



# SATISH DANGI

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## High-Impact Senior Human Resources Leader

✦ Strategic HRBP ✦ Sales HR ✦ Talent Acquisition ✦ Talent Management & Succession Planning ✦ Employee Engagement ✦ Organizational Development ✦ Employee Relations  
*Driving Strategic HR initiatives to realize bottom-line results and enhance employee engagement in the pursuit of organizational objectives*



### Profile Summary

- ▶ **Offering over 19+ years** of rich project and corporate experience spearheading HR domain, providing Strategic & Operational Leadership.
- ▶ Working as **Section HR Head with DCM Shriram Limited**
- ▶ **Strategy architect credited with implementation** of innovative path-breaking HR initiatives across the group to streamline processes & capitalize on organizational growth opportunities
- ▶ **Vision Oriented Leader** impacted the business through HR Interventions including Cost Optimization, System Improvements, Policy Formulation and Standardization.
- ▶ Acquainted and adept at World Class integrated Human Capital Management system **Success Factor** for entire employee life cycle from **H2R**
- ▶ Outstandingly skillful in **steering the end-to-end HR processes and organization's strategic agenda aligned to business strategy** collaborating with all business stakeholders at various levels.
- ▶ Ensuring risk & compliance for the business ensuring adherence to **statutory regulations as per labour laws**

### Professional Enhancements

EDPHR from XLRI

Certified Thomas Profiling Practitioner

Managerial Effectiveness, SPJIMR



### Academic Credentials



**Post Graduate Diploma in Business Management (MBA)** from Birla Institute of Management Technology, New Delhi in **2002**



**Bachelor of Business Administration** from DAV Centenary College Faridabad, affiliated to M.D. University, Rohtak in **2000**



**Executive Diploma Program in HR** From XLRI, Jamshedpur.

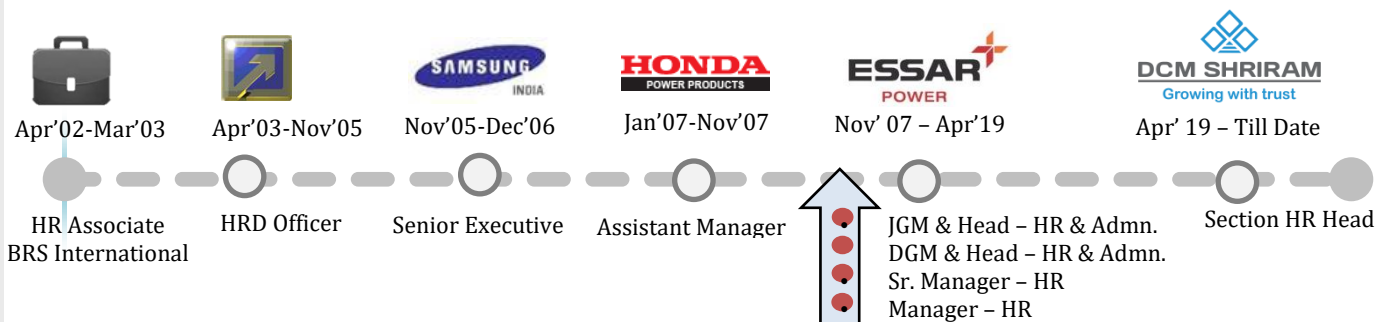


### Accomplishments

- ▶ **Essar Pinnacle Star Award** by Mr. Adil Malia Essar Group President Human Resources for my significant achievement in the field of Employee Engagement and Learning & Development
- ▶ Special '**Best of Best**' Award for Sustained Excellence in Employee Engagement
- ▶ **Young HR Champion Gold Award** by Greentech Foundation for outstanding achievement in field of HR
- ▶ Gold Award by Greentech Foundation for '**Best Strategy**'.
- ▶ Awarded twice **Best NSS Volunteer** for my significant contribution towards society.
- ▶ Awarded twice **Roll of Honour** for my significant achievements in academics and extra - curricular activities



### Career Timeline



Apr'19-Till Date: DCM Shriram Limited, as Deputy General Manager & Section Head

### Key Responsibilities & Career Benchmarks Created

#### HR Business Partnership

Partner with business leadership and managers to understand business imperatives and articulate people priorities.

- ▶ Taking care of **Sales & Marketing team of Cement, Plastics and Polytech Business.**
- ▶ **Employer Branding and Dealers Engagement**
- ▶ Serve as a **consultative subject matter expert** & manage site level HR functions like Talent Acquisition, Learning & Development, Reward & Recognition, HR Operations and Analytics to design solutions as per the business requirement.

#### Talent Acquisition and Onboarding through Success Factor

Strategic Manpower Planning, Budgeting & Review with focus on Diversity, Equity and Inclusion for all divergent businesses at Kota Complex – Fertiliser, Chemicals, PVC, Carbide, Cement, Power, Engineering and COBA.

