

# Pardeep Pahal

**Former Head of HR**  
Apollo International, Ltd.

**Partner**  
Talavvy Business; Catalysts, LLP.



Pardeep Pahal is a senior HR leader and executive mentor with expertise in the OD and talent spaces. He has a strong background in driving transformation in diverse organizations and across industries, including manufacturing, pharma, IT services, and FMCG. In his rich three decades of experience, he has played various roles, ranging from HR generalist to business partner to corporate HR, operations, employee relations, and COEs. He has also successfully managed strategic green-field initiatives and scaled organizational systems and processes.

In addition to his work with The ExCo Group, Pahal is currently a Partner and Talent Specialist at Talavvy Business Catalysts, LLP.

Previously, Pahal served as HR Head for Capgemini Business Services in India. Prior to that, he served as Head of Talent Management for IT Services & Leadership Development for Capgemini India. In that role, he led Talent Management and Leadership Development. He introduced and institutionalized the “Leader as a Coach” program, driving coaching culture as a management style and leadership essential.

Earlier in his career, Pahal served in various senior HR roles, including Head of HR for Apollo International, Ltd. (a group company of Apollo

Tyres) and Mother Dairy India, Ltd. Additionally, he was Head of HR & Services for Kuoni Travel (India) and also worked with DHL Worldwide Express in a regional role.

A mathematics graduate from Delhi University, Pahal completed his MBA at IMT Ghaziabad. He holds his MSW from Jamia Millia Islamia and a Bachelor of Law with a specialization in Labour Law from MMH College. Pahal enjoys listening to music, reading poetry, traveling, and running in his spare time. He currently resides in South Delhi.