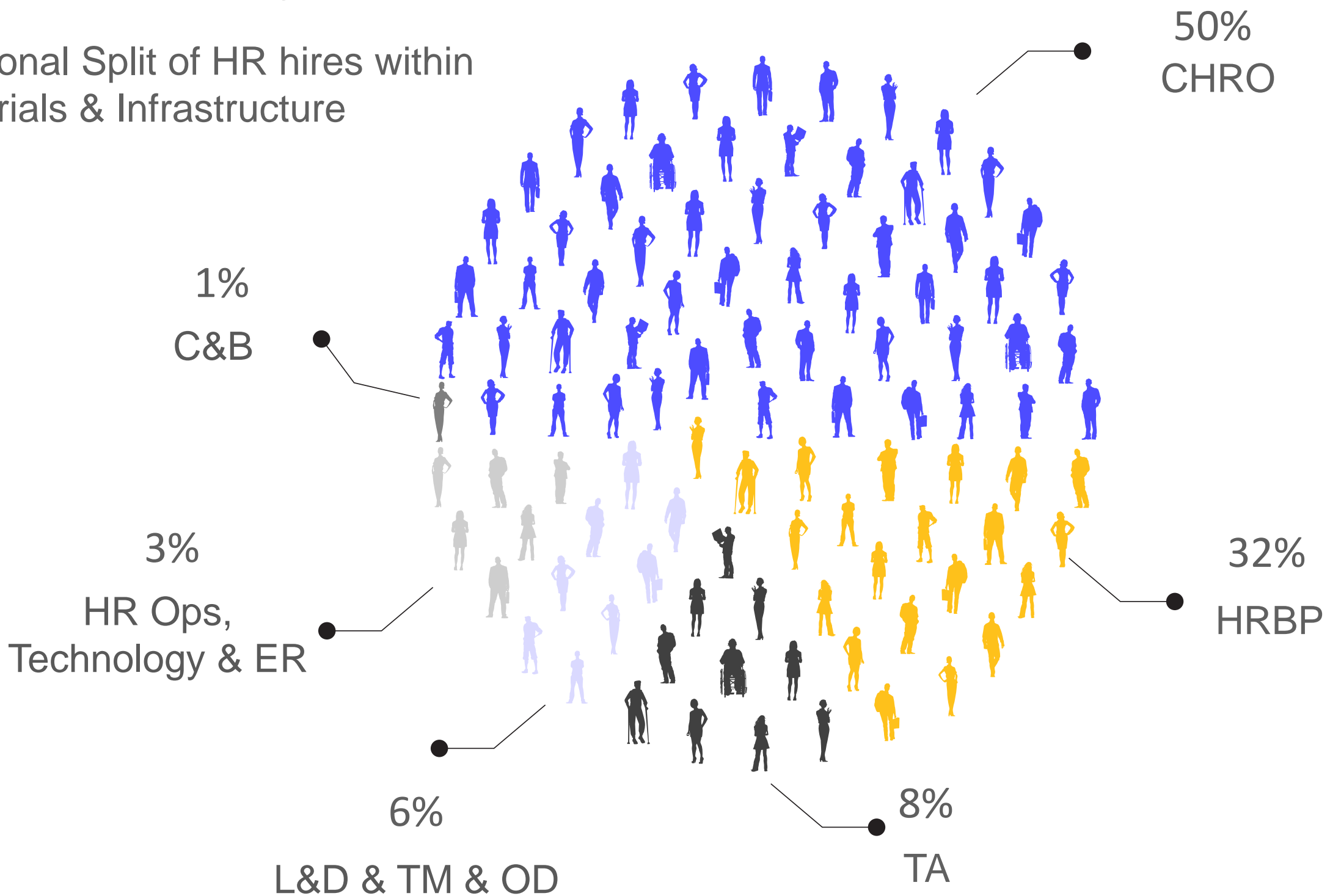
Sectors Analysis

HR Talent Migration to Industrials & Infrastructure from various sectors























Functional Analysis


Functional Split of HR hires within Industrials & Infrastructure



2024


 Atma Godara VP & Head, People & Culture [Ex-Netflix]	 Ravi Parmeshwar CHRO [Ex-ReNew Power]	 Pankaj Sharma CHRO [Ex-Rockman Industries]	 Vrushali Gadkari Head, HR (Corporate) [Ex-Piramal Group]
 Sudhir Kulkarni ED, HR [Ex-CG Power & Industrial Solutions]	 Samarpita Banerjee Group Director, HR [Ex-Solera]	 Ajay Desai Head, HR [Ex-EPL]	 Sachin Kaistha CHRO [Ex-Cipla]
 Sunil Ranjhan CHRO [Ex-LG Electronics]	 Rohini Wadhwa VP & Group Head, Rewards & Performance [Ex-Korn Ferry]	 Shanti Swaroop Head, HR [Ex-Lifestyle Internantional]]	 Poonam Burman CHRO [Ex-Unilever]
