

**Kristyl Pais Bhesania**

**Executive Vice President Human Resources, and Infra Structure and Real Estate**

**Tata AIA Life Insurance Company Limited**

Currently Executive Vice President and Head of Human Resources and Infra Structure and Real Estate at Tata AIA Life Insurance Co. Ltd.

Joined Tata AIA Life Insurance in December 2011. In my current role, I Head Human Resources and Tata Business Excellence for the Organization. Responsible for Organisation transformation and change management, developing and implementing the HR Strategy and initiatives linked to the Organization's Strategy and objectives covering Culture building, talent acquisition and retention, talent management, talent engagement, capability building, compensation management, succession and career planning employee relations, employee health, safety and welfare. In addition is the CQH responsible for TBEM. I have been instrumental in winning the prestigious Aon Best Employer Award for the last 5 years in a row (2016, 2017, 2018, 2019 and 2020)

I started my career with Johnson & Johnson and thereafter headed HR for Tata NYK which was a division of Tata Tea, where I set up the HR department. I also had a short stint with Euro RSCG as Head of HR.

Prior to Tata AIA Life, I was with the Taj Group of Hotels, as Director Human Resources. I worked with the iconic hospitality brand for 12 years, having handled more than 40 of the group's international as well as the Premium hotels. I was a part of the team that launched the Vivanta by Taj brand in 2010. As a strategic business partner at Vivanta by Taj, HR focused on solutions to develop and train associates on the "Vivanta way of life".

I am certified in MBTI and a certified external assessor for the Tata Business Excellence Model and a certified IRIS trainer and assessor and have attended Senior Leadership programs at Harvard University, Cornell University, Michigan University, Ann Arbor and at INSEAD, Singapore.

A graduate in Economics from Mumbai University and an MBA from Mumbai.