

Varun Bhatia

Founder & CEO, eVolv | Transformative People Leader |
Ikigai Facilitator | Blue Zones Advocate



Varun Bhatia is a highly experienced Chief People Officer known for his growth-oriented and entrepreneurial mindset. Over his career, he has transformed large organizations into customer-centric, digital, and agile enterprises, and enabled smaller companies to scale quickly with sustainable culture and talent strategies.

His approach is rooted in diverse experiences with CEOs and founders of both public and private companies across multiple industries and geographies. He has been in various CHRO and senior HR roles in some of the world's most admired companies such as Tata, Gillette, P&G, Kraft Foods, Levi Strauss, AirAsia as well as startups/early stage technology firms. Truly a global citizen, having lived in Boston, San Francisco, London, Singapore, Delhi, Kuala Lumpur, Bangkok.

Varun has also been an Advisor and Board member for-Profit and non-Profit organizations; a Senior HR Executive working with the Nomination & Remuneration Committees for Public and Private company Boards; and an angel investor in HRTech.

A sought-after speaker, author & coach, Varun's insights bridge the gap between strategy and execution with his in-the-trenches global HR leadership experience, providing real world solutions.

Topics of interest and expertise:

- Transforming Team effectiveness in the new world of hybrid
- Making Teams effective= Sum of the parts > than the whole
- Moving HR teams from the "Dance floor to the Balcony"
- The future of work -Moving from employment to humanment
- Building a Purposeful, Energetic & Values led culture
- Creating "healthy" organizations integrating Ikigai & Blue Zones in your Culture

SPEAKING & WORKSHOP ENGAGEMENTS

Reskilling and Upskilling for the Future
Workday Rising, Florida

Employee Engagement-a key to building Culture
Workplace Conference, Facebook, California

The Future of HR – Staying Relevant & Valuable to Business,
HR Exchange Network, Singapore

Developing Global Asian Leaders
Kingsley Gate Webinar

Blending HR & Digital to Cultivate Brand and Culture,
HR & Digital Asia Summit, Singapore

Future of Talent Management
CII National HR Conclave, New Delhi, India

AUTHORED ARTICLES & THOUGHT LEADERSHIP

5 Ways to Attract & Retain Top Talent
Medium,

- Discussed strategies for building a compelling work culture and retaining high performers in a competitive talent market.

Inside AirAsia's Digital Transformation
HRD Asia

- A case study on leveraging digital transformation to create a connected and agile workplace at AirAsia.

Three Amazing Tech Trends in HR
LinkedIn

- Insightful reflections on emerging HR tech trends, with a spotlight on the game-changing potential of AI and robotics.

The Kraft of Success

Synergy, Singapore Economic Development Board
The 5 C's of successful Managers and managing ambiguity in uncertain times

Professional Affiliations & Memberships

- SHRM
- Harvard Business Review Advisory Council
- San Francisco Peer-150

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✉ varun@evolvcompass.com

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