



PLACEMENT BROCHURE

EXECUTIVE BUSINESS MANAGEMENT PROGRAMME FOR DEFENCE OFFICERS



DGMP - 26

**INDIAN INSTITUTE OF MANAGEMENT LUCKNOW
NOIDA CAMPUS**

www.iiml.ac.in

placementnc.dgmp@iiml.ac.in

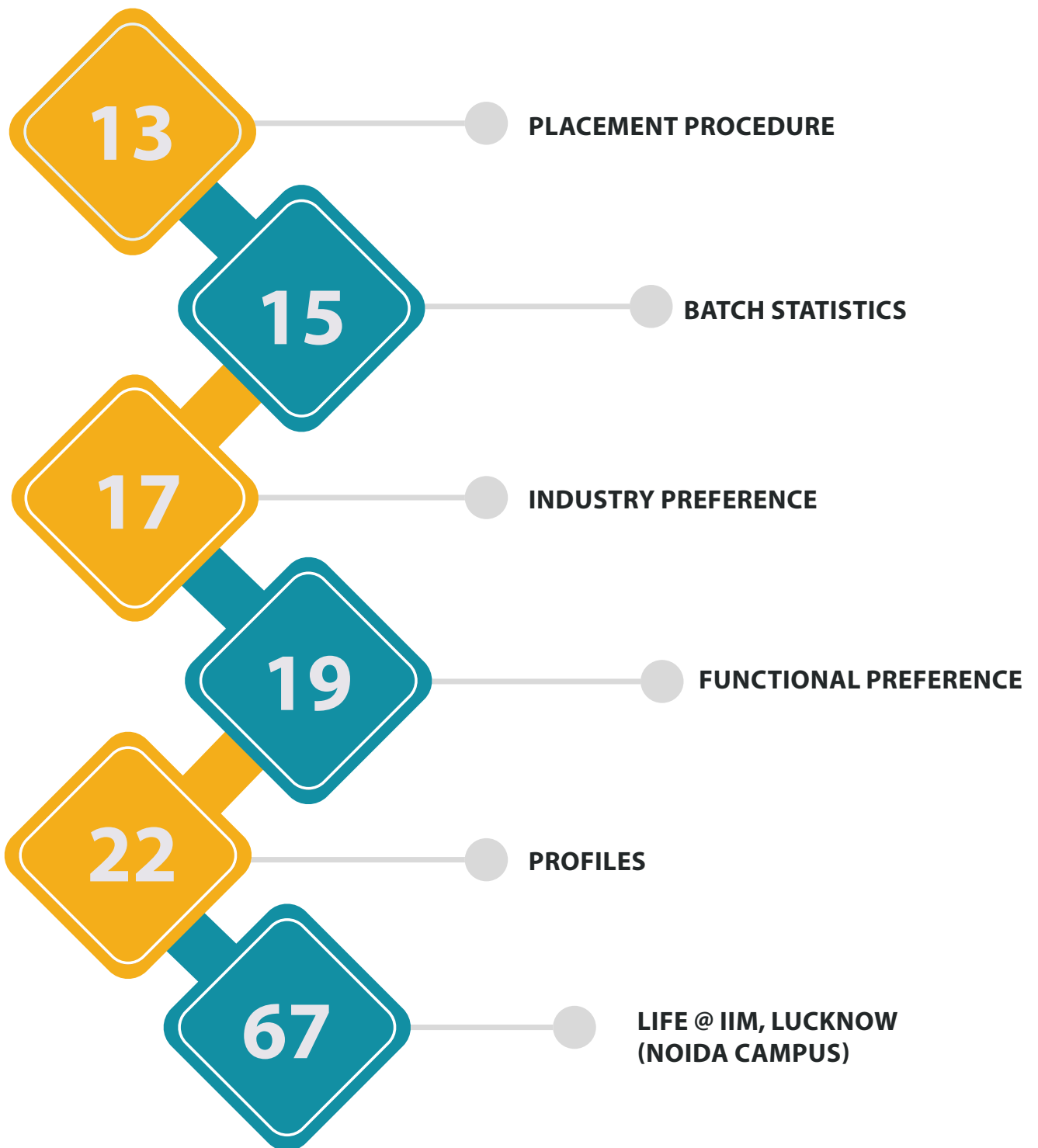
Placement Committee Contact: 8447784174, 9587886710

**IIML
2023**



CONTENT

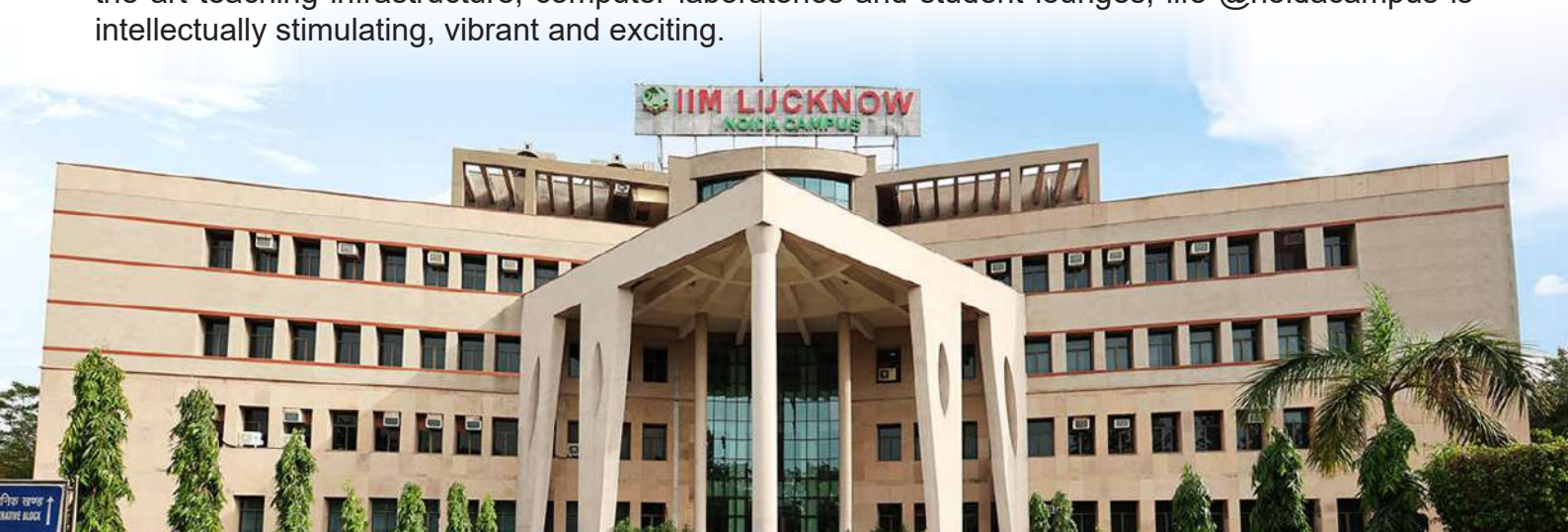
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ABOUT IIM LUCKNOW NOIDA CAMPUS

Indian Institute of Management, Lucknow is a premiere B-school of the country. Established in 1984 as the fourth Indian Institute of Management(IIM) by the Government of India it has the unique distinction of serving as a mentor to a few new IIMs, including IIM Jammu and IIM Kashipur announced by the Government Of India. IIM Lucknow offers post-graduate diploma, fellowship and executive programmes in management. It is recognised as an **“Institution of Excellence”** by India’s Ministry of Human Resource Development. IIM Lucknow took the lead in establishing a satellite campus at Noida, a suburb of New Delhi in the National Capital Region. The Noida campus has a full-time dedicated pool of faculty having in-campus residence facilities for both faculty and the students. The campus has been developed as a centre of excellence in the area of executive education and now boasts of a newly added Incubation Center for nurturing of Business ideas and supporting young entrepreneurs. It is the ‘IIML way’ of contributing to the industry and realizing its vision to remain at the forefront of management thinking and education. The Defence General Management Programme(DGMP) is a six-month, full time, residential course in Business Management conducted for the experienced professionals of the Indian Armed Forces by Indian Institute of Management, Lucknow at its Noida campus. The Programme unique design has been evolved based on IIM Lucknow’s experience and takes into account the present and future industry requirements. DGMP students are put through a rigorous curriculum comprising Case Method based pedagogy which equips them with the necessary knowledge and skill set to smoothly transition to the corporate world. The course curriculum ensures that the veterans, who already have proven leadership skills and varied experience, are chiselled into a human resource that would be a valuable asset to any organization / industry. Noida campus offers a unique locational advantage in terms of teaching, research, consulting and executive education. An architectural splendour equipped with state of the art teaching infrastructure, computer laboratories and student lounges, life @noidacampus is intellectually stimulating, vibrant and exciting.



ABOUT DGMP 26

The Executive Business Management programme is a six month residential on campus course which is a combined initiative by IIM Lucknow and Director General Resettlement (Ministry of Defence) for the defence officers transitioning to the corporate world. This is the 26th course being trained currently at the IIM Lucknow Noida Campus. The unique curriculum methodology of this management programme has been evolved based on vast experience of IIM Lucknow to prepare the individual candidates for futuristic leadership management roles. Every candidate is required to pass the rigorous litmus paper test consisting of management application related examinations, real life case studies, assignments and capstone projects. This pedagogy equips every defence officer with necessary industry oriented knowledge and skill sets for smooth transition to the corporate world. The contribution to the corporate world from the officers of previous batches has been outstanding. Many of these transitioning veterans have reached higher roles in the corporate world in record shortest time. The corporate world has also acknowledged their hard work, critical thinking abilities and timely application in the management decision making to be a problem solver in crisis situations. From handling complex supply chain network operations, project management or leading cross functional teams, these officers have the drive to deliver on target and every time. Due to the indomitable fighting spirit, integrity, ethos and excellent leadership qualities where every company looks forward to these transitioning defence officers to be part of their individual organisation's success story. These future ready leaders with proven abilities to etch a brighter tomorrow are thus a preferred valuable asset to drive growth potential of any corporate organisation's in today's BANI world.





MAJ GEN SHARAD KAPUR, YSM, SM

DIRECTOR GENERAL RESETTLEMENT, MOD/GOI

I am extremely delighted to introduce 46 vibrant participants of the twenty sixth batch of Defence General Management Programme for Defence Officers at the Indian Institute of Management, Lucknow (Noida Campus). These gentlemen and lady officers have been chosen amongst the best, after having proven their mettle consistently during their service in the Army, Navy & Air Force. As Director General Resettlement, I shall urge all the officers to gainfully utilise this opportunity to make a difference in the corporate world with guidance and support from the erudite & dedicated faculty / management of IIM Lucknow (Noida Campus). The well conducted and enthusiastic inauguration Programme on 02nd Jan 2023 by IIM, Lucknow (Noida Campus), clearly signalled the intent of arming these select serving & veteran officers with an in-depth knowledge and skills required in the Corporate World through their well thought out & intense six month programme.

I am extremely confident that the faculty shall, in keeping with IIM motto of Suprabhande Rashtra Samriddhi, will leave no stone unturned to add currency, strategic value and assistance in placement process to tread the entrepreneurial path. The true value of these officers lies in their vast field experience supplemented by intense & continual training while donning the uniform. The readiness to make the supreme sacrifice was founded in the bedrock of discipline, integrity and highest standards of leadership that was forged, casted and honed into their DNA. It is now for the corporate world to harness this perfectly-packaged human resource. I have no doubt in my mind that the officers shall be further enriched by dipping into the ocean of knowledge and vast experience of the professors and faculty of IIM, Lucknow (Noida Campus). A word of advice to these 46 selected officers is that your continued focus with unbridled hard work, while upholding the ingrained values, shall make you shine brightly on the corporate firmament. After all the personal sacrifice you all have made, in the dust and grime while conquering the three dimensions of existence, I am confident that you will all soar in the Corporate World with greater success and glory. By this brochure, I invite the captains of the industry and corporate sector and strongly recommend this batch for consideration, secured in the belief and knowledge that they will propel your organizations to a higher growth trajectory and success in all other endeavours.

Jai Hind



PROFESSOR ARCHANA SHUKLA

DIRECTOR - IIM, LUCKNOW (NOIDA CAMPUS)

It is a matter of great pride for me to introduce to you, the 26th batch of the General Management Programme for Defence Officers, which is a six-month residential course in Business Management offered to the officers belonging to all three services of the armed forces at IIM, Lucknow (Noida Campus). The Programme is designed to facilitate a seamless transition of these experienced and talented leaders from uniformed service to mid and senior-level designations in the corporate world.

The Officers of the Indian Armed Forces are a heterogeneous group of highly committed professionals with homogeneous values and unparalleled ethics coupled with significant experience of working under challenging circumstances, performing a plethora of tasks under high-pressure situations, and yet delivering superlative results. Add to these the insurmountable pillars of discipline, focus, perseverance, resourcefulness, adaptability, and courage, and we have an enviable pool of highly talented individuals of colossal worth in the corporate world.

In today's rapidly transforming business paradigm there is an inevitable need for dynamism, inclusivity, greater social awareness, and ethical resurgence. The participants of the 26th Defence General Management Programme are the very hallmark of these qualities and values that are prerequisites in the contemporary corporate scenario.

The 26th batch of DGMP participants represent an unmatched reservoir of talent and bring to the table, competencies that are at a premium in today's business environment. All of them have leadership experience in the state-of-the-art technology ecosystems, leading multi-faceted and cross-functional teams in their respective professional domains as well as the soft skills to address the social and human dimensions of business.

I am sanguine that their prospective employers will find in them a source of competitive advantage. My best wishes to the DGMP - 26.



PROFESSOR NEERJA PANDE

DEAN - IIM, LUCKNOW (NOIDA CAMPUS)

It gives me immense pleasure to introduce before you the 26th batch of corporate ready military leaders undergoing the Defence General Management Programme (DGMP) 2023 at Indian Institute of Lucknow (Noida Campus).

A group of highly committed professionals with significant working experience in Operations, Supply Chain, Information Technology, Marketing, Administration, Work Force, Crisis Management and other critical domains have armed themselves to take a leap and leverage their proficiency in the Corporate Sector with 'pride' and 'Service Before Self' mindset.

During the engagement of these officers in the programme, the seasoned faculty of IIM Lucknow have trained them in understanding Business Culture, Communication, Strategy, Finance, Marketing, Project Management, HR and Corporate Leadership. With an amalgamation of skills, temperament and ability to perform tasks under ruthless situations, they naturally bring competencies which otherwise are a premium in today's civil society.

You would be happy to know the stellar performance of our previous DGMP batches who have been successfully placed in premier corporates and have numerous accomplishments to their credit.

I request you to join us at IIM Lucknow, Noida Campus and benefit immensely by harnessing the potential of these veterans and disciplined leaders. I wish DGMP-26 the very best in their future endeavours.

MESSAGE FROM
DEAN



Prof Ashish Dubey



Prof Garima Mittal

Dear Recruiters,

The Defence General Management Programme (DGMP) at IIM Lucknow is a rigorous, six months, full-time Programme in Business Management, specially designed for officers of the Armed Forces. The Programme reorients and prepares the officers to lead the organization in an increasingly complex and demanding Corporate environment. We are pleased to present the 26th batch of 46 participants from the Armed Forces undergoing this Programme. Each officer participating in this Programme has rich experience and possesses proven expertise in specific areas. Across the batch, these areas range from Project Management, Operations, Supply Chain Management, Finance, Accounting, Information Technology, Law, Human Resource Management, and Security. With the eclectic mix of rich experience, widespread exposure to technology and proven expertise in their respective domains each participant has, the value systems that they have imbibed in terms of leadership, dedication to duty, perseverance and loyalty, this tailor-made course in management has provided them an opportunity to get an inside view of the contemporary business environment. The Armed Forces' experience with focus on quality and timely delivery of tasks - varying roles, necessitating with exceptional tactical and strategic decision making / implementation in complex situations, has been adequately bolstered by this course and synergized their tacit knowledge with the formal, codified one imparted in the course. The education and training imparted at this Institute have sharpened their skills and have equipped them further to take on challenges of business and non-military organizations. The pedagogy at IIM Lucknow, often using case studies, enhances domain knowledge of management and knowledge about the corporate world and industry. Exposure to nuances of management has been further bolstered through projections, assignments, and interactions with guest speakers from the industry. Participants from recent batches of DGMP have repeatedly surpassed the expectations of recruiters in actual, on-the-job performance. We are certain that the corporate sector would gain immensely by employing these participants, and they will be a great asset to any organization that they work for. We wish them the very best in their future careers.

