

# Ashwin Avil Pinto Associate Director - HRBP

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Current Location : Bangalore, India (Open for Relocation)



- Strategic and innovative Global HR Leader with over 17 years of experience leading teams in the high-tech sector across multiple geographies (EU, US, APAC). Skilled in building and managing talent in international, multicultural, fast-paced, and complex environments.
- Dynamic leader adept in managing multiple people programs, collaborating with Business Leaders and key stakeholders in translating global visions, mobilizing talent, and assuring service excellence.
- Expertise in strategic planning, critical thinking, and implementing large-scale change projects to accelerate business growth and profitability.

## Areas of Expertise

- Global Talent Management
- Diversity & Inclusivity
- Governance & Regulations
- Change Management
- Staff Transition (Rebadging)
- Recruitment
- Performance Management
- Talent Development & Analytics
- Organizational design & Digital transformation
- Employee Relations
- Employee Engagement

## Academic Qualification

- Symbiosis Institute of Business Management, Pune, India EPGDHRM, Human Resource (2008 - 2010).
- St. Xavier's College, Mumbai, India Bachelor's in Commerce, Accounting & Finance, Economics (2004 - 2007)
- St. Joseph Pre-University College, Mangalore Pre University College, Business/Commerce (2002 - 2004)

## Total Work Experience:

<u>Company</u>	<u>Designation</u>	<u>Duration</u>	<u>Location</u>
LTIMindtree (L&T Group)	Associate Director – Global HRBP	Sep 2023 - Present	Bangalore, India
Infosys Ltd	Sr. Lead – Global HRBP (Europe & MEA Region)	May 2016 - Sep 2023	Wroclaw, Poland
Accenture	People Advisor- Sr. Analyst	Mar 2015 - Apr 2016	Bangalore, India
Infosys Ltd	Sr. Associate Lead Global HRBP	May 2011 - Apr 2014	Mangalore, India
Wipro Technologies	Sr. Executive -Talent Engagement & Development	Feb 2008 - Mar 2011	Bangalore, India
Wilson Surveyors & Adjustors Pvt. Ltd.	Jr. Accountant	Jul 2007 - Dec 2007	Mumbai, India

## LTIMindtree, Bangalore, India (September 2023 to Present)

### Associate Director – HRBP

- HR Business leader for a Service Line within LTIMindtree. Partner with Senior Business Leaders to drive People Strategy, Diversity & Inclusivity, Performance-driven culture, Organizational Development & Transformation.
- As a Trusted Advisor providing coaching, consultation and solutioning to senior leadership on people & Org priorities to drive business decisions and achieve business goals.
- Leading global talent management initiatives, Analytics, People Transitions and strategic projects.
- Orchestrating HR activities across all HR functions e.g. Talent Acquisition, L&D, Total Rewards, HR Operations.

## Infosys Ltd, Wroclaw, Poland (May 2016 to Sep 2023)

### Sr. Lead HR Business Partner – EMEA Region

- Lead the **HR strategy** design and implementation as per region priorities and partner with Leadership in driving People Imperatives for niche skilled talent across Europe Region. Responsible for implementing HR Programs, Recruiting right talent, Policies, Employee Experience, Culture, system enhancement & process improvement initiatives suitable for the European countries.
- Responsible for **New Country Setup and Entity integration**. Leading and execution of large complex **Rebadging / Staff transition** Projects involving HR due diligence, policies & process alignment, negotiations with Emp. Reps / Unions & CBAs.

- Lead Strategic **Learning initiative** called Digital Black Belt Program which aims at navigating Digital Unit employees towards well rounded Digital specialists. The program includes courses from **e-Cornell, Coursera** and LEX (internal learning Platform).
- Developed **Employee Relations** initiatives around **safe & positive work environment** to promote organization code of conduct & Values. Effectively investigated and implemented resolutions on workplace issues to minimize risk to the organization.
- **Diversity & Inclusivity** – Leading the diversity and inclusion (D&I) practices aligned to the organization’s diversity vision. Working closely with HR Business Partners, Business Unit Leaders, Communications team to implement D&I programs.
- Initiated **Leadership Enablement** and Power Team coaching programs for business leaders in the organization focusing on Leader effectiveness & Team Prioritization.
- Partnered with region business leadership to drive Talent Criticality program by leveraging **data analytics** to identify critical talent and trends in attrition and improve employee experience by creating channels for engagement & **retention**.
- Managed **Strategic HR initiatives** which created great impact on business and efficiency by improving margin by saving \$1 million at Infosys Global Delivery Organization.
- Championed **Compensation & Benefits** and **Organization Development** function for Performance Management, Role Change processes and collaborated to bring operational excellence from a corporate perspective.

## Accenture, Bangalore- India (Mar 2015 to Apr 2016)

### People Advisor - Senior Analyst

- Led a 3 member HR Business Partner team, responsible for talent management, Talent planning / recruitment, succession planning, employee engagement & retention, change management, performance management, compensation, recruitment outreach program and employee relations for 1500+ employees.
- Coaching line managers & providing strategic counsel in leading & managing their people and HR process: leadership development, team effectiveness, change management, engagement solutions.

## Infosys, Mangalore - India (May 2011 to Apr 2014)

### Senior Associate Lead BPHR

Led the Business partner HR team for Retail, CPG and Logistics (RCL) vertical 10K+ talents and was responsible for end-to- end HR operations of 1K+ talents in the regional development centre.

- Headed over various initiatives resulting in highest settlement score index on quarterly basis.
- Restructured rewards and recognitions programs and deployed Reward Point system across units.
- Arranged National Event for +3K staff within 14 of India’s Top Retailers with **0 budget**.
- Drove initiatives and people programs resulting in increased employee satisfaction survey rate by 90%.
- Led loyalty programs, **recruitment** and retention to overcome location specific talent challenges

## Wipro Technologies, Bangalore- India (Feb 2008 to Mar 2011)

### Senior Executive – Talent Engagement & Development

- HR Business Partner for the world's largest third-party **Semiconductor & System design** services provider team (2000 employees) spread across 7 domestic locations and US, Europe & APAC geographies.
- Anchored Performance appraisal process in the Business unit, Progression /Promotion Cycle, Compensation and Benefits, Employee Engagement Initiatives, Employee Perception Survey, Attrition Management & Special Initiatives.

## Wilson Surveyors & Adjustors Pvt. Ltd, Mumbai- India (Jul 2007 to Dec 2007)

### Jr. Accountant

- Bookkeeping & accounting through Tally software, Receipt & Payments, monthly & quarterly MIS, Maintaining Petty Cash book. Direct & Indirect Taxes.

### Personal Information

- Gender : Male
- Date of Birth : 23 February 1987
- Marital Status : Married

Languages known: English, Hindi, Konkani, Kannada, Marathi