

## **About Jacob :**

### **Jacob Jacob – Chief People Officer, Apollo Hospitals Enterprises Ltd.,**

Jacob has over 19 years of experience and his experience is varied across HR Consulting, International HR, Start Up HR and large scale Change Management HR. Jacob's core strengths lie in the areas of Change Management, Performance Management, Competency mapping & its applications, HR Strategy & Organisational Design.



Jacob has worked with Organisations such as Feedback Ventures, Emirates Airline in Dubai & Oberoi Realty. At Feedback Jacob has worked on multiple HR assignments across the domain of HR with clients ranging from MNCs (Across Industries), Indian Corporates, NGOs & Governmental Organisations. Some of the key assignments include HR Strategy & Design for a pharmaceutical organization, Organisation culture assessment & design of effective HR systems, Development & implementation of a Performance Management System, 360 Degree feedback design & implementation, etc.

At Emirates Jacob was responsible for HR for Airport operations and has had significant exposure to International HR practices on corporate HR strategy and change management. He was part of the team that looked after the HR Change management initiative of moving to a new terminal and all associated HR processes on due diligence.

At Oberoi's Jacob was responsible for the entire gamut of HR initiatives and has worked towards changing the outlook on HR processes and initiatives in the real estate sector. He has avidly worked on areas in talent management & employee engagement.

Jacob has travelled across various Countries and has spoken at various National & International conferences and has presented and written papers on various HR areas. He is an alumnus of T A Pai Management Institute, Manipal having done his PGDM with a specialization in HR.

At Apollo, Jacob is striving hard to create a mechanism of robust service delivery in Healthcare through innovative and robust HR initiatives. Jacob has been instrumental in ensuring that Apollo was recognized as a Global Great Place to Work by Gallup.

### **Jacob is a recipient of several National & International awards – some of them are:**

- **Recognized as one amongst the most powerful HR professionals in India by the World HR Congress 2013, 2010**
- **HR Leadership Award at the Asia Pacific Summit 2011**
- **HR professional of the Year for 2012**
- **Contribution to Organisation Award – Asia HRD Congress 2013, Jakarta**