

Nomination: 8174

Trailblazing HR Professional: Championing Digital Transformation and Enhanced Employee Experience

Page: General Information
Provide information about the company to be considered for the award. If you will be nominating an individual, specify the nominee's employer.
Name of Organization/Company Apexon
Additional Contacts I would also like to have others receive emails about the disposition of our entries.
Page: Entry Information
Entry Title Trailblazing HR Professional: Championing Digital Transformation and Enhanced Employee Experience
Category C01 - C16 Individual > C10 - Human Resources Professional of the Year
Individual Submission Format Written Answers
a. Briefly describe the nominated individual: history and past performance (up to 200 words). Required Sandhiya Vignesh, a seasoned HR professional with over 10 years of experience, excels in transforming human resources through innovative strategies and digital transformation. Committed to continuous professional development and staying at the forefront of industry trends, Sandhiya is recognized for her expertise in inclusion, design thinking, and strategic implementation of GenAI within HR processes. Her career spans global corporations, including TCS, Cognizant, Walmart, and currently, Apexon, where she serves as Senior HR Business Partner in North America. Notably, Sandhiya has facilitated DEI sessions for Daimler India's CEO and leadership team and delivered Agile and design thinking workshops for TAFE's leadership, significantly enhancing strategic HR interventions in these organizations. GUIDED BY HER VALUES OF INTEGRITY, EMPATHY, AND INNOVATION, SANDHIYA BELIEVES IN CREATING INCLUSIVE AND FORWARD-THINKING WORK ENVIRONMENTS. INDUSTRY RECOGNITION: - Forbes Featured Thought Leader: Expert insights on HR's future amidst the GenAI revolution. - MMA Outstanding Women Manager of 2018: Award recognizing women demonstrating leadership and management excellence. - CII National Young HR Winner 2017 and First Runner Up 2016: Acknowledging young professionals nationally impacting HR practices. - Guest Lecturer: Delivered lectures on DEI and Digital Transformation in Talent Management at IIM and IIT.

b. Outline the nominee's achievements since the beginning of 2022 that you wish to bring to the judges' attention (up to 250 words). Required

Since 2022, Sandhiya has spearheaded transformative HR initiatives, significantly impacting talent development and organizational performance.

KEY ACHIEVEMENTS:

1. Reskilling/Upskilling Program at Walmart Global Tech: Collaborated with India's top university to enhance the technical capabilities of 100 employees, integrating them into strategic projects and setting a new benchmark for talent development.

2. HR Initiatives at Apexon:

- Geographical Integration: Unified teams across 44 states in North America, merging multiple entities into a cohesive, high-performing organization.
- Bench Policy Implementation: Optimized resource management and increased productivity.
- HRMS Change Management: Launched HRMS on schedule, saving implementation costs and ensuring alignment with program plans.
- Immigration System Evaluation: Saved \$51K through effective system evaluation and contract management
- Buddy Program: Conceptualized and launched a program for new hires, revolutionizing onboarding processes and ensuring smooth transitions for employees across merged entities.
- Performance Management: Enhanced and standardized performance management processes for North America, fostering consistency and transparency.
- Critical Talent Outreach: Established direct connections with CEOs and leaders, promoting open communication and leadership accessibility.
- Diversity, Equity, and Inclusion (DEI) Initiatives: Formed Employee Resource Groups (ERGs) across geographies. Standardized gender-neutral job descriptions. Launched unconscious bias campaigns. Developed inclusive hiring practices to mitigate bias.
- GenAI Implementation: Spearheading multiple GenAI projects aimed at transforming the HR landscape within Apexon, positioning the company at the forefront of HR technology innovation.

Sandhiya's contributions are not only vital to the success of current projects but also shape the future direction of HR technology applications within the company and the industry at large.

c. Explain why the achievements you have highlighted are unique or significant. If possible compare the achievements to the performance of other players in your industry and/or to the nominee's past performance (up to 250 words). Required

Sandhiya's distinctive contributions to HR through digital transformation initiatives and Generative AI integration have not only redefined talent management strategies at organizations but have also set new benchmarks in the industry.

