

## Naren Balasubramaniam



### EDUCATION & CERTIFICATIONS

Global Professional in Human Resources (GPHR)

Certified 'Cultural Transformation' workshop facilitator from Senn-Delaney

Master's Degree in Human Resources

Bachelor's Degree in Physics

### COMMUNITY & THOUGHT LEADERSHIP

#### Board of Advisor,

Center for Global Leadership and Understanding,  
Lawrence Technological University,  
Michigan

#### Board of Trustees,

Canton Community Foundation

#### Strategic Plan Facilitator

Plymouth-Canton Diversity & Inclusion Initiative, Michigan

Cultural Competence & Cross Culture Strategies - lead a virtual think tank (<http://Globalmindset.wordpress.com>)

### PROFESSIONAL PROFILE

As a seasoned global HR practitioner with over a decade of human resources and organization development expertise in United States and India, Naren has held progressive leadership positions in a cross section of industries that include manufacturing, IT/ business consulting and healthcare, including the position of Vice President – Human Resources Services.

Naren is among a select few hundred HR practitioners certified as Global Professional in Human Resources (GPHR) in the world by Society of Human Resources Management (SHRM).

As the co-founder and advisor, Global Crosswalk Inc, Naren provides strategic leadership in developing products & services that enable business leaders & organizations thrive and succeed in the global market economy. His niche areas of expertise include Organizational Development, Cultural Competence Training and Cross Culture Strategies. He facilitates seminars and business forums on 'Competencies for Global Leadership' and subjects pertinent to succeeding in the global economy.

His Human Resources career highlight includes:

- Leading 2 highly successful M & A that involved over 3000 employees.
- Leading strategy and organizational road map in the areas of
  - Corporate University/ e-Learning solutions, Instructional Design
  - Total Rewards (Employee Healthcare/ Wellness Strategy, Executive Compensation programs)
  - Human Resources service delivery transformation through Shared Services model enabled by HR Technology
  - HR Technology transformation that include Employee/ Manager self service, online performance management, online learning, HR portal, Talent management
- Organizational culture transformation/ Organization Development through experiential learning workshops for employee and leadership teams.
- Recruitment & selection, Employee Relations and Regulatory Compliance.

### BUSINESS PRESENTATIONS AND SEMINARS

**Cultural Competence: Competencies for Global Leadership**, a wide range of subjects that include skills to effectively thrive/ lead in a multi cultural/ global work environment with specific focus on cross cultural communication, time management, conflict resolution, team effectiveness. The seminars generally focus on Cultural value and beliefs that distinguishes collectivistic cultures (such as Asian, Asia Pacific cultures) and individualistic cultures (such as American, European cultures). Highlights of some recent seminars/ presentation in this subject include:

- Crossing the Cultural Chasm, India Business Forum, Tech Town, June 2009
- Cultural Competencies for Global Success, International Business Advisory Council, Automation Alley, 2009
- Cultural Connections in Global Economy, Global Trade Mission, Automation Alley, 2009
- Thriving in Uncertain Times with Cultural Competence, Asian Pacific Chamber of Commerce, 2009
- Leveraging your success globally, Asian Pacific American Chamber of Commerce, 2008
- Selling all over the global - Cultural Matters, Detroit Regional Chamber, 2008

**Niche HR subject matter**, that range from Organization Development, Total Rewards, and HR Technology. Highlights of select seminars/ presentation in this subject include:

Value based Employee Healthcare Strategy, American Society of Healthcare Human Resources Association (ASHHRA), Fall 2009—Chicago IL ; World Research Group National Conference, Fall 2009—Chicago, IL

HR Competencies for Mergers & Acquisitions, SHRM Michigan Conference, 2008