Nomination: 9171

Shreya Choudhury - HR IT Professional of the Year

Page: General Information

Provide information about the company to be considered for the award. If you will be nominating an individual, specify the nominee's employer.

Name of Organization/Company

Apexon

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Additional Contacts

I do not wish to list additional contacts

Page: Entry Information

Entry Title

Shreya Choudhury - HR IT Professional of the Year

Category

C01 - C20 Individual > C12 - Human Resources IT Professional of the Year

Individual Submission Format

Written Answers

a. Briefly describe the nominated individual: history and past performance (up to 200 words). Required

Name: Shreya Choudhury
Current Role: Specialist – Business and HR Transformations, Apexon
Experience: 7+ years in IT Services | Engineering + HR | AI & Analytics Expert

Shreya Choudhury is a forward-looking HR leader who has emerged as a tech innovator at the intersection of HR, AI, and business strategy. With a background in engineering and a postgraduate degree in HR from MDI Gurgaon, Shreya brings a rare mix of technical fluency, people insight, and commercial acumen.

At Apexon, she is driving transformation through AI-powered people solutions, business-aligned HR strategy, and platform-led talent management. From building machine learning models to predict attrition to deploying enterprise HR tech like Darwinbox and Prismforce, Shreya has led programs that have elevated employee experience while directly improving gross margins and workforce agility.

She is not just digitizing processes—she is redefining the HR function as a value creator. Her work is increasingly focused on building in-house HR tech products that can be monetized for clients—positioning her as a key architect of HR-tech commercialization.

Her innovation and impact have been recognized through prestigious accolades, including the People Matters Emerging HR Leaders award (2021) and the Stevie Silver Award (2024) for HR Professional of the Year.

b. Outline the nominee's achievements since the beginning of 2023 that you wish to bring to the judges' attention (up to 250 words). Required

Shreya has been leading multiple programs across the organization for Tech enablement and AI in HR:

1. AI-Driven Attrition Prediction (Built Using KNIME)

- Designed and implemented a machine learning-based Early Warning System (EWS) for employee attrition

- Delivered entirely in-house using open-source tools, with 80%+ prediction accuracy

- Impact: Maintained critical talent attrition below 3% quarterly with zero vendor cost

2. Project LEAP – Tech-Led Margin Optimization

- Created real-time dashboards and automated visibility layers for workforce deployment and billability

- Introduced a geo-specific bench policy and governed delivery alignment using AI metrics

- Impact: 12% improvement in gross profit | $400K+ revenue loss prevented

3. Platform Implementation at Scale

- Darwinbox (HRIS): Implemented for onboarding, PMS, and exits

- 98% user adoption | 30% SLA improvement | Centralized analytics enabled real-time decision-making

- Prismforce (WFM): Enabled skill matching algorithms and full-cycle workforce planning

- 95%+ skill profile completion | 40% reduction in fulfillment TAT

4. AI Learning & Culture Enablement

- Launched the AI Atlas Program for 200+ employees in HR and enabling functions

- Delivered 10+ AI use cases across JD creation, success profiling, skill matching, and salary benchmarking

- Built AI champions internally and mentored project rollouts across teams

c. Explain why the achievements you have highlighted are unique or significant. If possible compare the achievements to the performance of other players in your industry and/or to the nominee's past performance (up to 250 words). Required

Here are some of the aspects that make Shreya's contribution to the growth of the organization unique and commendable:

1. Business-Backed AI Innovation, Not Just Automation

Unlike many professionals adopting off-the-shelf tools, Shreya built AI solutions from scratch (e.g., the EWS for attrition using KNIME), proving that AI can be embedded deeply into HR workflows without large investments. Her work proves that HR can own tech innovation end-to-end—not just enable it.

2. Tangible ROI & Revenue Impact
Her programs have produced quantifiable impact—12% improvement in gross margins, $400K in protected revenue, 95%+ adoption across platforms—all of which go far beyond conventional HR success measures. Her AI initiatives are not pilots—they are active contributors to Apexon's bottom line.

3. Industry Differentiation
In comparison to peers in the IT services space (e.g., Zensar, Infogain, Hexaware), Apexon—under Shreya's leadership—has shown faster workforce agility, better bench management, and higher internal mobility through tech-enablement. Her results are competitive with larger enterprises, achieved with leaner resources.

4. Building HR Products for Monetization
Shreya is now transitioning from internal transformation to commercializing in-house HR tech products for external clients—ranging from AI-led profile matchers to success predictors. This is a rare evolution for HR leaders and positions her as a true innovator.

5. Culture Change at Scale
Her AI Atlas learning journey, spanning 200+ employees, is creating an AI-first mindset across enabling functions. This is not just tool training—it is a shift in how HR and business teams think, act, and innovate.

d. Reference any attachments of supporting materials throughout this nomination and how they provide evidence of the claims you have made in this nomination (up to 250 words). Optional

The attached document showcases Shreya Choudhury as a business-aligned HR strategist and tech innovator, with strong expertise in AI, analytics, HR product management, DE&I, and employee experience transformation.

Profile Overview

- Current Role: Specialist – Business & HR Transformations, Apexon

- Education: MBA (MDI Gurgaon), B.Tech (NIT Nagpur)

- Experience: 7+ years

- Awards:

- People Matters Emerging HR Leaders (2021)

- Stevie Silver Award – HR Professional of the Year (2024)

Key Personas & Strengths

- HR Strategist & Consultant

- Tech HR Product Manager

- AI & Analytics Expert

- DE&I and Culture Champion

- Business Transformation Specialist

Impactful Programs & Projects

AI-Driven HR Transformation:

- AI applied to hiring, skilling, job movement, performance, and attrition

- Predictive attrition model reduced critical exits

- Success profiling for data-backed hiring

Project LEAP:

- Focused on internal deployment, margin uplift, and workforce alignment

- Resulted in 12% Gross Margin Improvement (Apr '23 – Mar '24)

HR Technology Enablement:

- Darwinbox HRIS: >95% adoption, full lifecycle digitization

- Prismforce: >95% skill profile completion, improved deployment TAT

- TalentRecruit ATS: Hiring automation and integration

Culture, DEI & Employee Experience

- GPTW Certification across India, US, UK

- Amber and Glassdoor scores above industry average (4.1 rating)

- Diversity footprint: 33% women, 28 nationalities, Gen Y/Z dominant

- DEI practices including BERGs, anti-bias training, inclusive programs

AI Learning & Capability Building

- AI Atlas Program: Trained 200+ HR & enabling function employees

- 10+ AI use cases including salary benchmarking, JD creation, success profiling

Workforce & Learning Outcomes

- Reduced bench, improved internal fulfillment (55%)

- 58,000+ learning hours | 81% AI learning completion rate

- Increased fresher and leadership billability (72% → 84%)

Would you like to add an additional webpage link?

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Would you like to add an additional supporting document?

No

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I Agree