

R. ALEXANDER (ALEX)

HR Team Director - ORACLE

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Strategic Business Transformation HR Director & Certified Coach architecting Talent with deep hands-on experience as Guest Faculty- IIM/IIT, Symbiosis University, Jain University and across AI, Cloud, Service and Sales Teams in JAPAC, EMEA & NA geographies

An HR Evangelist with two decades of progressive full employee life cycle experience with Fortune 100 IT Companies including Oracle, PeopleSoft and IBM across JAPAC, EMEA & NA geographies. Demonstrated record of leading, developing and executing HR Strategy to promote an invigorating people-first culture of purposeful passion, customer centricity, high-performance world-class teams, service orientation, ownership and innovation, encompassed by overarching Values.

PROFILE SUMMARY

About Me

- BUHR Leader for Oracle Consulting, NA/EMEA/ LATAM Sales/Pre-Sales, GIU (Global Industry Units) Industry verticals including Cloud Services, Communication, Construction & Engineering, Retail, Hospitality, F&B, Utilities, Tax/BFSI, Local & Government, Health & Life Sciences, Cerner Support etc
- BUHR Manager for Oracle JAPAC/EMEA/NA/LAD Sales, Consulting, Oracle University, Oracle Partner Network, Alliances & Channels, Marketing, Go-To-Market Strategy, Battle Desk, Accelerators, Demo Larbs, Customer Success & Customer Reference teams, prior to current role
- Have been a key and trusted advisor working collaboratively with HR Management/teams and Executive Leadership / Vice- Presidents in India, US, Canada, Mexico, Latin America, UK, France, Germany, Italy, UAE, Hong Kong, China, Malaysia, Singapore, Philippines, Japan, Thailand Australia, and New Zealand etc
- Leading a Geo-diverse Team of HR Managers and HR Representatives / Individual Contributors
- Adept at Culture building to create a potential based ecosystem encompassing wellbeing and a fearless Organization thru rapport, trust and credibility with management and employees.
- Aligned overall people strategy with business goals through effectively leveraging HR transformation initiatives.
- Increased Leadership quotient and org effectiveness manifold by unlocking human potential.
- Predicted future talent needs and championed Talent Review Boards, Internal First Campaign
- Actioned the Talent Inventory Roadmap by assisting, building competencies and capabilities.
- Spearheaded the recruitment and onboarding process per organizational guidelines and best practices, fostering a company culture that aligns with organizational goals.
- Developed and implemented best of breed HR practices enhancing Employee Engagement and providing a Human Centered, unique Employee Experience
- Skilled at designing strategies to amplify Talent development resulting in upskilling, career progression, career pivots, succession planning pipeline leading to vibrant talent pools.
- Promoted a growth-focused, future oriented appraisal process and humane & compassionate check-ins, feed-forward and anytime feedback
- Enhanced employee engagement & retention by building working stakeholder relationships across the eco system including Recruitment, C&B, Training & Development, Global Mobility, Employment Legal, Global Security, Real Estate & Facilities and Networking Infrastructure teams.
- Striving to enable Teams/Leaders become game changers.
- Promoted Corporate Governance leveraging data analytics and out of the box visioning.
- Coached C-Level and other Leadership in 60+ countries within and outside Oracle
- Global HR Mentor for HR team members in US, Canada, Mexico, Hungary & Romania
- Built a purpose driven, progressive, and engaged GIU BUHR team, striving to be the Ambassadors to enhance a positive work culture and provide outstanding employee experience.
- Laser sharp focus on Corporate Citizenship & Community building leveraging 3P and ESG framework

Skill/Mind Set:

- Culture Curator
- Strategic HR Partnering
- HR Value Proposition
- LOB HR Transformation
- Process Efficiency Calibration
- Organization Development
- Organizational Diagnostics
- Stakeholder Management
- Immersive Power Inductions
- Employee Experience
- Employee Life Cycle Mgt
- Capability building
- Career Pivots / Pathing
- D&I, Equity & Belongingness
- Innovation & Creativity
- Design Thinking & Agile HR
- Digital Transformation
- Mergers & Acquisition
- Talent & Career Mgt
- Goal & Performance Mgt
- Upskilling & Re-skilling
- Predictive Modeling
- Employee Champion
- Paradox Navigator
- Consultative/Solutioning Style
- Consensus driven.
- Influencing w/o Authority
- Dealing with Resistance
- Culture Intelligence/sensitive
- Certified Coach and SME
- Forever Learner
- Change Driver
- Complex Project Mgt
- Resilient & Adaptable
- On site, Hybrid & Remote Exp
- Data Driven & Outcome focus

