

# SUBHASISH GANGOPADHYAY

Driving Strategic HR initiatives to realize bottom-line results and enhance employee engagement in the pursuit of business objectives; targeting senior-level assignments as an **HR Business Partner** with an organisation of high repute

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## Profile Summary

- ❖ A **Qualified Professional** with **22 years** of experience in entire gamut of **HR Business Partnering**
- ❖ Extensive experience in **implementing HR policies & initiatives** aligned with long-term business goals
- ❖ Introduced Individual Development Plan and Assessment Centre for training need identification and recruitment, **Behavioural Based Interview (BEI)**
- ❖ Experience in conducting **employee engagement activities** and maintaining effective **employee relations** by guiding the employees in matters pertaining to performance plans, conduct, manager issues, salary, policies, and so on
- ❖ Skilled in leading **manpower planning, talent acquisition** functions with a track record of closing positions at all levels; successfully administered the end-to-end Hire to Retire Cycle for over **3000 manpower spread across 39 locations**
- ❖ Expertise in **augmenting performance levels of employees & teams** by leading **competence management** implementation in **closing skills gaps & upskilling**, increasing learning opportunities & **learner engagement** in bringing enhancements in learning processes & results, enabling **better return on investment**
- ❖ **Insightful exposure** and **rich experience** in key topics on **strategic HR, leadership development, organization restructuring** (both ramp-up & ramp-down projects), **inter-cultural perspectives**
- ❖ Proactively **collaborating with Business Leaders** to understand **strategic business objectives and formulating HR strategies** to meet current and future **talent management & engagement needs** to enhance the business value chain
- ❖ Recognized for the significant contributions in opening of First Big Bazaar and Food Bazaar in the East including Kanpur as a **Regional Head HR of Pantaloons**
- ❖ Excellence in spearheading various functions of HR Analytics & Operations with hands-on experience in identifying **process improvement opportunities** including automation, tools & technologies, driving implementation within teams
- ❖ Designed & applied **performance management**, compensation and competency framework to support the business and achieve ambitious growth plans



## Core Competencies

HR Business Partnering

Budget Planning & Costing Mgmt.

Leadership Development Program

Organizational Development

Talent Acquisition Lifecycle Management

Policy Formulation & Implementation

Employee Engagement

Strategic Talent Management

Team Building & Leadership



## Professional Certifications

- ❖ Certified HRBP from MEHR, Asia's BEST and World's 7th best Certifying Body, passed with Distinction
- ❖ Certified OD Analyst from Middle Earth HR (Certified by HRCI)
- ❖ Certified OD Interventionist Professional from Middle Earth HR (Certified by HRCI)



## Professional Affiliations

- ❖ All India Management Association (No. S-9714628), New Delhi
- ❖ National Institute of Personnel Management (Membership No. A-20177), Kolkata



## Education

2010

PG Certificate in Human Resource Mgmt. (PGCHRM) from XLRI, Jamshedpur

1997

PGDHRM from Indian Institute of Social Welfare & Business Management (IISWBM), Kolkata

1997

Diploma in Social Work (DSW) in Labour Welfare from IISWBM, Kolkata, Calcutta

1994

BA (Honors) in Sociology from Asutosh College, Kolkata, Calcutta University



## Career Timeline

2010 - 2011

future group

2011 - 2014

iCore Technologies

2014 - 2016

NSHM

2016 - 2017

STYLE BAAZAR  
STYLING YOUR FAMILY

2018 - 2020

DIKSHA



## Notable Accomplishments Across the Career

- ❖ Played a pivotal role as the change agent in building effective organization culture and balanced long term organizational goals and restructuring related to employee aspirations
- ❖ Recognized with Award for contribution in 'Oracle HRMS' wherein introduced new PMS for the entire off roll employees in 2004
- ❖ Received Appreciation from Corporate Head HR for contribution in Mano Ya Na Mano Offer in 2010
- ❖ Introduced Employee Engagement Practices in Airtel&Aircel in 2004-2006
- ❖ Accomplished projects on Job Analysis, Training & Development and Competency Based Human Resource System (BEI Technique) at BhartiAirtel Limited, Orissa
- ❖ Recognized by the organization as an introducer of retail chains at 3 different verticals of PRIL i.e. Pantaloons, Big Bazaar and Food Bazaar in the year-2001-2004; possess the Merit of being the 1st HR of Future Group
- ❖ Successfully managed more than 100 branches PAN India, developed HR Policies and HR Standard Operating Procedures (SOPs) at the organization level as well as led talent acquisition and implemented PMS [ICORE Group]
- ❖ Recruited sales force of 600 employees ahead of schedule in 2001-2004 and independently provided induction training to all new employees at Pantaloons Retail (India) Limited