MESSAGE FROM
PROGRAMME
DIRECTORS

ALUMNI SPEAK



The DGMP at IIM Lucknow provides a unique blend of theoretical knowledge and an opportunity to apply that knowledge in real-time situations. With a focus on strategic thinking, problem-solving, and effective communication, it equips the veterans with the skills needed to succeed in today's VUCA world. It prepares the warriors for a smooth transition from Military leadership towards corporate decision-making roles across industries. Each one of them possesses a unique combination of qualifications, training, experiences, and skills like discipline, focus, passion, and motivation. These individuals have already demonstrated their commitment to serving the nation and are ready to move from battlefields to boardrooms. Veterans have an extensive range of skills, abilities and attributes that make them valuable employees, and hiring them is a smart investment for any organisation.

Major, Nupur Gupta DGMP – 11

Dean Academics, Institute of Management Studies, Noida

Having served in the Indian Navy for over 34 Years, I made my transition with the Management Programme of IIM Lucknow. The Defence General Management Programme helped me in reorienting towards a career in the Corporate world by providing me with the tools and knowledge needed to succeed. Wishing all the best to the present batch, only the best awaits you on the other side.

Cmde, Rajesh Sarin DGMP – 14

Senior Representative in India for United Ship, Building Corporation, Russia



The DGMP exposure provides a unique blend of theoretical knowledge and practical experience, preparing one to transition from Military Leadership towards leadership roles in a variety of industries. With a focus on strategic thinking, problem-solving, and effective communication, it equips the students with the skills needed to succeed in today's fast-paced and ever-changing business landscape. These individuals have already demonstrated their commitment to serving their country and possess a unique set of skills that are highly transferable to the business world. Hiring them is a smart investment for any organisation.

Major, Pranav Prashar DGMP – 21

Senior Programme Manager – Amazon Ads Product Team

ALUMNI SPEAK

The academic experience with a world class infrastructure and excellent faculty at IIML has endured a life long career excellence. The decision to change gears and join the corporate world after spending precious time in the armed forces requires a veteran to “Unlearn to Learn”. The exceptional programmes and teaching methodologies backed by practical skills and industry interface gives the veterans skills required to pursue the career ahead. The constant support and guidance of professors and going beyond normal calling, to teach the veterans interested in any field is something one always find in this IIM. I wish all the best to the present Course, and am certain that these military leaders transitioning through portals of IIM Lucknow will excel in their corporate careers.



Sqn Ldr, Amirullah N
DGMP – 25

Director of Operations, Gateway at Delhivery.

Parting with your uniform can never be easy. Especially after donning it for decades, it becomes your second skin ! The selection for DGMP is a gateway to an ocean of valuable information, which has proven to be a bedrock for transitioning officers of the Indian Armed Forces and makes the process of re-attiring much easier. The IIM Lucknow welcomes the veterans with open arms and facilitates phenomenal learning over the duration of almost six months. The curriculum, the faculty and the interaction with industry reps, during the course honed my management skills and exposed me to the nuances of the corporate world. The experience through this course ensured that the potential within me and my colleagues was rewarded with a string of opportunities throughout the course calendar. The corporate world, immensely values the Fauji attributes, deeply ingrained in our personalities like honesty, integrity and esprit-de-corps, which is intrinsic to donning the uniform. These qualities have proven to be extremely beneficial when correctly mapped to the corporate world's expectations and a potent shot for their businesses. I urge the potential recruiters to tap into this talent repository which would only catapult them to be the industry leaders in their field – provide the Right opportunity, to the Right officer, and see the magic happening. My best wishes for the DGMP-26 at Noida Campus.

Cdr, Vineet Arora
DGMP – 25

Manager – Technical Support Engineering, Salesforce.



PLACEMENT PROCEDURE

A Placement Committee has been formed within the batch to facilitate and coordinate the activities pertaining to the placement process. Details of the members of the committee are provided here for the ease of companies to connect and solicit any further details about the candidates advertised in this brochure. Representatives of companies are also welcome to visit the IIML, Noida Campus for campus placements and to interact with the participating students. Additionally, the broad steps that would be followed during the placement process are as placed below:-

1. Interested Companies are to forward a detailed Job Description of relevant position or available openings on the provided mail ids.
2. Suitable Candidates would then apply for respective openings through placement committee.
3. Based on the applications, companies are required to declare shortlisted candidates and provide schedule for interviews to Placement Committee at least one week in advance.
4. In addition, any requirements of pre-placement talks with prospective candidates may also be conveyed to the Placement Committee well in time to allow for specific time slots as per convenience.
5. Interviews are tentatively scheduled to commence mid Mar 23 onwards.
6. Post Interviews, the companies would be expected to close the negotiation process within one week of the final interview.
7. The Placement Committee may be contacted on below mentioned Email IDs. It is requested to address all related communication to only these two Email IDs.
 - (a) Primary Email - placementnc.dgmp@iiml.ac.in
 - (b) Alternate Email - pcom.dgmp26.iimlko@gmail.com
8. To follow the DGMP - 26 batch on LinkedIn, please visit [DGMP26 IIML-NC @ LinkedIn Profile](#)

PLACEMENT COMMITTEE MEMBERS



Col Umang Trehan
Mob – 8447784174
[LinkedIn Profile](#)



Cdr Anoop R Panicker
Mob – 9971904546
[LinkedIn Profile](#)



Cdr Amol G Jadhav
Mob - 9869394864
[LinkedIn Profile](#)



Wg Cdr Sadhana Joshi (Retd)
Mob - 9451450960
[LinkedIn Profile](#)



Cdr Jagroop Singh Sheokand
Mob - 8168259927
[LinkedIn Profile](#)



Lt Col Praveen Kumar
Mob - 9407811764
[LinkedIn Profile](#)



Lt Cdr Perna Agarwal
Mob – 7083590358
[LinkedIn Profile](#)



Maj Sulabh Sethi
Mob - 9587886710
[LinkedIn Profile](#)

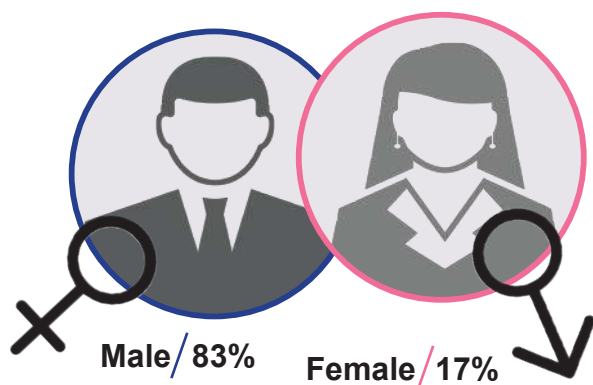


Maj Prerak Nayar
Mob – 9818440860
[LinkedIn Profile](#)

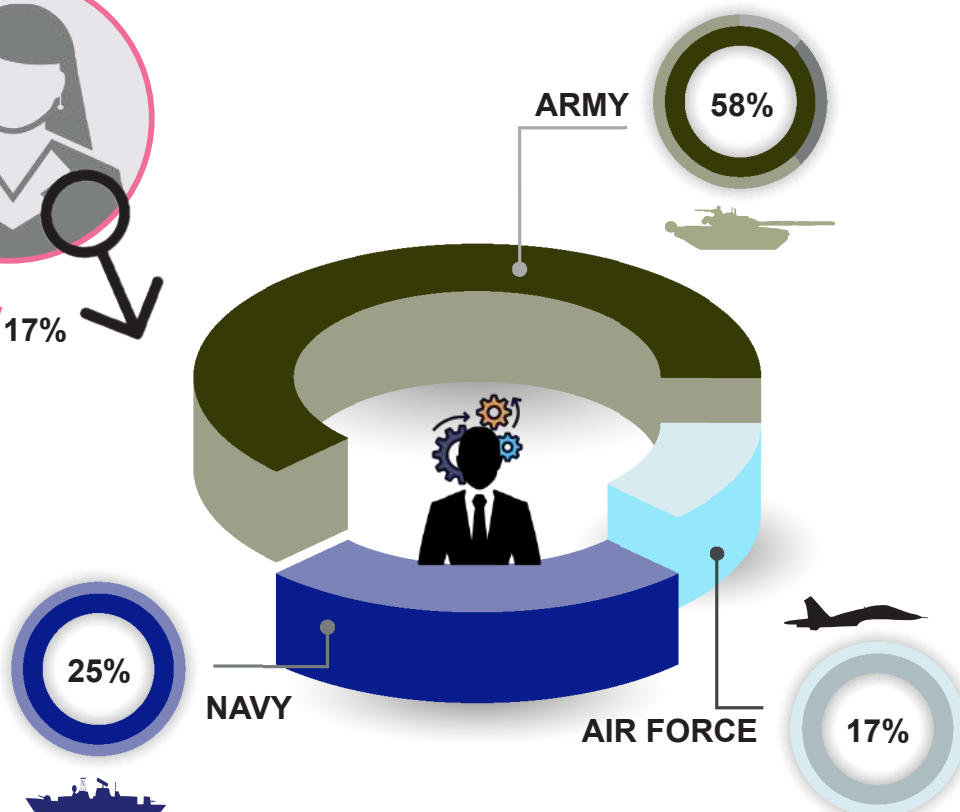


BATCH STATISTICS

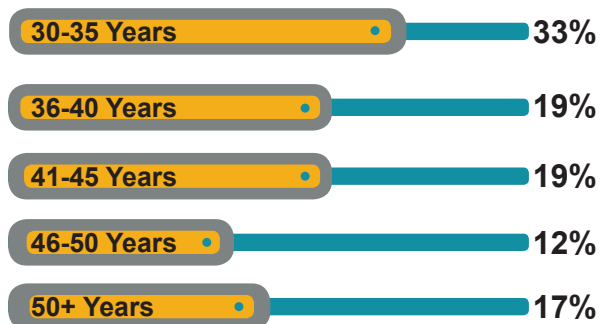
BATCH SIZE



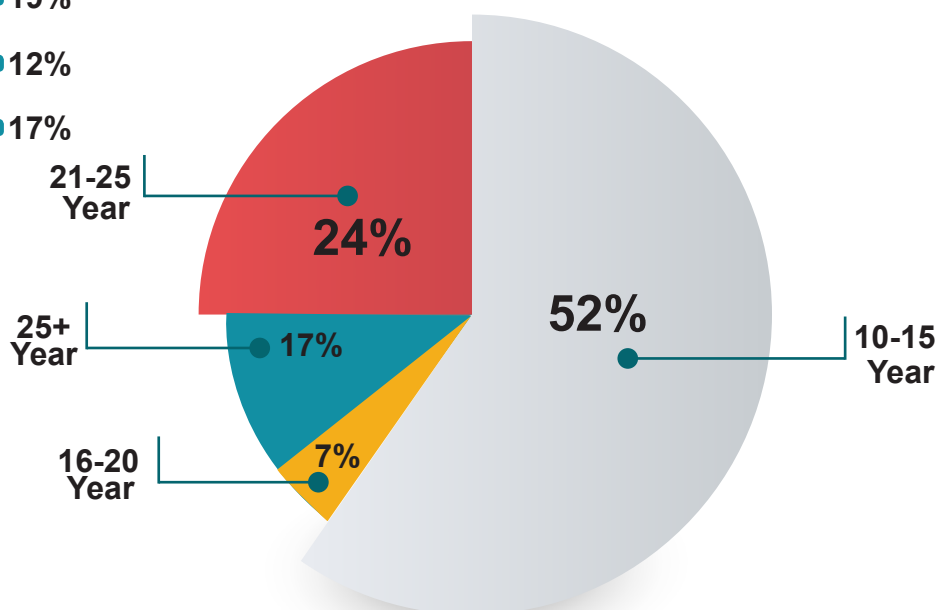
BATCH SUMMARY



AGE CATEGORIZATION



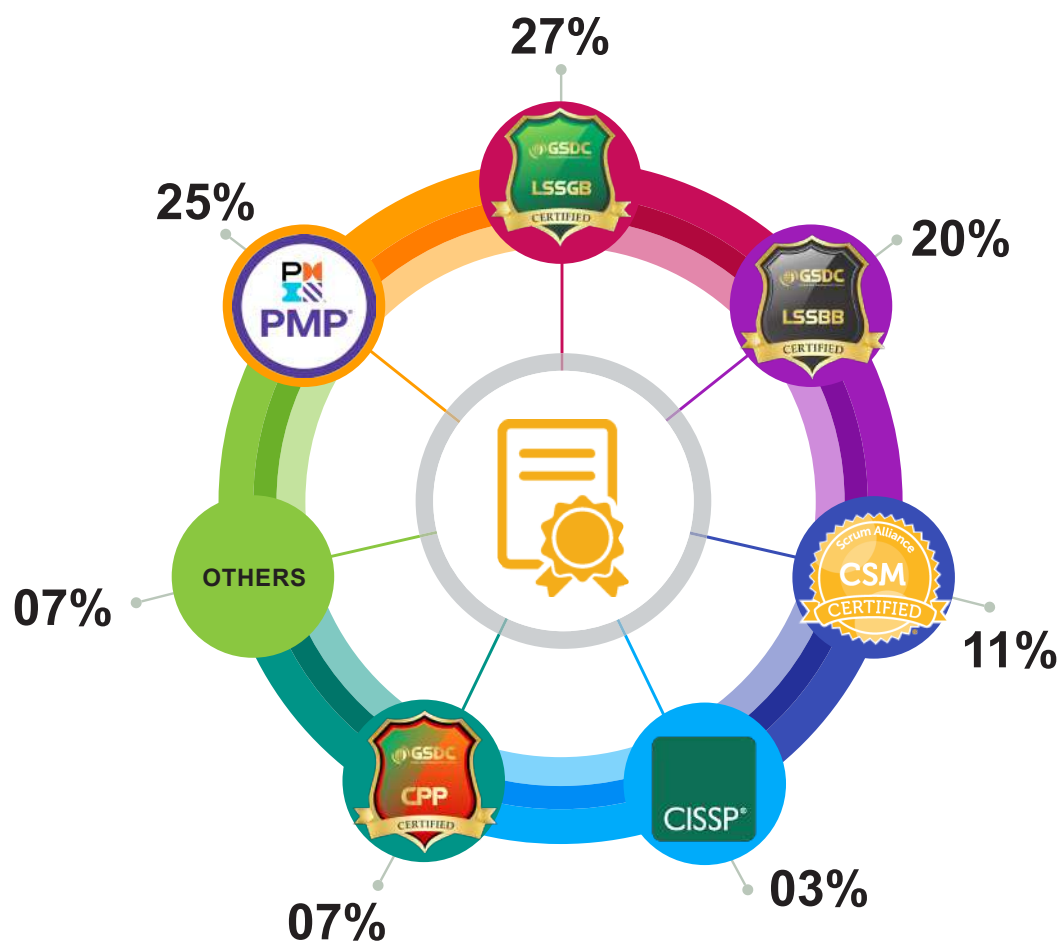
WORK EXPERIENCE



EDUCATION QUALIFICATION



CERTIFICATION



INDUSTRY PREFERENCE

S.NO	RANK	NAME	BANKING / FINANCE	AUTO	CONSULTANCY	CYBER SECURITY	DEFENCE & AEROSPACE	E-COMMERCE	FMCG	HEALTH CARE	INFRA	IT/ITES	LOGISTICS	EDUCATION	TELECOM	CONTRACT MANAGEMENT	CLOUD/ BLOCKCHAIN/ DATA ANALYTICS	FACILITY MANAGEMENT	SECURITY MANAGEMENT	NGO
1	CMDE	A THANIGAI ANANDAN																		
2	LT COL	A CHRISTY BESKY																		
3	COL	ABHIJIT SINGH																		
4	CDR	AMOL JADHAV																		
5	MAJ	ANKUSH PATHANIA																		
6	LT COL	ANKUSH VASHISHT																		
7	CDR	ANOOP RAMACHANDRA PANICKER																		
8	MAJ	ANUKOOL MEHTA																		
9	LT COL	ARJAN SINGH BEDI																		
10	CDR	ARUNJIT SINGH TALWAR																		
11	CMDE	ASHOK RAI																		
12	GP CAPT	ANIL JAIN																		
13	LT COL	ASIMUDDIN																		
14	LT COL	DEEKSHA BHARDWAJ																		
15	MAJ	GANESH JAGANNATHAN																		
16	COL	HARPREET SINGH JAISWAL																		
17	LT COL	HEMANSHU SINGH BHANDARI																		
18	CDR	JAGROOP SINGH SHEOKAND																		
19	COL	KUNWAR VARUN SINGH TANWAR																		
20	MAJ	NEETI ATRI																		
21	LT COL	NISHANT SHUKLA																		
22	COL	NISHKA SEKHAR SK																		
23	CDR	NITIN MODI																		

