

TRUPTI MAGDUM

HR Leader- AME

To leverage my extensive leadership experience in Organizational Development, Change Leadership, Coaching, and Business Partnering, contributing to the strategic vision of your esteemed organization. Renowned for my ability to foster growth through collaborative synergy across intricate business landscapes, I champion diversity and inclusion, backed by excellent working knowledge of labor law. My distinguished accomplishments encompass orchestrating team restructuring within legal bounds, leveraging financial insights to propel progress, coaching senior leaders and middle managers, advancing culture using creative solutions and strategies, and employing benchmarking to shape impactful OD strategies. As a pivotal driver of HR and Commercial transformation, I harness data to drive informed, game-changing decisions.



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SKILLS

Change Leadership Strategic Thinking Talent Management Performance Management Leadership Development
Conflict Resolution Communication Data Analysis Coaching and Mentoring Project Management
Influencing Skills Change Communication Culture Advancement Multicultural Team Leadership/Management
Business Acumen Negotiation Skills Organizational Development Succession Planning Career Development



PROFILE SNAPSHOT

Accomplished professional with a diverse history of achievements encompassing strategic restructuring of organizations to decrease operational costs through tactical collaboration, leading and effectively managing the transformation process during the COVID pandemic to ensure efficiency and minimal disruption. Acknowledged as an enterprising liaison, mentored existing and new business ventures, connected entrepreneurs with investors and enabled talent solutions between organizations and educational establishments.

Vital in worldwide recruitment alternatives for economical practices, enhancing India's strategic stance, and advocating for skill diversification to manage dynamic market conditions. Spearheaded growth tactics by establishing affiliations with tech/data enterprises, augmenting engineering solutions and customer satisfaction. Headed ISO9001 adherence initiatives, cultivating multidisciplinary cooperation and resilient supply chain networks.

Devised impactful developmental schemes, incorporating Leadership and Graduate campaigns, and setting up frameworks for proficiency, performance, and career management. A catalyst for change, innovation, and collaboration, adeptly integrating technology for organizational advancement.



WORK EXPERIENCE

HR Leader- AME

Guardian Glass, Kingdom of Bahrain

03/2018 - Present,

Applying Agile & Transformational Leadership

Achievements/Tasks

- Employ agile and transformational leadership techniques to coach business and functional leaders in achieving personal transformation and enhanced effectiveness.
- Spearhead comprehensive planning, progress tracking, and reporting of crucial business priorities, critical for the realization of the regional vision and strategy. Take accountability for the development and execution of the regional HR Strategy and Operations.
- Formulated an organization design aligned with evolving business requirements, with a key emphasis on reducing operational costs by optimizing work processes, challenging cost-to-value ratios, and scrutinizing headcount.
- Collaborated closely with Business Analysts to enhance Management fees sourced from JV partners, devising a chargeback strategy that harmonizes with the business and capability model, ensuring effective implementation within the AME & APAC regions.
- Led transformative efforts and orchestrated reorganization in response to the challenges posed by the COVID crisis, ensuring alignment with business needs and the maintenance of optimal productivity levels.
- Pioneered the creation of leadership strategy meetings that foster focus on financial targets, facilitate course corrections, and nurture a culture of continuous improvement.



WORK EXPERIENCE

Business Coach

Entrepreneurial Venture- Enabling Success

04/2017 - 03/2018,

Achievements/Tasks

- Provide guidance and mentorship to women entrepreneurs, start-ups, and seasoned CEOs, aiding them in formulating strategies that are both measurable and outcome focused.
- Facilitate connections and collaboration among entrepreneurs by coaching and linking a minimum of 5-6 entrepreneurs, fostering mutually advantageous business partnerships.
- Successfully facilitated connections between emerging entrepreneurs and investors, as well as established linkages between educational institutes and entrepreneurs to facilitate the hiring of skilled graduates for companies.



PREVIOUS WORK EXPERIENCE

Business Change Lead – Inspiring Leadership and Sharing Insight

WS Atkins India Private Limited

04/2016 - 03/2017,

Achievements

- Influencing global hiring decisions to bring wage bill and operational costs down.
- Reinforced India's strategic position as the preferred and efficient design centre.
- Catalyst for multi-skilling of talented engineers and technicians for re-deployment rather than making redundancies

Business Development Lead- Explore and Discover

WS Atkins India Private Limited

02/2016 - 03/2017,

Achievements

- Highlighted to the board of directors in a report of Atkins expanding its portfolio by partnering with technology companies to enhance engineering solutions and customer experience.
- Successfully selected and partnered with data analytics and technology companies, contributing to global innovation and improved customer value proposition.

Head – Mobility – Managing complexity

WS Atkins India Private Limited

04/2010 - 03/2014,

Achievements

- Led the function, developed policy & process driven for ISO9001 compliance.
- Used process to create strong cross functional collaboration to mobilize resources.
- Built a strong supply chain network to improve the mobility experience for business & employee.

Head – Learning and Development – Delivering Value

WS Atkins India Private Limited

11/2007 - 03/2016,

Achievements

- Developed and implemented a Leadership, Middle Management and Graduate Development program. Influenced leadership to implement the Technical Professional development framework at Atkins India.
- Implemented competency framework, performance management system, and online talent management system.



OTHER EXPERIENCE

Learning and Development Advisor

SLK Software Service and SLK Global Services (SLK Group)

10/2002 - 10/2007,

Customer Service Executive

Mphasis

06/2001 - 10/2002,



COURSES & WORKSHOPS

- ◇ ICFAI Diploma in Business Administration.
- ◇ Workshops – Coaching – ACSTH Certification ICF, Introduction to NLP, Emotional Intelligence.

- ◇ Discovering Personality with Dr. Jordan B. Peterson.
- ◇ Innovation, HRBP – 2-day course, Train the Trainer and Outward-Bound Learning - Pegasus.



EDUCATION

Bachelor of Commerce- Specialization in HR

Gogte College of Commerce, Karnataka University

1999,