



Shivani Sardana Vohra

Chief Talent Strategy Officer



Shivani Sardana Vohra is the Chief Talent Strategy Officer at Innova Solutions, where she leads the company's Talent Strategy, Marketing, and Culture teams. Partnering with stakeholders across Innova, Volt, and HireGenics, Shivani drives bold initiatives that shape the future of the global organization and its people. Her collaborative, results-driven approach has been instrumental in optimizing employee success, defining corporate culture, and elevating brand awareness.

Shivani has held a range of critical roles across the organization since joining Innova in 2014. Beginning her career as a recruiter, she quickly advanced into positions in Sales, Operations, and IT, where, as Lead Project Manager, she successfully implemented the Bullhorn ATS recruitment system companywide while preserving its timekeeping infrastructure. Other previous functions include leading the Internal Audit and Operations teams, launching the Business Excellence team, managing company integrations and payroll within all business units, and serving as Head of Business Finance for Talent Solutions and Procurement—where Shivani managed budgeting for sales leaders and recruiters, conducted variance analysis, reconciled financial statements, and established KPIs.

Under Shivani's leadership, Innova launched its first professional sports partnership in 2025 with the Carolina Panthers and Charlotte FC, strengthening the brand's presence on the national stage. Internally, her commitment to fostering community and belonging includes the launch of quarterly newsletters and global town halls, revitalizing Employee Resource Groups (ERGs), and introducing an employee referral program. Shivani also leads a cross-functional initiative to identify areas across the business where AI and automation can be implemented to enhance efficiency and scalability.

Dedicated to community impact, Shivani is a Co-Founder of the Innova Solutions Foundation and an active member of the company's Diversity, Equity, & Inclusion (DE&I) Committee. She holds a Bachelor of Science with honors in Industrial Engineering from the Georgia Institute of Technology and a certificate in Finance from the Wharton School of Business. Her transformative impact as a leader has been lauded externally, including being named to the Global Power 150 – Women in Staffing List by SIA in 2022.

Shivani currently resides in the Chicagoland area with her husband and three children.

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Innova Solutions

1455 Lincoln Parkway East, 8th Floor, Atlanta, GA 30346 | Tel: 1-770-493-5588

 www.innovasolutions.com