##### Drive Campus Recruitment: Early Career Program

- ▶ **Build & maintain relationships with top campuses** (NPTIs, NITs, BITS, NMIMS, NLUs etc.) for early interview dates and pre-placement talks.
- ▶ **Lead year-round engagement initiatives** like - Leadership Talks, Live Projects, Guest Lectures etc., to ensure ourselves as an employer of choice on campuses
- ▶ Administer and manage the **Cadre Building Program** – GET / DET / MT and Intern program.
- ▶ Partner with HRBPs and Business Heads to ensure appropriate projects and stints for all round development ensured through periodic reviews.

##### Drive Lateral Hiring

- ▶ Collaborate with functional heads to understand their hiring needs and **analyzing jobs for designing job descriptions** and release job postings for closure of open positions within TAT and budget.
- ▶ **Sourcing candidates in a creative and cost effective ways** (IJP, EJP, Social Networking, Employee Referrals, Job Portal, Headhunting)
- ▶ **Empanelment and Management of external agency recruiters and search firms** to ensure seamless service delivery on position closures.
- ▶ Source, screen, and manage the end-to-end recruitment process to integrate talent into the organization, including evaluation of candidate experience, skills, and competencies to determine best fit for role and organization.
- ▶ **Psychometric Testing, Reference checks, and Background Verifications.**
- ▶ **Pre-joining Talent Engagement**
- ▶ Build a talent pipeline for the future by proactively **mapping/sourcing candidates from the competitors.**
- ▶ **Drive operational excellence for TA metrics** from quality, speed, diversity, and cost perspectives to build a high-performing TA function and present the same in HR Dashboard.
- ▶ **Act as an ambassador** to ensure a first class hiring experience for hiring managers, candidates and search firms.
- ▶ **Conducting Stay and Exit Interviews**

##### ▶ Successfully:

- Closed 42 positions in 2021-22 within prescribed TAT out of which 25 through direct hiring and **IJP** movements.
- Reduced manpower consultancy charges from 12% to 6% as a **cost saving measure during COVID 19.**
- Revamped our **Talent Acquisition & On-boarding Manual** helping the process digitalize - **Recruitment Processes, Job Descriptions, Interviewing Guidelines, CBI, Value based Interview Evaluation, Offer/Employment Letter templates and Recruitment Dashboards.**
- **Enhanced Employee Experience** by making Onboarding system improvements – Virtual Plant Tour, Buddy System, Appreciation Letter to Parents / Spouse and First Impression Report (FIR).

#### Capability Development

Formalizing Training Calendar and Training Budget based on inputs through executive development reviews and ensuring training delivery quality and presentation of monthly training MIS.

- ▶ Preparation and execution of Training Calendar basis **Competency Gap Analysis** in collaboration with functional heads, Business Head and HR Head.
- ▶ Driving **Learning Management System (LMS) through Success Factor**
- ▶ Measure **Training Effectiveness and its impact** for further action.
- ▶ Facilitate **Management Development Programs (MDPs)** - Managerial Effectiveness and Leadership Effectiveness

- ▶ Facilitate **Step-up training programs** – First Time Managers (FTM), Manager of Manager (MOM) and the periodic review of their IDPs to measure the effectiveness and impact.
- ▶ **Engaging Managers to enhance their Manager Score** for improving their leading and team building skills.
- ▶ Conducting sessions as an **Internal Faculty** on Success Factor – PM & GM Modules, Career Dialogue, Mentoring & Coaching and Emotional Intelligence
- ▶ **Developing training modules for Cadre building.**
- ▶ **Business Talent SPOC presenting monthly training MIS and dashboard.**

### Performance Management

Driving Performance Management System (PMS) from handling entire communication to execution w.r.t Goal Management, Mid-Year Reviews and Annual Performance Reviews as per the Management guidelines.

- ▶ Drive Goal Setting, Periodic Performance Reviews adhering to the process timelines on **Success Factor**.
- ▶ **Initiated pilot launch of Goal Library** to make the Goal Setting more effective.
- ▶ Facilitate Performance Reviews of leadership team by Executive Director
- ▶ Facilitate **Performance Improvement Plans (PIPs)** for underperformers

### Talent & Leadership Development

- ▶ Effectively handling Talent Review Process for identification of **HIPER-HIPOs, Key Critical Positions and design Succession Plan** for business continuity.
- ▶ Running **Development & Assessment Center (DAC)** process for the identified talent pool in partnership with **Jombay** to help develop IDPs and their periodic reviews.
- ▶ Driving **Mentoring & Coaching Connect for ALPs / CFTs execution** and their periodic reviews by Talent Council.
- ▶ Job Enlargement, Enrichment & Rotation as Career Planning initiative for development of succession track.

### Employee Wellbeing & Engagement

Strengthening Employee Engagement Culture to drive and achieve the strategic business objectives and maintain a positive work environment.

