



Ronal Khara

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Summary

Strategy-oriented digital transformation consultant with 5 years of experience delivering enterprise-scale transformation across GCC, Europe, and India. Skilled in structuring complex problems, influencing CXO decisions, and driving scalable solutions that enhance efficiency, governance, and workforce planning.

Professional Experience

Senior Consultant | Ernst & Young Global Limited | Ahmedabad Apr 2024 – Sep 2025

- Led a 5-member cross-functional team to deliver a ₹40 crore enterprise HR transformation for a large conglomerate, reducing manual intervention by ~50% and improving process efficiency by ~25% across 220+ business units and ~40,000 employees.
- Influenced CXO-level decision-making across 35,000+ employees by advising on workforce and payroll policies, including redesigning absence structures from front-loaded to monthly accrual, improving cost recovery and reducing absconding risk through data-driven trade-off analysis
- Reduced compensatory-off processing time by ~85% (from 3 days to real-time) through automated credit computation and streamlined approval workflows across 200+ business units.
- Improved payroll accuracy by ~95% for 35,000+ employees, reducing payroll cycle time from ~15 to 7 days and strengthening auditability through digital controls, by redesigning payroll processes and eliminating manual reconciliation.
- Standardized compensatory policies and unified 18,000+ work schedules and 500+ shifts, implementing automated compliance controls that reduced inconsistencies, overpayments, and manual effort by ~90% while strengthening governance and adherence.
- Generated 110 additional billable days by securing four change requests and expanding project scope.

Staff Consultant | Oracle Corporation | Hyderabad Jan 2022 – Apr 2024

- Contributed to multi-country Oracle Cloud implementations across 14+ countries (GCC, Europe, APAC), supporting solution design and adapting HR processes to diverse regulatory environments while improving data accuracy and consistency.
- Influenced CXO stakeholders by structuring business problems and aligning HR, Finance, and IT functions, enabling data-driven decisions and cohesive execution across enterprise transformation programs.
- Enabled auto-processing of 8,200+ monthly invoices, reducing manual effort by 60% and enabling faster financial closure and real-time approvals, by redesigning expense workflows and implementing rule-based approval logic.
- Reduced onboarding cycle time by ~46% (6.5 to 3.5 days) by automating end-to-end workflows and parallel task execution.

Associate Consultant | Evosys – A Mastek Company | Ahmedabad Jul 2020 – Jan 2022

- Delivered 3 end to end Oracle Cloud Implementations and 1 enhancement project across GCC, Europe and APEC regions covering manufacturing, government and automotive sectors.

Education

MBA (PGPX) – Indian Institute of Management, Ahmedabad | India 2025 – 2026

- Individual Research Project: ‘Government Accelerators’, ‘Government Accelerators’

B. Tech (Bachelor of Technology) – Institute of Technology, Nirma University | Ahmedabad 2014 – 2020

- Individual Research Project: ‘Deep Learning AI on Drone’, ‘Deep Learning Model Using Tegra AI’

Accomplishments

- Client Extraordinaire Award – EY (2025) | Recognized as trusted advisor to Adani for driving enterprise transformation
- Ace Consultant Award – Oracle (2023) | Awarded for delivering high-impact solutions and excellence for Petronas
- ERP Encore Award – Oracle (2023) | Recognized for delivering complex ERP transformation under tight timelines for Poundland
- TCM Contributor Badge – Oracle (2023) | Awarded for building accelerators that improved delivery efficiency and reduced costs

Certifications

EY Artificial Intelligence – Applied AI	Sep 2024
EY Transformation Change – Management	Jun 2024
Oracle Cloud Certifications – Core HR, Absence, OTL and Payroll	Jan 2024
Leadership Skills – Indian Institute of Management Ahmedabad	May 2024

Extra-Curriculars

- Appreciation from Teach For India – Ahmedabad Education Conclave 2.0
- Served as Volunteer under National Service Scheme & Nirma Volunteaching Moment
- Disha Volunteer where the programme supported 10,000 students nationwide including ~550 in the latest cohort across NGO’s
- Gave an Expert lecture on Cloud Computing and associated role of Cloud Consultant in Nirma University