AT APEXON,

1. Adoption and alignment across North America - Remarkable 86% OKR integration rate
2. Superior Employee Engagement Scores - 15% surge in Great Place to Work® scores, reflecting culture that outshines peers. 8% Increase in Onboarding Experience reflecting effectiveness of personalized induction and introduction of Buddy Program.
3. Reduction in Voluntary Turnover - 17% reduction in voluntary turnover, outperforming industry norms.

INDUSTRY RECOGNITION & IMPACT

- GenAI board advisor for NGO Edyoumath in Tamil Nadu, leveraging GenAI expertise to impact educational initiatives.
- Offered expert insights on Generative AI at Forbes.
- Keynote Speaker, Panelist & Workshop Facilitator for HR & GenAI at premier industry forums.
- A staunch advocate for global diversity reflecting her commitment to inclusive practices influencing organization such as Daimler.
- As a strategic innovator and educator for design thinking helped shaping the leadership team at TAFE
- Demonstrated Technological ingenuity earning prestigious accolades for TCS.
- Academic engagements at institutions like IIM Trichy and IIT Madras underscore her dedication to nurturing the next generation of HR leaders.
- Mentoring through ADPList.org, showcasing a blend of practical expertise and visionary approach.

Sandhiya's achievements have not only set new standards within her organizations but have also positioned her as a thought leader in the HR industry, driving innovation and inclusivity on a global scale.

d. Reference any attachments of supporting materials throughout this nomination and how they provide evidence of the claims you have made in this nomination (up to 250 words). Optional

The attached supporting materials provide robust evidence of Ms. Sandhiya Vignesh's exceptional contributions to HR through innovative strategies and digital transformation.

Webpage Link

<https://www.linkedin.com/in/sandhiyathiruvengadam/> (<https://www.linkedin.com/in/sandhiyathiruvengadam/>)

Would you like to add an additional webpage link?

Yes

Webpage Link 2

<https://www.forbes.com/sites/qhamirani/2024/02/29/hr-will-need-to-reinvent-itself-to-lead-the-generative-ai-revolution/?sh=42bd2ad148f8>
(<https://www.forbes.com/sites/qhamirani/2024/02/29/hr-will-need-to-reinvent-itself-to-lead-the-generative-ai-revolution/?sh=42bd2ad148f8>)

Would you like to add an additional webpage link?

Yes

Webpage Link 3

https://www.linkedin.com/posts/hamirani_austin-sxsw-sxsw-ugcPost-7176094388421316608-legu (https://www.linkedin.com/posts/hamirani_austin-sxsw-sxsw-ugcPost-7176094388421316608-legu)

Would you like to add an additional webpage link?

Yes

Web Page Link 4

<https://adplist.org/mentors/sandhiya-thiruvengadam-she-her-hers> (<https://adplist.org/mentors/sandhiya-thiruvengadam-she-her-hers>)

Would you like to add an additional webpage link?

Supporting Document

Download File (https://stevies-sage.secure-platform.com/file/20232/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWVpYUlkIjoyMDIzMiwiYWxsY3dOb3RtaWduZWVcmwiOiJGYWxzZSIsImInbm9ySandhiya%20Vignesh_Stevie%20_C10_HR%20Professional%20of%20the%20year_Supporting%20Document_1.pdf)

Would you like to add an additional supporting document?

Yes

Supporting Document 2

Download File (https://stevies-sage.secure-platform.com/file/20233/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWVpYUlkIjoyMDIzMywiYWxsY3dOb3RtaWduZWVcmwiOiJGYWxzZSIsImInbm9yDU?Sandhiya%20Vignesh_Stevie_C10_Supporting%20document%20on%20Employee%20Engagement%20strategy%20at%20Apexon.pdf)

Would you like to add an additional supporting document?

No

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