

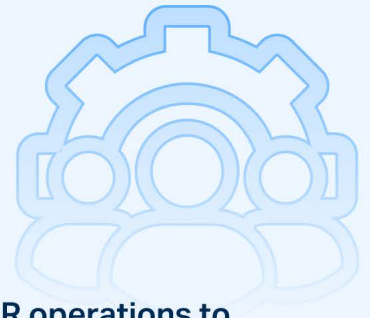
✧
CavinKare Won Bronze for

Infi in Agile HR Transformation Practices

✧



Vision Statement



CavinKare, a leading FMCG conglomerate, envisioned elevating its HR operations to drive agility, empower employees, and foster innovation. Transitioning from traditional practices to a digitally resilient HR ecosystem, the transformation strategically positioned HR as a core driver of sustained growth, aligning seamlessly with the company's values of innovation, employee-centricity, and sustainable business success.



Key Opportunities for Growth

- **Recruitment Agility:** Accelerate talent acquisition responsiveness to market dynamics.
- **Real-Time Visibility:** Enable strategic decision-making with actionable analytics.
- **Operational Resilience:** Standardize and automate HR processes for efficiency.
- **Amplified Automation:** Minimize manual tasks to enhance employee productivity.
- **Integration Excellence:** Ensure smooth transitions through robust data strategies.
- **Widespread Adoption:** Foster change readiness through impactful communication.
- **Future Scalability:** Refine systems iteratively for sustained organizational growth.



Agile HR Transformation Journey with Darwinbox

DESIGN

- **Envisioning Resilient HR Workflows** Collaboratively mapped existing processes, engaging 150+ stakeholders. Identified automation and experiential enhancements. Selected Darwinbox as an agile, future-ready HR platform

DEVELOP

- **Building a Robust HR Infrastructure** Implemented Darwinbox modules across recruitment, attendance, leave, and lifecycle management. Introduced dynamic dashboards and intuitive self-service tools. Created standardized, automated workflows and predictive analytics. Due to the flexibility of custom workflows, automated all HR activities in the lifecycle with periodic reminders and notifications leading to improved timeline adherence.

TEST

- **Validating for Excellence** Conducted beta testing involving 200 employees, achieving 85% feedback participation. Enhanced system functionality based on detailed user insights. Ensured compliance, responsiveness, and readiness for future scalability.

RELEASE

- **Empowering Launch** Executed phased rollouts ensuring minimal disruption. Facilitated comprehensive training for over 1,500 users. Provided secure, role-specific access to empower stakeholders.

FEEDBACK

- **Continuous Evolution** Established regular feedback loops with 90% quarterly response rates. Leveraged analytics to monitor engagement and improvement areas. Prioritized initiatives based on collective organizational insights.

PLAN

- **Strategic Forward Momentum** Used data-driven insights to craft agile, visionary HR roadmaps. Planned ongoing automation and experiential enhancements. Positioned HR as a strategic enabler for sustained business agility.



Learning from Resilience & Innovation

Overcame data migration and adoption hurdles with proactive audits and resilient communication, achieving 85% adoption. Introduced unique FMCG-specific innovations, including supply-chain-linked attendance and AI-powered attrition forecasting, demonstrating originality in agile HR practices.



Consistency in Execution

Over two years: Annual integrations significantly expanded HR capabilities. Employee engagement increased by 12 points. Achieved consistent 50% HR efficiency gains amid 20% organizational growth.



Exceptional User Experience & Accessibility

- Achieved a 4.5/5 self-service user rating, with 90% praising mobile accessibility.
- Empowering interface reduced queries by 70%.
- Multilingual and voice-based functionalities ensured inclusive access.



Recognition & Stakeholder Testimonials

- **Great Place to Work Certification:** Recently awarded, recognizing CavinKare's outstanding employee experience and reinforcing the success of agile HR practices.
- "The Darwinbox transformation has been a game-changer, aligning perfectly with our vision for employee empowerment." – **CK Ranganathan, Chairman & MD**
- "Agile HR now drives our resilience; we've seen unprecedented engagement."
– **HR Director**
- "Intuitive tools have made my daily tasks effortless and inspiring."
– **Employee, Sales Team**



Impact & Outcomes: Agile HR Excellence at CavinKare

- **Accelerated Recruitment & Onboarding:**
 - Reduced hiring cycle by 40% (45 days to 27 days).
 - Streamlined onboarding from 4 hours to 15 minutes.
- **Enhanced Employee Experience & Productivity:**
 - Standardized and automated processes.
 - Increased employee engagement score from 72 to 80.
- **Visionary HR Enablement:**
 - Enabled HR teams to reclaim 50% of time for strategic initiatives.
 - Leveraged analytics for proactive decision-making.
- **Efficiency Milestones:**
 - Payroll processing expedited from 10 days to 1 day.

CavinKare's agile HR transformation, powered by Darwinbox, established a resilient, scalable, and innovative HR framework, effectively positioning HR as an aspirational catalyst for organizational excellence and sustained competitive advantage.