

THE DIFFERENCE ONE CAN MAKE!

GAGAN JYOT, (VP-HR, RMSI) HAS BEEN AN ICON OF EXCELLENCE IN THE FIELD OF HR, WINNING INNUMERABLE AWARDS AND BEING RECOGNISED ALL ACROSS



Gagan Jyot is among the most passionate women HR leaders of the country today. A strategic partner and contributor to the business, vision and strategy of RMSI, she has been instrumental in setting up a world-class environment in the organization, enabling RMSI to win a competitive edge in the IT Industry.

With an MBA in HR from Indian Institute of Planning & Management, Bachelors in English literature from Delhi University and 19+ years of experience in Human Resources, she is instrumental in establishing innovative HR systems and institutionalizing a strong performance driven culture. Prior to joining RMSI, she worked with Dee Pharma Limited as Executive, HRD where she joined after completing her management degree.

She plays the role of a strategic leader and business partner in the actualization of organization's vision and strategy by providing HR leadership and guidance to the top management team. She has been instrumental in implementing various talent acquisition, talent management, learning and development, succession planning and organizational development interventions.

Amongst her various achievements during her HR experience, she has acted as a key change agent in building a world-class work environment, resourcefully setting up teams, realigning processes with the core business and positively impacting the efficiency and productivity of teams, developed a mentoring and coaching environment to help the organization build leadership internally.

Apart from her professional excellence, Gagan is active in supporting social causes

by working closely with various NGOs for the underprivileged children. With her passion to reach out to the society, she formed a voluntary group in RMSI by the name of 'Helping Hands' which works towards social causes.

Gagan joined RMSI 18 years back, much before its heydays. Under her dynamic leadership, the company grew from 120 people to 2,100 people today with offices across the globe. She got recognized for her out of the box thinking and innovative HR practices, early in her career as she won the "Young HR Manager" award by Amity University at the International HR Summit, 2005. Her continuous impetus on building a world class environment with strong HR practices led to RMSI getting recognized as the "Best Employer in IT Industry" and a "Dream company to work for" in Dataquest IDC Best Employers study for seven consecutive years. RMSI has been recognized for its business values, ethical practices, fairness, trust and transparency with its employees and stakeholders.

Gagan has been instrumental in building a culture of mentoring and coaching, organizational development and leadership development, which got recognized as world-class global practices. RMSI offers an intellectually stimulating work environment where innovation and creativity is encouraged. People are recognized and rewarded for challenging the status quo through breakthrough innovations. RMSI got ranked No. 1 among all industries in the "Great Places to Work For" ranking for consecutively three years – 2007, 2008 and 2009. RMSI also was awarded the 2nd rank in the "Exciting Companies to Work For"

list by Nasscom.

An exceptional leader who works towards implementing innovative corporate wellness and corporate social responsibility programs under community well-being, environmental awareness and disaster mitigation, Gagan Jyot's significant contributions led to her winning the "CII Corporate Wellness Award" in 32 cities/towns across 581 companies.

RMSI is today proud of its single digit attrition rate inspite of high attrition in the IT Industry. Her innovative and employee centric practices are recognized as impeccable global practices in building and managing a diverse talent pool, leading to the company's growth and recognition as the most admired company in its domain. Five years after the company's de-merger with its parent company, RMSI got ranked No. 1 again in India in 'Great Places to Work For' study conducted by GPTW in 2015 across 800 companies. In 2016, it was ranked 3rd on the same study. Gagan Jyot says, "My hard work has paid off when I see RMSI through the lens of our core values in all our business endeavours. These values are non-negotiable." Her achievements led to her winning the title of "Leading Woman in Human Resources" at the 'Women Leaders in India Conference and Awards 2010' organized by iGroup along with NDTV. Gagan was also conferred with the 'World Women Leadership' Award and 'HR Tech Leadership' Award at the World HRD Congress recently in Mumbai. Gagan Jyot personifies the difference one individual can make to an organisation. She disagrees though. As per her, it's always been a team effort. 