



Yogish Arora
Director

Yogish Arora is one of the Directors in HR Anexi and leads the Human Resource Advisory and Outsourcing practice. He specializes in HR transformation, with emphasis on the design and implementation of leading edge HR service delivery models especially for family run enterprises. His consulting experience includes end to end HR services from formulating organisation vision, clarifying organisation values and developing competency framework in addition to performance management, organization structure design and compensation design - all within the context of large-scale, HR transformation initiatives.

Yogish is widely recognized in the HR fraternity for his ability to visualise the big picture and draw from his vast experience, knowledge and skill in areas of human capital, strategy and service delivery; a factor which has contributed to the rapid growth of the HR Anexi's Advisory and Outsourcing practice. His clients are from a wide range of sectors - manufacturing, financial services, automotive, pharmaceuticals, logistics, and include a number of listed companies.

Professional Background

He has held various leadership positions in Human Resources in ING Vysya, DLF, Pramerica Asset Managers and Pangea 3, prior to joining HR Anexi as a Director. He handled various facets of HR including Learning & Development, Integration Management, Performance Management, Compensation, Recruiting and HR Brand building. Yogish is hugely accomplished in a wide gamut of HR consulting services, training and coaching deliveries; he specializes in delivering end to end consulting including formulating company vision, clarifying company values, developing competency framework, talent identification and providing competency development interventions in groups and for individuals. He is a certified coach and global facilitator for BlessingWhite's leadership programs viz. *Leading Today's Professionals™*, *Why Should Anyone Be Led By You?™* and *Helping Others Succeed®*.

Education and Credentials

Yogish is an MBA from Pune University. He is a Certified Psychometric Assessor from Psytech International (www.psytech.co.uk) and is an authorized user of a range of psychometric tools for selection, development, training and coaching with extensive experience with 15FQ+, MBTI, FIRO-B, and 360 Degree feedback.