## Work Experience

### 2020 - 2022: Sabbatical

Jan'18 - Mar'20: Diksha Learning Services, Kolkata as General Manager-HR

Nov'16 - Dec'17: Baazar Style Retail Pvt. Ltd., Kolkata as Head-HR (Headed HR issues for 39 stores all over Eastern India)

Jan'14 - Oct'16: NSHM Udaan Skills Pvt. Ltd., Kolkata as Senior Manager-HR

Aug'11 - Jan'14: ICORE Group, Kolkata as Senior Manager - HR (Retail)

Feb'10 - Jul'11: Future Group (Home Town), Kolkata as Deputy Manager - HR

(Monitored overall branch administration and liaised with 4 Furniture Bazaars daily as per the requirements)

Jan'08 - Jan'10: Mani Group, Kolkata as Senior Manager - HR

Jun'06 - Dec'07: Dishnet Wireless Ltd. (Aircel), Durgapur as Deputy Manager - People & Culture

May'04 - May'06: Bharti Tele-Ventures (Airtel), Orissa and Kolkata as Assistant Manager - HR

Apr'01 - May'04: Pantaloons Retail (India) Limited, Kolkata as Sr. Executive - HR & Training

Apr'98 - Apr'01: Bharat Margarine Limited, Kolkata as Executive (HRD & Administration)

### Roles Across the Career:

- Served as **Strategic HR Consultant** to design and deliver key solutions through policy management and people advising
- Exhibited excellence in **people strategy, OD intervention & change management, business & cultural transformation** and enhanced the business value chain w.r.t. organization strategy and industry benchmark
- Provided **HR leadership** to the business in implementation of **HR strategies** aligned with **Business strategies**, managed **HR services delivery** to enable the overall business strategy in achieving **Business results**
- Leveraged analytical capabilities & interdisciplinary mind-set in **HR processes & practices** for improving **HR systems & results, positively** impacting **business & employee performance**
- Led **Strategic HR management** with a diverse **team of HR-BPs & L&D expert** for forecasting, planning & delivering results on **talent management & capability building**, onboarding & assimilation, OD & people interventions, **change management, employee engagement & user experience** and diversity & inclusions
- Headed **end-to-end HR business partnering & people strategy, Integrated Talent Management: Succession planning**, key positions & key talent management, complete **Talent Life-cycle management: Talent attraction & acquisition, Talent development and advancement, Talent retention & mobility, Learning & Development, Leadership development, Performance management system**
- Drove **change management & organizational restructuring**, the high impact **HR projects** by evaluating HR processes & policies, **streamlining systems & procedures**, through **implementing Associate Surveys, HR Excellence, Lean leadership system, HR Analytics & Dashboard, HR Digitalization** to stay productive & cost competitive
- Designed & implemented **workforce strategies and capability building** by **fostering learning & development opportunities, compelling employee engagement** & experience, implementing structured **competence management** to position the organization for success today and into future
- Developed and implemented a **comprehensive communication strategy & framework** to navigate change management to **stay relevant & stay competitive** in the continuous journey of **business & cultural transformation** through **learning & development strategies & solutions**



## Professional Qualifications

- Executive Development Program in Human Resource Management from S.H.R.M (Dubai) & XLRI (Jamshedpur) in 2019
- Executive Development Program, from XLRI, Jamshedpur in:
  - Labour Law for Manager in 2018
  - Talent Management in 2017
  - Talent Acquisition in 2020



## Trainings

- Participated in:
  - Management Development Programme - 3 days residential programme at IIM, Kolkata in 1999
  - Theatre Workshop conducted by famous Paul Mathew in 2004
  - 'Plus One' Training conducted by BhartiAirtel Limited in 2005
- 1 week Residential Programme 'Introduction to Self & Organization' conducted by Business World and Anada Bazaar Patrika Limited



## Personal Details

**Date of Birth:** 31<sup>st</sup> January 1970  
**Languages Known:** English, Bengali, and Hindi  
**Address:** 3A, Iswar Ganguly Street, Kolkata – 700026