

QUERENCIA

LET'S BEAT OUR BEST

SANJAY SINHA

Who we are?

Querencia is a new age management consulting firm with a deep passion for unlocking potential and driving transformative change by positioning Business and Employees as strategic business partners. We focus on exponential business results, by leveraging our vast experience in today's business landscape to make a lasting impact for our clients.

We provide business critical services like HR Consulting, CXO search, Employee Communications & Branding Strategy, EVP, CSR, Executive Coaching, Support & Communication Strategy around M&A and Integration

How do we do?

We leverage our vast experience and global connections to make huge impact on our client's business.

What makes us different?

Rooted in Culture

Our global experience fosters cultural sensitivity. We meticulously craft HR Policies & Processes, Employee and Market communication, CSR, and other interventions offering a 360° perspective considering client's ecosystem complexities.

Backed by Human Psychology

Leveraging profound insights into human behavior, strengths, and weaknesses, our Executive Coaching and psychometric instruments drive your business to maximise its potential.

Toolkit - Executive Coaching and M&A

By following an eclectic, empowering, and coachee-centric approach, we help top leaders achieve their best. M&A - Strategy and Communication covering all Stages of acquisition, and Integration without synergy erosion.

Deep Networks

With 33+ years of experience, we leverage vast global network across industries, connecting top-performing resources at CXO levels worldwide.

Why Querencia?

By the numbers

100+

Years of cumulative experience in senior and mid level placements, Talent Acquisition Strategies, Scaling up the Organizations, Leadership Capability Building, and Employee Value Proposition.

35+

Countries across diverse geographies, cultures & business economies including India, APAC, USA, Canada, LatAm, and EMEA

11+

Industries but not limited only to Telecom, IT Products & Services, Infrastructure, Healthcare, ITES/KPO, FMCG, Social Sector, etc

Why Querencia?

A key differentiator

Expertise

Our unparalleled HR expertise spans both strategic and operational levels. We specialise in Change Management, Talent Management, HR function enhancement, HR Automation, Performance Management, and global-level Organization Development, including designing workflows, processes, and policies.

CXO Search

CXO and CXO minus 1 and 2 search and mid-senior search with a very high Selection rate.

Placements in multi million dollars companies include - MD, CFOs, CIO, CHROs, General Counsel, Head for Compliance, Head of Supply chain, Director Projects, Head Taxation, etc.

Executive Coaching

By following an eclectic, empowering, and coachee-centric approach, we help top leaders achieve their best.

Our coaches are certified and senior level corporate professionals who have chosen to use their corporate experience to provide holistic and coachee centric coaching that is both humanistic and empowering. Our coaches maintain high level of ethics & confidentiality

Why Querencia?

A key differentiator

HR

Our unparalleled HR expertise spans both strategic and operational levels. We specialise in **Change Management, Talent Management, Performance Management**, and global-level Organization Development, including designing workflows, processes, and policies.

Consultative Selling

Handing through the entire hiring cycle.

- Understand the Role and Deliverables.
- Prepare a detailed Job Description.
- Preparing company's pitch and Employee Value Proposition (EVP).
- Sending sample CVs.
- Source CVs, L-1 screening Interviews, Short-listing CVs, Interviews, Short-list.
- Psychometric Assessments (client specific)
- Discussions and closure.
- Offer and keeping the candidate warm till joining.
- We DON'T do Comp discussions.

M&A

M&A strategy, Covering all Stages of acquisition - Screening Deals, Reaching Initial Agreement, Due Diligence and HR Climate assessment, Setting Final Terms, Reaching Closure, Postmortem upon success or failure, Project manage Integration. Experience across Americas, EMEA, and APAC.

Meet Sanjay Sinha



33+

Years of extensive work experience in HR, Business Strategy, Building Organizations, and Merger & Acquisitions.

28+

Countries across diverse geographies, cultures & biz economies including India, APAC, USA, Canada, LatAm, and

7+

Industries including but not limited to Telecom, IT Products & Services, Healthcare, Infrastructure, ITES/ KPO, Manufacturing, Power etc.

A values-driven leader, Sanjay Sinha comes with extensive global experience excelling in leadership, strategy, and building high-performance organizations. He combines P&L experience with his transformative leadership, commitment to excellence, and visionary approach to fuel unprecedented growth and partnerships.

Sanjay's Capabilities

Human Resources

Our unparalleled HR expertise spans both strategic and operational levels. We specialise in Change Management, Talent Management, HR function enhancement, HR Automation, Performance Management, and global-level Organization Development, including designing workflows, processes, and policies.

CXO Search

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Mergers & Acquisitions

M&A strategy and process: Screening Deals, Reaching Initial Agreement, Due Diligence and HR Climate assessment, Setting Final Terms, Reaching Closure, Postmortem upon success or failure, Project manage Integration. Our experience spans the Americas, EMEA, and APAC.

