



PROFILE

Senior management professional specialized in Payroll & HR shared services. extensively contributed to business transformation, technology implementation, change management in leadership position. 34 year of ground up experience in Finance, HR & Payroll in varied multinational MNC & startup companies across Tech, Defense, Aeronautics, Specialty Materials, Oil & Gas, Automobile & Service industries head quartered in US, EMEA & Asia. I am a maximiser with a futuristic approach, strategic orientation and very good at generating innovative ideas. Self- assurance and mentoring the team are my greatest strengths

MY VISION & VALUES

VALUES: Honesty, Success, Family & Being Myself

INTEREST: Creative production, Counselling & Mentoring

CHARACTER: Introverted, Intuitive, Feeling, Perceiving (INFP)

CULTURE: Entrepreneurial

STRENGTH: Futuristic, Ideation, Strategic, Self-Assurance & Maximizer

STAND OUT: Pioneer & Stimulator

CONTACT

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HARISH KRISHNAMURTHY

GLOBAL PAYROLL & HR SERVICES LEADER

AREAS OF EXPERTISE & PORTFOLIO

APAC 14 countries Payroll Consolidation on ADP SAP GV	2003 to 2007
Consolidation of HRIM Support for APAC on PeopleSoft	2003 to 2007
eLeave Implementation for APAC 14 countries on SAP ADP	2003 to 2007
Global HRIM Support center set up with PeopleSoft	2005
Outsource to In-house payroll for 6 countries of APAC from ADP	2007
APAC Payroll Outsource to ADP SAP GV	2008 to 2010
APAC & EMEA 60 country Payroll Operation Functionalization	2011 to 2012
Lean Management System for APAC & EMEA Payroll Operation	2011 to 2014
Romania & Slovakia ADP SAP Payroll Implementation	2015 to 2016
Global Payroll Focal – Global M&A-124 payroll entities	2016
Robotic Process Automation for HR	2016 to 2017
APAC Regional Payroll Service center framework	2017
Japan HR Operation- RPA COE set up	2017
AMEI Payroll Shared Service center in Chennai set up	2018-2020
AMEI Payroll Transformation-6 countries & 15 entities on RAMCO	2018- 2021
Global & Regional HR Shared service center set up for 74 countries	2021- 2022
Implementation of technologies Global SSC -RPA, AI & CRM for HR Ops	2021- 2022

WORK EXPERIENCE

PayPal	Sr. Manager Global Payroll Transformation	2023-05 present
working with FinTech company in achieving payroll transformation at global scale for people, process & technology.		
Globalization Partners	Senior Director, Global Service Transformation	2021-05 2022-11
Worked with HR Services company in EOR space to lead their service transformation initiative in setting up shared service across India, Malaysia, Poland & Mexico. Implementing technology driven process excellence with RPA, Zendesk & AIG		
Renault-Nissan-Mitsubishi	General Manager - AMI Nissan & Alliance Payroll	2018-11 2021-05
Worked with Auto giant to set up, implementation & operationalization of Africa, Middle east & India Payroll shared service center in Chennai		
Tricor Group	Consultant-Payroll & HR Shared Service	2017-07 2017-12
Director - Regional Payroll	2018-01 2018-11	
Worked with HR & Payroll service company to establishing the regional payroll shared service in Malaysia. Incorporated with automation & RPA.		
Honeywell	Director Payroll Operation	2010-09 2017-06
Worked with Global conglomerate in multi region service operation for Honeywell to establish Lean Management system of operation & functional transformation. This service spread across APAC & EMEA for 50+ countries. In this period work also extended to delivering global M&A integration & establishing Robotics (RPA) COE		
Microsoft	APAC Payroll Shared Services Manager	2008-03 2010-09
worked to Tech giant to establish 100% outsourcing devlily hub for Microsoft in Payroll for APAC		
Honeywell	Asia Pacific Payroll & HRIM Manager	2003-11 2007-04
Director - Business Operations & Transitions	2007-05 2008-03	
Worked with Global conglomerate to establish a business transformation group for Honeywell in HR service, Payroll, contact center, Data management, reporting & security. The transformation encompassed east for east and east for west strategy. Leveraged Vendor management, Six sigma along with process & budget ownership. Group expanded from 3-member team to 200 spread across region		
Dell	Payroll executive	2003-03 2003-11
Intel India	Payroll executive (E&Y /Team Lease)	2001-04 2003-02
India Life Pension Services	Executive - Payroll Operation	2000-05 2001-04
worked with multiple service providers & payroll org to learn setting up of Payroll operation, system implementation and change management		
IBM Global Business Services	Executive - Finance	1998-05 2000-03
Arrow Management Consultants	Senior Consultant	1996-04 1998-04
Balu & Anand - CA	Account, Tax & Audit Assistant	1991-04 1996-03
Worked for 9 years at ground level in finance industry in Tax, Audit and project finance with finance experts. Learnt basics of customer relationship and finance workspace.		

SKILLS

Managerial

Strategy Development
Setting up SSC
Managing Multi-cultural Teams
Commercial Acumen
Lean Methodology Six Sigma
Project Management Change
Management Process Excellence
Organizational Transformation
Vendor Management
Executive Coaching

Functional:

Payroll Management
Human Resource Operations

Technical:

Payroll & HR Technology
Digital tech (RPA/AI/CRM)
PeopleSoft
SAP
Workday
ADP Global View
RAMCO
HR & Payroll interface

EDUCATION

- BANGALORE UNIVERSITY Bachelor of Commerce (B.Com.), Taxation, 1988 - 1990
- IIM-B Management Program for Finance professionals, 1998 - 1998
- SWISS SCHOOL OF BUSINESS AND MANAGEMENT, Global Doctor of Business Administrations, 2020- 2023

TRAININGS & CERTIFICATIONS

- Digital HR Strategy
- Six Sigma Green Belt
- NLP Master Practitioner
- Certified Lean Expert Lean Master
- Result Certified Coach
- GPHR
- Agile Project Manager
- Introduction to Design Thinking & Methods
- AI & Machine Learning Specialist
- GDPR Compliance – Essential Training