ACADEMIA SUMMARY

- Guest Faculty/Facilitator: IIM Ranchi, IIM Indore, IIT Delhi, IIT Kharagpur, IIT Guwahati, Symbiosis University, Jain University
- MBA Syllabi Finalization Committee – External Expert: Christ University, Jain University
- Facilitator : Ministry of Education, Government of India, Faculty Development Program on Innovation & Entrepreneurship : Falling in love with Problems: (in association with AICTE)
- Industry Academia Council Member: Jain University

HR CAREER MAP

HR Director (<< Group HR Manager < Senior HR Manager < HR Manager)

ORACLE India | Since 2005

Highlights:

- Directed, shaped the talent architecture and enabled the entire Employee Life Cycle of about 7000+ resources for Industry Verticals / Global Industry Units (GIU) of Oracle
- Partnered with senior LOB leadership within India and global geographies and achieved desired Organizational Design (OD) based HR transformation outcomes.
- Identified, defined, and help build key mindsets/behaviors in collaboration with Business leaders – Organizational Development (OD)
- Repositioned HR offerings with the Business at a relentless pace
- Provided strategic guidance on people and organizational issues - Talent Planning, Talent Assessment and Business Transformation.
- Collaborated with LOB and HR leaders integrating data and patterns, use cases to further processes, mitigate risks and enable the best & next practices-based action plans to be adopted within the Business.
- Crystallized strategic people initiatives across LOB's creating measurable business impact.
- Partnered with NA / LAD / EMEA, JAPAC HR and Centers of Excellence (COE) extensively for win-win buy-ins and drive business success.
- Built collaborative partnerships thru credibility, rapport, and traction with other Support functions to enable seamless Employee Experience - IT, RE&F, Security, Payroll, Finance, Legal, Global Mobility & EHS
- Created impactful priority leadership learning journeys with bespoke knowledge curve-based pathways.
- Stewarded the HR Team to unlearn, re-learn and reinforce existential and aspirational competencies.
- Worked closely with the EHS (Environment Health & Safety) team for Employee Covid-19 pandemic Response actions.
- Mitigated exposure and risk by ensuring employment practices are compliant with Co policies, and enabled governance with a focus on India Regional and APAC employment laws and regulations.
- Championed Affirmative Action through Diversity, Inclusion, Equity, Belongingness & Intersectionality initiatives.
- In-depth interactions with Mercer, Hewitt and Radford consultants regarding market-based benchmarking & salary broad banding
- Enabled company-wide programs and initiatives: Focal/bonus/RSU, organizational changes & restructuring, and training assessments.
- Demonstrated HR operational excellence – Onboarding, Extended Business Hours, Payroll inputs, Exit clearances
- Championed best in class, progressive HR practices – EAP, Employee Outpatient benefits, Covid health insurance/Leaves, predictive retention modeling
- Key member of Oracle HCM / PeopleSoft HRMS and Digital Transformation / Employee experience / LXP projects
- Core team member of 10+ Merger and Acquisitions, HR based due diligence and closure Teams including PeopleSoft, Sun Microsystems, Portal, Relsys, Siebel, Sophoi, Waban, Tekelec, Phase Forward, Aconex, Micros & Cerner

Responsibilities:

- Create and maintain a highly engaging culture, motivating employees, fostering an environment with high levels of teamwork, accountability, communication, and vision to employees towards providing a unique Ex (Employee Experience)
- Prioritize delivering HR transformation initiatives after LOB Leadership dialogs, refining and co-creating business strategy and weaving them into HR goals to address strategy gaps.
- Guide the HR Team to operationalize and action the people interventions in tandem with the Organization Vision & Values and drive HR Transformation project execution through deep business acumen.
- Develop, update, and manage policies & procedures in alignment with organizational strategies, by identifying and researching core issues, collate information, analyse, and advocate actions.
- Complete career level & salary fitment for LOB based market hires considering Compa-ratio, parity, consistency, and other parameters.

