



## Anupama Chhibbar

*HR Consultant & Change Agent*

### Experience

Anupama has 15+ years' of qualitative, cross industrial experience in global business environment in various functional and leadership roles. She has extensive HR experience in supporting business strategies and transformation through complex change initiatives and aligning capabilities to drive business results.

Anupama has been part of companies mainly focusing on creating world class organization with vibrant culture where creativity and ideas flourishes.

She works with prime objective of creating a **culture of internal customer centricity & value based behaviour** by developing strategy and ways of setting up structures, policy and process in organic as well as acquisition growth. Anupama is a World at Work Certified Global Remuneration Professional and has prior experience with Schneider Electric India Pvt Ltd, Edifecs Technology, Nucleus Software Exports Pvt Ltd, UnitedHealth Group, IBM Daksh Business Process Services Pvt Ltd, Agilent Technologies International Pvt Ltd, Coca Cola India and GE Capital International Services.

She has qualitative, cross industrial, and regional experience in Total Rewards, Career Framework, Health & Wellness Initiatives, Mergers & Acquisitions, HR Operations, Employee Benefits and Employee Relations. Anupama works diligently with clients to find newer way to enhance the perception of pay, without necessarily investing in cash, hence focusing on the following:

- Help in designing Total Rewards Strategy considering key perspective – external factors, leadership inputs, cost factor and employee input
- Identify and provide optimal Total Rewards Mix to suit individual employee need and improves engagement.
- Provide real time data analysis
- Automated tools for salary reviews and incentive calculations
- Awareness programs for business managers and talent acquisition team
- Providing means and programs to individualisation and differentiating critical talent.

Some of key programs and initiatives are variable pay programs, sales incentive, roles based salary ranges, salary review, career framework, employee benefits, writing policies, data analysis, manager & employee awareness sessions and many more.