

Sohil Hemnani

MBA (Human Resources), B. Tech.
Certified Life Coach

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Summary

HR Consultant with 9 years of diverse experience - 7 years in corporate with Aditya Birla Group & 2 years in consulting - with expertise in HR Strategy, Organization Design, Workforce Planning & Budgeting, Culture & Change Management, Employee Engagement
Certified Life Coach from Coaches Alliance & Symbiosis Coaching, USA
MBA with a specialization in Human Resources from MDI, Gurgaon

Experience

HR Consultant /Freelancer (Individual), Jul 2019 – present

- Experience across wide-array of HR verticals - HR Strategy, Organization Design, Organization Development & Effectiveness, Workforce Planning & Budgeting, Culture & Change Management, Employee Engagement, Talent Management, Performance Management, HR Analytics & Technology.
- Experience across retail, e-commerce, technology, and social sectors, working with MNCs, foundations and start-ups.

Certified Life Coach, Mar 2020 – present

- One-on-one Coaching as well as Group workshops around Leader as Coach, Coaching Principles
- Focusing on *activation and transitions for life and career*

Fellow – Shelter Operations, Make-A-Difference (NGO), May 2020 – present

- Part of 300 people Fellowship at a social organization, Make-A-Difference, which works towards enabling children in need of care and protection
- Leading a team of 50+ mentors and volunteers at one of the shelter's in Bangalore

Career Break, Nov 2017 – Jun 2019

- Volunteer & Mentor with Make-A-Difference working with shelter home children
- Volunteer with Senior Citizen's Forum (Nitya Kshemam) for digital services
- Referee at Sports Events (badminton, football, cricket) for corporate and schools
- Completed 'Life Coach' certification with Coaches Alliance. On path for ICF credential
- Undertook 'Elementary Pilot' level course for Paragliding with APPI accreditation

Aditya Birla Fashion & Retail (Madura Fashion & Lifestyle), Jun 2011 – Oct 2017

(India's leading apparel retail organization with revenues of Rs. 6000 Cr.)

- **Head - Organization Effectiveness (Group Manager – HR)** - Feb 2017 – Oct 2017
Define & drive organization culture, leading change management and interventions, organization effectiveness and development (OD/OE)
- **HR Business Partner** - Aug 2012 – Feb 2017
Dotted reporting to Business COOs; employee span – 500+. People agenda at strategic & operational level - organization design, workforce planning, talent management, people manager coaching, talent engagement, HR policy and process review, C&B cycle management, performance management system (PMS)

- Joined as **Business Management Trainee** (Jun 2011 – Jul 2012) in MFL's Young Talent Program with stints across Business Operations, Sales HR, Organization Effectiveness and Talent Acquisition

Highlights & Achievements

- HR Lead for **e-commerce setup** focusing on organization design and capability planning. From 2012 until 2016, **built HR practices and systems to ramp the team from 2 to 140+ employees** along with the Business Head, a challenge in a traditional retail organization, through critical stakeholder management, manpower planning, talent acquisition and management
- Anchored **Workforce Budgeting & Planning** to help business achieve revenue sales and profitability - business units consistently delivered 20% year-on-year growth in revenues while realizing savings on overheads and improvement in per person productivity
 - Further received appreciation from CHRO for Retail Workforce Planning – creation of a benchmark process leading to annual cost savings of **Rs. 2 Crs**
 - Optimized the sourcing organization structure and enabled the creation of Strategic Sourcing Cell **leading to savings of Rs 70L**, which helped fund critical growth opportunities
- Conceptualized, developed & executed HR One-one-One framework which, not only helped business track employee issues and grievances closely, but also provide a **vulnerability index** of the unit - led to a dip in attrition of key talent by **10%**
- Designed & developed multiple **talent management and engagement** initiatives
 - Steered the exercise of **talent profiling** and calibration using the '9-Box Talent Grid' with the objective of identifying talent pipeline in the organization and developing clear **succession plans**
 - Revamped **recognition framework** and launched online tool **enhancing** the appreciation culture
 - Refined **onboarding** by introducing 'wow' experiences and enabling technology - increased the new joiner feedback score by **7%**

Education

Post Graduate Diploma in Human Resource Management, MDI, Gurgaon, 2009-11

- *Cultural Secretary*, Student's Council, (Sanskriti) – leading a 50 people team for events and interest groups. *Editor*, Corporate Communications Cell

B.Tech. (Information & Communication Tech.), DA-IICT, Gandhinagar, 2004-08

- Engineering Internship: Infogain India, Noida - Received a Pre-placement Offer

Other Interests

Organized, participated & won accolades in various sports in college & corporate; PADI® Certified Open Water Scuba Diver; adventure sports, trekking and cycling enthusiast