



POOJA MEHTA

Energizer
DISC Type : I

Chief Human Resources Officer at Fusion Finance Ltd
Gurgaon, Haryana, India

Overview

Pooja is a strategic CHRO with over 20 years of experience in financial services and global consulting at firms like PwC and Mercer. She specializes in aligning workforce strategy with business objectives to drive growth and transformation in large organizations. Colleagues and clients describe her as an inspiring leader, patient mentor, and knowledgeable professional.

Outside of her core HR roles, Pooja has a deep interest in psychology, holding a degree in the subject from Delhi University and certifications as a Life Coach and in Positive Psychology. This background informs her human-centric approach to leadership, performance, and organizational culture, focusing on empowering people and fostering well-being.

She is a certified Hogan Assessor, blending deep psychological insight with her extensive experience in talent and leadership assessment.

Personality Overview

Believer

Relationship Oriented

Enthusiastic

Unlike C or D types, they are vocal with their opinions but not so much with their questions. They are people oriented, friendly and like creating new connections. They excel at seeing the bigger picture, and the long-term impact of their decisions.

Topics They Care About

Organizational Transformation

Her entire career focuses on driving organizational scale, performance, and transformation in high-growth and complex environments.

Performance & Rewards

Previously served as Vice President of OD & Rewards and Principal of Rewards Consulting, indicating deep expertise in performance management.

Leadership Coaching

She is a certified Life Coach and holds certifications in psychometric tools, reflecting a commitment to developing leaders.

Workforce Psychology

Holds a degree in Psychology and a certification in Positive Psychology, applying these principles to her HR practice.

Financial Inclusion

Expressed that her role at Fusion Finance fills her with a sense of purpose by empowering women and driving financial inclusion.

Large-Scale HR Ops

She oversees HR operations for over 9,000 employees across more than 1,000 branches, managing complex, distributed workforces.



Media Appearances

Pooja has no verified media appearances

Work History

- 9-2022
Chief Human Resources Officer at Fusion Finance Ltd
- 11-2015 - 9-2022
HR Consultant at Independent
- 10-2013 - 10-2015
Vice President - OD & Rewards at Magma Fincorp Ltd.
- 11-2010 - 2-2013
Principal, Rewards Consulting at Mercer Consulting
- 4-2008 - 11-2010
Principal Consultant at PricewaterhouseCoopers

Education

- 1996 - 1998
PGDPM&IR from XLRI Jamshedpur
- 1993 - 1996
Graduate from Delhi University

More Information

Social Presence :



Prographics :

Exp : **24** Location : **Gurgaon, Haryana, India** Job Level : **Leadership**

Designation : **Chief Human Resources Officer at Fusion Finance Ltd**

Insights For Selling To Pooja

👉 During A Call Or A Meeting

DO's

- Use adjectives like 'amazing', 'coolest', 'unbelievable' etc.
- Do some small talk, ask them how things are going on their side
- Speak enthusiastically with energy, maintain a clear and confident tone

DONT's

- Don't assume a yes just because they have not said no
- Don't be excessively objective, be a storyteller
- Avoid cutting into their flow

👉 When Cold Calling

Insights

Pattern Interrupt: Informal style, where you are talking in a friendly & casual manner, with a big smile on makes them want to speak to you.

Pace: Don't be too fast or too slow, stay in the middle. Sound like a 'brings happiness to others' person.

Tone: Speak with high energy and in a personal manner, as if you have met a friend suddenly after a long time.

Tactics To Win: Giving social proof, personal rapport, usage of superlatives, repeating their name.

Mistakes To Avoid: Information overload, use of negations

Making The Ask: Use positivity and/or humor to make the ask. It appeals to them, as if you are bringing a cheer to their day. (Avoid doing this with Dominant or Calculative types)

Subconscious Driver: They are driven by emotion more than any other type. Hence a proposition that excites them will immediately get their attention.

Script

Greeting: Hey Pooja, [user_fname] here at [user_companynamewithfirsttwowords] calling you this morning/evening!

Opener: Now I know how much people love cold calls, so how about 30 seconds to tell you what I have for you?

Introduction: We have built an AI that predicts exactly what will build a solid relationship with each prospect before you even spend a minute with them.

Ask: Pooja, leaders just like you at companies like [abc], [xyz] have been blown away with what they have seen, why don't we put 15 minutes on your calendar to show you if what I am saying is actually real, yeah?

Close: So morning at around [time] next [tuesday], shall we say? And is it [prospect_email]? Don't want to get that wrong you know!

👉 When Writing An Email

Subject: Personalized, catchy

Example: John, is this interesting?', 'Increasing sales conversion, together!' etc.

Salutation: Yes (Something casual)

Example: Use 'Hi', 'Hey' etc. (along with the first name)

Greeting: Yes (Say something interesting/unusual)

Example: Use unusual lines, like 'This has been quite a week', 'What a game yesterday' etc.

Emojis/GIFs:

Bullet Points: Avoid

Closing Line: Build excitement

Example: Something like 'So John, lets get the ball rolling?'

Complimentary Close: Unique, pleasant

Example: Something like 'Excited!', 'To a great partnership!' etc.

Tone of Words: Friendly, first-person

Overall Messaging: Focused on the person and relationship

Length of Mail: Long

Example: Maximum upto 150 words

👉 While Negotiating & Closing

The secret to closing fast with Pooja is

- *Relationship and trust can be vital with them, sometimes more than anything else.*

Will you ever get a clear answer from Pooja

- *They are unlikely to say no directly, you have to make that decision yourself.*

Insights For Deal Planning

How Fast (Or Slow) Will Pooja Move?

- *They are not the fastest decision makers, their friendly approach can give false positive signals.*

Can Pooja Take Some Risk Or Not?

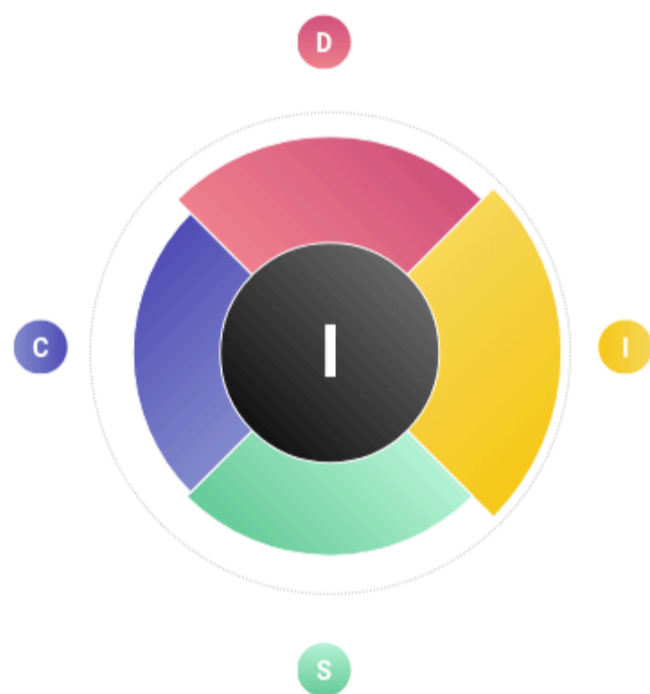
- *They may take certain risks that they deem unlikely of personal repercussions.*

You And Pooja

Personality Compatibility

Not enough data to show compatibility comparison

DISC Profile : Pooja's Key Traits



INFLUENCE

Influence(I) reflects the degree to which a person prefers to work by influencing or persuading others. Those scoring high tend to be people oriented, are motivated by social recognition and building relationships and can be described as warm and enthusiastic in general.