

Deepak Deshpande
Assistant Vice President
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Deepak is a Business Excellence (BE) professional with subject matter expertise (SME) in People Management. Deepak heads HR Practices at Tata Business Excellence Group (TBExG), a role in which he integrates Business Excellence with People Practices. He overlooks improvement areas for HR to lead TBExG on its BE journey. Deepak's career spans over 24 years in HR and BE. He has been a thought leader on people dimensions and has headed 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 BE and HR consulting to companies. He reviews and monitors the progress of HR in the TBEM Assessment process within the group. Deepak is also a member of the core HR team with Group HR and is involved in HR Deep Dives for companies. He is a certified CII-HR Excellence Assessor and an active member of CII-Excellence of Leadership.

Deepak conducts BE and HR sessions for TBEM external assessors on Business Excellence Leadership Programmes (BELP), Senior Business Leadership Programmes (SBLP), Experienced Assessors Programmes (EAP) and SME modules such as HR Strategy and PMS. He is responsible for creating a pool of HR thought leaders to execute various HR interventions in the group and to liaison 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 has held leadership positions in companies like Century Communications, IMRB International (Hindustan Thompson Associates), Fiat India and Force Motors.

Deepak holds a master's degree in Management from Pune University and has completed 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 and Organisational Excellence (ASQ). Deepak is also in MBTI and EMT.

Deepak likes to stay fit by going to the gym regularly and is actively involved in a variety of sports and outdoor activities such as badminton, swimming and trekking. He enjoys reading and is fluent in five languages: English, Hindi, Kannada, Marathi and Italian.

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