

Shwetha T Pai 📢 · 3rd

Finance | Strategy | Diversity & Inclusion

Talks about #finance #startups #strategy #innovation and #diversityandinclusion

Cincinnati Metropolitan Area [Contact info](#)

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Bon Secours Mercy Health

Columbia University -
Columbia Business School

Highlights



Reach out to Shwetha T for...

Mentoring, joining a nonprofit board, Advising companies.

Message

Featured

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🔔 New product alert 🔔

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LeanDEI | Create a Diverse and Inclusive Organization

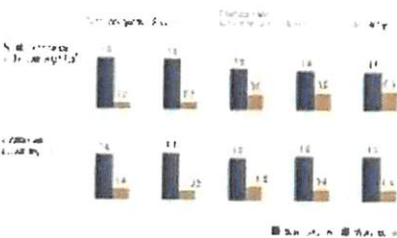
leandei.com • 4 min read

#LeanFinance

...

Financial Performance

By Shwetha T Pai



Toward a leaner finance department

mlmhas.com • 2 min read

Continuous Culture Transformation

By Shwetha T Pai

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LeanDEI Summit

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About

Shwetha is Finance and Strategy leader whose career has been rooted in Financial Planning & Analysis, and built on in-depth data-driven innovative problem solving, analytical decision making and strategic financial advisory.

Key highlights include:

- Multiple leadership roles in Fortune 500 companies, as well as entrepreneurial tech startup experience.
- While at Alcoa, led the successful \$3B spin-off of Reynolds Packaging to private equity investors
- At Reynolds post-spin off, led the Global FP&A and Management Reporting team for the \$3B stand-alone company
- Cross-functional proficiency includes financial planning & analysis, strategy development & deployment, merger integration & synergy capture, finance operations and transformation

Detailed Bio:

Through her 16-year career, she has worked in a variety of senior finance and strategy roles providing key decision support to CEOs, business leaders, and investors. She has been an entrepreneur for the past 5 years as the CEO and Co-Founder of a Diversity & Inclusion Tech startup, OrgAnalytix.

Her expertise is in Decision Support, specifically around Financial Planning and Analysis, Management Reporting, Monthly Close, and Finance Operations. She has led Planning, Budgeting, and Forecasting for global organizations across multiple industries, including as the Head of FP&A for a \$3B Consumer Products private company. She has additionally led the Executive Management Reporting function including publishing BOD and Investor presentations.

Shwetha has provided consulting services to set up FP&A processes, manage transformation projects, and build efficient on-going / ad-hoc forecasting and reporting processes. Shwetha has been involved in several M&A transactions, starting with leading the initial valuation and analysis to negotiations and post-merger integrations.

Shwetha used her data analytics and network science skills to form a company that developed software solutions to help managers make data-driven people decisions. OrgAnalytix measures Inclusion in teams, provides managers with Employee KPIs and operational metrics that ensure that diversity programs in place are in fact having the desired results. Her training in Lean Manufacturing System has also instilled the discipline of continuous improvement and people-driven change management, which drive many of the diversity solutions that OrgAnalytix supports, such as Lean DEI.

Experience



Director of Financial Planning and Analysis

Bon Secours Mercy Health • Full-time

Jan 2021 – Present • 9 mos

Cincinnati, Ohio, United States

Lead the system-wide financial planning & budgeting team for a \$10B hospital and healthcare provider, headquartered in Cincinnati, Ohio.



Managing Director

LeanDEI

Oct 2020 – Present • 1 yr

LeanDEI is an end-to-end solution to build a diverse and inclusive workplace. Understand how inclusion plays out in your workforce. Give every employee a voice. And enable diverse hiring, team-building, and decision-making at all levels of your organization.

...see more



LeanDEI | Create a
Diverse and Inclusive...



LeanDEI One-Pager
(1).pdf



Co-Founder & CEO

OrgAnalytix

Jan 2016 – Present • 5 yrs 8 mos

Cincinnati, Ohio, United States

Co-founded a software startup that uses machine learning models and network analytics to build innovative, inclusive, agile, and diverse teams.