 Satish Desai Head, HR [Ex-Deepak Fertilizers and Petrochemicals]	 Radhika Arora CHRO [Ex-Jakson Group]	 Anita Maalik Group CHRO [Ex-AVTEC]	 Ranjeeka Sachdev CHRO [Ex-Pernod Ricard]]
 Anushree Singh SVP & Head, HR [Ex-Avery Dennison]	 Bhawana Dhawan Director, HR [Ex-Groupe SEB]	 Meenakshi Priyam Head, HR (Automotive Business) [Ex-udaan.com]	 Nidhi Dhanju Head, HR [Ex-Praj Industries]]

2024




Subir Verma
ED & CHRO
(Power Business)

[Ex-TATA Power]




Jyoti Abrol
SVP & Head, HR

[Ex-Thermo Fisher Scientific]




Apeksha Jain
Head, P&O (Smart Infrastructure)

[Ex-Godrej Group]




Divyanshu Asthana
Head, HR (Global Infrastructure)

[Ex-Godrej Capital]



Shubha Arora
SVP, HR & Head,
HR (OMS)

[Ex-Jardine Schindler Group]



Archana Chitnavis
Group Head, BHR

[Ex-Mahindra Susten]




Pankaj Sureka
CHRO (Aluminium Business)

[Ex-Reliance Industries]



Abhilasha Malviya
CHRO

[Ex-Tata Steel]



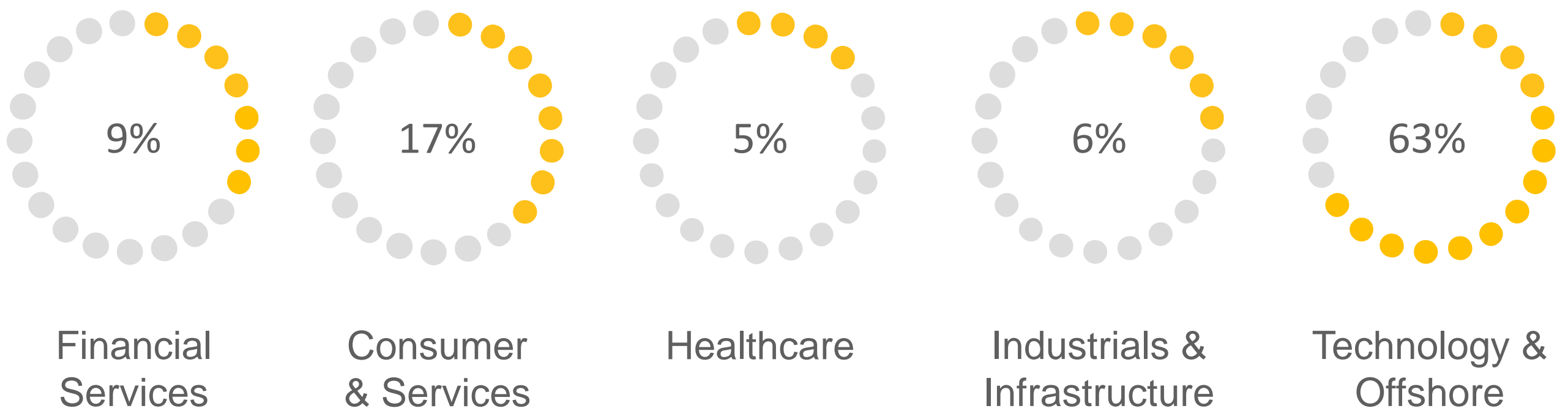
Reena Wadkar
VP & Head, HR

[Ex-Nandan Petrochem]

