

# FARHEEN MEHDI

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Visionary global HR leader with over 16 years of cross-functional experience in strategic HR leadership, employee experience & culture, talent management, and organizational development. Proven expertise in aligning HR strategies with business objectives to drive high-impact organizational achievements. Adept at building high-performance teams, fostering inclusive workplace cultures, and leveraging data-driven insights to enhance employee engagement. Recognized for spearheading large-scale transformations, driving leadership development, and implementing sustainable people-centric initiatives across global organizations.

## IMPACT

- Spearheaded the development of "One Presight Identity & Culture," aligning it with the Human Capital ecosystem to establish a distinct and scalable organizational identity.
- Led the global "Drive Your Growth" initiative at Uber, engaging 7,000+ employees and 59 senior leaders through a globally recognized talent development program.
- Established and expanded Eventbrite's India office, ensuring successful market entry and aligning HR strategy with business expansion.
- Designed and implemented a comprehensive Talent Management framework, identifying high-potential employees and driving leadership development initiatives.
- Launched two Employee Resource Groups (ERGs), making Presight one of the first companies in the region to introduce formalized affinity groups.
- Successfully scaled organizations from startup phase to 4,000+ employees, ensuring HR processes were efficient and adaptable to growth.

## CORE COMPETENCIES

Strategic HR Leadership | Talent Management & Succession Planning | Employee Experience & Engagement | Leadership Development & Coaching | Diversity, Equity & Inclusion | HR Policy Development & Compliance | HR Analytics & Data-Driven Decision Making | Organizational Development & Change Management | Internal Communications

## EDUCATION & CERTIFICATION

PGDHRM – St. Francis College for Women: 2005 - 2006 | Bachelors of Commerce (Finance - St. Francis College for Women: 2002 - 2005 | Certified Insights Discovery Practitioner Certified | Human-Centered Design Expert UAE | Labour Laws Certification - Jan 2023

## PROFESSIONAL EXPERIENCE

**Presight - G42 Company | Abu Dhabi, UAE**

**Jan 2024 - Present**

**Head of Culture, Employee Experience & People Development**

Driving strategic culture transformation and talent development initiatives, enhancing employee experience, and ensuring operational excellence across Presight

- Spearheaded the development of "One Presight Identity & Culture," aligning it with the Human Capital ecosystem to establish a distinct organizational identity.
- Partnered with C-suite executives to embed core values and implement recognition, engagement, and DEI initiatives, including launching the Women's ERG (employee resource groups).
- Designed and implemented a comprehensive Talent Management framework, identifying high-potential employees and driving leadership development initiatives.
- Established a strategic L&D framework (70-20-10 model), expanded leadership development initiatives, and introduced enhanced onboarding processes, and curated high-impact employee events to boost engagement.
- Served as a trusted advisor to senior leadership, aligning human capital strategies with business objectives.

Leading the establishment of a new development center, ensuring alignment with the company's strategic objectives and culture

- Led the development of Eventbrite's India charter from the ground up, aligning HR strategy with business expansion.
- Advised and coached the Managing Director on leadership and people strategies, ensuring strong performance management practices.
- Developed India-specific HR policies, compensation structures, and compliance frameworks to align with local employment laws and market competitiveness.
- Established a workforce planning strategy, optimizing hiring processes and ensuring internal equity while attracting top talent.
- Designed a corporate social responsibility (CSR) initiative, driving employee engagement and strengthening partnerships with nonprofits.

**Uber | Global & APAC**  
**People & Organizational Development**

**Dec 2016 - July 2023**

Recognized as a globally renowned talent leader, entrusted with critical roles over a span of 6+ years, demonstrating expertise and driving impactful outcomes across various strategic functions

- Led Uber's global "Drive Your Growth" initiative, engaging 7,000+ employees through a learning philosophy that enabled leadership and career development.
- Designed and scaled programs for high-performing teams, including competency-based learning, e-learning, and simulation workshops for global adoption.
- Conducted research-backed interventions to improve virtual team collaboration, achieving an OSAT score of 4.5/5 and an NPS of +40.
- Spearheaded accelerated training programs for APAC Tech teams, reducing onboarding time and enhancing leadership capability across 400+ employees.
- Transitioned all leadership development training to a virtual platform, achieving seamless global scalability and maintaining high satisfaction ratings.
- Partnered with Uber's Diversity & Inclusion teams to drive engagement initiatives, aligning learning strategies with DEI goals and cultural priorities.

**Facebook (Meta) | APAC & US**  
**Lead Recruiter | Internal Communications**

**Jan 2014 - Dec 2016**

Led recruitment for APAC and US across core business, operations, and technology functions. Expanded role to drive internal communications in India, oversee candidate care for APAC, and lead operational excellence initiatives

- Managed end-to-end recruitment for senior and C-level roles, earning impact awards for closing challenging positions swiftly.
- Led data-driven improvements in hiring processes, ensuring 100% candidate experience and data integrity.
- Provided strategic hiring insights, coached senior leaders on succession planning, and drove diversity hiring initiatives.
- Spearheaded the Women@ event and led DEI programs, fostering gender diversity and community engagement.

**ADDITIONAL EXPERIENCE**

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HR Consultant – Talat American School, Riyadh, Saudi Arabia (2012–2013)

Head of Training & Development – Bahrain Maritime & Mercantile International, Bahrain (May 2008–Dec 2009)

HR Representative & PMO – Accenture, Australia (Jan 2007 – Apr 2008)

HR Administrator – Deloitte & Touche, Australia (Sep 2006 – Jan 2007)

Corporate HR Generalist – Times of India, India (Aug 2005– Mar 2006)