



Mini Vasanth

PX CONSULTING DIRECTOR

+971 50 961 0392
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www.peoplexcellence.de
Dubai, VAE

HUMAN RESOURCES PROFESSIONAL

MY STRENGTHS

Highly accomplished results-driven HR Professional with proven success in transforming HR function from operational support to strategic HR expertise. Reputation for excelling in people strategies and leadership of change management initiatives with complete efficiency. Masters Degree in Human Resources Management. Acknowledged as a people person with excellent communication and rapport-building skills.

CORE COMPETENCIES

- Strategic HR
- Change Management
- Setting up HR Function
- Capability Enhancement
- Compensation & Benefits
- Job Banding
- Employee Relations
- Policy Formulation
- Talent Management

JOB EXPERIENCES

PEOPLE EXCELLENCE
Jul 2019 – till date

CONSULTING DIRECTOR

Support when HR capacity, timelines or experience become your bottleneck – spring partner, consultant and implementer: We deliver what you need!

KBBO GROUP (CPG RETAIL)

1,200 employees
Dec 2018 till date

HR CONSULTANT

Key areas included:

- Carrying out Job Mapping for all functions and establish a unified job grading structure for the entire Group.
- Contribute to having in place a unified Compensation and benefits structure which is grade related and competitive in the market.
- Facilitating to improve current competency levels across the company.
- Actively participate review the current management structure with a view to optimize resources.
- Contribute to sourcing and recruiting key personnel under the revised organizational structure via internal or external recruitment.
- Reviewing existing HR policies to cater to the unified compensation and benefits structure.
- Have in place necessary procedures to aid consistent application of policies.
- Drawing up a best practice Performance Management system which should be linked to rewards and capability development.
- Conduct Roadshows / Workshops for key job holders to create awareness on the overall changes with specific focus on Performance Management system.

INDEPENDENT HR CONSULTANT
Jan 2014 till date





INDEPENDENT ADVISER & CONSULTANT

Key areas included:

- Setting up HR function
- HR Consulting, Executive Search and Recruitment
- Recruitment Process Outsourcing
- Organizational Design & Restructuring
- HR Strategies and Business Plan Integration
- Mentoring and Leadership Development
- Compensation, benefits and Performance Management
- HR Policies, Procedures and Systems
- Advice on Legal and Regulatory Compliance

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JOB EXPERIENCES.....

AL NABOODAH CONTRACTING COMPANY

35,000 employees
Dec 2007 - Jul 2013

SENIOR GROUP HR MANAGER

Al Naboodah Contracting Co. LLC has built up an extensive portfolio of key infrastructure construction projects for high profile clients, both in the government and private sectors, underlining its position as one of the leaders of innovative construction and quality projects in the Gulf.

FONTERRA BRANDS MIDDLE EAST HUB, DUBAI

550 employees
May 2002 – Nov 2007

GENERAL MANAGER HR, MIDDLE EAST AND AFRICA

A dairy consumer goods company, which builds on the heritage of the New Zealand dairy industry and is one of the world's leading dairy marketers. Its key brands in the Africa & Middle East region are ANCHOR, ANLENE, ANMUM, CHESDALE and MAINLAND

LAMNALCO GROUP, SHARJAH

600 employees
Nov 1997 – Jan 2001

HEAD OF HR

A provider of Marine & related services to the offshore petroleum industry and terminal owners' world-wide, through the employment of specialised vessels and personnel

AL FUTTAIM MOTORS, DUBAI

600 employees
Apr 1993 – Oct 1997

HUMAN RESOURCES EXECUTIVE

Al Futtaim Motors is a subsidiary of Al Futtaim Pvt. Ltd. and is the sole distributor of Toyota, Lexus, Hino and Westar vehicles in the UAE.

HINDUSTAN AERONAUTICS Ltd., INDIA

2000 employees
Feb 2007 - June 2011

HR EXECUTIVE

Hindustan Aeronautics Limited is a pioneer aerospace company catering to the defence requirements of India.



EDUCATION.....

ACADEMIC DEGREES

1985 - 1987

Masters Degree in Human Resources Management, Industrial Relations and Labour Legislation

University of Kerala, India

Academic Achievements: Secured 6th rank in the University.

1982 - 1985

Bachelors Degree in Human Psychology

University of Kerala, India

Academic Achievements: Secured First Class

SPECIALISED TRAINING

- Selected as "Management Trainee"
- Total Quality Management (Hindustan Aeronautics)
- Employee Counselling (Hindustan Aeronautics)
- Hay Job Description (Al Futtaim Motors)
- Performance Appraisal and Training Need Analysis (Al Futtaim Motors)
- Hay Job Evaluation (Fonterra Brands)
- Foundations of Leadership – Facilitator's Course (Fonterra Brands)
- Leadership Development Programme (Fonterra Brands)
- Leading in FMCG- The Innovation Challenge (Fonterra Brands)
- The Way We Work – Ethical Advisor's Course (Fonterra Brands)
- Lominger Interview Techniques (Fonterra Brands)