2024

Sectors Analysis

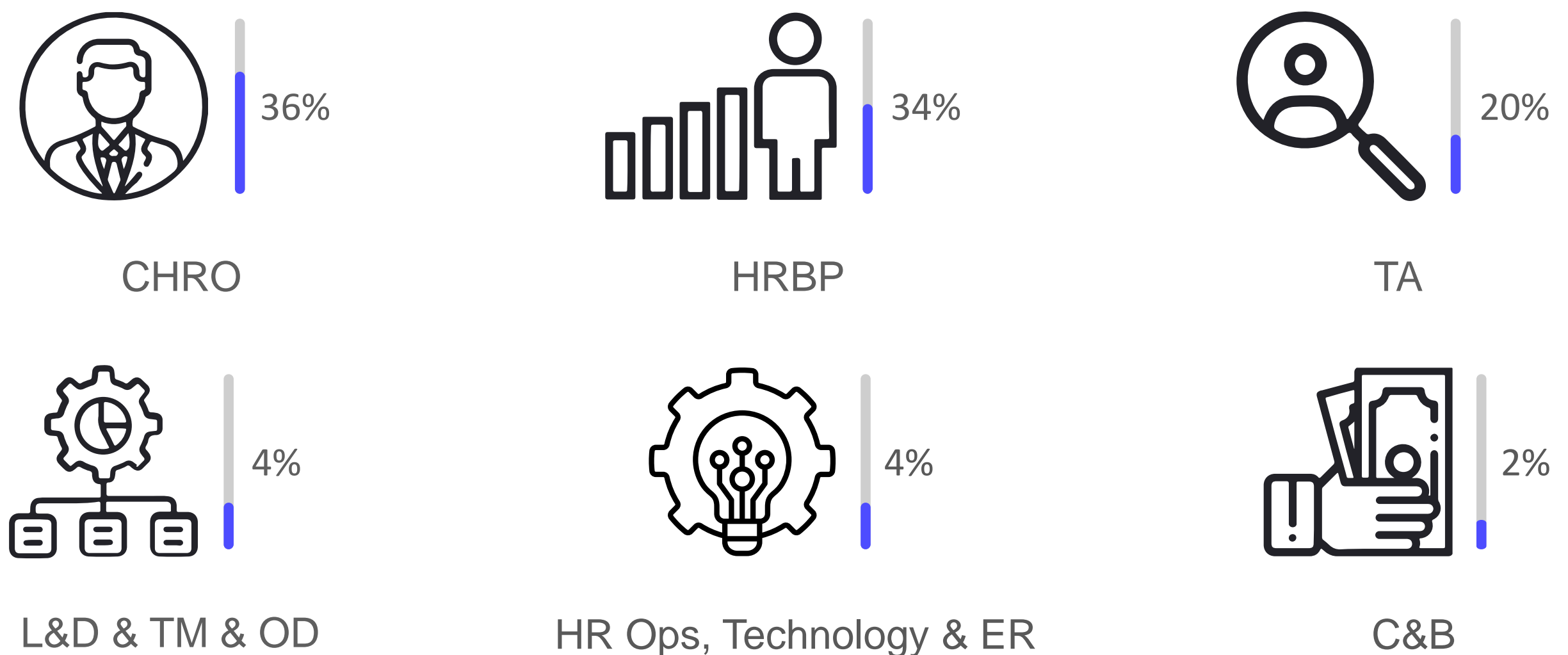
HR Talent Migration to Technology & Offshore from various sectors



37% of senior HR Talent hired within Technology & Offshore migrated from other sectors