INDUSTRY PREFERENCE

S.NO	RANK	NAME	BANKING / FINANCE	AUTO	CONSULTANCY	CYBER SECURITY	DEFENCE & AEROSPACE	E-COMMERCE	FMCG	HEALTH CARE	INFRA	IT/ITES	LOGISTICS	EDUCATION	TELECOM	CONTRACT MANAGEMENT	CLOUD/ BLOCKCHAIN/ DATA ANALYTICS	FACILITY MANAGEMENT	SECURITY MANAGEMENT	NGO
24	SQN LDR	PARUL SEHGAL																		
25	LT CDR	PRADEEP SINGH CHARAN																		
26	MAJ	PRATEEK VERMA																		
27	LT COL	PRAVEEN KUMAR																		
28	MAJ	PRERAK NAYAR																		
29	LT CDR	PRERNA AGARWAL																		
30	MAJ	PRUTHVIRAJ BHOSALE																		
31	GP CAPT	RAJAT BHUSHAN SRIVASTAVA																		
32	COL	RAJEEV RANJAN																		
33	WG CDR	SADHANA JOSHI																		
34	SQN LDR	SAKSHI DEEPAK AWASTHI																		
35	COL	SANGRAM KESHARI PATNAIK																		
36	WG CDR	SAURABH PUNIA																		
37	MRS	SMRATI DIXIT																		
38	MAJ	SULABH SETHI																		
39	SQN LDR	SWATI SHUKLA																		
40	COL	UMANG TREHAN																		
41	CDR	V SWAMINATHAN																		
42	LT COL	VIJAY BABU S																		
43	LT COL	VISHAL SHARMA																		
44	LT COL	VIVEK SIWACH																		

FUNCTIONAL PREFERENCE

S.NO	RANK	NAME	OPERATIONS	PROJECT MANAGEMENT	LOGISTICS AND SCM	HRM	PUBLIC RELATIONS	SECURITY MANAGEMENT	CBRNE	ADMINISTRATION/ FACILITY MANAGEMENT	STRATEGY/ BUSINESS DEVELOPMENT	FINANCE	MARKETING	RISK MANAGEMENT	HOSPITAL MANAGEMENT	QUALITY ASSURANCE/ CONTROL	GENERAL MANAGEMENT	IT/ ITES/ CYBER	AI/ ML/ DATA ANALYTICS	SHIPPING/ PORT MANAGEMENT	AEROSPACE/ AVIATION	CONSULTING
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19	COL	KUNWAR VARUN SINGH TANWAR																				
20	MAJ	NEETI ATRI																				
21	LT COL	NISHANT SHUKLA																				
22	COL	NISHKA SEKHAR SK																				
23	CDR	NITIN MODI																				

FUNCTIONAL PREFERENCE

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43	LT COL	VISHAL SHARMA																				
44	LT COL	VIVEK SIWACH																				

PROFILES



A THANIGAI ANANDAN



+91 95812 35532



thanigai.anandan@gmail.com



Linkedin Profile

A versatile military professional with 3 decades of work experience including 17 years in leadership positions in the Indian Navy spanning across Management of Operations, Supply Chain, Logistics, Human Resources, Payroll, Finance, Budget, and Hospitality. Action-oriented and output driven with an extensive expertise in managing large teams and resources in a diverse environment through motivation and team building.

SENIOR DIRECTOR LOGISTICS AND SUPPLY CHAIN MANAGEMENT (2021-PRESENT)

- Controlled the Navy central supply chain of material and fuel through Five Regional supply Chain Organisations with domestic and global reach.
- Formulated and implemented key policies for the Supply Chain and Logistics Management for an inventory size of 450000
- Planned and ensured optimum budget utilisation of Rs 3000 crores for procurement of marine inventory.
- Led the special team for procurement of ships repair and refit inventory worth 400 crores based on inventory New Forecasting Estimate.

HEAD OF MATERIAL LOGISTICS AND SUPPLY CHAIN ORGANIZATION - ANDAMAN & NICOBAR COMMAND, PORT BLAIR 2018-2021

- Controlled the Navy Regional Supply chain of Material and Fuel for 100 military units at challenging, remote terrain of Andaman & Nicobar Islands for an inventory size of 50000.
- Led a Procurement Team and concluded contracts for Equipment, spares, and fuel to the tune of Rs 300 crores.
- Steered the team for the establishment of transshipment Supply Chain Hub at Chennai to support 100 military units at Andaman Islands.

HEAD OF CENTRAL NAVAL PAYROLL ORGANIZATION, MUMBAI & CHAIRMAN INTEGRATED MESS SPORTS COMPLEX (2016 -2018)

- Controlled and operated Navy Central Payroll system for 70000 personnel posted at 400 units across the country with a monthly cash outgo of Rs 400 crores.
- Led the team of 100 personnel to implement the 7th CPC pay and allowances for 70000 naval personnel with the cash out go of 900 crores.

OPERATIONAL MANAGEMENT

- Led the Humanitarian Assistance and Disaster Relief team which delivered relief material to earthquake hit Friendly Foreign Country in 2006.
- Led the Logistics team for the embarkation of 800 troops onboard Ship for operations.

PROJECT MANAGEMENT

- Led the field team and developed 200000 sq.ft infrastructure and facilities planned for Training Establishment .
- Conceptualised and Implemented RDBMS based payroll software, data Information System, and interactive web-based system for Payroll of Navy
- Led the infrastructure project and developed 40000 sq ft the transit accommodation and sports facility



Experience - 32 Years
Indian Navy



CORE COMPETENCIES

- Supply Chain Management
- Inventory, Warehousing & Transportation Management
- Procurement and Contract Management
- Operations Management
- Project Management
- Financial Planning and Budgeting



EDUCATION

- Executive Business Management Programme | IIM Lucknow | 2023
- Master of Management Science , Osmania University 2016
- PG Diploma in International Logistics and Supply Chain Management - SYMBIOSIS 2010



CERTIFICATIONS

- Supply Chain Management & Trade Logistics, IIFT 2023
- Import Export Management (Agri) IIFT 2022
- Delivering Logistics Solutions, IIM Ahmedabad 2011
- Supply Chain Management, IIM Calcutta, 2008
- UN Staff and Logistics Officers Course 2008



AWARDS / ACHIEVEMENTS

- Chief of Naval Staff Trophy for best HRD practices 2019 & 2020
- President Award 'VISHISHT SEVA MEDAL' for distinguished service 2013
- Commander - in - Chief, Commendation 2010
- Chief of Naval Staff Commendation 2001

A CHRISTY BESKY



+91 75074 05627



cris.mee33@gmail.com



Linkedin Profile

A dynamic, versatile result oriented diligent officer with an invaluable diversified experience of 32 years in multifarious roles in Army. Highly motivated with expertise in accomplishing complex tasks under challenging conditions. Prompt decision maker, calm and composed personality, highly adaptive having valuable organizational skills.

ACCOUNTS EXECUTIVE

- Worked as Accounts Executive in Blue Dart Express courier service, exclusively liaising/negotiating with various corporate offices and business houses with regard to bills payables/receivables.

BUSINESS MANAGER

- Worked as a Business Manager in a Security and Detective Agency to ensure the efforts of various team members to align with the agencies goal. Developed new client relationships and maintaining the existing one.

HUMAN RESOURCE MANAGEMENT

- Lead, directed and regulated the administration and documentation of 24000 men in promotions, postings, retirement and pension
- Demand of manpower from Service Headquarters, providing trained Manpower to units, planning their career profile / Management, Promotions, Postings and formulation of policies
- Successfully completed the onerous task of initial and documentation of 6000 aspirants for recruitment in the Regiment
- Dealt with 600 Court cases of serving and retired personnel and defended it on behalf of Union of India at various courts of law

GENERAL ADMINISTRATION

- Served as Administrative and Commanding Officer of 2 units. In charge of command and control of various internal departments and external units including government agencies.
- Handling disputes on government lands in coordination with civil authorities.
- Ensured high standards of hygiene and sanitation in and around unit areas/ installations. Supervised and administered the health of employees and their families.



Experience - 32 Years
Indian Army



CORE COMPETENCIES

- Human Resource Management, General Administration
- Security and Safety



EDUCATION

- Graduate in Commerce from Christ College, Bengaluru.
- Post graduate Diploma in System Analysis and Development from NIIT, Bengaluru.
- Military Law Qualified from Institute of Indian Mil Law, Kamptee.
- Qualified in Automated Data Processing from MCTE, Mhow
- Executive Business Management Programme | IIM Lucknow | 2023



CERTIFICATIONS

- System Analysis and Design from NIIT Bengaluru



AWARDS / ACHIEVEMENTS

- Represented KV Southern Zone in Hockey at SGFI (1984)
- Represented college in State Inter-University Hockey (1987)
- Appointed coach/manager of ASC Centre Hockey Team (2006) at Area level.

ABHIJIT SINGH



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Linkedin Profile

Visionary leader & strategist, offering 22 years of Transformational Leadership in spearheading Large-Scale Operations, Multi-Disciplinary High Value Project Management and HR during distinguished career with the Indian Army. Valued for Strategic & Tactical Decision Making, Security & Crisis Management under extreme pressure situations, adverse climatic conditions & terrain, peacetime or combat. The officer has hands-on experience in end-to-end management of diverse teams. A strategic thinker who operates with empathy, respect and objective clarity of organisational goals.

Experience - 22 Years
Indian Army



CORE COMPETENCIES

- Strategic Planning
- Operations
- Project Management
- Policy Design & Implementation
- Crisis & Risk Management
- HR Management
- Training & Development
- Procurement
- Vendor Management
- Security & Vigilance
- Business Continuity



EDUCATION

- Executive Business Management Programme | IIM Lucknow | 2023
- M.Sc (Weapons Technology), Pune University, 2009
- Bachelor's Degree in Hotel Management, 1999



CERTIFICATIONS

- Certified Protection Professional (CPP), 2023
- Project Management Professional (PMP), 2022
- Certificate in Executive Protection, 2022
- Certificate in Disaster Risk Management, 2021
- Certified Security Professional, 2021
- Lean Six Sigma Green Belt, 2021
- ISO – 22301, 2021
- ISO – 27001, 2021



AWARDS / ACHIEVEMENTS

- Director General NSG Commendation Card for Operational Excellence, 2008
- Chief of the Army Staff Commendation Card for Capability Development, 2022

OPERATIONS MANAGEMENT

- Conceptualised policies for operationalisation of niche equipment (UAVs, Loiter Munitions, Swarm Drones) into Army.
- Executed planning, synergising and implementing the operational deployment of Surveillance assets including Unmanned Aerial Vehicles and cross functional teams to provide timely and operational critical inputs to the Command Operations Centre thereby facilitating decision making.

PROJECT MANAGEMENT

- Facilitated **saving of 800 full time employees** by undertaking large scale operational transformation of organizational and manpower restructuring by reviewing employee and equipment profile for shaping lean organizational structure.
- Achieved **36% growth** by creating & implementing a five year transformation strategy covering product and training initiatives.

PROCUREMENT AND GOVERNANCE

- **Planned, undertook and executed inventory management of over 200+ establishments.**
- Executed successful procurement of surveillance equipment worth **3200 Cr+** by efficiently managing business relationships with **50+** clients, spanning global cross functional teams.

SECURITY AND CRISIS MANAGEMENT

- Formulated the **Crisis Management Plan** for the organization by suitably equipping teams & effective liaison with Civil Administration and executed the same during the Civil unrest in Aug 2017 in Punjab and Haryana.
- Executed Security of **800 Acre garrison** by reviewing the threat assessment & installation of security equipment.
- Involved in planning and execution of Aviation Security & Asset protection for major airports and key installations.
- Ensured incident free & secure flights by operating as a Sky Marshal on over **250 flights**.
- Member of the security team for the President of the United States, Mr. George W Bush.

HUMAN RESOURCES

- Oversaw end-to-end HR functionalities as the head of an organization of approx. 500 personnel in 2016-19, encompassing Manpower Planning & Staffing, Skill Upgradation, Executive Development and Succession Planning, Training & Development.

TRAINING AND DEVELOPMENT

- Conducted onboarding training for entry level officers for handling professional responsibilities.
- Induction, operationalisation and training on new generation and cutting-edge weapon systems, including those of foreign origin.
- Training & sustenance of vintage equipment, including training & maintenance Programme for executives, supervisors and entry-level workers.
- Reduced onboarding time for new hires by **25%** by developing, executing training programmes & leading training and peer mentoring programmes.

AMOL JADHAV



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Linkedin Profile

Dynamic & result oriented Naval officer with two decades of professional experience in strategic decision making, leading cross functional teams, managing complex modern retail and supply chain operations through technology & innovations in challenging environment.

MODERN RETAIL AND SUPPLY CHAIN OPERATIONS

- Implemented growth oriented business strategies as regional director retail sales (Mumbai Operations)
- Lead E commerce / Brick and Mortar multi brand omni channel retail operations at Mumbai INCS region as subset of INR 18000 crore CSD operations
- Collaborated with various stakeholders of close to 350 companies whilst managing 20,000 SKU's in multiple categories including top brands like HUL, P&G, Coca-Cola, L'Oréal, LG, Sony, Nestle, Puma, Adidas, Diageo, Pernod Ricard, Moët Hennessey, Samsonite, Victorinox etc.
- Implemented purpose driven supply chain processes thereby innovating flow path channels to optimize resources and maximize profitability.
- Lead diversified workforce of 400 supply chain professionals and sustained customer centric operations for more than 1.5 lakh customers in peak COVID-19 disruptive pandemic period.
- Achieved total turnover of 700+ Cr. over span of 4 Yrs through capacity building, customer acquisition with average YOY growth of 20-25%.
- Implemented Maiden end to end Pan India INCS E-commerce operations and integrated SBI e-payment gateway across six pan India INCS regions.
- Administered absolute transparency through governance in accounting, taxation, Auditing, compliances and licensing processes.
- Incorporated ESG metrics into buy, sale and delivery strategy for business value creation and long term growth sustainability

OPERATION MANAGEMENT/PROJECT MANAGEMENT

- Proficiently planned & executed strategic operations, logistics & supply chain processes to meet professional requirements onboard capital warships.
- Trained and mentored officer cadets at National Defence Academy Khadakvasla-Pune as instructor.
- Efficiently managed and coordinated coastal security of Maharashtra and Gujarat states including Seaward security of ports & ONGC offshore platforms
- Coordinated deployment of 40 medium size warships in Indian ocean region.
- Planned and executed large scale outdoor events Viz. Marathon, Live celebrity Music/Bands shows, exhibitions for Naval bases.

CSR /ESG INITIATIVES

- Sponsorship Mumbai & Vizag Navy Marathon Rs.9.8 Cr.(Coca-Cola, Garnier)
- Coordinated media publicity/Marathon for 35k diversified participants Mumbai/Vizag.
- Project SANKALP (Specially abled Children Rs.1 .1 Cr. from Procter & Gamble India.
- Hindustan Unilever 'GARV' scheme for Soldier welfare.
- Project Unnati/National association for disabled enterprise. Income assistance to blind personnel during COVID19



Experience - 20 Years
Indian Navy



CORE COMPETENCIES

- Modern Retail & E commerce Operations
- Leadership & Team Building
- Project & Operations Management
- Business Analytics
- Demand Forecasting
- Vendor & Customer Relationship Management
- Operation Budget/ Revenue & P&L
- Gap Analysis/ Change Management



EDUCATION

- Goa University Bachelor in Naval Science & Technology
- Executive Business Management Programme | IIM Lucknow | 2023



CERTIFICATIONS

- IIT Roorkee
- Professional Course in SCM & Analytics
- Indian Navy
- Advance Under Water Target Analytics (France)
- Leadership & Behavioral studies



AWARDS / ACHIEVEMENTS

- CNC Commendation Year 2011
- Special Recognition from Reckitt Benckiser and Patanjali for outstanding modern retail management during Covid-19 pandemic crisis.

ANKUSH PATHANIA



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Linkedin Profile



Experience - 10 Years
Indian Army



CORE COMPETENCIES

- Cyber Security Analysis & Management
- Info Security Analysis & Management
- Operations & Project Management
- Telecom Network Operations Centre
- Security Operations Centre Management
- Data Center Management
- Incident, Problem & Change Response
- Management
- Disaster Recovery
- Process Improvements Strategies



EDUCATION

- Executive Business Management Programme | IIM Lucknow | 2023
- PG Diploma in Defense Studies and Strategic Management, University of Madras, 2013
- Bachelor of Engineering in Electronics and Telecommunication from Military College of Telecommunication Engineering, 2018
- Bachelor of Science from Guru Nanak Dev University, 2008



CERTIFICATE

- Network Defender Essentials, CodeRed – EC Council.
- Cyber Forensics Essentials, CodeRed – EC Council.
- Cyber Security, (ISC)2.



