



Usha Singareddy

Private Equity & Transformation Specialist



Usha Singareddy is a highly respected HR leader and strategic advisor with a rich global career driving enterprise transformation and talent strategy for some of the world's most respected brands. With a unique combination of boardroom presence, operational savvy, and cross-cultural fluency, she partners with executives and investors to build people-first organizations that thrive through growth, change, and disruption.

Expertise:

- **Global HR Leadership:** Over 25 years of executive HR leadership experience across Fortune 100 companies including Honeywell, Dow Chemical, Kimberly-Clark, GE, and more. Deep cross-cultural expertise with successful expatriate assignments in Singapore, India, Australia, Switzerland, and the U.S. Proven track record of driving people strategy, business alignment, and organizational effectiveness across multinational operations.
- **Private Equity & Value Creation:** Built the full HR infrastructure from the ground up at Warren Equity Partners, a \$4.6B private equity firm. Led all aspects of HR strategy including compensation (carry plans), succession planning, talent development, and organizational design. Deep experience supporting portfolio companies with scalable HR solutions that drive growth and performance.
- **M&A, Carve-Outs & Change Leadership:** Led global M&A and divestiture efforts for companies like Dow Chemical and Kimberly-Clark, integrating and carving out workforces of up to 18,000 employees across 25+ countries. Known for seamlessly aligning people, systems, and culture post-transaction. Spearheaded major transformations and cultural shifts across complex corporate landscapes.
- **Compensation & Board Advisory:** Extensive experience with executive compensation, benefits strategy, and board-level reporting. Served as a key liaison to Compensation Committees and advised publicly traded companies on total rewards and leadership succession. Led global comp and benefits programs for Honeywell, Dow, and GE.
- **HR Innovation & Operational Excellence:** Built global HR service centers, centralized payrolls, and rolled out enterprise HR systems including Workday and SuccessFactors. Pioneered HR structures that improve agility, transparency, and scalability across regions and business units.

Sample Consulting & Leadership Engagements:

- Built the entire HR function for a top-tier private equity firm, including policies, performance management, compensation structure (carry), and HR analytics.
- Successfully led HR integration of a \$16B acquisition (Rohm & Haas by Dow) impacting 18,000 employees across 27 countries.
- Negotiated favorable labor agreements in highly unionized environments across APAC, EMEA, and LATAM.
- Designed and led high-potential development programs, resulting in 90%+ internal promotion rates in global organizations.