

Profile of the Author, Aparna Sharma

After completing her post-graduation in Personnel Management & Industrial Relations (PM & IR) from Tata Institute of Social Sciences (TISS), Mumbai, Aparna began her corporate journey with NOCIL and went on to hold various roles in the HR function at organizations such as Monsanto, Novartis, UCB, Deutsche Bank, Lafarge, and Greaves Cotton. In her diverse roles, Aparna has successfully been a learning partner, mentor and coach to leaders, leadership teams and organisations to build competencies, learning abilities and nimbleness for achieving purposeful performance.

An IOD & Board Stewardship Fellow, Aparna is currently an Independent Director on various corporate boards. With over three decades of experience in HR across diverse verticals, Aparna serves as a Board Mentor to multiple boards and advises several corporates in areas such as Strategic Leadership, Planning, Organizational Behavior and Strategy for Boardroom Effectiveness, Organization Culture and Development, Leadership Relationships, and Temperamental Traits and Derailment Factors within Boards, among others.

Beyond her corporate role as an HR Leader, Aparna also dons the hat of an HR contributor through her associations with the Indian Society for Training & Development (ISTD), All India Management Association (AIMA), National Institute of Personnel Management (NIPM), National HRD Network (NHRDN), and Sumedhas, where she actively shares her knowledge and helps strengthen the HR fraternity by nurturing future leaders. She served as the Honorary Treasurer of the National HRD Network, Mumbai Chapter (2012-2015), and as a member of its Executive Committee. She was also elected as a member of the National Executive Board of NHRDN for the period 2013-2015.

A wildlife enthusiast and amateur photographer, Aparna spends most of her leisure time close to nature. She also loves traveling, as it gives her the opportunity to meet new people. Books are her favorite companions, and she dedicates time each day to reading something new. An avid reader, she has a collection of some of the best books of the century.

She launched her maiden book, *Reality Bytes - The Role of HR in Today's World* (English), in 2015, which received wide acclaim across the globe. The book has also been translated into Hindi and was launched across the country. (Check out: <http://www.aparnasharma.in/reality-bytes-role-of-hr/>).

Aparna has instituted the “UDAAN” Scholarship – a tribute to her aunt, Late Dr. Mohini D. Vyas – at St. Mary's Convent School in Ujjain, where she studied, and at

Sanskar Public School in Phulpur near Allahabad (U.P.), for all-rounder girl students entering Class 10. Recently, she set up the “USHA Award” in memory of her beloved mother, Late Smt. Usha Sharma, at both schools for an all-rounder Class 12 student. She also spends time guiding and coaching students as part of the career guidance initiatives at these schools.

She is also actively involved in adult education through various forums and dedicates time to old-age homes and orphanages in Mumbai and Kota (Rajasthan).

Awards and Accolades

Aparna has been felicitated with:

- “HR Excellence Award” in 2026 by Women of Substance Network
- “Woman Leader of the Year 2025 Award” by 1 Finance Pvt. Ltd.
- “Top 10 Global Women in HR Excellence Award” by HRSUCCESS Talk (2024)
- “Best Influencer Award” by VyapaarJagat.com (2023)
- “Bharat Gaurav Puraskar” by KTK Foundation (2022)
- “Excellent Woman HR Professional of the Year 2021” by GISR Foundation
- “Excellence in Human Resources Award” by The Million Pixel (March 8, 2021)
- “Most Influential Women in Academics 2020 Award” by Education Ninja and Academy of Management Professionals
- “Best Employee Experience Personality of the Year 2020”
- “Indian HR Champion of the Year - 2019”
- “Indian Business Woman of the Year 2019 Award” by MORPEHUS Enterprises
- “ILDC-AMP Woman Excellence Award 2019 for Learning & Development”
- “Best HR Trainer” by ICBM-AMP Academic Excellence Awards 2018
- “Woman Achiever Award 2018” by Indian Women Convention (IWC)
- “MTC Global Outstanding Corporate Award for Excellence in Human Resources” during the 6th Annual Global Convention - SANKALP 2016
- “Women Achievers Award” by World HRD Congress and Institute of Public Enterprise in 2013
- “HR Super Achiever Award” by Star News at the 20th World HRD Congress, 2012
- “Women Leadership Award” for BFSI (Banking, Financial Services & Insurance) by the Institute of Public Enterprise (IPE), Hyderabad
- “Achiever of Excellence Award” by the Bombay Management Association (BMA) and the Indian Society for Training & Development (ISTD), Mumbai

Aparna is regularly featured as one of the top women HR leaders in the country and is often quoted as a thought leader. Under her leadership at Lafarge, the organization received several in-company global awards, such as the “Digilearn Championship Trophy” and “WAVE” (Women Adding Value & Excellence), as well as external recognitions, including the CLO (Chief Learning Officer’s) Award for three consecutive years.

To know more about Aparna, visit www.aparnasharma.in