



## Ravi Subramanian

### Global HR Leader



Mr. Ravi Subramanian is an accomplished global Talent Acquisition, HR and business operations leader with a 3 decade long distinguished career in developing diverse programs, revamping talent acquisition models, and executing enterprise-wide transformation and change management initiatives. As the Founder & President of Chicago Recruiting Forum, Inc., he has advised 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 corporations such as US Foods, PG&E, CHC Helicopter, Kerry Group, Sara Lee Corporation, and GE Healthcare IT. His expertise extends to transformation, large scale change and establishing diversity and inclusion initiatives that have significant positive impact on the bottom line.

#### Expertise:

- **Global Leader and Talent Developer:** He has consistently built successful, diverse, and high-performing teams and an inclusive culture to deliver key results. His teams have had some of the highest engagement scores across the enterprise.
- **Strategic Talent Acquisition, Management and HR Operations:** Consistently delivered cost savings year over year by leading the Talent Acquisition function transformation at various corporations. Increased engagement and retention of corporate talent by advising functional leaders on best-in-class talent management practices.
- **Crisis Management:** Successfully navigated the COVID-19 pandemic through Response, Recovery & Reimagine phases at US Foods by adopting agile recruiting methodologies to deliver 16K, 14K and 12K hires in 2022, 2023 and 2024, respectively. Led a team of 60 Recruiters at PG&E successfully during the wildfire crisis to deliver on hiring needs and deliver talent solutions that solved business problems.
- **Diverse Industry and Global Operations:** Experience in diverse industries: Healthcare, Consulting, CPG, Aviation, Utility, and Food distribution across N. America, S. America, EMEA and Asia PAC.
- **Trusted Leader:** Based on the success of his initiatives, he was given additional projects of increased scope & complexity outside his remit: Leading the transformation of the HR Operations function. He was brought in by the CHRO to help manage and execute a strategic and highly visible change project of replacing Defined Benefit with Defined Contribution at Sara Lee. This was a tremendous success based on the survey of the impacted associates who said, "While we did not like the change, we were thoroughly impressed by how the change was executed."
- **Diversity, Equity, and Inclusion (DEI):** Built and executed effective DEI strategies through the education of internal leaders and by establishing relevant external partnerships.
- **Data-Driven Decision Making:** Strong educational background with a Statistics degree, MBA, Executive Education, and knowledge in technology platforms like PeopleSoft, SAP, Workday, BrassRing, Taleo, SuccessFactors, iCIMS, Jobvite, and Phenom People to drive automation and data driven decisions.

#### Sample Consulting Engagements:

- Transformed recruitment delivery by enhancing recruitment processes, workforce planning, and metrics tracking to execute hiring goals.
- Built and managed recruitment process outsourcing (RPO) engagements, creating scalable backend central sourcing departments with onshore & offshore components, reducing service delivery costs for our clients by 35%. Reduced internal delivery costs by 35% by implementing a new recruitment model for Freddie Mac's Technology Solutions division in Chicago.

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AGILE HR BUSINESS SOLUTIONS



- Advised GE Healthcare IT on outsourced recruitment program, improving quality of hire by 40% and customer satisfaction scores from 20% to 60% by re-designing processes and establishing communication protocols amongst stakeholders.

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. He has also spoken at several events about Talent Acquisition models, Metrics & impact on the bottom line and Shared Services.

He has an MBA from the Keller GSM, is a graduate of the CHRO program from Wharton, Executive Education diplomas from Stanford GSB, University of Idaho and is a graduate of the CMI program at the University of Chicago's Booth School of Business.