AWARDS / ACHIEVEMENTS

- Nominated for Chief of Defence Staff Commendation Award for year 2023 for provisioning of communication and relay of live video feed of joint exercises conducted for armed force representatives from 10 countries

- An enthusiastic learner, a technologist and a passionate military leader with 10+ years of expertise in delivering high-value ICT, telecommunication and Cybersecurity projects.
- Well versed in defining, deploying and monitoring the compliance and risk management of information security programmes.
- Comprehensive knowledge and understanding of security operations and info security industry principles and practices.
- Adept in driving transformational programmes to manage processes to deliver results, key expectations and achieve organisational goals.
- Leading cross-functional teams with a fast-learning curve, having strong analytical and problem-solving abilities and working under high-pressure conditions.
- Training of professionals relating to Information and Cyber Security and Telecom Operations and infrastructure.

Senior Operations & Project Officer, IHQ of MoD (Army) (Apr, 2012 - present)

TELECOMMUNICATION NETWORK SECURITY & OPERATIONS

- Responsible for the operations and management, administration, configuration and support of endpoint security solution for a 24x7 mission critical communication network in a remote area.
- Piloted renovation of a Telecommunication Switching & Transmission facility with a subscriber base of 5000+ in a remote region leading to provision of a state-of-the-art facility
- Planned, set-up and maintained a 150 km OFC based backhaul carrier network for provisioning of effective
- communication media infrastructure in a remote region to achieve 98% uptime with end-to-end consistent administration and logistic support.

CYBER SECURITY & OPERATIONS

- Managed cyber security posture and conducted cyber audits in compliance to ISO 27001 standards and organisational cyber security policy.
- Ensured hardening, updating to stable versions and security patch management for the IT assets.
- Managed escalations and running of smooth operations of security solutions.
- Determined multiple initiatives and managed delivery of the programmes while managing time, budget and resources.

ANKUSH VASHISHT



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Linkedin Profile

A dynamic and precision-seeking military leader with 13+ years of hands-on experience in Project and Operations Management. Have engaged in end-to-end Programme/ Project delivery from Planning, Initializing, Executing and Governing entire life cycle, bringing proactive insights in delivering the required KPIs. Have led change and risk management for high impact projects. A certified Lean six sigma professional, looking for a Programme/ Project management role to leverage my strengths and create value for business.

Experience - 13 Years
Indian Army



CORE COMPETENCIES

- Project Management
- Operations Management
- Supply Chain Management
- Team Building
- Risk Assessment & Mitigation
- Problem solving & Decision making
- Resource Management



EDUCATION

- Executive Business Management Programme | IIM Lucknow | 2023
- Post Graduate Programme for Management (PGPM), Operations & SCM from IMT, Ghaziabad
- Diploma in Junior Level Defence Management, Infantry School, Mhow.
- Guerrilla Warfare Course, Special Frontier Force Academy
- Para Basic Course, Para Training School
- Diploma in Advance Weapon System, School of Artillery, Devlali
- Certificate in Weapon System, School of Artillery, Devlali
- Military Training & Leadership Course, Officer's Training Academy, Chennai
- B.Tech(Electronics & Communication) Punjab Technical University



CERTIFICATIONS

- MS Excel
- Lean Six Sigma Green Belt - Ey



AWARDS / ACHIEVEMENTS

- The only officer selected to undergo a specialized course in Guerrilla Warfare at Special Frontier Force Academy, in 2018
- Amongst select few officers who were identified for Special Frontier Forces (A special operations secret organization)

PROJECT MANAGEMENT

- Owned and executed **migration project in a high-altitude terrain**, which included relocation of a Regiment (450 personnel, infrastructure, equipment and stores **worth 110 crores**) across 2500 kilometers
- Undertook financial governance, technical planning, and strategic allocation of public & regiment funds for **forecasting and budgeting**. This included managing local contracts and **coordinating with vendors** as well
- Prevented spread of COVID-19 by setting-up and leading a **Quarantine facility of 200+ beds** for an entire military station during the first wave of pandemic
- Engaged in **CSR project** for welfare of ex-servicemen, war-widows, and their wards
- Appointed as Second-in-Command of a Surveillance unit, leading more than 220 individuals and handled GeM Procurements of approximately **45 lakhs annually**
- Organized a **State level Weapon and Army Band Display** for the Republic Day parade, coordinated with local authorities, law enforcement agencies, local schools & veterans
- Organized and administered **recruitment rally** of the first battalion of Sikkim Scouts & recruited more than 1200 individuals

OPERATIONS MANAGEMENT

- Governed and executed Long range tactical patrols of more than 55 personnel spanning **750+ hrs by foot** on LAC in High Altitude avalanche-prone terrain.
- Achieved strategic objectives with "Zero loss of life" and property with high efficiency and accuracy.
- Managed **in-house Supermart** during pandemic ensuring **QA/QC** & last mile delivery processes with regular replenishment of goods. Key KPI's were Cashless transactions and Contactless delivery (**Turnover of more than 10.5 CR in 3 quarters**).

SUPPLY CHAIN MANAGEMENT & LOGISTICS

- Experience in demand forecasting, daily planning, and directional management of **end-to-end supply chain processes**
- Expertise in **logistics formulation** and **vendor development** with a focus on resource optimization & cost-effectiveness
- Managed **supply chain of perishable, non-perishable and energy goods** including warehousing, inventory, transportation, and distribution

ANOOP R PANICKER



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Linkedin Profile

An accomplished and goal-oriented officer of the Indian Navy with 20+ years of experience, with illustrated success in Leadership, Project Management, Operations and Supply Chain Management. A perseverant, dynamic and adaptable leader, adept at leading diverse teams in unrelenting and demanding environments, he understands technology, is good at interpersonal skills and excels in pursuit of organizational goals

Experience - 20+ Years
Indian Navy

CORE COMPETENCIES

- Leadership & Strategic Planning
- Project Management
- Operations Management
- Supply Chain Management

EDUCATION

- Executive Business Management Programme | IIM Lucknow | 2023
- Master of Science in Defence & Strategic Studies from University of Madras, 2016
- Master of Science in Telecom from Cochin University of Science & Technology, 2009
- Bachelor of Science from Jawaharlal Nehru University, 2001

CERTIFICATIONS

- PMP from PMI (pursuing)
- Lean Six Sigma Green Belt
- Lean Six Sigma Black Belt (pursuing)
- Advance Training for Oil Tanker Cargo Operations- Naval Maritime Academy Mumbai, 2017

HONOURS AND AWARDS

- 2022 - Awarded 'On the spot commendation' for "Devotion to duty and professionalism" by the Flag Officer Commanding-in-Chief, Southern Naval Command
- 2020-Author of a paper 'Life after COVID' in the Indian Navy
- Awarded 'Unit Citation and 'Best Ship' on three occasions
- Awarded commendation by Flag Officer Commanding-in-Chief Southern Naval Command for enhancing clarity of communication circuits at sea

LEADERSHIP & STRATEGIC PLANNING

- Ensured operational effectiveness whilst leading 200+ men in unrelenting & dynamic environments, as Commanding Officer of 02, and Second in Command of 03 warships.
- Drafted the framework of the Indian Navy's **Strategic Communication plan**
- Laid down the framework for '**Life in the Navy After COVID**' for future generations'.
- Conceptualized and **drafted INFOSEC** policies for the Indian Navy.
- **Implemented** INFOSEC of Naval networks in collaboration with national agencies.
- Groomed '**ambassadors**' for the country by training 10 foreign Navy officers.
- Instilled '**boot camp basics**' in 10000+ naval trainees during ab-initio courses.

PROJECT MANAGEMENT

- Conceptualized and steered **Fire Audit** in **137** hospitals in **14** districts in **record 07** days, towards identifying gaps, streamlining processes and **saving lives**.
- Supervised & coordinated infra projects in 07 Naval bases (in 08 states) for **1000+ Cr.**
- Provided **domain expertise** and co-authored stakeholder requirements in Remote Island Development Project & **Kochi Water Metro** costing **5000 Cr.**
- Coordinated Headquarter level efforts in commissioning & in ensuring enhanced life cycle support to **INS Vikrant** worth **21000 Cr.**
- Steered resolution of water shortages (saving **10 Cr** annually) and govt land for 03 critical infra projects (costing **1000 Cr**) through protracted liaison efforts with state.
- Spearheaded **planning, assistance** and coordination with state govt for setting up a **1000 bed temporary** hospital during COVID

OPERATIONS MANAGEMENT/ SUPPLY CHAIN MANAGEMENT

- Commanded the **rescue** operation of **05 marooned** fishermen at sea in Feb 2019 and rescued **180+** people during Kerala floods in 2018.
- Minutely orchestrated **repatriation of 3000 Indians** & coordinated of movement of 'Oxygen Express', navigating major constraints in the peak of COVID.
- Led diverse teams in **15 +** multilateral exercises with **20+ countries** so as to refine & validate concepts of Naval operations and to strengthen bilateral relations
- Executed timely Operational logistics support to **20 Naval assets** in foreign waters.
- Planned and coordinated **two major** national-level exercises amongst **50** stakeholders and involving more than **5000** personnel in 2022.
- Ensured astute **Operational Risk Management** in a Fuel tanker of 35000 GRT (with 350 personnel onboard) whilst completing all assigned operational taskings.
- Ensured **effective Supply Chain Management** during Medium Refit of a warship at Port Blair, despite constrained by logistical hurdles due to remoteness.

ANUKOOL MEHTA



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Linkedin Profile

A dynamic officer, driven to find gaps and innovate ways to fill them. Having experiences ranging in a spectrum from high-risk operations that required utmost dedication and a clear understanding of the task to managing logistics & human resources in challenging environments and Imparting training to over 2500+ personnel during a challenging period of unprecedented organizational changes in a VUCA environment

SECURITY MANAGER & OPERATIONS MANAGER, INDIAN ARMY, NATIONAL SECURITY GUARD

- Developed situation awareness room at 16500 ft near a sensitive international border covering an area of 200 sq km. "Costing Over 20 lacs after 200 sq km.
- **Spearheaded** security and anti-terrorism tasks in a conflict zone having a population of 40,000 with 0% civilian casualties.
- Identified, developed, and **implemented security procedures** across the organization to reduce risk & response to an incident.
- **Conceptualized, formulated & reviewed**, standard operating procedures for the organization for handling exigencies and emergencies.
- Ensured the setup of security infrastructure to ensure risk mitigation, threat analysis, and loss prevention through a team of 500 trained professionals.
- **Chief security advisor** to hire verticals and responsible liaison with international stakeholders for the security and protection of national and international dignitaries at the NATIONAL SECURITY GUARD.
- Successfully **conceptualized, coordinated & executed** the formulation of counter-insurgency & infiltration grid through a core team with a workforce of 350+ trained security personnel.
- **Diligently planned** move of 45 vehicles carrying 250 tons of vital supplies of troops in conflict zone through 1200kms of hostile terrain achieving 100% successful transition with 0% losses of man & material.
- Conducted **operational performance Reviews, Continuous Process Improvement & mid-course** corrections making the process more agile & feedback oriented ensuring the achievement of critical timelines.
- Served as **senior operation manager** facilitating over 1200 member organizations which included four operationally active geographical locations offering the most challenging terrain conditions.

TRAINING & HUMAN RESOURCE MANAGEMENT, INDIAN ARMY, NATIONAL SECURITY GUARD

- Efficiently created and sustained a diverse workforce & increased the overall productivity of the unit by 20 % with a more than 40% decrease in disciplinary cases & conflicts.
- Developed personalized training programmes to support **multifaceted growth and encouraged junior leadership** resulting in a 25% improvement in the personal performance of 250+ soldiers.
- **Planned & coordinated** academic sessions for more than 560 trainees & conducted carrier counseling & guidance sessions which resulted in increasing the understanding & learning of trainees by up to 70%.
- Handled **HR policies** for probationers, posting & selection of more than **10,000 personnel** at all levels for maximum satisfaction & organizational efficiency without affecting the operational capabilities.
- Revamped **selection and training** of individuals in a new raising organization to achieve 100% stakeholder satisfaction
- **Administered** a body of 450 soldiers, 70 vehicles, and specialized military equipment in urban & challenging locations including their training, appraisals, promotions & well-being.
- Addressed **administrative problems** of the team by **implementing HRMS** for documentation for pay and allowances, and performance appraisals of over 1200 members.
- Ensured due diligence, strategic evaluation, and risk assessment of operating procedures toward drafting and formulating policies, guides, and SOPs for critical projects.



Experience - 11 Years
Indian Army



CORE COMPETENCIES

- Resource Management
- Crisis Management
- Delegation & Negotiation
- Critical Thinking
- Creative Thinking
- Active Listening
- Team Building & Leadership
- VIP Security
- Project Planning
- Resource Planning
- Mentoring
- Process Improvement



EDUCATION

- Executive Business Management Programme | IIM Lucknow | 2023
- PGDM: Human Resource Management, Institute of Management Technology - 2021
- B.Tech: Mechanical Engineering, LIMAT, Maharishi Dayanand University - 2011



CERTIFICATIONS

- LSSBB & LSSGB
- Instructor Proficiency Certificate
- Tactical Driving
- Personal Security Officer



AWARDS / ACHIEVEMENTS

- Selected as instructor in NSG, Training Centre.
- Awarded Chief of Army Staff Unit Citation in 2021.
- Represented Commonwealth Games opening ceremony
- Appointed as Manager of national level winning Sniper and football team.

ARJAN SINGH BEDI



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Linkedin Profile

A dynamic Indian Army Officer with 24 years of experience in pursuing unconventional goals and conquering uncharted territories. From deployments with the Special Forces including the National Security Guard to leading the Indian Army's adventure sports teams in international competitions, have displayed unswerving focus and leadership. Have mastered strategic planning, organizational effectiveness, multimillion-dollar projects and working effectively with cross-functional, multicultural teams. Will bring military efficiency and strategic thinking while maximizing productivity. Interested in **security, general management, operations, logistics, education, training and/or healthcare management positions.**

Experience - 24 Years
Indian Army



CORE COMPETENCIES

- Healthcare operations
- Supply chain & logistics
- Business strategy
- Business development
- Stakeholder communication
- Crisis management
- Training & HR
- Medical law



EDUCATION

- Executive Business Management Programme | IIM Lucknow | 2023
- Post Graduate Diploma in Medical Law NLSIU, Bangalore, 2021
- MBA (Hospital & Healthcare Management) Chitkara University Punjab, 2019
- BA Punjab University, 1997



CERTIFICATIONS

- Certificate in Healthcare Management: ISB, 2022
- Certificate in Cybersecurity in Healthcare
- Certificate in Covid-19 contact tracing: Johns Hopkins University
- Six Sigma Green Belt,
- Certified in NABH standards for Hospitals; NABH

HEALTHCARE OPERATIONS

- Headed management & operations of two clinics with a dependency 1 Lakh military veterans.
- Maintenance of seamless patient flow towards continuous process improvement.
- Financial accounting and audits.
- Headed crisis management during Covid-19 of 3000 troops.
- Liaison with district administration in COVID-19 management.
- Planned & executed the establishment of a 200 bedded quarantine & isolation facility during COVID.
- Ensured uninterrupted round the clock and seamless services to over 25000 veteran during COVID
- Headed the COVID contact tracing team and trained and created a specialized teams of the contact tracing experts.

SUPPLY CHAIN & LOGISTICS

- Capex procurement, maintenance & AMCs of medical equipment worth 20 million annually.
- Forecasting & procurement of medicines worth Rs 10.5 million annually
- Management stores & inventories worth 20-30 million
- Monitoring of monthly maintenance figures, expiry dates & re-order levels of Medicines stock.
- Procurements, inventory management & sales as head of canteen stores department for 3000 plus serving and retired military persons
- Conceptualizing & planning of multi-million-dollar CSR projects in Eastern Ladakh.

TRAINING & HR FUNCTIONING

- All HR-related management of 28 medical officers, paramedics and administrative staff.
- Constituted a grievance redressal system to ensure speedy and timely implementation.
- Designed development, and evaluation programme for persons of para-military units.
- Conversion training to special force units and high calibre training to paramilitary in the counter hijack, VIP protection, protection of high-value national resources.
- Constructed state of the art combat training shooting range at zero cost by using local resources.

SECURITY

- Designed the security layout and surveillance of operational bases in tune with constantly security needs & challenges.
- Experienced in analyzing information about potential threats
- As a part of the National security guard & special forces units specialized in training of 2500 raw cadres of paramilitary & foreign armies in anti-hijack & anti-terrorist operations
- Civilian aid programmes : Rescue 1000 plus stranded nomads of remote Eastern Ladakh

ARUNJIT SINGH TALWAR



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Linkedin Profile

A proactive, dynamic, result oriented, PMP® certified professional with 20 years of experience in the field of Defence production, programme and contract management, operations and product life cycle support, data driven process improvements, induction and management of complex technology products, setting up new units, formulation of SOPs and regulatory policies at Strategic and tactical levels. Outstanding track record of achieving outcomes & creating value by leveraging operation research, analytics, collaboration, multitasking, teamwork innovative thinking and Risk mitigation Recognised as astute problem solver with strong communication, analytical & conflict management skills.

