

November 1999 – June 2006	Cummins India (1999-2003) & Cummins Turbo Technologies UK (2003-2006)
February 1999 - November 1999	Zensar Technologies Ltd
May 1997 - February 1999	GE Capital Financial Services
February 1995 – May 1997	Reebok India Pvt. Ltd
June 1979 – February 1995	Standard Chartered Bank

Having worked in a range of industries spanning Banking, Financial Services, Sport & Fitness, IT, Manufacturing and Oil & Gas, I have learnt the art of maximizing value by using fungible skills where possible, and imbibing new skills and knowledge needed to achieve strong business results.

Deep organization building and transformation roles in Banking, (Standard Chartered), Sport & Fitness (Reebok), Financial Services (GE Capital) , Manufacturing (Cummins) and the Oil & Gas businesses (BP Lubricants + Downstream businesses)

Track record for Board level engagement, supporting companies to build strategic HR practices for sustainable growth in their chosen fields.

Qualified Executive Coach – working with Senior leaders in the industry

Cultural Agility : Breadth and depth of experience in India and internationally.

Lived and worked in UK and Singapore. Since 1990 have had diverse responsibilities at a regional and global level which provided for significant experience across several geographies. Notably, several countries in Asia Pacific, Africa, Turkey, Middle East & South Asia, UK and the USA.

Professional Achievements

- Led BP's global leadership academy – spearheading the move to virtual and establishing a range of offers across leadership levels.
- Led the cultural transformation of Cummins in India. Pioneered organization effectiveness through the introduction of strong performance & talent management processes.
- Deep experience in the area of Diversity and Inclusion having led several initiatives in Cummins & BP including building an inclusive workplace, leading affinity groups and the development of professional skills for women leaders in India and globally. Most recently have been inducted on to the faculty team for Catalyst – an organization that does cutting edge work in this area.
- Developed a range of high potential leadership offers which became the global standard for the Lubricants business of BP.
- Led and implemented Human Resource strategies for several countries in Asia Pacific for BP's Lubricants business and ensured that the HR function supported winning in these markets
- Established consistent HR practices and processes to create employee engagement and build a talent pipeline both in India and overseas.
- Successfully led the culture integration of GE Capital acquisition in India. As HR Director was a member of the team to start the back - office operations for GE (now GENPACT)

- Successfully established the Service Excellence Function for Standard Chartered Bank in India, and for the operations in Middle East & South Asia
- Expanded and built a strong Management Development Centre for the Bank in India across Leadership and Functional skills. Led the first global management development project for the bank. Was a key member of the global organization transformation project.
- As HR Director was responsible for successfully establishing Reebok in India with strong organization practices and culture
- Spearheaded a range of leadership development initiatives for sustainable performance. Responsible for breakthrough in Union relationships in the UK Turbo Charger business and achieved an historic 5 year settlement for the business.
- Was one of three female Foreign Exchange Dealers in the country. (1983-1984)
- Led the Service Quality Excellence function for the Standard Chartered Bank for India, South Asia and Middle East
- Led the Management Development Centre for Standard Chartered Bank in India and also led several global projects in Change Management and Leadership Development

Education , Professional Certifications & Development

- Post Graduate in Personnel Management & Industrial Relations : XLRI Jamshedpur 1979
- Bachelor of Arts in Sociology , Stella Maris College , Madras University – 1977
- Assessment Centre Design & Delivery – SHL
- Certified Brain Based Coach Neuroleadership Institute Australia
- Systems Approach to Education & Advanced Facilitation Skills – IBM Skillbase
- Virtual Training Accreditation - BP
- Strategic Human Resources Programme Harvard Business School (2001) (Cummins sponsored)
- Strategic Human Resources Programme Cornell (BP Executive Education 2012)
- Strategic Sales & Marketing Programme Kelloggs School of Management (BP sponsored 2010)
- Member of ICF (International Coaching Federation)

Corporate & Personal Awards/Recognition /contributions

- SAIL Award for HR Excellence for Castrol India
- Indira Super Achievers Award & HR Excellence Award
- NHRDN Board member (2008-2009) & Founder member of WILL Forum for women in leadership
- Contributed to several Case Analyses for Business magazines & Several speaker engagements in India and Internationally.

Matangi Gowrishankar