

KRANTHI BHAGAT

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Seeking a challenging opportunity to contribute to Strategic Human Resources

Result-oriented HR professional with **14+ years'** experience in **HR Strategy and Hands-on** in the areas of **Talent Acquisition, Workforce Planning, Talent Management, Learning and Development, Culture Building, HR Operations, Statutory Compliance & Policy formulation** spanning across varied industries Manufacturing, EPC Industry (Engineering, Procurement, Construction), Financial Services, Automobile and Retailing.

Experience working with start-ups and large organizations. Oversaw the transition of the Organization from Private Limited to Limited.

WORK EXPERIENCE

Head – Human Resources, Chiraharit Limited, Hyderabad

Jan' 2023 – Till date

- Heading Human Resources with Chiraharit Limited.
- Implementation of Talent Acquisition, Talent Management and Learning and Development strategy.
- Implementation and Management of Compensation and Benefits plans.
- Oversee the HR operations and ensure statutory compliances in accordance with the laws. Oversaw the transition from Private Limited to Limited.

Accomplishments:

- **Implemented HRIS resulting in increased accountability and productivity**
 - **Design and Implementation of Performance Management Systems**
 - **Contributed to Organization Scale up by increasing the Head Count by 100%**
 - **Reduced attrition rate from 21% to 9%**
 - **Enhanced the quality of Human Capital of up to 20% through streamlining of Talent Acquisition process**
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Senior Manager – Employee Success, CapitalVia and Finofy

Jul' 2021 – May' 2022

- Heading Talent Development for CapitalVia, FinoFy and Fintech, Investment Advisory and Broking, Mumbai and Indore
- Designed, developed and delivered behavioral and sales trainings
- Authored Sales Playbook, established standards, lead to increase in the conversion rate and change in the culture

Accomplishments:

- **Increased the conversion rate from 9.8% to 12%**
 - **Increased the customer buy-in time from 10 seconds to 60 seconds**
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Senior Manager – Learning & Development, Mahavir Auto Diagnostics

May' 2018 – May' 2019

- Heading end-to-end Learning & Development for Andhra & Telangana
- TNI, Training Calendar, Training module design and development, Training delivery and Post training evaluation. LMS management.

Accomplishments:

- **Enhanced the skills and knowledge levels of sales team by 40%**
- **Achieved certification of sales team from 70% to 95%**

Manager – Training & Development, Visaka Industries Ltd.

Jun' 2013 – Jul' 2017

- **Managed the complete training cycle, operations & performance management of all the 11 Unit locations across the country for 2800 employees**
- **Lead the HR team for training and performance management. Lead the team for 5S project & activities**
- **Formulation of learning strategy and ensure execution**
- **Training Need Identification, Training Calendar, Training Budget and Post Training Evaluation**
- **Individual development plans, MDPs, Executive Education Programs for Senior and Middle Management**
- **PMS–End to End execution of performance management systems. KRA Setting, conducting half yearly reviews and annualreviews**

Accomplishments:

- **Trainings and process enhancements led to savings of 6 million INR per unit/annum**
- **Brought significant change in the learning culture**

Training Manager, RK Toyota

Jun'2012– Jul' 2013

Accomplishment:

- **Developed and delivered training modules and led to increase in sales conversion rate up to 10%**

Apr'2011– Jun' 2012 In-House Trainer, Lakshmi Hyundai

Accomplishment:

- **Trained the Sales, Customer Service teams and led to achieve No. 1 in terms of Sales Volume in India**

Assistant Manager- Human Resources, Experts Vision

Aug' 2006– Mar' 20 11

Accomplishment:

- **Set up the training division of the company and developed new training modules**

EDUCATION

- **2006:** M.B.A – HR from IIPM Bangalore
- **2003:** B.C.A from Kakatiya University

Certifications:

- **Train The Trainer from Peak Performance Trainings**
- **Strategic Management from IIM-K**