Experience - 20 Years
Indian Navy



CORE COMPETENCIES

- Strategy & Leadership
- Defence Production
- Operations Management
- Business Analytics
- Programme Management
- -Waterfall & Scrum/ Kanban
- Contract & Budget Management
- Design Thinking
- Renewable Energy/ Batteries
- Resiliency & Change Management
- Risk Management
- Regulatory Compliance
- Offshore/ Underwater Domain



EDUCATION

- Executive Business Management Programme | IIM Lucknow | 2023
- PGDM - JBIMS, Mumbai University, 2016
- B.E(Elec & Comm) - GNDEC, VTU, Belgaum, 2002



CERTIFICATIONS

- PMP® - PMI, USA
- Business Analytics – IIT Kharagpur
- AI Driven Supply Chains – NITIE
- LSSGB – KPMG
- AWS Cloud Practitioner
- Python, SQL, No SQL, IoT, Cloud and Blockchain
- C++, Arduino



AWARDS / ACHIEVEMENTS

- Sword of Honor – Submarine Management
- The Chief of Naval Staff Commendation and Operations Management
- The Vice Chief of Naval Staff on Management

PROGRAMME MANAGEMENT

- Planned & executed 10 large scale technology projects worth INR 600 Cr towards development, induction & commissioning of systems for Naval assets
- Extensive planning & production experience at Naval dockyards leading 86 Personnel towards refit / upgradation of 20 Naval Vessels.
- Strong liaison with Indian/ Foreign OEMs/ industry/ Govt & Pvt shipyards (Indian, German & Russian)/ DRDO, handling R&D, innovative projects & creating effective project outcomes
- Formulation of procurement framework for 'make in India' assets through CII/ MSMEs achieving time and cost benefits by 5-8% for the organization
- Immense experience in conflict management, handling of labour relations/ unions, Factory Act, ESIC, EPFO governed large product organisations
- Steered multiple projects on commissioning, operation and decommissioning of renewables heavy storage 20400 AH Main batteries
- Led/ part of eight foreign projects in USA, Europe & Russia towards project decisions, execution, trials, acceptance, delivery & closure

OPERATIONS MANAGEMENT

- Created positive ecosystem and work culture in leadership roles under VUCA conditions. Guided & mentored multiple teams ensuring optimal team outcomes
- Implemented incremental process improvements based on analysis/ data driven decisions thereby increasing efficiency by 20% in defence production
- Steered processes for setting up new units, formulating governance guidelines, processes, SOPs towards achieving 100% regulatory compliance
- Lead 09 audit/ DPR committees towards automation system/ product development, upgradations & induction with Indian/ Foreign industry partners
- Formulated & steered Change and risk management policies building organisation resiliency & adaptability, leading indigenisation & tech upgradations
- Rationalized inventory based on analytics leading to reduction in inventory holding costs by 15%
- As CTO, lead multiple technical teams from diverse backgrounds towards efficient exploitation & maintenance of AC/ DC Power networks, APMS, powertrains/ IPMS, communication/ SATCOM, instrumentation/ controls, weapon systems built on RTOS, PLC, IGBTs, VFDs, VME, MIL-STD's & SBC technology
- Planned/ ensured readiness of complex tech systems during 03 months independent transoceanic deployment including online support & spares

CONTRACT & BUDGET MANAGEMENT

- Steered 100+ end-to-end contract amounting Rs 250 Cr from preparing contract strategy, steering contracts to handling post contractual issues with Govt bodies/ industry
- Regulated & structured Naval contracts ensuring compliance to DAP-20, GFR-2017 guidelines/ MoF Orders/ CVC guidelines, GEM and MSME Act
- Responsible for Budget Management (approx. Rs 570.0 Cr) using SAP. Preparation of BE, RE & MAR. Handling billing functions with CGDA/ PCDA(N)
- Handling of Parliamentary Queries (PQs), audit queries, RTI's, coordination with legal Counsel towards handling of cases

PVT SECTOR EXPERIENCE – SOFTWARE PROGRAMMING

- Embedded system assembly level Programming on STM series microcontrollers for smart meters

Indian Institute of Management - Lucknow (Noida Campus)

ASHOK RAI



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Linkedin Profile

A multi-faceted military professional with over 36 years of diverse experience in Operations Management, Programme Management, Organisation Development, Government Affairs, imparting higher Professional Military Education and also mentoring of mid and senior Armed Forces personnel. Skilled in Maritime Operations & Security, Strategic Studies, Budget and Human Resources management. A result driven achiever adept at leading and enhancing productivity of cross functional teams.

STATION COMMANDER/CAMPUS DIRECTOR OF PREMIERE TRAINING ESTABLISHMENT (2019 – 2022)

As the Campus Head of the premium naval training establishment (imparting training on Leadership and Management with a throughput of about 3000 personnel per annum), was overall responsible for overseeing the day-to-day functioning of the institution with a budget of over two crores per month.

REGISTRAR AND DEAN OF NAVAL WAR COLLEGE, GOA (2014 – 2019)

As the Deputy Commandant (Registrar) & Chief Instructor (Dean) of Naval War College was responsible for overseeing the administration, logistics and training curriculum of the prestigious naval institution imparting higher professional military education to senior officers of the Armed Forces including senior officers from friendly foreign countries.

PRINCIPAL DIRECTOR, MANPOWER PLANNING & RECRUITMENT, NAVAL HEADQUARTERS, NEW DELHI (2008 – 2014)

As the Director/ Principal Director Manpower Planning & Recruitment was responsible for nationwide recruitment of Officers & Sailors of Indian Navy. The job involved dealing with Ministry of Defence/Government of India.

SOMALIA OPERATIONS, TRAINING AND MENTORING, (1986 – 2006)

Whilst serving onboard one of the Indian Naval warships, was actively involved in the maritime operations off Somalia. During the period 1986- 2006 held various important Command, Staff, Operational and training appointments. The training curriculum involved practical sailing onboard ships (including sail training ship), Ocean Sailing, Astro-navigation, coastal and harbour pilotage, Other important training billets tenanted by me during the nearly two decades include Command/Second-in- Command of Warships, Squadron Commander at the National Defence Academy, Khadakvasla, where-in I was responsible for mentoring and grooming of over 300 Officer Cadets per batch.

ADDITIONAL POSITIONS OF RESPONSIBILITIES

- **Chairman** of Navy Children School, Coimbatore, Tamil Nadu (2019 - 22)
- **Chief Editor**, Naval War College Journal (2016 -19)
- Recognised **Professor for PhD** (Defence and Strategic Studies) by Mumbai University, **Visiting Faculty** of Naval War College, Goa and **Chairman** of Kendriya Vidyalaya, Okha, Gujarat (2006-08)



Experience - 36 Years
Indian Navy



CORE COMPETENCIES

- Leadership and Team Building
- Strategic Human Resource Planning and Recruitment
- Logistics & Administration
- Budget and Risk Management
- Organisational Development
- Maritime Operations & Security



EDUCATION

- Executive Business Management Programme | IIM Lucknow | 2023
- PhD from Jawaharlal Nehru University (2019)
- MPhil (Defence & Strategic Studies), Mumbai Univ (2009)



CERTIFICATIONS

- Graduate Certificate of Public Policy, (Defence & Foreign Affairs), Takshashila Institution, Bangalore – 2020
- Higher Defence Course for Asia Pacific Senior Officers, National Defence Studies Centre, Madrid, Spain - 2012
- War Game Design and Implementation Seminar, Naval War College, Rhode Island, US – 2003



AWARDS / ACHIEVEMENTS

- Vishist Seva Medal by the President of India (2021)
- Commendation by the Chief of Naval Staff on two occasions - 2007 & 2011
- Commendation by the Flag Officer Commanding- in-Chief - 1999

ANIL JAIN



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Linkedin Profile

Military professional with three-plus decades of rich experience on Installation, commissioning and overhauling of radars. Being a military officer with technical background I also contributed significantly to set up the Air Defense of India. Also, while maintaining ground-based radars there were almost nil number of technical breakdowns under my supervision. Also imparted knowledge on maintenance of ground-based radar systems to officers and air warriors for a long tenure of four year at one of the premier institutes of IAF.

Experience - 33 Years
Indian Air Force



CORE COMPETENCIES

- Experience on RADAR technologies and microwave electronics.
- Presentation skills
- Public Relations & Liaison
- Strong communication skills & effective team leader.



EDUCATION

- B.E. (Electronics and Communication)(1984-88)
- Executive Business Management Programme | IIM Lucknow | 2023



CERTIFICATIONS

- General Business Management Course for Defense Officers from IIM Lucknow (Noida Campus), 2023.



AWARDS / ACHIEVEMENTS

- Commendation by the Air Officer Commanding in Chief, HQ SWAC, IAF
- Commendation by the Chief of Air Staff, Indian Air Force

HIGH POWER RADARS

I have experience in installing and commissioning of these types of radars. Also, I have been a part of overhauling of these types of high-power radars.

MODERNIZATION OF AIR FIELD SYSTEM

I was involved in completion of Siting, Installation, Testing and commissioning of this systems at one of the forward air bases of IAF. Additionally, carried out survey of 14 airfields of IAF under modernization of air field infrastructure.

HR MANAGEMENT

Directed management of a full spectrum of HR operations, systems and programmes including welfare, incentive programmes, examination of proficiency.

CONTRACT & PROCUREMENT MANAGEMENT

Experienced in formulating and managing of all types of contracts related to procurement of goods and services pertaining to ground based radars and navigational aids.

DEVELOPMENT & TRAINING

Trained middle & junior level officers for maintenance and overhaul of RADARS during the year 2008-2012.

ASIMUDDIN



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Linkedin Profile



Experience - 36 Years
Indian Army

CORE COMPETENCIES

- Human Resources Management
- Safety and Security
- Services Management
- Inventory Management
- Auditing of Accounts
- Vendors Managements
- Infrastructure Management
- Influencing and Networking
- Performance Appraisal
- Defence Equipment Marketing
- Operations Management

EDUCATION

- Executive Business Management Programme | IIM Lucknow | 2023
- Pursuing Ph. D in Public Admin Thesis submitted on 09 January, 2023.
- MBA (HR & Finance)
- Post Graduation in Public Admin
- BA (Major in Public Administration)

CERTIFICATIONS

- Certified course in DMMRS IAI Elta System Ltd, Israel
- Component Level Maintenance of SECTEL-ND, BEL Panchkula
- Defence Financial Management at National Academy of Defence Management, Pune

AWARDS / ACHIEVEMENTS

- Unit Citations in 2012. Successfully commissioned Signal . . Intelligent Project in 2006.
- Restoration the life of 28 years old SI Project in 2004.
- Procurement of Snow tool for the complete theatre of Operation.

A dedicated and highly skilled Indian Army Officer having more than three decades of experience on various appointments with history of achieving organizational goals by utilizing consistent and organized practices having ability to adapt to the new situations in the interest of the organization. Expertise in Human Resource Management, Security of the garrison, Logistic planning & its execution with analytical approach to solve problems, capable of achieving targets under constraints, ability to adapt to any domain, training of the employees as per organizational requirement, worked from scratch, leading cross functional team, precise decision maker in adverse situations and delivering outstanding and is ready to apply his experience in Corporate sector.

HUMAN RESOURCE MANAGEMENT

- Established HR Automation for effective attendance system, preparation of payrolls, employees' compensations and other benefits at Pune and Meerut.
- Conducted incidents' investigations promptly as and when required.
- Conducted regional level technical seminars and VIP visits.
- Provided desired counselling to keep motivation and morale high of subordinate staff in adverse situations.
- Implemented people capability maturity model to enhance the work ambiance & morale of employees in increased works optimization levels.
- Management of vendors, customers, VIPs' visits and Audit staff.
- Maintained cordial relations with employees, their unions and dealt with their personal complaints.
- Monitored the employees' movement to control pilferage and other indiscipline activities by ensuring proactive security measures.
- Monitored the employees' welfare activities and their privileges.
- Infrastructure creation, maintenance and ensured its judicious utilization.
- Managed the needs and led teams to administer various CSR activities for the welfare of the local population.
- Developed policies & procedures to improve administrative support systems to achieve targets in the reduced of manpower.

RECRUITMENT AND TRAINING

- Carried out manpower planning, selection/ recruitment of employees, induction and attrition analysis.
- Responsible for recruitment, training, designing courses as per organisational requirements, finance planning, and procurement by effective cost control of various grants.
- Built up effective performing teams in the organization to work and create cross-functioning.

INVENTORY MANAGEMENT

- Provisioned of logistic goods and services from government as well as another private agency.
- Procurement of tools and other technical stores from depots.
- Foresightedness planning of material.

OPERATIONS MANAGEMENT

- Purchased stores, its stocking and organizing to ensure desired quantity in range and depth to meet the organizational requirement for its effective functioning.
- Monitored the procurement of spares, stationery items, workers canteen stores and other miscellaneous items.
- Preparation of annual budget report and its projections.

PURCHASES

- Purchased the stores, its stocking and organizing to ensure desired quantity in range and depth to meet the organizational requirement for its effective functioning.
- Monitored the procurement of spares, stationery items, workers canteen stores and other miscellaneous items.
- Preparation of annual budget report and its projections.

SAFETY AND SECURITY

- Carried out periodically Audit and Inspection of security and fire-fighting sections.
- Closely monitored the unsafe act / behaviour of employees and corrected them.
- Advised the execution teams on the personal safety related issues and developed methods to improve upon them.

DEEKSHA BHARDWAJ



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Linkedin Profile

Dynamic, result oriented and a diligent leader with an invaluable diversified experience of 14 years in multifarious roles in Army. Excelled in implementing change management strategies, handling multiple domains for process improvement & resource management in various appointments in the Army. Self-driven, highly analytical individual having expertise in accomplishing complex tasks and achieving objectives under most challenging conditions with proven risk assessment and mitigation capabilities

Experience - 14 Years
Indian Army



CORE COMPETENCIES

- Human Resource Management
- Strategic Planning & Leadership
- Team Building & Leadership Performance
- Management Compensation
- Management Employee Welfare
- Succession Planning
- Employee Communication
- Vendor/Stakeholder Management



EDUCATION

- Executive Business Management Programme | IIM Lucknow | 2023
- PG Programme in Human Resource Management Welingkar Institute, Mumbai (Pursuing)
- Bachelor of Engineering in Electrical: Rajasthan Technical University; 2005-09



CERTIFICATIONS

- Google Project Management - Professional Certificate Jan 2023
- Foundations of Project Management - Aug 2022
- Project Initiation - Sep 2022
- Project Planning - Oct 2022
- Project Execution - Nov 2022
- Agile Project Management – Dec 2022
- Applying Project Management In Real World – Jan 2023
- Lean Six Sigma Green Belt - EY (Pursuing)
- Officers Advanced Computer Technology Course, MCEME Secunderabad: 2014-15



AWARDS / ACHIEVEMENTS

- COAS Unit Citation- 2017

HR MANAGEMENT & PROJECT HEAD

- Executed manpower planning, selection & recruitment, induction & **attrition analysis** of employees of Asha School (NGO for specially abled children).
- Planned & organised several vocational programmes, projects through **CSR** for employment of these students.
- Structured records maintenance and ensured **compliance** in terms of employee and office management including leave, salary, discipline and welfare.
- Spearheaded 100+ Civilians and Defence personnel for streamlining and managing the **administrative** procedures of Asha School.
- Ensured smooth operations of administration / welfare activities including housekeeping management, **Security Management** and **Vendor Management**.
- Mentored Officers and Men in various aspects of Logistics, Supply Chain Management (SCM) and **Leadership**.
- Organised HR Management of Officers and men (200+ combatants) including **Performance** Management, Learning & Development and **Training**.
- Reviewed **staffing** norms & workstations to achieve optimization. As Officer Commanding of EME Workshop, conducted HR policy reviews, appraisals, performance counselling, rewards & recognitions and workplace safety reviews for over 250 personnel.

OPERATIONS & SUPPLY CHAIN MANAGEMENT

- Established Capacity Planning and Production Scheduling of over 1000 combatants for sustenance of over **10,000 troops** and approx **1000** complex war fighting equipment and vehicles for **strategic planning** in the ever operational Northern Command of the Indian Army.
- Enhanced analytical **Risk Assessment** during the most challenging times of COVID 19 and utilized problem-solving abilities to maintain operational readiness of critical war line equipment in the western sector to maintain Strategic advantage.
- Strengthened the **forecasting, procurement & provisioning** of logistic supplies & improved infrastructure to provide better logistic support to consumers in complex **supply chain** dynamics.

