

**Deepak Deshpande**  
**Head – HR practices**  
**Tata Business Excellence Group**



Deepak is Head – HR practices at Tata Business Excellence Group (TBExG), a role in which he overlooks overall HR improvement to lead TBExG on its HR excellence journey. He has work experience of over 23+ years in HR, he has been heading HR in senior leadership roles, enabling business delivery with direct responsibilities for HR across geographies.

At TBExG, Deepak plays the role of a “Trusted Advisor” by providing HR consulting to companies. He reviews and monitors the progress of HR (CAT 5) within the group. Deepak is also a member of “Core HR team” and is actively involved in HR Deep Dives for the companies. He is also a certified CII – HR Excellence assessor.

Further, Deepak conducts HR sessions for TBEM external assessors on SME modules, and for the HR fraternity on SME areas like TBEM and CAT 5. He is responsible for creating a pool of HR thought leaders to execute various HR interventions in the group, and for liaising with external companies to create HR excellence models.

Before joining TBExG in 2012, Deepak was with Tata Chemicals Limited as Head – HR (CPB and New Businesses), where he was responsible for several key HR processes and also headed HR for Innovation Centre, Corporate Shared Services, and a few other businesses. Prior to joining the Tata group, he was associated with Century Communications Limited as Senior Vice President (VP) – HR; IMRB International (Hindustan Thompson Associates) as VP – HR; Fiat India Pvt. Ltd as Head & VP – HR; and with Force Motors Ltd as Head of Training.

Deepak holds a Masters Degree in Management from Pune University, and completed his Mechanical Engineering from VIT Pune, Pune University. He also holds a diploma in Training and Development from the Ministry of HR in India.

Deepak is a Certified Quality Improvement Associate (ASQ), and a Certified Manager of Quality / Organisational Excellence (ASQ).

Deepak is a regular visitor to the gym and is also actively involved in a variety of sports and outdoor activities such as badminton, swimming and trekking. Deepak enjoys reading, and his flair for languages is evident in the fact that he is fluent in five different languages - English, Hindi, Kannada, Marathi and Italian.

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