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Mr. Rajiv Noronha
Principal Consultant – Human Resources, Tata Consultancy Services

ACHIEVER'S SUCCESS STORY



Headline- Keeping A Steady Yet Strong Pace

Rajiv Noronha, Principal Consultant Human Resources with Tata Consultancy Services, is an author, speaker, thought leader and a seasoned HR Professional with multiple impactful contributions to industry, academia and the world of practice as a HR leader. His efforts in industry academia partnership have created a robust impact on industry ready talent in areas of Analytics and Business Process Services.

Rajiv has over 150 posts on his LinkedIn and HR Vitamins blogs and authored a book titled "Work and Personal Effectiveness: Quote by Quote" in 2020. He has published papers in forums like the International STEM Conference, Ahmedabad, XLRI Jamshedpur symposium on Responsible Leadership and has also made over 40 presentations across national and international forums under the umbrella of brands and organizations like Society of Human Resource Management, People Matters, Confederation of Indian Industry, Nasscom, Business World Magazine, Best Prax Institute, Asian Human Capital Institute, Singapore, IIM Bangalore, IIM Kozhikode, IIT Hyderabad and Global Benchmarking Network, Auckland.

As a Unit leader for Industry-Academia Relations, he conceptualized and helped design industry-relevant certifications and programs at PG and UG levels. This effort enabled the launch of the world's first full-time B.Com and BBA degree programs specializing in Business Process Services and a pioneering and unique PG program, the M.Sc in Big Data Analytics. These are offered at some of India's top colleges and Universities.

Rajiv has been Adjunct faculty at IIM, Kozhikode, and NMIMS, Bangalore. He designed and offered courses in International HR, Competency-based HR systems, and OD & Change Management. He has been on the Governing Council of St. Josephs Institute of Management, Bangalore, since 2019 and has also contributed on the Board of Studies for Analytics and Business Management at several leading colleges and Universities such as St. Joseph's College (Autonomous), Bangalore, St. Aloysius Institute of Management & IT, Mangalore, VIT-AP University's School of Business, Amaravati and PSG College of Arts & Science, Coimbatore.

As a Unit Leader for HR Analytics, Rajiv's team won the SHRM, First People's Award for HR Analytics. He was also responsible for Employer Branding for his Unit at TCS and has enabled recognition of almost every practice in the people domain at various national and international recognition platforms.

Rajiv has led the design and deployment of key enterprise-wide HR systems and programs in various roles he played.

Rajiv was the Program Manager of a multi-organizational initiative India Inc Going Global, under the Confederation of Indian Industry. He has contributed to the Taskforce for BPM Industry Rebranding, an initiative by NASSCOM. He has been a jury member as part of the HR Awards Committee for the world-renowned Stevies International Business Awards, USA. Rajiv has also been a member of the HR Excellence Committee of CII Karnataka between 2018-20.

He has been recognized with many awards, including CHRO Asia-100 Most Talented Global HR Leaders; Lokmat Times- HR Leadership Award; Asia Pacific HRM Congress- Most Powerful HR Professionals Award; Asia's Best Employer Brand Awards Singapore – HR Leadership Award; the HR Leadership Award

at 20th Global HR Excellence Awards, Mumbai; and IFCI Award for Best Thesis Proposal at IIM Ahmedabad.

Rajiv is a graduate Chemical Engineer from NIT, Warangal, and a Fellow of IIM Ahmedabad.