



Mr. RAVI C DASGUPTA
Group Head, HR, Biocon Limited

Mr. Ravi C Dasgupta Group Head, Human Resources, Biocon Limited

Qualification: PGD (PM&IR) XLRI; LLB B.Sc. (Biochemistry) St Xavier's College, Ahmedabad

Work History:

Goodlass Nerolac Paints Ltd, May'88 – Jan'92

Crompton Greaves Ltd. (LT Switchgear Div.), Feb'92 - Jan'95

Corporate Manager HRD, Apple Industries Ltd., Feb'95 – Jan'96

Sr. Manager HRD, SmithKline Beecham Pharmaceuticals India Ltd., Feb'96 – Aug'00

Head HR, Allergan India, Aug'00 - Jan'02

Director HR, Allergan India, Feb'02 – Jan'07

Head – Group HR, Biocon Ltd., Feb'07 – Present

Ravi has two decades of experience in Human Resource Management and has worked in various sectors like Paints and Engineering in the initial part of his career before moving to the Pharmaceutical industry in 1995. He has handled a specialist HRD role in a Pharmaceutical Multinational (SmithKline Beecham Pharmaceuticals India Ltd) looking after Recruitment, Training, Performance Management, Compensation and Job Evaluation before taking on the role of HR Director in another Pharmaceutical MNC (Allergan India Pvt. Ltd) in the year 2000. Ravi joined Biocon in Jan'07 and is responsible for corporate human resources as well as mentoring the HR teams of our group companies.

Awards & Achievements:

- Indira Super Achiever Award, Oct'2003
- HR Leadership Award (Global HR Excellence Awards) for the year 2008-09, Asia Pacific HR Congress, Aug'08

Ravi has demonstrated competence across the spectrum of HR. He is an accomplished soft skills trainer who has facilitated training workshops for employees at all levels - factory workmen and medical representatives to Regional Directors. He possesses strong functional skills that have enabled him to develop Competency based HR systems for recruitment, selection and training. He has developed and ran about 20 assessment / selection centers for middle and senior managers. He has demonstrated strong leadership and team building skills and has a flair for Organisation Development and Culture building.