

# Middle Earth programs are delivered by extensively experienced HR Consultants ...



**Nirmala Garg**

*Principle Consultant – Middle Earth HR*

## Qualifications

- Bachelor of Education degree in Child Psychology
- Postgraduate Diploma degree in Industrial Relations and Welfare (HR, Personnel Management, Industrial Relations and Labor Welfare)
- Certified DiSC, a global behavior assessment tool

## Areas of Expertise

Nirmala has over 35 years of extensive experience in Human Resources spanning across Consulting as well as Operational Management roles and which were spent with multinational and large organizations within various industries. Nirmala's areas of expertise include:

- Compensation Surveys
- Compensation Systems Design
- Compensation Systems Assessment and Restructuring
- HR Strategic Planning
- HR Balanced Scorecards
- Competency Mapping and Assessment Centers
- Performance Management Systems
- Leadership and Talent Development

## Previous Roles

- HR Consulting Director, Ernst & Young
- Vice President of HR, Sutherland Global Services
- Vice President of HR, TATA Business Support Services
- Consulting Director, MindShare HR Consultancy
- Sr. Manager – Compensation, OMAM Consultants

## Delivered Programs with Middle Earth HR

- Certified Compensation and Benefits Manager (CCBM)
- Certified Organization Development Analyst (CODA)
- Certified HR Analytics and Metrics Professional (CHAMP)
- Certified HR Business Partner (CHRP)

## Memberships

- Accredited Trainer - National Institute for Entrepreneurship and Small Business Development
- Member – National HRD Network
- Member – Indian Society for Applied Behavioral Science
- Member & Participant – Haggai Institute for Advanced Leadership