Functional Analysis

Functional Split of HR hires Technology & Offshore



2024

<p>Satheesh K V Chief People Officer</p> <p>[Ex-Spottabl]</p>	<p>Harsha Vanvari Peter Head, Global People Operations</p> <p>[Ex-Cornerstone OnDemand]</p>	<p>Nithya Parthasarathy VP, HR</p> <p>[Ex-Mphasis]</p>	<p>Prashant Khullar CHRO</p> <p>[Ex-Ecom Express]</p>
<p>Mani Bhatnagar Director, HR</p> <p>[Ex-HIL]</p>	<p>Neha Bhandari Head, People & Culture</p> <p>[Ex-VMock]</p>	<p>Tanuka Bairagi Head, HR</p> <p>[Ex-Microsoft]</p>	<p>Zeeshan Ramlan Global VP & Head, HR Partnering, Operations & Total Rewards</p> <p>[Ex-CoinSwitch]</p>
<p>Seema Nair CHRO</p> <p>[Ex-Reliance Industries]</p>	<p>Radha Shreeniwas VP, Global HRBP (Product & Engineering)</p> <p>[Ex-Zscaler]</p>	<p>Dr Srikanth Dahagam CHRO</p> <p>[Ex-Tirupati Group]</p>	<p>Amir Bharwani CHRO</p> <p>[Ex-eClerx]</p>
<p>Saurabh Deep Singla CHRO</p> <p>[Ex-upGrad]</p>	<p>Ancy Nimsha Sreenivasan VP, HR</p> <p>[Ex-BDV Solutions]</p>	<p>Remadevi Thottathil CHRO</p> <p>[Ex-Bahwan CyberTek]</p>	<p>Arun Kakatkar Leader, HR</p> <p>[Ex-Kalyani Group]</p>
<p>Ankur Jain Head, HR</p> <p>[Ex-Delhivery]</p>	<p>Pramod Panda Chief Learning Officer</p> <p>[Ex-GlobalLogic]</p>	<p>Ashish Naik Head, HR</p> <p>[Ex-LTIMindtree]</p>	<p>Narayan Swami CHRO</p> <p>[Ex-CleverTap]</p>

2024



Satyadeep Mishra
CHRO

[Ex-CleverTap]



Ameya Ayachit
CPO

[Ex-Gojek]



Ashish C
CPO

[Ex-PayU]



Richard Lobo
CHRO

[Ex-Infosys]



Amit Mehta
CHRO

[Ex-Unilever]



Shubhayu Sengupta
CPO

[Ex-Gloplax Solutions]



