

VISHAL SHANKAR

HR Professional, Dr. Reddy's Laboratories

Executive Doctoral Program in Management Student, IIM Indore



Area: OB & HRM

E-mail: ef23vishals@iimdr.ac.in

LinkedIn Profile: <https://www.linkedin.com/in/vishal-shankar-28b37a20/>

RESEARCH INTERESTS

Organizational Culture, Organizational Learning and Innovation

ACADEMIA

- Executive Doctoral Program in Management (**OB/HRM**) from IIM Indore (started in 2023)
- **Post Graduate Diploma in Business Management** (PGDBM) in HR/IR from International School of Business & Media, Pune in 2009
- **Graduation in English Literature** in 2005

PROFILE SUMMARY

A seasoned HR professional with over 14 years of experience, specializing in HR Business Partnering, Learning & Leadership Development, Organizational Development, Talent Acquisition, and HR Operations. I have successfully designed and implemented impactful HR strategies across various roles in innovation-driven businesses. With a strong research orientation, I have contributed to advancing key HR themes, including leadership, organizational culture, change management, digital transformation, coaching, and succession planning.

In my current role at Dr. Reddy's Laboratories, I lead strategic HR business partnering for the Central functions, Innovation Business and Talent management for Dr. Reddy's India business. Previously, as the L&D lead for India and Emerging Markets, I spearheaded the talent and capability development agenda in commercial, marketing, sales, and leadership areas. Additionally, I have led numerous OD and change initiatives to drive business outcomes.

WORK EXPERIENCE

Overall Experience: 14 years 4 months (as on Aug 2024)

1. Dr. Reddy's Laboratories, Hyderabad (Present employer, since October 2022)

- *Group HR Lead - Central Functions, Innovation Business and Talent Management (from August 2024)*
- *Lead L&D - India and Emerging Markets (October 2022 – July 2024)*

2. Mercedes-Benz R&D India, Bangalore (October 2021 – October 2022)

- *Lead - Talent, Leadership & Organizational Development*

3. Larsen & Toubro Limited, Mumbai (November 2017- September 2021)

- *Capability Building, L&D, Leadership Development, Diversity & Inclusion*

4. Indian Oiltanking Limited (April 2015 – Nov. 2017)

- *HRBP and Corporate Talent Acquisition*

5. Larsen & Toubro Limited, Mumbai (November 2011- April 2015)

- *Campus Recruitment - Talent Acquisition and Employer Branding*

6. Tata Consultancy Services, Mumbai (March 2010- November 2011)

- *HR Operations & People Partnering*

HR CERTIFICATIONS

- **OD Certification Program** - TISS Mumbai / OD Alternatives
- **Certified Change Practitioner** - Prosci®
- **Certified Hogan Graduate** - Hogan Assessment Systems
- **Certified Harrison Employee Development Accreditation – Harrison Assessments**
- Certification in **Design Thinking for Innovation** - University of Virginia
- Certification in **Instructional Design Foundations and Applications** - the University of Illinois at Urbana-Champaign
- Certified in **Job Evaluation Technique** - Mercer International Position Evaluation System