

Sushana Adurthi

Information Technology Director

Certified Six Sigma Black Belt, Prince2 and ITILV3 Professional

Human Capital Strategist, 20 years of experience with strong business acumen and leadership capability in designing and delivering an integrated business and people strategy. Well experienced in driving organizational effectiveness in partner business unit with particular focus on resource modeling and business impact growth initiatives. Extensive experience in redefining parameters in the Human Capital industry with established track record on creating high performing teams.

Experience

Since 2015	Chief Strategist - FAQ Business Consulting
2013 – 2015	Vice President – HR Business Partner - XYZ
2012 – 2013	HR Specialist - The LMN Bank
2009 – 2011	Director & Head-HR - HIJ
2009 – 2011	HR Business Partner - FYI India

Education

- Post Graduate Diploma in Human Capital management and Organizational Development from LIBA (Loyola Institute of Business Management)
- Certified Thomas Profiling Specialist
- Engineering (Civil) from A.C.College of Engineering & Technology- (1988-1992)

Milestones:

FAQ Business Consulting:

As a Human Capital Specialist, worked with several MNCs and Global Organizations in establishing and redesigning HR practices, to suit their business direction

- Built HR capability framework for IVY mobility. Successfully created and implemented a mixed model (Services and product) delivery based org structure. --- Ivy mobility achieved pay parity , market designation and cost benefit.
- Transformation of people process and policy @ AstraZenec
- Identified and implemented a Human capital management system that would help while the company is planning to grow from 100 to 1000cr company over the next 5 years – Retail major
- Helped translating Business strategy to HR design for startups.

HIJ Design Arena – Polaris:

Head of HR for the iFTB Business unit, that manufactures Transaction Banking products

- Was part of leadership team that worked on services to product transformation and establishment of new structure (Polaris to HIJ design entity) achieved smooth transition of HR related business centric goals and key growth factor implementation.
- Re-designed the iFTB organization structure following the demerger and effectively assimilated new leadership.
- Created and implemented HR practices relevant for a Product centric organization.
- Built a product competency framework for the Business Unit and career development framework for the product organization.

Personal Data

Phone

+ xx xxxxxx xxxxxx

E-mail

xxxxxx@gmail.com

Location

Delhi/ NCR

Competencies:

- Specialist in strategic staffing.
- CXO hiring & assimilation in to the business.
- Organizational Design.
- Structural Diagnostics.
- Human Capital resource modeling & Optimization.
- Talent performance & productivity enhancement

Trainings & Certification

- Program Management : PG MP
- SxP SCM Boox-camp from xccenxure
- xccenxure core manager school - Sx.Charles, Illinois.
- xccenxure Core Consulxanx School - Sx. Charles, Illinois.
- SxP Financial xccounxing Boox camp from BearingPoinx
- ITIL-V3, Prince2 anx Six-Sigma Black Belx.
- xxvancex communicaxion skills anx effectixe leaxership

STRATEGY AND PROCESS IMPROVEMENT:

- Demonstrate ability to drive discussions, shape solutions, and elevate the brand awareness of GT S&PI through clear and consistent subject matter expertise within the projects in which you operate. This includes but is not limited to:
 - Technology industry acumen
 - Technology strategy expertise
 - Technology implementation lifecycle expertise
 - Financial services industry acumen
- Develop client-ready solutions across their problem sets “Own” overall project success, measuring performance against assignment charter
- Demonstrate ability to structure, plan and execute problem solving against management’s key investment areas, resulting in actionable recommendations
- Take leadership in adjusting approach to create operational efficiencies and competitive advantage.
- Addressing threats and risks associated with information security; and using experience and judgment to oversee, question, and provide input on technology budgets.
- Look for hybrids and cast a wide net, straddling business and technical worlds, bringing a paradigm shift in business to view technology not as a cost, but to leverage it for competitive advantage

CLIENT LEADERSHIP

- Learn, practice, and master complex program leadership and change management skills aligned to our Global Technology, Strategy & Process Improvisation (GT S&PI) capabilities, including:
- Communicating and aligning with senior stakeholders to achieve a common goal
- Planning, mobilizing, and driving change for complex, highly-matrixed efforts through leadership experience, tools, and processes
- Identifying corrective actions during project execution Influence client stakeholders to take action / facilitate buy-in of recommendations with minimally invasive strategies
- Demonstrate ability to clearly communicate in all written and oral mediums
- Act as trusted advisor to peers, with advice sought by clients beyond scope of engagement

TEAM LEADERSHIP

- Manage project portfolio and manage demand with project priorities; create teams with right mix of skills, experience, and backgrounds for each client
- Actively invest in building and developing team members; support strategic career planning
- Harp on values to build a positive vibe towards organic collaboration rather than institutional collaboration Merger & Integration
- Pre-acquisition IT diligence assignments focused on Business systems; IT Infrastructure; Enterprise Architecture; Software Development Lifecycle; Budgetary analysis; and Organizational / Personnel assessment
- Serve as a key advisor, identify and direct enterprise-wide integration and separation strategy and oversee execution of related deliverables
- Complete comprehensive offshoring of high labor activities, provide renegotiation support of key IT vendor contracts at the direction of management, and identify improvement opportunities for IT governance and project selection
- Drive the development and presentation of final project deliverables
- Actively contribute to go-to-market/industry activities, manage the quality of engagements, and facilitate the development of staff

ENTERPRISE TECHNOLOGY RISK MANAGEMENT

- Define and develop the strategy for technology risk appetite, tolerance and limits on Enterprise level. Leverage existing work done to date where firm wide technology risk is broken down
- Drive adoption and automation of the IT environment to enable accurate and timely data feeds to drive reporting
- Assist business lines in implementing effective technology risk management best practices by developing and establishing continuous risk identification, measurement, management, control and reporting
- Provides ongoing assessment of the Technology Risk Profile through regular status reporting of risk issues and initiatives
- Develop effective Technology risk reporting and other communication channels to ensure timely escalation of significant risk issues.

DELIVERY MANAGEMENT (ONSITE AND OFFSHORE)

End to end Delivery management Transformation • Technical Solution Development • Transition • Project planning • Team Management and Team building |Staffing and Management • Cross functional team leadership • Product Management • Strategic Planning • Budgeting and estimation • Man power utilization • Records, documentation and information management • Implementation • On shore and off shore development and service operations • Scoping • Risk & contingency planning.

TECHNICAL LEADERSHIP:

due diligence of technology stacks • in-house automation • Java/J2EE • CORBA • Oracle • RUP • Rational Rose • UML • WebLogic • AS/400 • SYNON/2E • RPG/400 • CL • SQL • Hadoop/Spark/Hive/PIG • Scala