STRATEGIC PLANNING & LEADERSHIP

- Designed strategic planning frameworks alongwith tools & processes to facilitate decision making and developing **strategic plans**, effective and **persuasive leadership** style.
- Formulated Standard Operating Procedures (SOPs) to provide direction and align processes & **standards** with emerging **logistical operations**, technology and compliances.
- Spearheaded a project during COVID Pandemic and strategized, established and monitored transiting quarantine facility of over **1000** beds for transiting troops from all parts of India going to Northern Borders.

GANESH JAGANNATHAN



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Linkedin Profile

A decisive and pragmatic professional with 12+ years of experience including 10 years of Military service as an officer in the Indian Army. A specialist in the field of process automation and data analytics using Python/VB.net/SQL server/MS Excel, building AI-driven multi-layered & resilient supply chains. A professional with multi-task proficiency to manage multiple assignments efficiently under pressure, and skills to meet deadlines & deliver results on time. Proven track record in handling a multidisciplinary workforce, providing strategic and operational leadership to drive higher adaptability, productivity, and KPI optimization.

Experience - 12 Years
Indian Army



CORE COMPETENCIES

- Strategy & Leadership
- Supply Chain & Logistics
- Operations Management
- Programme Management - Waterfall & Scrum/ Kanban
- Contract & Budget Management
- Data Analytics & Automation
- Training & Development
- Change & Risk Management
- Regulatory Compliance
- Performance Evaluation
- Process Optimization
- Software Development
- Python/VB.net/SQL/MS Excel



EDUCATION

- Executive Business Management Programme | IIM Lucknow | 2023
- PGDM, Defence & Strategic Studies, Madras University - 2012
- B.E(Elec & Comm) Anna university, 2010



CERTIFICATIONS

- PMP® - PMI, USA
- LSSGB – ISEL
- LSSBB - ISEL
- Python, SQL – Google
- Missile Technology - MILIT



AWARDS / ACHIEVEMENTS

- Chief Of Army Staff Commendation for distinguished service in Supply Chain Management

SUPPLY CHAIN AND LOGISTICS

- Handled End-to-End Supply Chain ensuring around-the-year dispatch and delivery of ammunition, ration, medical supplies, and fuel for 1300 troops
- Conducted timely forecasting of possible operational needs by Data analytics of consumptions patterns thereby ensuring zero critical deficiencies
- Managed full spectrum of 80+ vehicle fleet including fleet operations, maintenance, training of staff, and procurements
- Managed multiple vendors for procurement of clothing, essential goods, and technical accessories for national contingent during multiple international joint exercises thereby reducing procurement costs by 35 %
- In charge of Warehousing critical war stores valued above 100 Crores - Introduced new processes and measures for space management and stock replenishment
- Expedited the demand process and ensured inventory replenishment through cross-functional coordination achieving YoY growth by 17 %
- Formulated the vision, policies directives and SOPs for Procurement, Vendor Management, Cost Reduction, Contract Negotiations and SLA compliance

OPERATIONS MANAGEMENT

- Directed operations of an equipment-intensive unit having assets worth 20 Cr improving workflow efficiency by 15 %
- Ensured 99% operational readiness of equipment and vehicles by systematic scheduled maintenance thereby saving cost on heavy repairs by 35 %
- Handled all functional **accounts, funds, and investments** – Ensured a 30% YoY growth of funds.
- Conducted multiple **accounting audits** ensuring compliance to finance policies and no misrepresentations in account statements increasing budget optimization by 20 %
- Handled day-to-day manpower & resource management issues, disciplinary issues, leave planning, **performance evaluation** of 120 plus team members
- In charge of mid-sized Defense Canteen, handled stock in excess of 5 Crores, **formulated business** continuity plan, and digitized billing process increasing month-on-month sales by 20 %

PROJECT MANAGEMENT

- Border Fence modernization – initiated, planned, and executed modernization of a stretch of 20 Km of LOC fencing worth 20 Crores
- Initiated and delivered a digitized vehicle tracking system by integrating modern equipment onto legacy transport vehicles increasing KPI by 50 %
- Designed and launched a HRMS suite for Predictive Analysis of future manpower deficiency forecasting requirements of soldiers 3 years in advance and to automate and digitize clerical work reducing man-hours by 70 %
- Established an Innovation cell and led a team of 30 individuals to successfully innovate 40 + cost effective solutions for tactical and operational difficulties being faced by forward deployed troops

TATA CONSULTANCY SERVICES, CHENNAI

ASSISTANT SYSTEMS ENGINEER JUN 2010 - MAR 2012

- Development of state-of-the-art client software applications for a Global telecom client
- Database optimization for improved application efficiency
- Designed and launched a support process automation software reducing support TAT by 45 % and escalations by 70 %.

HARPREET SINGH JAISWAL



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Linkedin Profile



Experience - 32 Years
Indian Army

CORE COMPETENCIES

- Analytical Ability.
- Defence Equipment Marketing,
- Warehousing, Supply Chain & Logistics
- Healthcare operations.
- Project Management
- Operations Management
- HR Management, Training and Development, Capacity and Team Building
- ESG, CSR, Facility / Estate Management

EDUCATION

- Executive Business Management Programme | IIM Lucknow | 2023
- MBA (Finance and Marketing)- 2013-15
- Group 1 ICWAI (INTER)- 1990
- B Com (H) Hans Raj College, Delhi University-1990

CERTIFICATIONS

- MDP in Financial Management - 2022.
- Advanced Level Excel – 2022.
- MDP, IIM Kozhikode – 2013.
- Defence Procurement Courses – 2012.
- IT Project Management – 2009.
- Transport Management – 1994.

AWARDS / ACHIEVEMENTS

- Chief of the Army Staff Commendation – 2003.
- Unit Citation - 2003

I am a military veteran with three decades of experience in Leadership, Defence Equipment Procurement, Operations Management, Supply Chain, Logistics and Warehouse Management. Human Resources Handling, Finance and Budget Management, Project Management, Healthcare Management are also my core competencies with abundant practicing experience.

My diplomatic, action-oriented persona and team-building expertise, help in integrating Government and Private Sector resources to execute projects. I concordantly manage heterogeneous teams, use optimal resources to deliver results in diverse, ambiguous environments. My systematic, analytics based strategic thinking, effective business communication skills and empathy bring military effectiveness, cost efficiency in my deliverables.

DEFENCE EQUIPMENT MARKETING

- Initiated, processed and handled **defence equipment procurements** worth **Rs 225 crore** plus.
- Conducted equipment demonstrations, trials and procurement reports for drones, motorcycles, four-wheelers, fuel cells, generators, and surveillance equipment.
- Knowledge of **Defence Procurement Procedures and Manual**.
- Generating **sales-oriented technical literature**, its **publication in Defence periodicals** for Brand Awareness, Brand Recall to facilitate procurement.
- Possess defence equipment business development capability.
- Ensuring product manufacture as per the buyer's technical specifications.

SUPPLY CHAIN & LOGISTICS MANAGEMENT

- Transhipped **500 persons, 120 vehicles, 30 tons loads** annually over **1300 kilometers**.
- Monthly managed warehouses with **650 tons of long-life stores, 150 tons of perishable** goods.
- Published article on **Business, Logistical opportunities in Suez and Panama Canal**.
- **Knowledge of SCM and warehousing** of perishables and staples.

PROJECT MANAGEMENT

- Designed **Forensic Lab** costing **Rs 0.1 Cr and Rs 30 Cr**. **Trained 40 professionals** to run them.
- Published article on **Application of Forensic Science**.
- **Audited Rs 25 Cr worth inventories and profitability** in 2019.
- **Initiated 5 MW solar power project (SPP), established a 1.5 MW SPP** and monitored a **4 MW SPP**. 2015-23.

OPERATIONS MANAGEMENT.

- Raised new organization having 275 personnel and 120 equipment. Built its corporate culture, cohesiveness and professionalism in 2008.
- Contributed monthly profit of Rs 70000/= with ROI of 84% on Rs 10 lakh from retail shop (1996-98).
- **Crowd funded Rs 1 lakh** capital for retail shop. **ROI of 75 %**. **Increased capital to Rs 2 Lakh**. **Returned seed funding**. 2007-08.
- Achieved success rate of **0.25% through Social Media Marketing for Air Deccan**.
- Proposed constructions worth **Rs 10 Cr**. **Supervised maintenance** worth **Rs 3 Cr**. 2006-08, 2015-18.
- Initiated smart meters installation worth **Rs 3 Cr**.
- Annually trained **33,600** professionals. Ensured 95% uptime of equipment, **24** computers and coordinated **54** visiting faculty members.
- Established multi sensor surveillance project.

HEALTHCARE

- Researched on medical implant cost optimization.
- Researched on Narayana Healthcare, use of Drones for medicare logistics.

HUMAN RESOURCE MANAGEMENT

- Led **125 personnel** always. Ensured manpower planning, skill upgradation, development and meritorious ascendancy.
- Conducted vocational training for 500 women.
- Proficiency in ESG, CSR, Facility / Estate Management.

HEMANSHU SINGH BHANDARI



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Linkedin Profile

A self-motivated and self-driven proactive army officer with 15 years distinguished career with specialization in handling Human Resource, Operations and Security operations during complex assignments. Having excellent track record of making sound executive decisions to solve problems with strong business acumen.

Experience - 15 Years
Indian Army

CORE COMPETENCIES

- Leadership
- Human Resource Management
- Risk Analysis and Management
- Security and Loss Prevention
- Training and Team building
- Operation Management
- Facility Management
- Process Improvement
- Business strategy
- Logistics
- Strategic planning
- Team leadership
- Organizational communication
- Risk assessment

EDUCATION

- Executive Business Management Programme | IIM Lucknow | 2023
- Bachelors of Science HNB Garhwal University, 2006
- Diploma in Industrial Microbiology HNB Garhwal University, 2006

CERTIFICATIONS

- Lean Six Sigma Green Belt
- Six Sigma Black Belt Scrum Master

AWARDS / ACHIEVEMENTS

- Special Service Medal (OP Rakshak)
- Battle Casualty Medal (Siachen Glacier)
- Commanding officer banner (2014 to 18)
- Commanding officer banner (2019 to 21)

OPERATIONS MANAGEMENT (AUG 2019-TILL DATE)

- Successfully led 800 plus personnel as officiating commanding officer to include formulation, implementation and conduct of training sessions for grooming and evaluating employee performance.
- Achieved 10% inventory reduction by developing and implementing optimization methodologies for accounting processes.
- Developed and implemented all company policies and procedures relating to the daily functioning of company owned branches.
- Organized training camp for 150 NCC cadets from Ujjain and Gwalior as part of CSR initiative.
- Documented and formulated SOPs planning for company vision to meet long term staffing goals and company objectives.
- Reviewed security processes and access control of men and material to generate better situational awareness and deterrence against pilferage.
- Established Covid Quarantine facilities for 2000+ professionals ensuring all being properly trained and utilized during lockdowns.

HUMAN RESOURCE MANAGEMENT (MAY 2012- TILL DATE)

- Oversaw 1cr+ budget annually for the company.
- Achieved significant cost cut up to 24% via robust loss prevention measures and effective budget management.
- Ensured strict compliance of all health and safety regulation in the company reducing casualties.
- Managed and updated company records for 800+ employee.
- Improved canteen overall footfall by 34% in 1 year through various processes and inventory improvement.

SECURITY AND RISK MANAGEMENT (APR 2009 - TILL DATE)

- Developed and implemented company security strategies, procedures and guidelines for protecting company physical assets and employees.
- Led a team of security analysts, proactively identifying and communicating risk issues to management creating safe and secure environment to work.
- Supervised implementing innovative means and techniques for risk management, loss prevention and safety operations of 42000 sq. ft facility to decrease incidents of theft, waste and abuse.
- Improved security awareness by holding regular workshops and training for 500+ company employees.

JAGROOP SINGH SHEOKAND



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Linkedin Profile

A dynamic and result-oriented transitioning veteran officer with **15 years' experience** comprising fourteen years military leadership experience at Indian Navy after one year technical experience at a Central PSU; encompassing diverse fields of **Operations Management, Project Management, Security & Administration, and Human Resource Management.**

OPERATIONS AND STRATEGIC MANAGEMENT

- Spearheaded end to end planning and execution of **10+ operational deployments of submarines in hostile waters during heightened national security state** leading to enhanced security and superior strategic posturing
- Led planning and coordination of **100+ highly complex and high level operational and training evolutions** including tens of Weapon Firings, War Exercises, Bilateral/ Multilateral exercises with Foreign Navies, including **numerous multi-thousand crore platforms and 1000+ personnel**
- Led Operations Department for high level of operational, personnel and equipment readiness by process improvement, continual training and preventive maintenance enabling 30% improvement in equipment operational availability
- Planned and executed multi-dimensional defensive and offensive operations including in hostile waters posing high risk, uncertain, complex and ambiguous (VUCA) circumstances by employing strategic planning and risk management
- Coordinated planning, execution and approval at **Naval HQ level**, of platform and weapon trials of new submarines for their final delivery and commissioning

PROJECT AND PROGRAMME MANAGEMENT

- Coordinated staff qualitative requirements' formulation, contract management, project planning – scheduling – execution, and budget management for three multi – thousand crore projects, at Naval HQ level
- Planned and executed five large projects worth **100+ crores towards new capability/ technology/ equipment induction and integration** onboard naval assets in liaison with multiple stakeholders including domestic/ foreign Industrial, Research and Government organisations, with utmost process – manpower – and time efficiency
- **Corporate Experience.** Undertook detailed feasibility reports, detailed engineering, project consultancy and project monitoring for various industrial projects, as Design Engineer at **MECON Ltd** (Miniratna Central PSU)

SECURITY AND ADMINISTRATION MANAGEMENT

- Ensured overall security of afloat/ base units by carrying out threat assessment, supervising and training Quick Reaction Teams, conducting security drills, liaising with various agencies and undertaking security audits
- Developed and implemented contingency plans for accidents/ incidents, implemented access control, and measures for physical, electronic and information security of organisations, thus improving efficiency by 25%
- Spearheaded security upgradation projects and prepared reports on station security and contingency plans for unit/ directorate/ squadron
- Ensured safety of men and material during operations by implementing process improvement, risk mitigation and error proofing
- Supervised administration, venue preparation, protocol and security management, and conduct for high level events like Submarine Commissioning, Navy Day Celebrations, Farewell Functions, Seminar/ Milans etc

HUMAN RESOURCE MANAGEMENT

- Efficiently supervised training-morale-discipline-assessment-welfare of 100+ personnel of squadron/ unit/ directorate for utmost administrative efficiency
- Spearheaded operationalisation and systematic exploitation of squadron training simulators for training and qualification of 500 sailors and officers
- Led multi-step submarine induction process for 500 volunteer sailors and officers; and coordinated appointment and training of crew of new submarines comprising more than 200 personnel, in liaison with multiple stakeholders



Experience - 15 Years
Indian Navy

CORE COMPETENCIES

- Leadership and Strategy
- Operations Management
- Project Management
- Supply Chain Management
- Security and Administration
- HR Management
- Risk Analysis and Management
- Stakeholder Management
- Offshore / Underwater Domain

EDUCATION

- Executive Business Management Programme | IIM Lucknow | 2023
- PGDM | Operations | SCDL (Symbiosis), Pune | 2021-23 (Pursuing)
- MSc. | Nautical Sc. & Tactical Ops | Cochin University (CUSAT), Kochi | 2014 - 2015 | Distinction
- BTech | Metallurgical & Materials Engg | NIT Rourkela | 2004 – 2008 | Honours

CERTIFICATIONS

- Certified Scrum Master | Scrum Alliance | Feb 2022
- Lean Six Sigma Green Belt | KPMG | Nov 2022
- Advanced MS Excel, Data Science | Udemy | May 2020
- Navy Training | Leadership, Strategy, Operations, Security and Safety, Administration | 2010 – 2012

AWARDS / ACHIEVEMENTS

- Distinction and top 5 percentile position in all Courses at School, College and Naval Career
- Chief Operations Officer of Submarine conferred 'Best Navy Unit Citation Award' in 2017
- Selected for highly specialized Mission Pilot course in submarine rescue at United Kingdom in 2017-18 view sustained good performance and merit

KUNWAR VARUN SINGH TANWAR



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Linkedin Profile

Self-driven, transformational multi-spectrum professional with 25 years of experience in the Indian Army. Specializes in Defence Procurement, Consultancy and Strategic Affairs. Altruistic leader adept at infusing cohesiveness, ideating & collaborative work culture in any organization.

