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Top Skills

HR Analytics
Business Intelligence
Oracle E-Business Suite

Languages

Hindi
Gujarati
English

Honors-Awards

"Outstanding" Performance Rating in
HR for 2011

HR Employee of the Year for 2010

"Most Valuable" Project Manager

Highest Performance Evaluation
at Branch Office Level (1500
employees)

Best Performer for GE Energy
Account, Atlanta, US

Anant Acharya

Co-Founder at OCTO Advisory | Research. Transformation.
Analytics.
Vadodara, Gujarat, India

Summary

I'm an experienced Technology and Data Science professional with
a keen eye for problem-solving. With a strong background in data
analysis, modeling, forecasting and reengineering/digitization of
business processes and functions, I've started my entrepreneurial
journey with OCTO, a Business Advisory firm focused at solving real-
life challenges of MSMEs.

I've worn many hats in my experience of 20 years – programmer,
business process integration specialist, ERP program manager,
automation expert and data scientist, and now an entrepreneur. The
experience and feedback I have received in this journey have helped
me realize what my professional values are:

= A problem-solver - I possess unique ability to design innovative
solutions of hybrid nature and solve complex business problems.

= Adaptive and agile - I'm in tune with new technologies & changing
business landscapes and am able to make myself productive very
fast.

= Idea generator - I come up with great practical ideas and have a
knack of implementing them fast and effectively.

= Articulate and tactful - I am able to build good collaborations and
communicate effectively to achieve business objectives.

= People Management - I build effective teams and am able to get
the best out of my team. I encourage and nurture high performance
and have helped my team members achieve professional success.

= Working smart and hard - I am persistent and don't give up easily.
I find smarter, real solutions, rather than pursuing an ideal solution
that may not be timely and cannot be implemented.

= I give credit where its due and accept my mistakes and short-comings. And I ensure that I fix them.

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Experience

OCTO Advisory | Research. Transformation. Analytics.
Co-Founder
May 2018 - Present
Vadodara Area, India

Octo is a leading Business Research, Transformation, and Analytics firm in Vadodara, India.

Self-Employed
Independent consultant
July 2016 - Present
Vadodara Area, India

Etihad Airways
6 years 7 months

Head of HR Analytics
April 2013 - May 2016 (3 years 2 months)
Abu Dhabi, UAE

Direct reporting to VP HR Operations, direct engagement with Vice Presidents of L&D, Recruitment, Rewards, Business Partnership. Key responsibilities include
-   HR Balanced Scorecard implementation and reporting
-   Manpower cost analysis and control analysis and manpower budgeting
- Emiratization performance reporting, cost projection and RoI modeling, training and progression management reporting
- KPIs performance monitoring & process management dashboards for HR Executive Team
- Cross functional & cross-process data analysis
- Implementation of Business Intelligence solutions and initiatives

Successfully designed and established HR Analytics function for Etihad covering
- Data governance and security model
- Data cleansing, data mining and data warehouse framework
- Data transformation and analysis framework

- Information access and protection protocol
- Automation and system implementation

The HR Analytics function under my leadership delivered key analytics that underpinned the delivery of Etihad's HR Strategy. This included

- Achieving Emiratization targets of 30% and hiring of over 1000 UAE nationals in 2015 through meticulous data analysis & reporting
- Profit improvements worth USD 120m implemented over last 4 years through manpower cost analytics & Manpower modeling for Etihad and its subsidiary companies
- Implementation of Talent Watch program through detailed Talent mgmt dashboards and KPI reporting
- 20% improvement on HR customer delight through continuous performance measurement of HR Service Delivery channels
- Total HR Performance management & reporting to CEO through Corporate HR Balanced Scorecard with 40+ KPIs
- 15% improvement in employee productive time through time and attendance analysis

Etc..

Manager Systems & Management Information(HR)
November 2009 - March 2013 (3 years 5 months)
Abu Dhabi

Responsibilities:
- Direct reporting to VP HR Operations, Managing Systems and Management Information reporting portfolio for entire HR Division
- Execution of ERP programs & Management Information Reporting initiatives
- Designing of Business Cases, RFPs, conducting proposal reviews, preparing vendor response evaluation matrices
- Leading the design of project management methodology for medium to large scale projects
- Preparing unified project plans inclusive of resource management, Work Breakdown Structure & stakeholder matrix
- Preparing delivery planning strategy, risk management & mitigation planning, quality management & configuration management
- Building project execution plans, quality management & testing strategy and leading project execution and delivery
- Vendor delivery management thru SLA tracking, service delivery reviews and delivery quality trend analysis
- Coordinating & executing Steering Group meetings comprising of VPs and above

- Leading preparation of Management Information Reporting Strategy in consultation with HR Exec team
- Designing MI dashboard requirements for Exec team and presenting PoCs
- Working with VP HR Ops and VP HR Business Partnership in preparing program specific analytics
- Delivering ad hoc MI reporting requirements for Exec team

BPR :
Manpower Planning process reengineering
Employee Pay Change process redesign

JV and Subsidiary Business Consolidation programs
- Delivery of End-to-End Oracle HRMS solution for a new JV of Etihad.
- Business integration / system extension programs (in progress) for three new acquisitions/investment/JV initiatives covering 5000+ employees.

