

Executive search for every critical HR role your inflection moment needs.

AI Readiness · IPOs · M&A · Scale/Growth · Enterprise Transformation

A specialist executive search practice for the full HR leadership stack — CHROs, HRBP heads, Heads of Talent Acquisition, Total Rewards, Learning & OD, DEI, People Analytics, HR Tech, ER/IR and Change. One name, backed. Three principals, a standing bench of 10+ vetted HR leaders on-the-ground across India, US, EMEA and APAC.

The Problem

Generalist search closes on availability. Inflection moments demand a decision. The cost of the wrong HR leader is not a fee — it's a stalled deal, a botched rollout, a lost cohort.

- 70% of M&A deals lose value on the people side. (Bain, KPMG)
- 74% of AI initiatives stall at the people layer — capability, trust, change. (BCG)
- 45% of exec hires fail inside 18 months when assessed on CV alone. (CEB / Gartner)

What We Do

Four moments. One practice. We hire HR leadership for the four moments where the wrong call is unrecoverable.

AI Readiness

CHROs, Heads of L&D, OD and People Analytics who rewire the workforce for AI — capability, ethics, human-machine teaming.

M&A Integration

CHROs, HRBP heads, Total Rewards and ER leaders who land Day-1, retain critical talent, and harmonize reward across two cultures.

Scale & IPO

CHROs, Heads of Talent Acquisition, Compensation and HR Governance who build the reward, succession and controls a listed business actually needs.

Transformation

Change, OD, Culture and HR Tech leaders who close the gap between strategy and adoption — culture intact, cost out.

How We Decide

We don't grade charm. We watch judgment under fire. Four signals, weighted and stacked into one decision.

01 · Live Case Simulation (unique to us)

A structured case drawn from your real inflection — M&A Day-1, AI capability gap, IPO readiness. Written brief, a working session with the principals, and our own scoring rubric. Unique to Inflection Point.

02 · Emotional Intelligence Deep-Dive (unique to us)

Our proprietary EQ assessment, designed by Dr Kiran Bala (PhD, Emotional Intelligence). Self-awareness, regulation, empathy and influence — scored against the role's relational load. Unique to Inflection Point.

03 · Hogan / SHL / MBTI / Values Profiling

Personality, derailers, cognitive and values — globally validated psychometrics, normed against executive populations.

04 · BEI + 360° References

Behavioural Event Interviewing triangulated with sponsors, peers and direct reports — never CV-deep.

Process

01 Brief Calibration

We co-author the success scorecard with the CEO, Chair and RemCo — not a JD, a decision rubric.

02 Targeted Mapping

Off-market mapping across our standing bench plus the wider HR ecosystem. No database scraping.

03 Case-Based Assessment

A structured business case drawn from your real inflection — M&A Day-1, AI rollout, IPO readiness. We watch judgment under realistic constraints.

04 Validated Tooling

Hogan, SHL, MBTI, Values Profiling, BEI and 360° referencing — globally accepted instruments triangulated against the case and our own EQ deep-dive.

05 Decision Shortlist

Two to three names with a written recommendation. We back one.

06 First-100-Days Pact

Onboarding scorecard, sponsor cadence and guarantee. We stay accountable past the start date.

Why Us

Three principals. A network of 10+. Every brief is delivered through our standing ecosystem — 10+ sitting and former CHROs, plus domain partners in AI, reward, DEI and change.

Dr Kiran Bala — Principal

- PhD, Emotional Intelligence
- Ex-CHRO, SG Analytics · Head of HR, Xpansion Inc
- Founder, Achiever.ai (AI for hiring)
- Talent & OD leader at SKF, Schaeffler, Persistent
- Change consulting alumna, IBM

Syed Kaleem Raza — Principal

- Talent acquisition & executive search veteran
- Decades leading senior search mandates across industries
- Deep bench across CHRO, CXO and functional leadership hiring
- Cross-border practice — UK, GCC, India
- Specialist in executive assessment and succession

Shekhar Manelkar — Principal

- PhD (scholar), Organisational Ethics — SIU
- Professor, Symbiosis Institute of International Business, Pune
- 35 yrs industry + 3 yrs academic experience
- Ex-CHRO, CLO & Principal Consultant
- OD, Change, Leadership & BEI / Competency frameworks

The Network — 10+ HR leaders. One ecosystem.

- Standing bench of 10+ vetted HR leaders
- Sitting & former CHROs on advisory
- Domain partners in M&A, IPO, AI adoption, restructuring, compensation and transformation
- On-the-ground across India, US, EMEA and APAC
- Every brief delivered through the ecosystem — never two pairs of hands

In Their Words

"They sent one name. We hired that person. New HR leader built our talent stack for AI in six months."

— Business Head, Global Manufacturing Giant · AI Readiness

"The HR Head they placed walked into a hostile environment — and held it."

— Business Leader, Indian Manufacturing Giant · M&A Integration

"Two weeks from listing our People lead resigned. They placed a successor in the window."

— CEO, Leading business communications platform · Scale & IPO

"A change leader who actually closed the gap between announcement and adoption."

— HR Head, ITES · Transformation

Start the Conversation

We take three new mandates a quarter. If your next HR hire decides the outcome, write to hello@inflectionpoint.global.

India · US · EMEA · APAC