

## Unplugged

### **Aparna Sharma: A Trailblazer in HR, Leadership, and Organizational Transformation**

Aparna Sharma, a seasoned HR leader with over 28 years of experience, has not only witnessed these transformations but has been at the forefront, shaping them.

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In the ever-evolving corporate world, where businesses are constantly adapting to change, the role of Human Resources has never been more critical. Aparna Sharma, a seasoned HR leader with over 28 years of experience, has not only witnessed these transformations but has been at the forefront, shaping them. From banking to pharmaceuticals, biotechnology to petrochemicals, and even building materials, Aparna has left an indelible mark across industries, helping organizations and individuals grow with her expertise in leadership development, change management, and talent strategy.

### **Finding Purpose in HR**

Born in Ujjain into an educated family, Aparna Sharma was always inclined towards academics and had a natural flair for languages. Initially, she aspired to become a civil servant, but life had other plans. Her journey led her to the Tata Institute of Social Sciences (TISS), Mumbai, where she pursued a post-graduate degree in Personnel Management and Industrial Relations (PM&IR). This decision set the course for an illustrious career in HR—one that has seen her transform businesses and inspire countless professionals.

Throughout her career, Aparna Sharma has navigated the complexities of working in global, matrix, and multicultural environments. Whether in India, the Philippines, or South Asia, she has demonstrated an uncanny ability to align HR strategy with business goals. Her tenure at organizations like Monsanto, Novartis, UCB, Deutsche Bank, and Lafarge reflect her deep understanding of talent management, organizational transformation, and leadership coaching.

### **A Thought Leader and Mentor**

What sets Aparna Sharma apart is not just her professional achievements but her ability to inspire and mentor. She isn't just an HR expert—she's a teacher, a speaker, and a guide to many. As a visiting faculty at top management institutes, she continues to influence the next generation of HR professionals, sharing her vast knowledge and practical wisdom.

Her passion for leadership and transformation extends beyond the corporate world. Today, Aparna Sharma serves as an independent director on corporate boards, ensuring that companies operate with the highest ethical and governance standards. She frequently delivers keynote addresses, breaking down complex HR and leadership topics into relatable, real-world insights.

### **The Writer Within**

Aparna Sharma's impact isn't limited to boardrooms and classrooms— she has also made her mark in the literary world. As an accomplished author, she has penned three bestselling books that provide valuable lessons on professional and personal growth. *Between U & Me (Ordinary People – Extraordinary Lessons)* is a heartfelt exploration of life's meaningful experiences, while *Reality Bytes – The Role of HR in Today's World* (English and Hindi) offers a deep dive into the evolving landscape of human resources. Her ability to translate years of experience into engaging, insightful writing has earned her widespread recognition.

### **A Legacy of Transformation**

Despite her many accolades, Aparna Sharma remains grounded in humility and simplicity—qualities that make her a relatable and respected leader. She firmly believes that HR isn't just about policies and processes; it's about people, about understanding what drives them and helping them realize their full potential.

Her career is proof that when passion meets purpose, extraordinary things happen.

Through her strategic HR leadership, mentorship, speaking engagements, and writing, Aparna Sharma continues to empower professionals and organizations alike. Her journey, filled with resilience, learning, and transformation, is an inspiration to those who strive to make an impact in the world of business and beyond.

Aparna Sharma isn't just a name in HR—she's a force of change, proving that leadership isn't about power, but about the ability to inspire and elevate those around you.

