



Sonia Sardana

Chief Transformation Officer



As Chief Transformation Officer, Sonia Sardana leads Innova's business transformation team in its mission to fuel growth and ensure scalability, efficiency, consistency, and application of best practices across the business.

With over a decade in the industry, Sonia is a key driver of Innova's growth and a primary advisor in the areas of talent solutions and business transformation. She is responsible for the strategy, execution, and transformation of Innova's systems, processes, and people initiatives. In her day-to-day role, Sonia oversees the global Talent Solutions delivery team and Volt's Commercial Staffing business—managing Volt's positioning as a leader in the commercial staffing space. She also leads the Integration Management Office across new and existing acquisitions, bridging direction from Innova's leadership into transformational action.

Guided by an unwavering commitment to quality, Sonia ensures that Innova's global delivery centers maintain the highest levels of service excellence. Her delivery organization places an emphasis on being client-centric, process-driven, and maintaining a highly skilled talent pool that routinely exceeds client delivery expectations. By reinforcing client relationships and responding to each requirement with an optimal approach, Sonia is also instrumental in shaping and nurturing strategic business alliances.

Since joining Innova Solutions in 2012, Sonia has held numerous leadership positions. Beginning as an IT program manager, she first led digital transformation across Innova's back office and financial systems. Sonia then went on to play a key role in restructuring the Operations department by building a global operations strategy and implementing the plan across several geographies. Next, she moved into Sales and developed Innova's Banking and Financial Services vertical. Through organic and inorganic growth strategies, Sonia built this vertical from scratch to \$300+ million in revenue.

In addition to her role as Chief Transformation Officer, Sonia is a co-founder of the Innova Foundation. Since 2013, the foundation has delivered vital support in partnership with non-profit organizations around the globe. As a key program advisor, Sonia helps identify new communities in need, bringing opportunities for initiatives into focus.

Sonia holds a Bachelor of Science in Industrial and Systems Engineering from the Georgia Institute of Technology.

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Innova Solutions, Inc.

2400 Meadowbrook Parkway, Duluth, GA 30096 | Tel: 1-770-493-5588

 www.innovasolutions.com