Sanjay is also a Certified Executive Coach

Meet Arati Mukerji



With over three decades in global Communications, Brand & Sustainability, Arati has served in leadership roles across Fortune 500 companies. She brings brand scale-up and brand turnaround expertise in 190+ markets with differentiated and disruptive strategies, integrated & impactful storytelling across B2B and B2C environments in wide-ranging industries including telecom, technology, automotive, manufacturing, media & entertainment, mobile gaming, financial services, FMCG, and aviation, to name a few.

She has led sustainability as a business strategy for Africa-India-Middle East and partnered with international organizations for sustainable mobility & environment, and economic development of communities as well as served as a Board Member.

Meet Aarti Mukerji

Employer Brand Strategy (EVP)

Attracting and retaining employees involves a very strategic 360 degree approach. We create your employer brand strategy and power it up with a differentiated employee value proposition to drive your integrated, internal/external marcom.

Employee Engagement & Culture Communications

Culture and Values define an organisation with consistent engagement and a steady drumbeat. We build creative campaigns to solve and scale-up the employee engagement quotient.

PR & Media Strategy, Media Training

Ensuring a consistent stream of visibility externally has a positive impact on all stakeholders. We help with the strategy aligned to your business, manage media, and also coach leaders on media management.

M&A Communications, Change Management

Clarity of thought and strategic messaging are imperative for stressful situations that command change in company direction or teams experiencing new cultures. We bring specialised services for managing such trajectory shifts and make positive perceptions for long term stability.

Executive Leadership Positioning

Leaders must strategically differentiate themselves with authenticity to connect with stakeholders. We craft and curate your personalised strategy to build your CEO's personal brand.

Sustainability & CSR Positioning & Strategy

Purpose, Social Value and Sustainability as a business strategy are essential for organizations to pivot to protecting and preserving our environment and communities. We help define and develop your sustainability and CSR strategy, positioning and communications.

Meet Shubha Murthi



An HR and Social Development professional with over 30+ years of experience in Strategy, Program Planning & Implementation, and Government Negotiations. Her expertise lies in Employee Development, CSR, Women, Child & Youth development. She has worked across 60+ countries managing multiple stakeholders and handling over 1500+ projects while dealing with complex change management processes.

Shubha's Capabilities

CSR Projects

Partnership development and negotiations with state authorities and corporates on Policy and Program Development & Implementation. Also an expert on Monitoring, Evaluation, and Reporting.

Gender Equity & Diversity and POSH

Policies, Training, and POSH committee member. Investigation and Reporting. Assistance in developing gender equity and having diverse teams with inclusivity of the marginalised.

Culture & Change

Experience of working in 4 different continents. Guidance to teams to immerse themselves in an appropriate social and work culture to make programs success. Crafting policies and processes while appreciating the cultural nuance of the region and country.

Strategy

Expert in building strategies around CSR and Social Development followed by Implementation, Monitoring, Evaluation, and Reporting.

Emergency relief

Developing plans for various emergency scenarios and formulating plans for company & emergency preparedness.

Certified Executive Coach

By following an eclectic, empowering, and coachee-centric approach, we help top leaders achieve their best.

We can help here as well

- Creating HR Vision - Strategy & Processes
 - Talent Management (Talent Acquisition, Performance Assurance - KRAs. Measurements, and Processes, Competency Framework and Competency Mapping)
 - High Potential Identification, Career paths, and Succession Planning etc
 - Learning & Development and Capability Building
 - Org Structuring & Restructuring, Banding & Grades, and Right sizing
 - Policies & Processes and HR automation
 - Compensation & Benefits
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Testimonials

“Cube Highways enlisted Sanjay's expertise to facilitate recruitment for crucial management and senior leadership roles, as other prominent agencies fell short in providing suitable candidates. Sanjay leveraged his extensive HR background to comprehensively understand the precise requirements for these positions, swiftly assembling a focused list of potential candidates. His precise screening and prioritisation of candidates proved invaluable, enabling Cube to promptly secure the right candidates. Sanjay's exceptional proficiency in the field was evident throughout the hiring process!”

Sandeep Lakhpal, Managing Director — I Squared Capital

“Working with Sanjay Sinha has been a game-changer. His deep professional knowledge, insights, and advice gave us the precise direction we needed. His perspective on matters was always accurate and helpful. An outstanding expert!”

Aditya Jain Non-Executive Director and Ex-Group Executive Vice President — HR, HCC

“I am thoroughly impressed with Sanjay Sinha's professional knowledge. His guidance was always timely and precise, helping us navigate complex challenges with ease. His expertise and advice were pivotal to our success. I highly recommend him!”

Vinay Sekar, Chief Executive Officer — Cube Highways InvIT

We're unleashing the leashed. Let's talk.....

Contact Details

In Person Meetings

Level 6, Two Horizon Centre,
Golf Course Road, Sector 43,
Gurugram 122011, Haryana, India

Phone

+91 97318 55766

Email

sanjay@teamquerencia.com

Website

<https://www.teamquerencia.com/>

LinkedIn

www.linkedin.com/in/sanjaysinhahr

Thank you