PINNACLE LEVEL OVERSIGHT AND ADVISORY FUNCTION TO VICE CHIEF OF ARMY STAFF (VCOAS): JUN 20 TILL JAN 23

- Gave independent advice and oversight on operational, logistics, procurement, administrative and policy matters to the Second Senior most Officer of **1.2 million strong Indian Army**. Examined complex multi organizational problems at the strategic level and offered possible solutions. Carried out inter ministry and inter service coordination at the highest level.
- Steered all indigenous and import procurement cases at the highest level on behalf of the VCOAS. Each case had a financial outlay of **₹ 500 crore**. Processed fast track procurement cases, indigenous and import worth **₹ 18000 crore under emergency powers of VCOAS** consequent to the Galwan Incident.

OPERATIONS AND STRATEGIC PLANNING FOR BODY OF 40,000 TROOPS: : JUN 2018 TO JUN 2020

- Planned and executed operational works and road construction projects along **1200 kms of international border in Rajasthan and Gujarat (60% of the Western Border)**. These construction works had an **annual outlay of ₹ 100 Cr**. In depth analysis of operational data ensured optimisation of cost and battle effectiveness.
- Prepared and modified operational strategies and plans to achieve operational rebalancing.

HUMAN RESOURCE, ADMINISTRATION AND LOGISTICS (COL QUARTERMASTER) : JUN 2015 TO JUN 2017

- Headed a multi discipline organization of more than 1500 persons in Indian Military Academy, premier Training Institute for Army Officers in India. Carried out **administration, planned and executed logistics for 100 officers, 1600 officer trainees from India and 10 other countries**.
- Carried out recruitment and career management of more than 1200 civilian employees.

LEADER OF INDEPENDENT COMBAT UNIT (COMMANDING OFFICER : OCT 2012 TO MAY 2015) (ARTILLERY SPECIALIST)

- Commanded an operational Artillery Unit. **Administered 500 military professionals, including writing appraisals of 20 Mid Level Officers and 25 Junior Level Officers**. Planned and executed responsive operations for this body of troops along 1200kms of the International Border
- As Station Commander, executed all functions of the Indian Army in **05 Districts of Tamil Nadu and 01 District of Kerala**. Expanded and improved facilities by coordinating with various state governments, hiring medical staff and procurement of land.

COUNTER INSURGENCY OPERATIONS (OPERATIONAL EXECUTIVE OFFICER) : APR 2011 TO OCT 2012

- Planned and conducted active counter insurgency operations of **3000 military professionals in 2 districts of Jammu and Kashmir**. Collected intelligence, formulated plans and allocated resources for execution plans.

TRAINING (INSTRUCTOR IN OFFICERS TRAINING ACADEMY, CHENNAI) : SEP 2009 TO JUN 2010

- Selected by a multi-tier selection process and made responsible for **Training Officer Cadets of Indian Army**. Focus on **character development and professional skills** ensured delivery of vital skills during pre commissioning training



Experience - 25 Years
Indian Army



CORE COMPETENCIES

- Strategic and Operational Management
- Capital and Revenue Procurement
- HR Management
- Leadership
- Consultancy



EDUCATION

- Executive Business Management Programme | IIM Lucknow | 2023
- Master of Management Studies : 2018, College of Defence Management - Secunderabad, TG (Osmania University)
- Master of Science : Strategic Affairs and Defence Studies, 2011 Defence Services Staff College - Wellington, TN (Madras University)
- Master of Science : Weapons Technology, 2005 ,School of Artillery - Devlali, MH (Pune University). Specialized in Artillery Systems
- Bachelor of Arts : 1996, National Defence Academy - Pune, MH (Jawahar Lal University)



AWARDS / ACHIEVEMENTS

- Awarded Vishisht Seva Medal by President of India for Distinguished Service of a High Order
- Commended twice by Chief of Army Staff (National Level Recognition)

NEETI ATRI



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Linkedin Profile

An experienced military leader with over 13 years of experience in leading **Internal Investigations, Employee Relations, Employee Investigations and Security Evaluations**. Specialized in **Managing Operations, Human Resources, Networking and Collaboration** with internal and external stakeholders, leading and managing diverse teams. Skilled in handling **independent projects and ensuring optimal utilization of workforce and resources**. Excellent leadership and motivational skills to manage and train employees even under challenging environment.

RISK MITIGATION / MANAGEMENT

- Successfully spearheaded over 500 **annual compliance checks and risk assessments**. Lead drafting, preparation and distribution of daily, weekly and monthly compliance reports/presentations. An average handling of more than 2000 reports a year.
- Guided in excess of 150-250 **independent investigations** into compliance failures **including security, finances, forgery, standard procedural lapses**. Lead independent and discreet investigations of financial forgery reducing financial loss to the organization.
- Accomplished more than 600 audits annually. Planning, preparation and implementation of **security policies and compliance policies**. Successful prediction of outcomes through data analytics and anomaly studies. Carried out monthly, quarterly and annual compliance audits.

EMPLOYEE RELATIONS / INVESTIGATIONS

- Reduced employee attrition rate by 15% through investigations of employee defects. Managed over **300-350 investigations of employee misconduct/ corruption**. Performed root cause analysis maintaining records of facts and evidences, findings and investigations and patterns/data analysis.
- Lead average of 80-100 **stakeholder / third party verifications**. At the forefront of investigations of **bribery / forgery** in recruitment of 2 Lakh employees and 20,000 daily wagers.
- Improved Employee Safety by heading annual investigations of 30-40 cases of threats to employees, 30-40 cases of identity theft and 250 fake identity / access cards of organization. Conducted training of 15,000 employees on **security, social media and cyber security aspects, technical skills and IT skills**.

SECURITY OPERATIONS AND LOSS PREVENTION

- Steered teams of professionals to carry out more than 300-400 annual internal and external **security audits, comprising 40-50 facilities with average of 10K-15K employees**. Lead and set-up network for security and intelligence in 2100 villages of Uttar Pradesh, 13,000 villages of West Bengal, 600 villages of Jammu & Kashmir.
- Improved cyber security by carrying out annual 30-40 cyber security audits. Deactivated more than 100 anti-organization internet/social media campaigns.
- Improved security processes by 30% through **formulation and evaluation of loss prevention and mitigation strategies**. Reduced security incidents by 20-25% leading 24x7 access control, identity check measures, security of facilities, warehouses, offices and residential areas and plugging security gaps.
- **Designed and implemented complex security policies** during the critical time of Uri Surgical Strikes for more than 50 facilities/offices. **Designed risk mitigation plans, intelligence and threat analysis reports, damage analysis, assessment reports** of 100-120 locations.

OPERATIONS MANAGEMENT

- Improved **budget management and optimum utilization of funds**. Procurement and upkeep of **transport, inventory, specialized equipment, electronic surveillance and monitoring equipment** of 20-25 offices/information centres. Achieved 100% success rate in internal and external inventory and accounting audits.
- Headed a network of more than 1500 external stakeholders. Achieved organizational goals through **stakeholder management including cross functional teams** within and outside the organization.
- Collaborated with external stakeholders such as **law enforcement agencies, local police, government administration**, electronic & print media, customs, airports authority and others.



Experience - 13 Years
Indian Army



CORE COMPETENCIES

- Risk Mitigation
- Fraud Investigations
- Employee Investigations
- Anti Corruption
- Loss Prevention
- Internal Auditing
- Interviewing Skills
- Security Assessments
- Networking / Liaisoning
- Investigation Report Writing



EDUCATION

- Executive Business Management Programme | IIM Lucknow | 2023
- PG Diploma in Security with Specialization in Counter Intelligence, Savitribai Phule Pune University. 2014. 1st Class.
- Diploma in Information Security, C-DAC, 2014. A+ Grade.
- Bachelor of Science, Computer Science, Delhi University, 2009.



CERTIFICATIONS

- LSSGB, KPMG, 2023
- CERTIFIED FRAUD EXAMINER (CFE), ACFE, 2023.



TRAININGS

- Interviewing / Interrogation Techniques.
- Planning, Conducting and Reporting of Investigations.
- Cyber Forensics.
- Army Information Management Systems (AIMS).
- Call Data Records Analysis.
- Sharp+ Software by ISRO.
- Developed DBMS on MS Access for Information/ Data Collection.
- Java, SQL, MS365.



AWARDS / ACHIEVEMENTS

- Best Project, GIS Pune University, 2018.
- Appreciation from Additional Director General Military Intelligence, 2018.

NISHANT SHUKLA



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Linkedin Profile

Young, experienced, focused Army Officer with a military career of 13 years. Adept at Infrastructure Project Management, Crisis Management, Human Resources and leading cross-functional teams. A diligent leader possessing excellent communication and interpersonal skills and an accomplished track record of achieving organisational goals through critical analysis and teamwork. An avid learner with an adaptive attitude.

Experience - 13 Years
Indian Army



CORE COMPETENCIES

- Resource Management
- Crisis Management
- Negotiation Critical Thinking
- Creative Thinking
- Active Listening
- Team Building & Leadership
- Event Management
- Project Planning and Management
- Resource Planning
- Communication Skills
- Process Improvement



EDUCATION

- Executive Business Management Programme | IIM Lucknow | 2023
- B.Tech: Civil Engineering, Govt Engineering College, Bhopal



CERTIFICATIONS

- PG Diploma in Defence Management & Strategic Studies
- PG Diploma in Combat Engineer
- Junior Leadership Course
- Chemical Biological Radiological Nuclear Course
- Advance Works Course ITM (DRDO)

PROJECT MANAGEMENT

- Insightfully carried out meticulous planning and execution of **Infra Project** worth more than **Rs 120 crores INR**.
- Diligently **led teams of engineers, contractors, and supervisors** for the **timely** completion of major projects duly utilising **Human Resource Management with technical acumen**.
- Effectively utilised **Crisis management, negotiation and communication skills** preventing loss and **maintaining work progress during the COVID scenario**.
- Facilitated the **Project Plan Execution with CPM analysis, Scope verification, Quality Assurance and Contract Management**.
- Team Development by organising training on Material Testing, Budgeting and the latest construction trends.
- **Liaison and interaction with users/clients** on a regular basis to maintain a **high standard of satisfaction**.
- **Cost control and cost-benefit analysis** to develop an effective Scope Change Management plan for correct and timely decisions **preventing Disputes** (Dispute Management).
- Utilisation of Resources by **effective work breakdown structure**.

JOINT DIRECTOR (OPERATIONS)

- Responsible for the end-to-end operational management of multiple hi-tech combat and surveillance elements deployed over a frontage of 120 km in sensitive locations through Remote team management
- Identified critical vulnerabilities during monthly and surprise security audits/ penetration testing and achieved 100 % compliance by plugging gaps through continual upgradation of security infrastructure.
- Conceptualized and Implemented crisis management strategies in a Counter Terror role by undertaking Business Impact Analysis (BIA) of processes and people leading to zero disruption to vital operations.
- Organized various Operational excellence forums for cross-functional teams to help achieve high standards of cohesiveness thus facilitating Operational Process Improvement.

PROJECTS & EVENTS

- Project Manager, planning, execution, and quality checks for InfraStructure projects worth more than 120cr. Expertise in HR with technical acumen. Led teams consisting of engineers, contractors, clerks and supervisors. Negotiation and contract management along with Material Management and Quality Control.

NISHKA SEKHAR SK



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Linkedin Profile

A high merit industrious Army officer and a seasoned senior manager with over 22 years of vast experience in handling complex and strategic projects worth over \$120 millions across geographies.

- Strategic leadership experience, natural negotiator and orator
- experience in Programme management, Operations management, Risk management & mitigation, Strategy and policy formulation and Human Resource Management.
- Independent and effective strong decision-making
- capability in ambiguous situations. Possesses analytical outlook & technical acumen; capable of creating & mentoring efficient teams, can facilitate cross-team operational integrations to resolve complex business processes with a demonstrated capacity to simultaneously perform at multiple levels (both strategic & tactical domain) & hold roles in a senior leadership position.

STAKEHOLDER MANAGEMENT & CONTRACT MANAGEMENT

- As **Director (Land Acquisition) in the Ministry of Defense**, succeeded in 17 land acquisition cases to the tune of 4143 acres worth ₹ 530 Crores in tenure of one year by **supervising, validating, processing and constant stakeholder management**.
- Successful monetization of 18 defense land cases pending for last 4.5 years resulting in creation of assets worth ₹ 850 Cr - enabling operational readiness along borders- highest in last 15 years

MENTORING, LEARNING & DEVELOPMENT

- As **Director (Learning & Development)** in Army War College **improved organizational effectiveness** of 260 battalions by mentoring Company/ Subunit Commanders.
- **Mentored and trained 2700+ officers** including 200+ of friendly foreign armies on Leadership, HRM, Material Management and conduct of operations.
- Developed Learning Management System for academic delivery. Increased 10% efficacy by tailor-made academic delivery and evaluation solutions.

LEADERSHIP, RISK ANALYSIS, SAFETY & SECURITY

- As CEO of a Strategic unit successfully led a team of 600+ members, 8 senior managers, 25 middle level managers, 36 Junior managers and 74 team leads and **boosted Gross Happiness Index of the team**.
- Successful in **quantitative decision making**, adopted different tools and resources, optimized labor and capacity resources to ensure efficient and effective workflow.
- Exhibited **critical thinking, strong analytical skills**, mediation and conflict resolution skills resulting in effective and productive team building.
- Demonstrated leadership with a bias towards action, supported a culture of ownership and learning.
- **Nurtured & trained effective operational cross functional teams**.
- Achieved zero casualties by performing risk assessment of site & operations and **ingrained a culture of safety and security** across the organization.
- Monitored team, resources, risk conditions, and responded to high impact incidents.

PROGRAMME/ PROJECT/ OPERATION MANAGEMENT

- Successful Operations in VUCA environment (95%) by managing critical resources worth 400+ Crores including Unmanned aircrafts, Critical Radars and 100+ vehicles.
- Conceptualized the project and established a surveillance Operations Control Centre at the apex level improving operational reliability to 98%.
- Developed two in-house software, (i) for automation of HR activities (ii) for intelligence collation

SUPPLY CHAIN MANAGEMENT - UNITED NATIONS

- As Chief Logistics officer in a United Nation mission Planned and executed the equipping and subsequently
- managed over 8000 personnel of multinational force in an international environment.
- Exceeded the programme deliverables to enhance the CSAT by over 50%. Improved the operational efficiencies of the programme by reducing the TAT by 12%, OPEX by 20% & by collaborating with multiple stake holders reduced the CAPEX by 30%.
- Yielded annual savings of over \$30 million by ensuring intercontinental multimodal logistical tempo and evolving supply chain mechanism to maintain 8000+ troops.

Indian Institute of Management - Lucknow (Noida Campus)



Experience - 22 Years
Indian Army



CORE COMPETENCIES

- Strategy Planning & Execution
- Operational Management
- Data driven analysis & decision
- Project & Resource Management
- Stakeholder Management
- Complex Contract Management
- Negotiation & Conflict Resolution
- Human Resource Management
- Learning & Development
- Strategic Communication
- Mentoring & Leadership Skills
- Driving Change & Innovation
- Assets & Facilities Management



EDUCATION

- Executive Business Management Programme | IIM Lucknow | 2023
- M Sc (Strategic Studies), University of Madras
- M Sc (Tech) - University of Pune
- B.Sc (Maths) - MS University
- Diploma in Senior Defense Management
- Post Graduate Diploma in Weapon Management
- Diploma in Junior Defense Management
- Transport Fleet Management Course



CERTIFICATIONS

- United Nations French Language Course
- United Nations Staff & Logistics Officers Course
- Automated Data Processing



AWARDS / ACHIEVEMENTS

- Handpicked for training multi-national military commanders at Army War College
- Army Commanders Commendation Card
- Nominated as Military Observer to United Nations Mission in DRC
- CEO of Best Operational Surveillance Unit.

NITIN MODI



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Linkedin Profile

Innovative, task driven Defence Technical Officer with 13+ years of experience in Project Management, its execution & maintenance across diverse platforms. Earned three promotions and excelled as a Leader. Wide experience in implementing and strategizing innovative solutions across varied commodity requirements & material production. Equipped with a record of success in consistently identifying and providing technological solutions toward meeting project objectives.

ENGINEER OFFICER, HEAD OF ENGINEERING DEPARTMENT, MUMBAI 12/ 2020 – 03/ 2023

- Headed the Engineering Organization and developed enhanced maintenance strategies to reduce downtime & increase asset availability by 35%.
- Nurtured a pro-quality culture and implemented strict quality control practices thereby reducing the organization's wastage by ~10%.
- Forecasted and maintained in-house inventory of 1000+ items by analyzing consumption trends and proactively collaborating with various supply agencies reducing turn-around time by ~5%.

DEPUTY MANAGER, PLATFORM TRIAL TEAM, VISHAKHAPATNAM 10/ 2019 – 11/ 2020

- Allocated constrained resources including manpower, finance, material, and technology to warships and submarines towards catering for platform life-cycle management.
- Represented Indian Navy for factory acceptance trials of Centrifugal pumps at Jay Ambe Engineering Co, Gujarat as part of FATs contract prior to delivery at Ship Building Centre, Vizag.