OrgAnalytix proprietary algorithms and framework for predictive analytics measure inc...see more



Finance Strategy Consultant

Independent Consultant

Aug 2015 – Dec 2016 • 13 mos

Cincinnati, Ohio, United States

FP&A Consulting with a focus on process improvement and technology roadmap.

Delivered a future state process framework for the FP&A organization at a \$200M publicly traded healthcare company that included detailed workflows, an 18-month roadmap with mile...see more



Global Services Finance

Eli Lilly and Company

2013 – 2014 • 1 yr

Indianapolis, Indiana Area

in-charge all finance activities for the \$1B multi-site global IT, Corporate Communications, and Government Affairs.

Led all financial stewardship, budgeting, financial analysis, operational accounting, resource more



Barclays Investment Bank

3 yrs

VP, Investment Banking Operations Strategy

2010 – 2013 • 3 yrs

Greater New York City Area

Led Financial Planning & Analysis (FP&A) and Strategy for Structured Products, Prime Services, OTC & Settlement Operations within the Investment Bank, as well as managed the Structured Notes Operations team in the US and the Global Exchanged Traded Notes team.

...see more

VP, Operations, Head of US Structured Notes Operations

2010 – 2012 • 2 yrs

New York City

Head of Operational teams: US Structured Note Operations and Global Exchange Traded Notes Operations

Managed the US Structured Note Execution team and implemented process efficiencies ...see more



Head of Strategy, Financial Planning & Analysis

Reynolds Consumer Products

2006 – 2010 • 4 yrs

Led Corporate Financial Planning & Analysis, Corporate Strategy, Enterprise Risk Management (ERM) and Finance Transformation, in charge of the development and execution of the overall finance strategy across all business segments (~\$3B Portfolio).

...see more



Strategic Business Analysis and M&A

Alcoa

2006 – 2008 2 yrs

Managed Strategic Mergers, Acquisitions, and Divestitures analysis for Alcoa's \$3B Packaging & Consumer division.

*** Business spun off into a separate company, Reynolds Packaging Group, in March 2008 ***



Operational Risk Strategy

JPMorgan Chase & Co.

May 2005 – Nov 2006 1 yr 7 mos

Led various strategic initiatives for the Investment Banking Operational Risk team

Led the re-engineering of the operational risk and control framework for the Investment Bank and acted as a liaison between internal controllers and Operational leaders and external...



Financial Control

Citi

2005 – 2006 2 yrs

Financial Controller for the Asset Finance Group, the big-ticket leasing / asset backed securitization group with over \$2B in commercial leasing and other fixed income Assets

Show 1 more experience

Show fewer experiences

Education



Columbia University - Columbia Business School

MBA, Business Administration and Management, General

2006 – 2009



Boston University - School of Management

Bachelor of Science, Business Administration - Business Administration and Management, General

1995 – 2002

Skills & endorsements

Strategy 33



Endorsed by Chinmoy Banerjee, who is highly skilled at this



Endorsed by 2 of Shwetha T'S colleagues at OrgAnalytix

Investment Banking 27



Endorsed by Andrew Harris, who is highly skilled at this



Endorsed by 3 of Shwetha T'S colleagues at JPMorgan Chase & Co.

Management 25



Endorsed by 2 of Shwetha T'S colleagues at Reynolds Consumer Products



Endorsed by 9 people who know Management

Show more ▾

Recommendations

Received (1)

Given (1)



Mark Christensen
Investment Advisor
Compliance | Risk
Management | Wealth
Management | Investment
Management
Apr 9, 2014 Shwetha T... liked
with Mark in the same group

I very much enjoyed working with Shwetha at JPM. She is articulate, creative, quite expressive and always full of positive energy. Shwetha could always be counted on to deliver, the only problem was finding enough challenging work for her to do. We have stayed in touch since then and I always find her i... See more

Accomplishments

3

Languages

English • Hindi • Konkani



1

Honor & Award

Cincinnati Area Mensa