- ▶ Organizing businesswise **Brainstorming Sessions** basis **EES** to formulate action plan and its periodic review
- ▶ Design & Execution of **Engagement & Wellness Calendar** - Plant Day / Picnics / Festivals / LSAs / Health Sessions
- ▶ **Strengthening Employee Connect** through Open House Sessions, Leadership Connect, and Departmental Meets periodically to collate and implement improvement plans in consensus with business Head and HR Head.
- ▶ **Driving Reward & Recognition** program
- ▶ **Initiated** launch of **HRBP** system and employees' **Birthday/Anniversary Mailers & Celebration.**

### Strategic OD & Change Management

- ▶ **Culture Building** through deep penetration of DCM Vision & Values and improvement of overall R&R scenario.
- ▶ Implementation of **Leena AI** – for enhancing **Employee Experience**.
- ▶ Initiated and Implemented **Employee Wellbeing & Assistance Program (EWAP)** partnering with **Silver Oak**
- ▶ Facilitated in formulation in **RACI** across the Kota complex.
- ▶ **Reviewed existing HR Policies** and practices for transformation.
- ▶ **Employer Branding** initiatives through **Campus Connect** – Hiring, Guest Lectures, and Alumni Meet
- ▶ Strategizing to create a pull factor for **technology adoption** – Success Factor and Digital Learning
- ▶ Design programs on **Diversity and Inclusion**

### HR Operations & Statutory Compliance

- ▶ **Monitor & facilitate payroll process** for timely disbursement of employee salary & benefits.
- ▶ **Manage new hires, transfers and exits** in the system.
- ▶ **Maintaining employee and compensation data** in Employee Central on real time basis.
- ▶ **Formulation and standardization of HR Policies** to make them contemporary relevant.
- ▶ **Compensation Survey and Benchmarking**
- ▶ **Timely Grievance Resolution**
- ▶ **Ensure Statutory Compliance** as per the Labour Laws.
- ▶ **Handling HR Audits**

### Previous Experience

Nov'07-April'19: Essar Power Ltd., (1015 MW CCPP; 315 MW CPP ; 1200 MW TPP) - Joint General Manager & Head – HR, IR & Administration

Growth Path : Joined as Manager and rose to a level of Joint General Manager

**Highlights:**

- ▶ Actively participated in the **Business HR Transformation journey – ‘Strategy of Vision to Action’**
- ▶ HR Value creation by **Balance Score Card (BSC) implementation** in collaboration with **KPMG**
- ▶ HR Value creation by making **Job Description and Job Evaluation** in collaboration with **HAY Group**.
- ▶ **Recruited 1000+ trainees from campuses** across India including **National Power Training Institutes (NPTIs), NITs** and other state level prestigious institutes.
- ▶ **Mass lateral recruitment for various Power Projects - EPGL (1200 MW), VPCL (315 MW), EPMPPL (1200 MW) and EPJL (1200 MW)**
- ▶ Conceptualized and implemented **Cadre Building Program** to provide domain specific trainings through in-house faculty for fast skill transfer and creating talent pool.
- ▶ Designed and implemented **Mentoring and R&R Program** across the Power Business Group
- ▶ Instrumental in enhancing **Employee Engagement score from 67% to 73%**
- ▶ Prepared and implemented **Contract Labour Management SOP** and **Labour Law Compliance Report (LLCR)**
- ▶ **Managed harmonious relations with community members** and **CSR supported institutions** - R&R Colony, School, Primary Health Centre and Ambulance for (PAPs) as company's commitment to social responsibility
- ▶ **Responsible for managing the company transport and township facility.**
- ▶ Assessed various HR & admin contracts for cost optimization resulting in **cost saving of INR 45 lakhs /annum**

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**Jan'07-Nov'07: Honda Siel Power Products Limited, Greater Noida as Assistant Manager****Highlights:**

- ▶ **Talent Acquisition** as per the business requirement
- ▶ Coordinate **Business Review Meetings with Sales & Marketing Team (ZSM/RSM/ASM)**
- ▶ Actively participated in working out the **Company's Revival Strategy**.
- ▶ Preparation and execution of **Training Calendar**
- ▶ Ensure all **Statutory Compliances**.

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**Nov'05-Dec'06: Samsung India Electronics Limited, Noida as Senior Executive – HR****Highlights:**

- ▶ Induction & On-boarding of new joinees to the organization's work culture, processes and policies
- ▶ **Employee Engagement Activities** to connect associates and their families to create strong bonding and Employee Involvement through **Small Group Activities (SGA)** like 5S, QC and Suggestion Scheme.
- ▶ Conducted **Workmen Training Programs (WTPs)** on Samsung Culture & Values, Work Ethos, Motivation, WLB.
- ▶ **Organized Sales Dealership Meet** for enhanced understanding and motivation.
- ▶ Prompt **Employee Grievances Resolution** to maintain cordial Employee Management relations
- ▶ Prepared **Employee Relation Risk Mitigation Plan**

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**Apr'03-Nov'05: Hi-Tech Gears Ltd., Bhiwadi as HRD Officer****Highlights:**

- ▶ Responsible for Recruitment of New Project at all levels
- ▶ Learning & Development
- ▶ Designed and stabilized HR systems – H2R including HR MIS at Green Field Project, Manesar
- ▶ **Contract Labour Management**, Grievance handling and Plant discipline
- ▶ **Successfully lower down the workmen's absenteeism rate from 12% to 4%.**

**Personal Details**

**Date of Birth** : 15<sup>th</sup> August, 1977

**Address** : H. No. 487, Sector-9A, Urban Estate, Gurugram – 122001, Haryana