- Provide guidance on Goal Management, Performance management including calibrations, Career Management, and coaching Leadership/Employees with career development derivations.
- Enhance engagement and retention of Top Talent through integrated Talent Management plans / TRB procedure and implemented post TRB developmental initiatives including succession planning.
- Work closely with the Total Rewards team regarding Offers, salary hikes, promotions, dive-saves, RSU's, Joining Bonus, International transfers, Focal (Yearly Salary Review process) and annual market survey-based benchmarking with Mercer/Hewitt and salary range-based employee alignment.
- Design comprehensive Reward and Recognition programs for various LOB's catering to both Team and individual awards
- Assist the HR Team in identifying growth opportunities from a Business/professional and personal perspective, upskill through IDP templates & learning pathways and nurtured thought leadership.
- Worked on the yearly Glint Your Voice Survey (Global Employee Survey) & Exit Survey interpreting Employee Sentiment based results and evangelized the go-forward priority action items with the LOB.
- Cascaded ER issues to Employment Legal, Compliance, Ethics teams and collaborated towards operating with integrity & issue closures on priority thru Investigations, Show cause, Domestic Enquiry, Reporting approach
- Promoted ethical and cultural awareness to workforce through training, development, and consultation, aligned with the Compliance framework leveraging Mandatory programs & Globe Smart tool.
- Prepared and cascaded Market Trends, Competitive Intelligence and Company -wide metrics to monitor Organizational and Leadership effectiveness to support business insights and decisions, as part of a robust HR data Analytics framework.
- Part of Core HR team interfacing with ISO external HR / Business Audits

HR Manager

PeopleSoft India | 2003 – 2005

- First Resource/HR practitioner hired for PeopleSoft ISC (Global Capability Centre / GCC) and was the sole HR team member for more than one year.
- Setup end-2-end HR systems, policies, processes, employee handbooks from scratch
- Shaped People First mission driven Culture blending compliance with purpose
- Led full cycle recruitment and hired ~1000 resources singlehandedly enabling India Software Centre to be setup and scale up in record time.
- Partnered with HR/Management /Talent Acquisition/Internal Mobility/T&D teams globally on various HR aspects.
- Aligned with One PeopleSoft ISC model to assess current state and enhance capability through buy/build/borrow strategy
- Lead advisor on employee relations and engagement ensuring fairness and connection
- Built employee focused Wellness programs
- Led PeopleSoft CSR / volunteering actionable with Friends of Children (FoCh) and other such Foundations towards social and community development
- Worked on Employer branding strategy based initiatives and execution
- Collaborated with Oracle HR/M&A team for Employee Integration actionable
- Only JAPAC HR employee to be awarded the highest PeopleSoft honour – Armstrong Award

HR Consultant

IBM EMEA | 2000 - 2002

- Worked on various EMEA projects on Staff Augmentation, Global Mobility, Training & Development and Compensation & Benefits

OTHERS

Key BUHR Transformation Interventions: 3D framework: Diagnostics, Design & Delivery

- **First Principle Thinking:** Healthcare Vertical
- **Managing Change during Turbulence:** Construction/Engineering Vertical
- **Result based Accountability:** Communications Vertical
- **Agile Leadership leveraging Design Thinking:** Construction/Engineering Vertical
- **Service Mindset:** Retail Vertical
- **Creating an Innovation Culture:** Communications Vertical
- **Incredible Results for Leaders:** Across Verticals
- **Career Conversations:** Across Verticals
- **Lead NXT- Leadership Development program for aspiring IC:** BFSI vertical
- **Cognitive Flexibility based Strategizing:** Communication Application vertical.
- **Intersectionality:** Communication Application Vertical for JAPAC / EMEA Consulting
- **Top Gun- Upskilling Top Talent:** Utilities Vertical
- **Big Picture Thinking:** Retail, Communications Applications Verticals
- **Cynergy - Customer centricity :** Healthcare & Utilities Consulting M & IC level
- **Regalis - Interns / Early Careers Potential Unlock program:** Retail GIU
- **Business Simulation Camp – Mercuri - Celemi :** HSGIU Leadership
- **The Pinnacle Series:** Utilities / Infrastructure GIU Managers
- **Coaching for Frontline Managers (FLM):** Managers across GIU
- **OneGIU:** iEvolve (IC4/3 top talent), iRise (IC1/2) and iWin (budding women leadership): Across GIU
- **Leadership Visioning & Strategizing:** The Painted Sky : GIU Leadership
- **Managing Unconscious Bias:** GIU Managers
- **Leader FISH:** GIU Managers
- **Mindful or Mind full :** India Sales, Health sciences GIU
- **Energy Management:** Aspiring & Top talent, future leaders : Women IC : OSSI Consulting
- **7 Habits, 8th Habit :** Customer Program, Marketing, Communications LOB
- **Refuel- A holistic engagement & retention workshop :** Leadership across GIU
- **Upstream:** Proactive over Reactive ; Based on Dan Heath book : Communications Vertical

Awards + Recognitions:

