Quantum
human resource consulting

Palini Somji, Director

Website: www.quantumhrconsulting.com
Blog: http://quantumhrconsulting.blogspot.com
Mobile : +91 9422078487

Summary

Over **10 years** of "hands-on" human resources management experience with international high-technology companies. Palini is considered to be a leader, business partner, guide, mentor and coach by managers and employees. An innovative human resources professional with a strategic approach who has partnered with management teams to develop organizations to their maximum potential.

Achievements

Strategic Partner and Organizational Designer

- Partnered with presidents and management teams to design extremely effective organizations. Companies became industry leaders.
- Viewed as an effective mentor by management team members and was relied on for management insights and knowledge.
- Partnered with the management teams to successfully create cultures, which valued competency, personal and professional development, fairness, open communications, trust and respect.
- Transition team leader and a member of successful merger, acquisition and large scale reorganization teams.
- Project team member responsible for recommending, designing, and implementing global HR systems.

Human Resources Mentor & Advisor

- Founder of Global Virtual HR network for high end technology organizations to facilitate human resources integration.
- Technical expert who was sought after for high-end-technology company for designing, planning and implementing career paths, competencies and promotion policies which would have an adverse affect on the motivation and morale of the employees at the organizational level.

Performance Development & Management

- Created and implemented several performance based systems, including 360-degree performance development systems which resulted in higher levels of corporate and employee goal attainment.

Recruiting

- Extensive international recruiting experience using creative hiring methods in dynamic job markets. Responsible for hiring over a 1000 people. Partnered with management teams to identify and hire excellent upper-tier management teams, board and advisory board members.

Company Policies & Procedures

- Created and implemented employee handbooks, corporate and global human resources policies, which defined and supported corporate values and culture.

Benefit Programs

- Develop participatory culture- employee involvement and employee engagement by providing a platform in the form of an Association/Trust.

Salary Administration and Reward Programs

- Implemented several salary, incentive and reward programs – which resulted in higher levels of goal attainment and lower attrition rates.

Employee and Supervisory Development & Training Programs

- Organized the Vision and Mission Workshop, Leadership Skills workshop and Human Process Lab for Senior Managers**.**

- Designed, developed and implemented global training programmes for Middle and Senior Management

- Designed, developed and implemented **three** annual training calendars for all employees of C-DAC, **after the merger.**

- Designed, planned and implemented **334** training programmes across all **10** centers of C-DAC and was responsible for training **2849** employees across various centers.

- Designed, Planned and Implemented **11** Induction Programmes for **367** New Inductees from various centers at C-DAC, Pune.

- Designed, implemented and was accountable for the training budget from 2001 to 2004 for all **10** C-DAC centers

Work Experience

2005 to 2007
TietoEnator Software Technologies Pvt. Ltd , Human Resources ~
Manager, Indian Software Centre
Pune – TietoEnator is leading Services Company with more than 17,000 experts in close to 30 countries.

2000 to 2005
Centre for Development of Advanced Computing (C-DAC) ~
HR Executive, Corporate HR
Pune – The Center for Development of Advanced Computing (C-DAC), is primarily an R & D institution involved in the design, development and deployment of advanced Information Technology (IT) based solutions.

1998 to 2000
GeoLogistics Pvt. Ltd ~
Executive - Sales and Marketing
Pune – GeoLogistics is a 20,000 employees company with over 450 offices in more than 100 countries.

1996 to 1998
Apex Institute of Professional Training ~
Business Development Executive
Pune – A premier training institute in India collaborated with Tack Training International, U.K for their international courses.

Educational Qualifications:

- **Post Graduate Diploma in Human Rights (P.G.D.H.R)**
  Indian Institute of Human Rights (I.I.H.R) - 2004-2006, New Delhi.

- **Diploma in Training and Development**
  Indian Society for Training and Development (I.S.T.D) - 2004-2005, New Delhi.

- **Post Graduate Diploma in Human Resource Management (P.G.D.H.R.M)**
  Symbiosis Institute of Management Studies (S.I.M.S) - 1994 to 1996, Pune.

- **Masters in Labour Laws and Labour Welfare (M.L.L. & L.W)**
  Symbiosis Society Law College – 1994 to 1996, Pune.

Additional Information:

- **Member of Society of Human Resource Management** (SHRM), USA.

- **Member of American Society of Training and Development** (ASTD), USA.

- **Certification – Thomas International, U.K, Personal Profile Analysis** (Module 1) – 2007.