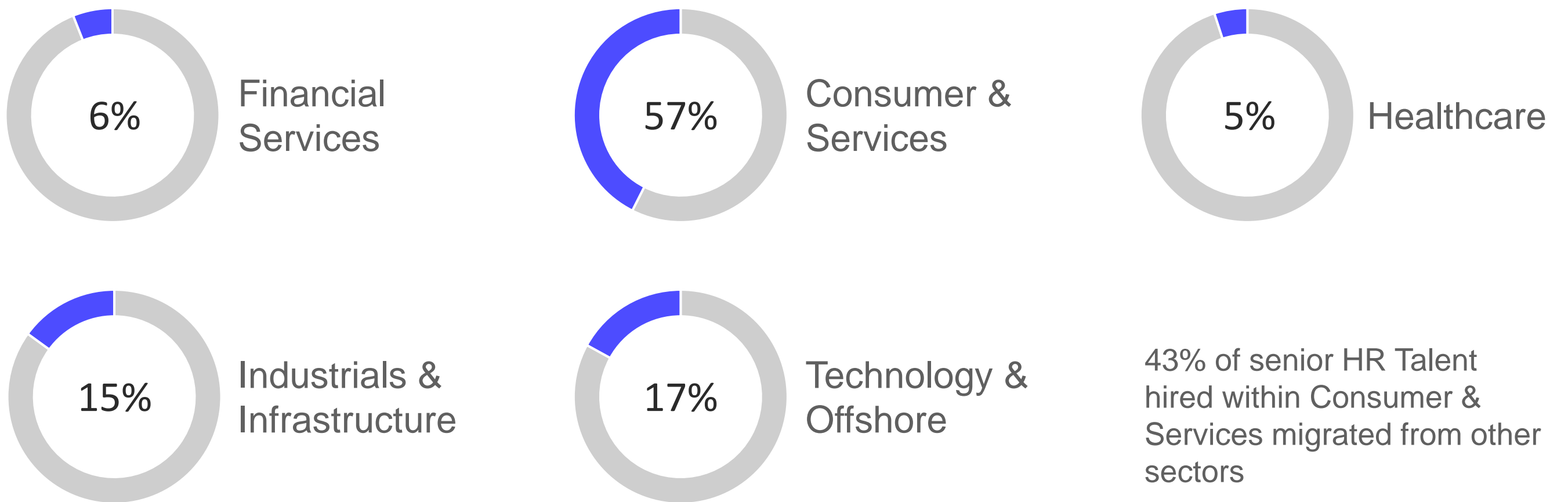
Parul Singh
Global Head, HR

[Ex-Xceedance]