MI Initiatives
- Development of Manpower Projection Modeling solution
- Staff Cost Analytics
- Staff Time and Attendance Analytics, highlighting potential employee efficiency gains of 10%.
- Spans & Levels analysis
- Implementation of Self Service oriented reporting

BankMuscat (Consulting assignment with Tata Consultancy Services)
10 years 4 months

eBS Project Manager
August 2008 - October 2009 (1 year 3 months)
Muscat, Oman

Role: Project Manager, TCS Centre of Excellence Manager Sep 2008 to Oct 2009
Bank Muscat, Muscat, Oman/Mumbai, India

Responsibilities:
- Project management of a key strategic project for Bank Muscat, a major bank in Oman
- Managing ongoing operations of Oracle HRMS Centre of Excellence in TCS Achievements

- Implementation Performance & Talent Management solution for covering multiple business processes such as annual performance evaluation, Training Needs Analysis, Probationary Assessment, Career Progression etc
- Successful Rollout across all locations of the company within a span of 3 months
- Managed to stabilize and successfully complete the project that had been escalated upto CEO level prior to my joining.
- Provided technology & design support to 10 HRMS implementation projects
- Delivered 5 presales presentations

eBS Program Manager
June 2005 - August 2008 (3 years 3 months)

Responsibilities:
- Program management of a large ERP engagement for a government owned utilities group comprising of 7 Oracle ERP Suite implementations with a complex team of 100+ resources and multiple vendor teams.
- Planning and execution of ERP rollout process.
- Management of customer data center covering 127 servers
- Vendor management in a complex multi-vendor environment

Achievements:
- Implementation of 7 simultaneous end-to-end ERP solutions
- Successful ERP Rollout across 1400+ locations to a total user base of 50000+ employees
- Implementation of third-party solutions for Payroll, Customer Billing with seamless integration to Oracle ERP
- Development of Online Management Dashboards
- Design of Customized Business Intelligence solution
- Design of real-time Information Gateway between Customer Utility Billing and Oracle Financials
- Development of User Ticketing System

Applications Transition Manager
July 2004 - May 2005 (11 months)

- Managed an engagement with GE Oil & Gas, US to transition the business support services more than 237 applications with a team of 25+ resources.
- Transitioned the application support from US and Italy based application teams
- Setup IPMS - TCS Internal Project mgmt system
- Reported transition status to client for each week and health of project across various dimensions like team structure, technology, Business function.

- Refined the reporting process using Six Sigma methodology and was as recognized as one of the best projects done within the branch.
- Arrange resources for the project
- Setting up of SupportCentral - an online collaboration tool for GE.

Enterprise Applications Intergration (EAI) Project Manager
January 2003 - July 2004 (1 year 7 months)
Atlanta, USA

• Managed Enterprise Application Integration architecture and critical business integrations/data transformations for General Electric (GE) Energy account of TCSL leading to increased client confidence.
• Managed more than 300 realtime EAI integrations supporting more than 100 business-critical applications.
• Designed a topographical architecture of the critical information flows across various businesses of GE Energy.
• Assisted in Designing processes and coordinating integration of systems for business acquisitions at GE energy resulting in reduced acquisition integration cycle-time.

Overseas Applications Support Manager
February 2001 - December 2002 (1 year 11 months)
Atlanta, US

- Lead a team of 7 associates to support critical ERP applications for the client.
- Helped client in evolving business processes and the overlying modules to fine-tune the business flows.
- Set up Payroll processing function at India (for a BPO) and the running support for Payroll processing
- Automated all the major monitoring activities like PO exports, invoice imports, Payroll exports etc thru application reengineering and automation.
- Built multiple automated interfaces for the application to import/export data for a GE Energy wide metrics calculation system (GEPS25). These interfaces were appreciated by client and were then reused by many other systems to import same kind of data.
- Helped client to seamlessly merge 3 acquired businesses with their current system. Effort involved was more than 3 person months.
- Developed an entirely new module, Refurbished Parts, to merge a new business started by the client. Also helped client come up with required business processes for the new business so that it can still utilize the existing system.

Offshore Application Support Team Lead

July 1999 - January 2001 (1 year 7 months)

Module lead for an engagement with GE Energy, US to support and maintain client-server based applications.

Education

The Maharaja Sayajirao University of Baroda

Bachelor Of Engineering, Mechanical · (1995 - 1999)

Shreyas Samarpan Highschool

· (1991 - 1995)