



Pooja Shinde

People Business Partner


Strategic HR Leader with over 15 years of experience overseeing a workforce of 650+ employees and driving organizational change across diverse industries, including Consulting and Industrial sectors. Expert in partnering with regional executives to shape high-impact human capital solutions, foster inclusive cultures, and deliver data-driven workforce planning within global environments.

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 poojashinde.in

 LinkedIn Profile

 Mumbai, India

CORE COMPETENCIES

Strategic HR Leadership

Organizational Design

Talent Management

Change Management

Data-Driven Insights

Succession Planning

DE & I Initiatives

Executive Coaching

Workforce Planning

Employee Relations

Performance Management

HR Analytics

Professional Experience

Manager HR Business Partner

Jul 22 - Present

BDO India LLP

Partnering with regional executives to shape effective people strategies for a leading professional services firm.

- **Strategic Advisor:** Act as a key advisor to business teams, delivering customized, forward-looking HR solutions that address complex business needs across multiple regions.
- **Talent & Performance Culture:** Drive the People agenda by fostering a high-performance culture through annual reviews, leadership coaching, and career pathing.
- **Data-Driven Insights:** Utilize HR analytics to assess organizational metrics, providing actionable recommendations to reduce risk and improve employee engagement.
- **Strategic Employee Relations & Conflict Resolution:** Addressing and resolving employee relations issues, demonstrating adept problem solving skills. (PIP, POSH & Disciplinary)
- **Talent Advancement:** Responsible for training need analysis, rollout of training calendar, sourcing training programs, identification of external consultants & administration of training and development activities

EDUCATION

HR Analytics

XLRI Xavier School of Management

LL.B (Bachelor of Law)

Mumbai University

BMS (Business Management)

Mumbai University

LANGUAGES

English	Fluent
Hindi	Fluent
Marathi	Fluent
Nepali	Native

HR TECH

Expertise in Strategic People Analytics, Employee Experience (EX) & Engagement, Employee Relations & Critical Case Management

Sr. Manager HR Business Partner

Mar 22 - May 22

Neo Kinetic

Led HR operations with a focus on rapid scalability and resource management during a critical transition phase.

- Efficiently managed team resources, ensuring optimal utilization and task delegation based on individual skill levels.

Manager HR Business Partner

Jul 15 - Mar 21

Horizon Global

Managed global policy implementation and employee engagement for a multinational industrial firm.

- **Global Policy Implementation:** Developed and standardized HR processes and tools ensuring compliance with Corporate Global mandates while adapting to local regulations.
- **Employee Engagement & Retention:** Designed and executed preventive measures for attrition, resulting in a harmonious work environment through proactive grievance management and Skip Level meetings.
- **Learning & Development:** Spearheaded Training Need Analysis and rolled out comprehensive training calendars, identifying external consultants to bridge skill gaps.
- **Leadership Support:** Encouraged managers at all levels to assume responsibility for resource management, transitioning HR from an administrative function to a strategic partner.

Early Career

Krishang Group of Companies

2013 - 2015

HR - Managed HR Generalist profile

N. K. Industries

2009 - 2013

HR Assistant - Foundation in payroll, compliance, and employee onboarding.