



BINDU VENKATESH

GLOBAL HEAD OF HUMAN RESOURCES

CAREER OBJECTIVE

A results-oriented HR Leader, with over two decades of experience managing large teams across the globe (virtual, matrix and hybrid). A curious and continuous learner, bringing social sciences data to the HR function with an outside-in approach for market competitiveness. With expertise in both HR processes and people intelligence, I bring an ability to lead the data story-telling for HR. My consultative leadership style is founded on perspective building, coaching and strategic partnership with C-suite executives across the firm, marrying cultural and commercial concerns. I adopt a contrarian view where needed, based on expertise and understanding, enabling me to disagree without being disagreeable. Adapt at managing M&A due diligence and integration, D&I and strategic change initiatives for all stages of employee and organizational life-cycles. I am a creative leader with a record of transformative results across prominent MNCs.

EDUCATION

- **MSc – International HR (Commonwealth Scholar)** 1998
London School of Economics
- **MA – Personnel Management and Industrial Relations** 1995
Tata Institute of Social Sciences
- **BA – Psychology, Economics & Sociology** 1992
Bangalore University (Mt. Carmel College)

OTHER ASSIGNMENTS

- **Trainz India Private Ltd., India** 16/04/2002 to 14/06/2004
Head of HR, Bangalore Division
- **Planetasia, India** 23/04/2000 to 15/04/2002
HRBP & Campus Recruitment/Branding Lead
- **Infosys Technologies, India** 15/10/1999 to 20/04/2000
HRBP EMEA & APAC, Domain Competence Group
- **Volvo India Private Ltd., India** 24/12/1998 to 15/10/1999
HR Generalist, Plant & Corporate Office
- **MICO Bosch India** 01/06/1995 to 23/09/1997
HR Generalist (Management trainee)

WORK EXPERIENCE

ColorTokens Inc.

19/12/2022 to present

Global Head of Human Resources

ColorTokens is a cybersecurity product company specializing in micro segmentation. As the Head of HR, I currently oversee the full spectrum of HR functions, including Strategy, Talent Management, Culture & Engagement, Learning and Upskilling, Coaching and Leadership Development, HR Operations, and Employee Relations.

- Implementing data-driven HR and People Intelligence with dashboards for deep dive analysis
- Created and launched digital first HR strategy for automation and efficiency
- Manager development; building capacity for strategic leadership of dispersed teams, coaching and creating trusted advisors
- Collaborating with leadership to build a growth-mindset and learning culture within the organization; career paths, 360 feedback and peer-to-peer knowledge sharing and incremental learning
- Cultural cultivation; employee engagement and team building across a multi-generational and multi-location workforce
- Launching a platform for employee listening and feedback and oversight to DEI initiatives
- Creation of EVP and employee branding for both talent acquisition and retention planning
- Performance management; talent development and building an achievement orientation and culture of merit
- Crafting global, firmwide rewards and total compensation strategy
- Personal involvement in critical hiring for leadership positions
- Regulatory and legal compliance; managing documentation, internal reviews and audits

Oracle Corporation Ltd., India

02/05/2014 – 28/8/22

**Vice President, Global Head of HR, Oracle Financial Services Software (OFSS) & Financial Services Global Business Unit (FSGBU)
Head of Learning & Development**

Partnering with OFSS Global Head (based in San Francisco) and OFSS India CEO and Managing Director, on the entire human resources and change management agenda to engage and drive business delivery. These two distinct business groups are separate legal entities and account for USD\$1billion in Oracle revenue.

- Built and managed the HR function with a 42-member team located across North America, EMEA, JAPAC and India. Developing trusted HR business advisors with commercial acumen, who understood business imperatives and transformation
- HR leadership for over 10,000 employees, across 108 countries with the cultural, local and legislative variance that brings
- Crafted HR strategic roadmap and change management agenda across multiple verticals
- Membership of Global OFSS Executive Committee with Global BU Head and Regional Leads, HR Representative on OFSS Board
- Designed & implemented 'Digital HR strategy', encompassing technology adoption and automation of all HR services
- Led C-suite coaching initiative; launched business leader development programme and grew technical leadership in Engineering Org.
- Implemented programs to support current & future needs of business across agile learning, adaptive & design thinking
- Reengineered working protocols, wellness and engagement during global pandemic
- Executive sponsor of multi-year, attrition analysis resulting in USD 45million in C&B adjustments
- Championed D&I and inclusive work practices such as policy customization and convening an inter-generational working group
- Created a listening strategy for OFSS, ensuring our active participation annually in global employee engagement surveys
- Led Oracle India Learning and Development function, delivering for over 15,000+ firmwide employees
- JAPAC President of 'Oracle Women's Leadership' Employee Resource Group, empowering over 3,750 female employees
- BAU HR delivery managing end-to-end HR functions to support employee lifecycle such as demand planning, annual performance & remuneration reviews, employee engagement, grievance, disciplinary and redundancy activities
- Managed Board relations on regulatory and audit needs, ensuring legal compliance
- Extensive community outreach with CSR educational support, guest lecturing at IIT's, IIM's, ISB and local Bangalore schools

IBM India Private Ltd., India

16/09/2010 to 30/04/2014

General Manager Human Resources - India Software Labs, Research Labs, & Global Business Services

Managed the IBM Telecommunications business and subsequently worked with India Research Labs and India Software labs

- Led Telecommunications business of 13,000+ employees, working across emerging markets in Europe and Africa
- Managed 3 integrations into India Software labs; post-acquisition alignment, execution and integration
- Patents filing training; created a model focusing on team synergies for incremental innovation & savings via process improvements
- Ran Managers' magazine for internal leadership community- supporting over 4000+ individuals
- Used HBDI model to coach and develop middle and senior managers via virtual and classroom sessions, upskilling 600+ staff
- Recruitment decisions for leadership roles- assessment for behavioural and culture fit within IBM
- Coaching for high potential middle-management leaders – developing 25 potential leaders annually
- Created 'The 5-minute drill' an internal job-market, aiding retention and development of leaders through job rotation

GE Health Care, India

06/10/2008 to 15/09/2010

HR Head, ASIA Growth Markets & Training Leader, GE Health Care India

- Partnered with Asia Growth Markets CEO and Regional Heads (China, India, Korea, SE Asia & ANZ) to manage \$600 million market
- Managed merger with 4 plants across the globe, ensuring integration of 500+ employees
- Worked leadership development, succession planning and yearlong project to generate innovation ideas, such as hand-held scanners
- Talent review Board Member for Life Sciences – ensured top-talent identified and invested in their development agenda
- Managed the sales incentive process with the Global incentives team, and led cultural sensitivity training sessions
- Recruited talent across the Asia market for all roles of Leadership in Technology, business and R&D

Oracle Corporation Ltd., India

16/06/2004 to 03/10/2008

Head of HR, Product Development Groups, India

- Managed HR function for Oracle Engineering organisations of Database and Fusion with employee base of 7,500+ employees
- Led the M&A process for PeopleSoft, Siebel and Sun, into the Engineering organisation
- Managed behavioural and skills training, and competency development for 5,000+ individual contributors
- Designed and delivered Management Development programme, later adopted globally
- Led programmes such as campus entrants, developing executive presence in leaders and lobbying for 'Women in Tech'