2024

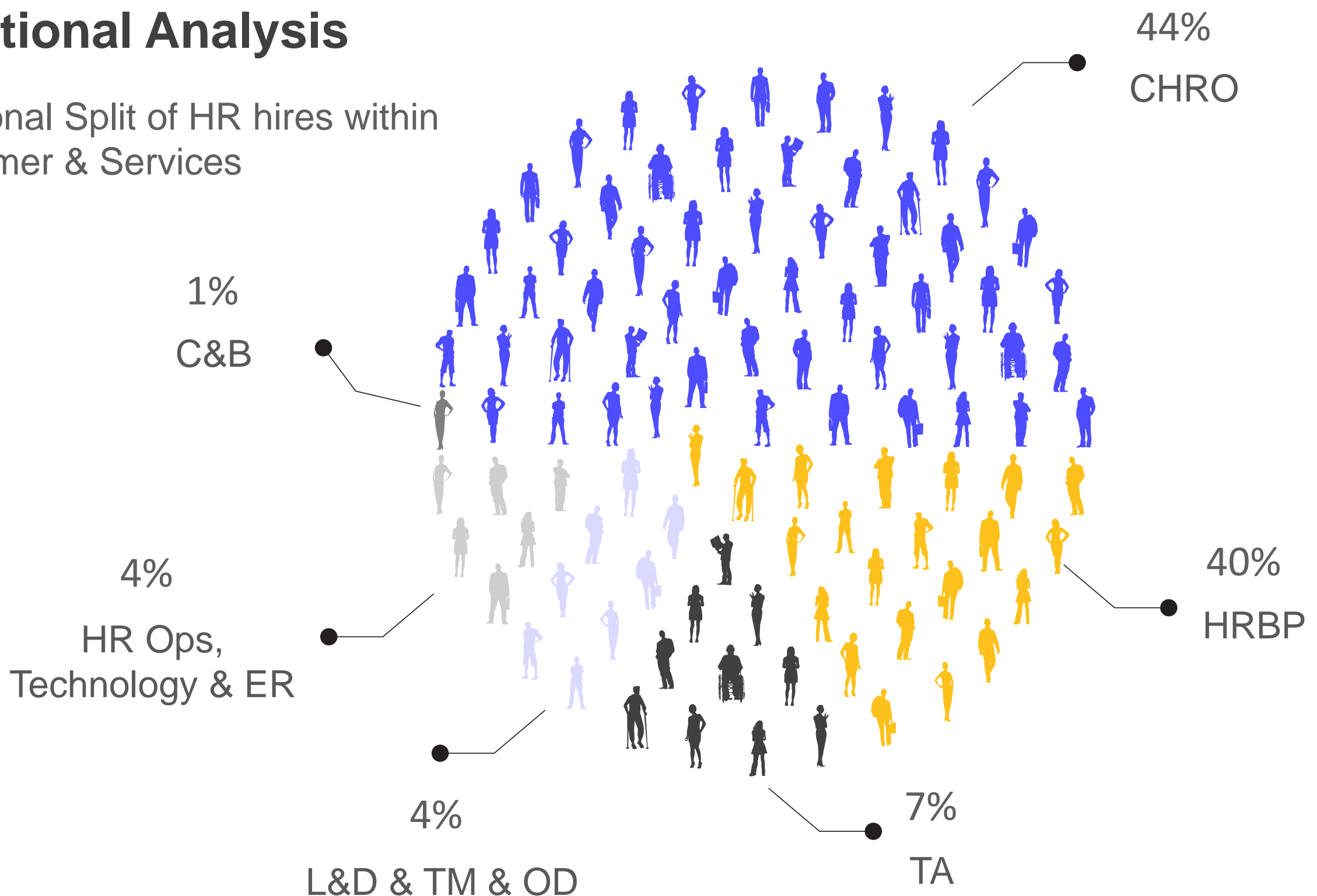
Sectors Analysis

HR Talent Migration to Consumer & Services from various sectors



Functional Analysis

Functional Split of HR hires within Consumer & Services



2024

 Avantika Susan Nigam CPO [Ex-PepsiCo]	 Ravindra Kumar GP CHRO [Ex-Tata Daewoo Commercial Vehicle]	 Sejal Haribhakti Mody CHRO [Ex-Unilever]	 Anuj Goel Head, HRBP [Ex-REA India]
 Piyush Kumar Lath Head, HR Operations [Ex-Atlassian]	 Deepshikha Thakur CPO [Ex-Shree Cement]	 Vandana Kapur VP, HR [Ex-Agilent Technologies]	 Ruchi Pant Senior People Leader [Ex-IndiGo (InterGlobe Aviation)]
 Chitra Gupta VP, HR [Ex-Hindustan Coca-Cola Beverages]	 Swati Mor CHRO [Ex-Bharti Airtel]	 Biplob Banerjee CHRO [Ex-USV Pharma]	 Pooja Duggal CHRO [Ex-Zee Media Corporation]
 Ambika Wadhwa Head, People & Culture [Ex-Campus Activewear]	 Bhupesh Sawantdesai CHRO [Ex-DP World]	 Manmohan S Kalsy CHRO [Ex-Medi Assist]	 Chandra Mohan VP, HR [Ex-Shahi Exports]
 Benaifer Palsetia Global Head, HR [Ex-DBS Bank]	 Amrita Chowdhury VP & Head, HR [Ex-Sapphire Foods]	 Neha Chattopadhyay Head, Corporate HR - South Asia [Ex-The LEGO Group]	 Reena Wahi Partner & Head, People, Performance & Culture [Ex-Tata Realty & Infrastructure]

2024

 Garima Pathak Director, HR [Ex-Kellogg Company]	 Savita Mittra Director, Talent Acquisition - Asia Pacific, Middle East, Africa (AMEA) & India [Ex-Abbott]	 Rahul Madan CHRO [Ex-HR Anexi]	 Prem Viswanathan Chief People Officer [Ex-Frigorifico Allana]
 Purva Misra Chief People Officer [Ex-India Today]	 Sanchayan Paul CHRO [Ex-Modenik Lifestyle]	 Priya Thakur Singh Head, HR [Ex-Tim Hortons]	 Anirban Das Senior Director, Human Capital [Ex-Lakshmikumaran and Sridharan]
 Richa Uprit Head, People - South Asia [Ex-Walmart Global Tech]	 Rajeshwar Tripathi Group CHRO [Ex-Mahindra & Mahindra]	 Abhishek Guha Head, HR [Ex-Reliance Retail]	 Shaili Tyagi CHRO [Ex-DCM Shriram]
 Rohan Chopra CHRO [Ex-M3M]	 Kalpna Devnani CHRO [Ex-Jubilant FoodWorks]	 Nisha Popli Head, HR [Ex-Cuemath]	 Kamaljeet Singh CHRO [Ex-Rebel Foods]
 Simantika Mukherjee Group CHRO [Ex-Tata Realty & Infrastructure]	 Shiv Rawat CHRO [Ex-DTDC Express]	 Thomas Joseph Head, HR [Ex-Reliance Retail]	 Pavel Chopra CHRO [Ex-OxyZEN Express]



Ayesha D'Souza
Managing Partner



Shuvharshika Mishra
Partner



Deepa Malhotra
Associate Director
North



Simran Arora
Principal
South



Meghna Chowdhary
Principal
West

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We back instincts with data, create perspective with context, and let experience guide the unexplored. We align purpose, ambition and values with an eye on the future. We call this our Informed Intuition. And we use it to seek that rare and powerful place where people and organizations grow, like it is the most natural thing to do.

We are **Native**

Native