

Summary

Mandeep Hyare has more than 18 years of management consulting experience, serving as a strategic advisor and program manager for client engagements across multiple sectors, including life sciences and healthcare, technology, telecommunications, energy, consumer and industrial products, and the public sector. Mandeep has extensive expertise spanning the human capital M&A lifecycle (pre- and post-Day 1), including HR operations and technology, employee workforce transition management, international payroll and benefits standup, employee-impacting communications, and TSA development. She also has a proven track record in HR transformation planning (including current assessments and future state design), HR process design, HR service delivery model refinement, vendor/software selection and implementation, change impact identification and mitigation, and vendor contract negotiations. Mandeep holds a B.B.A. in finance, a B.A. in Spanish, and a minor in biology from The University of Texas at Austin.

Areas of Specialization

- M&A – Integrations, Divestitures, Asset Swaps, and Mergers of Equals
- Program and Project Management
- Strategy Planning and Implementation
- Process Design and Delivery Model Optimization
- Technology and Vendor Selection and Implementation

Recent Assignments

- Led the current state assessment of HR operations across all HR process areas for a state-owned safety net hospital. Conducted interviews with HR and non-HR stakeholders and analyzed received data to understand current pain points across people/org structure, processes, and vendors/technology. Identified five critical investment areas and created a three-year roadmap of remaining prioritized initiatives to improve HR services and efficiencies for the organization. Provided suggestions to optimize current HR operating model, building a structure based on the work rather than current resource capabilities
- Provided strategic advisory and program management support for a global medical devices company exiting HR TSAs for a recently acquired business. Developed international benefits integration strategy by confirming current state benefits for each legacy organization, current employee legal entity alignment, future legal entity rationalization approach, and potential timing of integration based on local requirements (e.g., consultations)
- Developed the Day 1 HR functional integration strategy for the acquisition of a hospital and three clinics. Managed the cross-functional dependencies, mitigation of identified risks, and execution of key milestones. Drove TSA negotiations and development of interim processes during the one-year TSA period. Led TSA-exiting planning, including identification of key milestones, sequencing of activities, and options for exit timing
- Conducted an assessment of client's change management program to understand gaps and pain points. Redefined the change management approach, documenting a new plan, tools, and templates to stand up a new program. Proposed a go-forward client structure to manage the integration program's change needs and documented the change impact requirements and business support needs and identified key change themes and actions across the program that could be addressed by leadership (burnout, culture, turnover, and transparency)
- Led the global HR separation program to carve out a \$6.8 billion business segment to another global manufacturing company, impacting 10,000+ employees across 37 countries. Drove Day 1 separation strategy development across all HR functional areas and managed program execution activities. Liaised with HR team leads, internal legal counsel, corporate development team, and CHRO for HR TSA schedule language and cost development. Drove alignment sessions between client and buyer HR teams for the TSA schedule, Day 1 readiness execution, and progress against two operational Day 1 go-lives and legal close go-live
- Provided strategic advisory and program management support for the global HR functional activities for a client's \$1.5 billion business swap, resulting in the transfer of 3,000+ employees between companies across 50+ countries in eight months. This included integration and separation activities for applicable employees across HCM/employee data management, payroll, benefits, compensation, global mobility, performance management, learning and development, organizational design, and workforce transition
- Facilitated the identification, validation, development, and rollout of 30+ HR interim processes that would be required to enable seamless HR processes as a combined organization (supporting 22,000+ employees across 25+ countries) while the legacy HR functions remained on legacy systems/vendors. Drove vendor search and selection process for new HR technology landscape. Conducted joint HR team workshops to align on critical Day 1 and post-Day 1 milestones, sequencing, and interdependencies