



## Ravi Subramanian

### Global HR Leader



Mr. Ravi Subramanian is an accomplished global talent acquisition, HR, and business operations leader with a distinguished career in developing diverse programs, revamping talent acquisition models, and executing enterprise-wide change management initiatives. As the Founder & President of Chicago Recruiting Forum, Inc., he has demonstrated proficiency in advising business stakeholders, executive leadership, and board members on strategic talent acquisition (TA), talent management (TM), and HR plans that drive enduring growth.

Ravi's career includes leading transformative HR and talent acquisition efforts at major organizations such as US Foods, PG&E, CHC Helicopter, Kerry Group, Sara Lee Corporation, and GE Healthcare IT. His expertise extends to establishing diversity and inclusion initiatives that have significantly impacted enterprise-wide change.

#### Expertise:

- **Global Leadership & Talent Development:** Successfully built diverse, high-performing teams, including leading US Foods to achieve the highest EPS scores among all COEs. Implemented Agile recruiting methodologies, resulting in 16,000 annual hires.
- **Program Planning & Execution: Improved** hire quality by 40% at GE Healthcare IT through a three-stage screening process. Enhanced retention rates to 95% during the Cargill subdivision acquisition at Kerry Group.
- **Strategic Talent Acquisition:** Revamped employer branding at US Foods, increasing candidate flow by 30% and hire quality by 35%. Enhanced global talent acquisition at CHC Helicopter with a regional recruiting model, reducing time-to-fill by 10 days.
- **Transformational Change Management:** Managed high-impact change projects at Sara Lee, including transitioning from defined pension benefits to 401k contributions, achieving high satisfaction scores.
- **Global Business & Diverse Industry Operations:** Extensive leadership experience across the Americas, EMEA, and Australia in sectors such as healthcare, consulting, CPG, aviation, utilities, and food distribution.
- **Diversity, Equity, and Inclusion:** Developed DEI strategies, significantly increasing diversity in talent pools and driving global initiatives as a member of CHC Helicopter's Compliance Committee and Diversity Committee Chair.
- **Data-Driven Technology:** Proficient in utilizing HR technologies, including Peoplesoft, SAP, Workday, BrassRing, and Taleo, to drive recruitment process automation and enhance operational efficiency.

#### Sample Consulting Engagements:

- Transformed recruitment delivery for clients by enhancing recruitment processes, workforce planning, and metrics tracking, facilitating the achievement of hiring goals.
- Built and managed recruitment process outsourcing (RPO) engagements, creating scalable backend central sourcing departments with onshore/offshore components, reducing service delivery costs by 35%.
- Advised clients on post-acquisition integration and the implementation of new recruitment models, including Freddie Mac's Technology Solutions division in Chicago.
- Improved the quality of hire by 40% at GE Healthcare IT and enhanced customer satisfaction scores from 20% to 60% through process redesign and improved communication between recruiters and hiring managers.

Mr. Subramanian is a well-recognized subject matter expert whose articles on Talent have been published in The Corporate Recruiting Leadership Journal, ERE, LinkedIn, Outsourcing Institute and Seed.com. He has also spoken at several events about Talent Acquisition and the importance of metrics and its impact on the bottom line.