- ✓ **ORACLE: Living the HR Vision**
- ✓ **ORACLE: HR Insight**
- ✓ **PeopleSoft: Armstrong Award**
- ✓ **World HRD Congress: Influential HR Leader**
- ✓ **World HRD Congress: 100 HR Tech-Minds**
- ✓ **Asia Pac HRM : HR Innovator Award**
- ✓ **World HRD Congress- Feb-24 : White paper presentation on Mind Matters @ Workplace**
- ✓ **Asia pacific HRM : Transformation Coach Award**
- ✓ **Oracle JAPAC Learning & Development Award**

Beyond Call of Duty:

- ✓ **Conducted Leadership/Soft Skills Sessions** for multiple IIM's and IIT's
- ✓ **Guest Faculty |** IIM Ranchi, IIM Indore, Symbiosis University, Jain University
- ✓ **Competency building Session:** IIT Delhi – Rebel Talent @ Work
- ✓ **Speed Mentoring, Emotional Intelligence:** IIT Guwahati
- ✓ **Millennial View:** IIM Indore
- ✓ **Future Ready NOW:** IIT Kharagpur
- ✓ **Ora-Volunteers Project Leader | Community Give Back - Education**
- ✓ **POSH/ICC Committee Member**
- ✓ **Presented White Paper |** JAPAC Mindfulness Summit
- ✓ **Core Committee Member |** NHRD, Bangalore
- ✓ **SHRM Speaker|** SHRM Annual Conference, SHRM Tech Summit, SHRM MBA Conclave
- ✓ **HR Meta Coach, Mentor and Counsellor | ORACLE/** Various Not for Profits / NGO's

- ✓ **Core Team Member - Coaching FLM, POSH Rollout - India HR Projects**
- ✓ **Core Team Member - Engaged Virtual Presentations - JAPAC HR project.**
- ✓ **Cloud Accelerator Start-up Mentor**
- ✓ **HR Skill Facilitation – Honeywell, Schneider Electric, Toyota Motors & Microsoft**
- ✓ **Facilitator for Ministry of Education, India + AICTE Faculty Development Programme**
- ✓ **Speaker @ EY Diversity Summit**
- ✓ **SHRM Annual Award Jury Member**
- ✓ **SHRM Annual Conference Speaker: Future of Work – Nov'2025**

Themes: Talent Development Enabler & Facilitation:

Organizational Development & Design (OD) | Organizational Behavior | Competency Framework | Working Globally | Culture Building | Employee Value Proposition | Personal Branding & Reputation Management | 7 Habits | 8th Habit | Fish Philosophy | Leader-FISH | LeadOR | Change Management | Hybrid Working | Cognitive Flexibility | Fixed/Growth Mindset | Unconscious Bias | Strategic Communication | Crucial Conversations | Influencer | Negotiation & Conflict Management | Outbound Learning | Campus2Corporate | Intern Capability Series | Customer Value Proposition (CVP) | HR/Technical Bootcamps | Positive Psychology | Neurosciences | Ikigai | Hygge | Ubuntu | Future of Work 2025 | Emotional Quotient | Psychometric Testing – MBTI/ DISC | Visioning/Starting with Purpose | Business Storytelling | Mindfulness | Agile Leadership | Customer Centricity | Culture of Appreciation | Situational Leadership | Servant Leadership | Big Picture Thinking | Service Mindset | Managing VUCA/RUPT/ BANI | Resilience & Grit | Psychological Safety | D&I EB | Upskill Bootcamps | Design Thinking | Coaching for FLM | Future Ready | Fearless Org | Intersectionality | Happiness @ Work | Tribal Culture | Employee Success / Experience |

EDUCATION

- **(Leadership Management Program | Harvard Business School -Alumni status)**
- **Executive MBA/EGMP | IIM-B, India - Alumni status**
- **MBA/PGDBA – HR Specialization | University of Wales, UK**
- **Master's degree in Commerce | MG University, India**

Key Certifications/Trainings:

- Marshall Goldsmith Certified Coach
- Marshall Goldsmith Certified Global Leader Assessor
- Gallup StrengthsFinder Coach
- Korn Ferry 360 Certified Coach
- Neuro Leadership Certified Coach
- MyBrain Neurometric Tool Certification
- 16pf Psychometric Tool Certified User
- Emotional Quotient 2.0
- (International Coaching Federation | ICF)
- 7 Habits, 8th Habit and Building Trust – Franklin Covey
- Influencer & Crucial Conversations – Vital Smarts
- MBTI
- Hogan Assessment
- DISC Assessment
- Prosci Certified V Management Practitioner

PERSONAL DETAILS : References: Available on request