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FALCON ID # 38989

Oilfield Services / Sr. Change Management Specialist

Residential Country : Qatar Nationality : Qatar
Resume Title : Avp Consultant(Change Managerial) Notice Period : 30 Days

EDUCATION

Qualification	Institute / College /university	Year	Country
B E / B Tech		0000	India

CAREER SUMMARY

Position	Employer	Country	From Month/ Year	To Month/ Year
Avp Consultant(Change Managerial)	Reputed Company	India	01/2011	01/2016
Avp Consultant(Change Managerial)	Keyano College, Fort McMurray	India	01/2008	01/2011

ADDITIONAL CERTIFICATE AND TECHNICAL QUALIFICATION

Name Of The Course	Course Date	Valid Upto	Name Of Organisation
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Current Salary
(Monthly In Usd): Not Mention

Expected Salary
(Monthly In Usd): Not Mention

Additional Skills :

Qatar University- Doha
date

2011 till

AVP Consultant

Accomplishment:

Played key role in setting up new units/ departments like training, labor relations, class and comp units

Significant contributor in mentoring new AVPs to match with organizational standards

Instrumental in upgrading Oracle system to 12.1 steering committee

Successfully demonstrated the value of coaching sessions and its role in personal development amongst the directors including associate vice president, deans and associate deans

Responsibilities:

Render consultancy to the VP and AVP on day to day strategic and operation issues. Organize coaching sessions on management skills, staff retention and strategic thinking for university directors

Spearhead organizational initiatives in implementing changes, coaching executives and managers
Implement integrated performance management systems aligned to reward systems for developing employee capabilities and retaining talent

Set up/manage HR Department strategic and operational planning processes as well as customer service workbooks to serve as a base for reviews across the university

Focus on professional development of team members including defining the new team's vision, roles and work processes

Work on departmental succession plan through value addition to department's mission statements enabling the senior leadership team to develop/ implement strategies across various departments in the University

Develop short- and long-range departmental goals, objectives, policies and operating procedures. Collaborate with various departments for preparing and implementing effective organizational plans

Organize team-building sessions to enhance level of teamwork among the HR managers

Coordinate activities related to setting up the Oracle R12 HR model

Collaborate with the senior management in preparing/ implementing annual budgets for the department

Keyano College, Fort McMurray, AB, Canada
2011

2008 -

Human Resources Director

Accomplishment:

Significantly enhanced operational efficiency by streamlining existing work processes and establishing strong relationship with unions

Responsibilities:

Interacted with the college president and other senior executive Leaders (academic & non

academic) to obtain clear understanding of human resource impact of potential operational and financial decisions

Evaluated/ implemented departmental improvement plans encompassing new HRIS, team development plans including grievances process and procedure

Presided over the ERP Committee for payroll, recruitment and training systems updates

Functioned as Chairman of the negotiating team with the KCFA (Keyano college Faculty Association) and CUPE unions

Designed/ aligned college hiring process to market dynamics

Organized coaching sessions on labor relation for the management to effectively manage the labor force

Developed customized training core curriculum for managers and staff to aligned to college goals/ strategies

Followed up with respective department heads in ensuring effective implementation and compliance to human resource policies and procedures

Home Depot- Edmonton, AB, Canada
2008

2004 -

Human Resource Manager

Accomplishment:

Selected as a member of the RMA assessment team to evaluate candidates for the Assistant Store Manager positions

Developed enhancement to "employee of the month" program such as designated parking place and lunch with the CEO, adding to the prestige of being selected

Responsibilities:

Coordinated activities related to evaluation, staff development, compensation & benefits as well as employee relations for 1300+ employees

Developed/ aligned strategic hiring plan to sales plans for accomplishing business and operational targets

Organized training and orientation sessions for new recruits in the store

Conducted introductory, non-monetary and monetary as well as round table reviews for the staff

Liaised with the store manager in preparing monthly sales forecasts as well as evaluating/ implementing organizational policy

Set up/ aligned hiring policy to organizational business growth followed by organizing training sessions for team members

Wave Company- Windsor, ON, Canada
2004

2001 -

Senior HR/ Business Development Manager

Accomplishment:

Part of the 12 member task force formally recognized by CEO for significantly enhancing moral and staff development opportunities
Enhanced sales revenue by 34% in one year by organizing surveys across all levels of the organizational hierarchy

Responsibilities:

Involved in designing training programs and organized orientation sessions for a CAD 13 Million worth organization in the field of exercise equipment manufacturing and food supplements
Developed semi-annual appraisal performance evaluation program for 85 employees across 4 locations
Functioned as member of the corporate training team involved in providing instruction, customizing curriculum for business communication and computer skills
Coordinated activities related to setting up special training program to provide continuous orientation to the employees

Bristol Myers Squibb – Kuwait/Gulf

1997 - 2001

Senior Business Development and Training Specialist

Accomplishment:

Acknowledged for enhancing organizational rank from 6th to 2nd and market share from 2.5% to 4.9% through significant increase in TAXOL sales

Responsibilities:

Groomed/ mentored the sales personnel in accomplishing annual sales budget of \$2,000,000 from area hospitals and private clinics
Restructured business strategies by evaluating market and customer requirements
Participated in special training courses on communication skills
Involved in co-development of marketing & training plans including soft skill trainings for the sales staff
Conducted job interviews for new candidates and organized field trainings for new recruits
Organized quarterly performance evaluation for the sales staff and rendered productivity enhancement feedback

Additional Information :

Human Resource Manager

Accomplishment:

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Coordinated activities related to evaluation, staff development, compensation & benefits as well as employee relations for 1300+ employees

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Organized training and orientation sessions for new recruits in the store

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Liaised with the store manager in preparing monthly sales forecasts as well as evaluating/ implementing organizational policy

Set up/ aligned hiring policy to organizational business growth followed by organizing training sessions for team members