TRAINING OFFICER, STRATEGIC PLATFORM, CHENNAI 06/ 2018 – 09/ 2019

- Conducted mission-based training for 400 personnel, with about 35 personnel being trained every month on all aspects of operation and maintenance of a Pressurized Water Reactor (PWR) including Design Basis Reports, Primary and Secondary systems & equipment, Regulatory aspects, Radiation protection and Technical Specifications for operation.
- Co-Authoring Technical paper on "Fatigue crack growth characterization of Alloy 617 at ambient and elevated temperatures" at ICONS - IIT, Chennai.

OPERATIONS MANAGER, STRATEGIC MOBILE PLATFORM, MUMBAI 03/ 2015 – 05/ 2016

- Improved platforms deployment rate by optimizing spare management & employing enhanced SCM practices thereby increasing the operational efficiency by 33%.
- Engineered the critical replacement of 1000KW prime-movers power-pack & Diesel driven Freshwater cooler at sea with in-house resources, saving abroad repair costs of 50 lakhs and laying down the foundation for future repairs.
- Implemented Planned Preventive Maintenance (PPM) principles on a routine basis for machinery health analysis spanning 12 months resulting in a reduced breakdown.

ADVISOR STRATEGIC DEVELOPMENT, FLAG LIEUTENANT, VISHAKHAPATNAM 01/ 2010 – 02/ 2015

- Advisory role to Admiral w.r.t technical expertise to chart out SOPs for conventional and nuclear platforms.
- Synergized demarcation of responsibility and delegation of tasks among the team members towards outlining the nuclear regulatory document released by Inspector General Nuclear Safety.



Experience - 13 Years
Indian Navy



CORE COMPETENCIES

- Lead Engineer
- Project Management
- Design Engineer
- Smart Factories
- Digital Manufacturing



EDUCATION

- Executive Business Management Programme | IIM Lucknow | 2023
- M.Tech in Mechanical Engineering Homi Bhabha National Institute 06/ 2016 - 05/ 2018 *First Class*
- B.Tech in Mechanical Engineering Pune University 03/ 2005 - 05/ 2009 *Distinction*



CERTIFICATIONS

- Project Management Professional Project Management Institute
- Lean Six Sigma Black Belt ISEL Global – 02/ 2023
- Lean Six Sigma Black Belt ISEL Global – 02/ 2023
- PG Level Programme in Digital Manufacturing & Smart Factories 4.0 IISc Bangalore (Hybrid Course)



AWARDS / ACHIEVEMENTS

- Engineer Officer of Submarine conferred 'Best Navy Unit Citation Award – INS Sindhuraj' in 2022

PARUL SEHGAL



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Linkedin Profile

A decisive and self-driven military leader providing more than 13 years of working experience that includes both military and corporate domains and specializes in operations, change management and project management, leadership, and customer management. Targeting leadership and managerial roles in Operations, Business Development, Programme Management and Strategic Planning.

OPERATIONAL EXPERIENCE

- Worked as **Senior Software Engineer with JP Morgan Pvt Ltd** and was responsible for continuous deployment and integration of their global applications and second level support.
- Handled various portfolios in the **Indian Air Force** like Senior Manager of Navigational Aids and Electrical Supports Systems installed on airfield, Senior Manager in charge of Technical Administration and Senior Signal Officer managing the communication facilities and Military Transport, Senior Signal Officer, Station IT Officer at various bases handling team of 50 to 450 personnel.

PROJECT MANAGEMENT

- Undertook **change management** of a prime airbase in transcending from vintage airfield navigation systems to the state of art CAT II runway navigational aids, a **project worth INR 10-12 Cr** within the predefined timelines.
- Undertook transition from vintage radio communication facilities at an air defence base with the latest radio communication system in a smooth and planned manner, while ensuring training and skill development of the personnel.
- Implemented **automation in mail monitoring system** thereby facilitating central tracking of every mail and mitigating the risk of human error and reducing the time taken in tracing mails.
- **Conceptualisation and Formulation of Centre of Excellence** for a navigational system (MTECH Runway Visual Range equipment) installed pan IAF, which improved the utilisation and availability of the equipment especially during low visibility conditions.
- Handled major projects like Installation of Point to Point Communication Network of personal communicators to enhance security of a premium airbase of the Indian Air force.
- Undertook a major project for establishing **microwave communication facilities and WIMAX technology** in a remotely located IAF base in coordination with BSNL authorities.
- Formulation of Center of Excellence for the complete Earthing and Lighting Infrastructure at a major airbase maintaining and improving serviceability and availability of resources worth INR 4-5 Cr.

OPERATIONS AND MAINTENANCE

- Ensured user service management by practicing maintenance and serviceability of radio navigational equipment at more than 95%, 100% availability of communication equipment for operations, more than **99%-100%** rate of availability of communication network.
- Facilitated coordinates mapping of the locations and frequency clearances to telecom companies in Standing Advisory Committee on (Radio) Frequency Allocation (SACFA) at unit level.

CONTROL AND COORDINATION

- Ensured more than 98% of availability of communication facilities through close coordination with BSNL authorities, setting up of Ring network of OFC, and prompt fault response team.
- Successfully conducted installation and maintenance of the first Mobile Airfield Lighting System delivered to IAF which involved coordination with various stakeholders.
- Hold a successful track record for **cross-team collaboration**, facilities management, HR resources management (**750-850 airwarriors**) during prestigious events like AirForce Day Parade involving nationwide coverage.
- Collaborated with the software development team of M/S Wipro for the integration of the I.T. project (electronic maintenance management system) in various fields.



Experience - 13 Years
Indian Air Force



CORE COMPETENCIES

- IT Management and delivery
- Leadership and Team Building
- Change Management
- Project Management-Agile Methods
- Business Development
- Operations management
- Crisis and Risk Management
- Strategic Planning



EDUCATION

- Executive Business Management Programme | IIM Lucknow | 2023
- M.TECH in Computer Science and Infrastructure- BITS,Pilani(2017-19)
- PG Diploma in Aeronautical Engineering (2009-10)
- B.Tech in Computer Science Engineering (2004-08)



CERTIFICATIONS

- Intermediate Air Staff Knowledge Officers' Course
- Basic Professional Knowledge Course
- Leadership and Behavioral Sciences
- Cyber Crime and Security course
- Course on Airfield Electrical Systems
- Modernization of Airfield Infrastructure Course
- Integrated Air Command and Control System Course



AWARDS / ACHIEVEMENTS

- Credited by Air Officer Maintenance (Head of Engg Branch, IAF) for contribution to COE in 2018-19.
- Marched down the Rajpath as part of Air Force Women Officers' Contingent in Republic Day Parade in 2015.
- Represented IAF as part of Women Pistol Shooting team in National Shooting Championship and other national and regional level competitions in 2012 and 2013.

PRADEEP SINGH CHARAN

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in LinkedIn Profile

Naval Aviator and Flying Instructor with flying experience as Naval Air Warfare Officer of over 1600 hours including over 1400 hrs on Boeing P8I and over 200 hrs on Dornier 228. Served in Indian Navy from 2012 to 2022 in appointments including ship INS Teg (2013-2015) WNC, air squadron INAS 312 (2016-2019 & 2020-2021) ENC and training establishments Naval Air Operations School & School for Naval Airmen, SFNA. An avid learner and voracious reader with excellent written and verbal communication skills.

Experience - 10 Years
Indian Navy

CORE COMPETENCIES

- Project Management
- Operations
- Training & Development

EDUCATION

- Executive Business Management Programme | IIM Lucknow | 2023
- Master of Science Air Operations Management, CUSAT, 2016
- Bachelor of Science, Goa University, 2011

CERTIFICATIONS

- LSSGB, LSSBB
- PMP (Pursuing)
- Qualified navigation Instructor, Indian Navy
- Image Intelligence Course, IAF

AWARDS / ACHIEVEMENTS

- Award of Instructional torch 2019
- Award of Videsh Seva Medal 2015 for Anti-piracy Operations in Gulf of Aden

PROJECT MANAGEMENT

- As Information Technology Officer at School for Naval Airmen (SFNA), prepared and promulgated SOPs for utilization of IT assets. Improved efficiency of the organization by over 20% by up gradation of IT assets. Also ensured information security through promulgation of password policy and regular IT audits.
- As Officer in charge of the Naval Officers Residence gym, Kochi (with over 1500 + residents), ensured high degree of equipment availability through procurement and refurbishment of equipment of over INR 10 crore while serving at SFNA, INS Garuda.
- As part of Project Management group at P8I squadron, coordinated with MES and external agencies for maintenance of hangars, dispersals and adjoining area at INAS 312, INS Rajali.

TRAINING & DEVELOPMENT

- As training coordinator at SFNA, formulated and managed ground training of all officers selected for naval pilot course for Air force Academy (approx. 120).
- Designed and implemented the training programme for all Aviation Command officers, officers from foreign countries and navigation and direction as training coordinator whilst taking classes and managing their administration requirements at SFNA.
- Managed the faculty of Safety and Photography that trained over 450 airmen yearly as **Head of Faculty** through up gradation of syllabus, evaluation of instructors and forming board towards merger of the two branches to save manpower at SFNA.
- Organized mock operational readiness inspection of naval air station INS Rajali as supervisory staff and helped improved organizational efficiency by over 20% through detailed debriefs and plan of action to for each department as Staff Instructor at INAS 312.
- Conducted a maiden study to assess Indian Navy's training of International personnel and recommended improvements to enhance the quality of training, administration, accommodation and transportation for over 500 foreign trainees as Staff Instructor at Naval Air Operations school, INS Garuda, Southern Naval Command.

OPERATIONS

- Formulated Standard Operating Procedures for operation of Boeing P8I along LAC with China, LOC with Pakistan and detached operations from Port Blair as QNI at INAS 312.
- As aircrew and subsequently Mission Commander of Boeing P8I, undertook multi domain operations such as Surveillance, ASW operations, ELINT, Search & Rescue, weapon firing etc involving liaison with agencies such as IAF, Indian Coast Guard, ISRO, NDRF, DRDO, ARC etc.
- As Duty Commander Operations (Rajali and Garuda), **planned, monitored and supervised operations** of aircrafts including P8I, MQ9 Sea guardian, ALH, Searcher, heron, Sea king etc.
- As Medium Range Gunnery Officer (INS Teg), carried out extensive maintenance and drills on MR gun. Subsequently, the performance of the gun was the best in Western Fleet during surface shoots during exercises such as TROPEX, WEFDEP, work up, IBSMAR etc.

HR AND ADMINISTRATION

- Directed full spectrum of **HR operations** including training, welfare and incentive programme for over 200 subordinates. Examined proficiency and cleared the personnel for career progression whilst ensuring job rotation in various appointments as divisional officer.
- As base security officer of INS Rajali (covering an area of over 2200 acres), ensured safety and security of over 1500 personnel in the base whilst coordinating movement of over 3000 workers, contractors and vendors daily.
- As sports officer, ensured high degree of physical fitness conducted various sports events and scheduled regular physical training sessions for over 300 staff and trainees at SFNA.
- As fire officer, promulgated Standard Operating Procedures to fight fire thereby ensuring safety of equipment worth over Rs 100 crore through constant maintenance at INAS 312.

PRATEEK VERMA



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Linkedin Profile

Qualified Indian Army Officer with an exclusive 11 years of experience in a VUCA environment for Operations Planning and Supply Chain management. Utilizes superior communication skills to build meaningful, trusting relationships that exceed client demands. Highly skilled project manager with outstanding team leadership abilities to meet targets consistently. Led multi-functional & cross-functional teams of 600+ combatants during various core crisis situations and strategic assignments to achieve task-oriented goals.

Experience - 10 Years
Indian Army



CORE COMPETENCIES

- Inventory Management
- Leadership
- Man Management
- Strategic planning
- Team Building
- Operation Management
- Project Planning and Management
- Analytical problem solving



EDUCATION

- Executive Business Management Programme | IIM Lucknow | 2023
- Master of Business Administration, Operations & Supply Chain Management Narsee Monjee Institute of Management Studies
- Post Graduate Diploma Combat Engineering Savitribai Phule Pune University
- Post Graduate Diploma Defence Management and Strategic Studies University of Madras
- Bachelor of Engineering Mechanical Engineering Gujarat Technological University



CERTIFICATIONS

- Advance Excel Course
- Lean Six Sigma Green Belt
- Lean Six Sigma Black Belt



AWARDS / ACHIEVEMENTS

- A certified mountaineer led a rescue team of 26 Individuals during Flash Floods at Amarnath on 08 Jul 2022.
- Nominated as Engineer Rep during trials for induction of mini UAVs into the Indian Army.
- A Marathon Runner.

RECRUITMENT AND TRAINING OFFICER

- Training Officer in charge of training **Annually 750+ Recruits** in various Engineering fields including Carpenter, Mason, Driver, Electrician, Metal Smith, Engine Art, and Surveyor.
- Structured the training schedule and managed 145 instructors and documentation of 750+ recruits with well defined, limited scope, including directing daily work activities, cost management within the area of responsibility.
- Planned and executed activities to create balanced Programme focusing on instruction, demonstration and work time.

PROJECT MANAGER

- Conceptualized ways to stop the enemy forces from infiltrating, including the repair of an existing 31 Km, Ditch Cum Bund which was **not functional** for the **last 10 years**. The same was made functional by building collaborative **working relationships** with civil agencies.
- Ensured operational excellence by establishing key metrics and ensuring team goals and contractual commitments are met.

SECURITY MANAGER

- Commanded security of an Area of 25 km Radius, against infiltration of insurgents and smuggling of Drugs and Gold from the International border.
- Strengthened emergency preparedness and immediate responses while commanding oversight and maintenance of safety inventory and equipment.
- Successfully carried out Development Projects worth Rs 2 Cr as part of Operation Sadbhavana in remote villages of Manipur.

OPERATIONS & SUPPLY CHAIN MANAGEMENT

- Supervised four department heads with an employee strength of 30 Engineers under each department head, for planning and construction of **Anti Infiltration Obstacle Systems** of 22 km and construction of 12 Shelters, 14 Bunkers, repair of already existing fencing and bunkers and Operation trek for the movement of troops; within a limited men power availability under the VUCA environment.
- Guided a team of 37 Engineers in the planning and execution of the construction of an Underground Operation Room for improving the efficiency and Operation readiness of higher Headquarters.
- Displayed proactive **problem-solving** and **query-resolution** skills to provide **superior customer service**. Tracked employee productivity, performance and task completion to meet quality standards.

PRAVEEN KUMAR



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Linkedin Profile

A dynamic, result oriented and passionate military intelligence Leader with 13 years of diverse experiences of leading cross functional teams. An expert in building and leading teams in **physical & cyber security, cyber operations, project management, gathering intelligence and carrying out investigations**. Seeking challenging managerial roles in Cybersecurity Operations, Risk Management, Project Management and Investigations.

Experience - 13 Years
Indian Army



CORE COMPETENCIES

- IT & Cyber Security
- Risk & Crisis Management
- Security Audit
- Loss Prevention
- Investigations
- Governance, Risk & Compliance
- Training & Development
- Leadership & Team Building
- Operations Strategy
- Business Development
- Critical Thinking



EDUCATION

- Executive Business Management Programme | IIM Lucknow | 2023
- Diploma in Junior Level Defence Management | AWC | 2018
- PG Diploma in Security with Specialization in Counter Intelligence | Pune University | 2014
- B.E (Computer Science) | SDM College of Engineering & Tech, Dharwad | VTU | 2009



CERTIFICATIONS

- CISSP (Pursuing)
- Certified in Cybersecurity | (ISC)2 | 2022
- LSSGB | KPMG | 2021
- Foundations of Cyber Security on Cloud | CSA Bangalore Chapter | 2021
- Digital Forensic and Incident Response | C-CDAC | 2021
- Diploma in Cyber Law | Asian School of Cyber Law | 2020
- Interrogation for Intelligence Corps Personnel | IB, MHA West Zone Head Quarter | 2018



AWARDS / ACHIEVEMENTS

- Conferred with multiple appreciation letters from senior leaders and affiliated stakeholders.

CYBER SECURITY & RISK MANAGEMENT

- Managed Cyber security posture and **conducted cyber audits in compliance to ISO 27001 standards** and organisational cyber security policies. Have a working knowledge and understanding of information security and risk frameworks & standard. (NIST Cybersecurity Framework)
- Led a cross-functional team from inception till **implementation of Risk Management processes** of strategic assets (1000Cr) of Indian Army and procedures aligned with policies to develop & enhance security controls and to proactively mitigate issues using probability and impact analysis approach.
- Manage IT assets including system upgrades, patch updates, IT security audits, and **Risk & Vulnerability assessment**.
- Led a Red team for continuous Cyberspace monitoring for espionage activities by adversaries and later neutralize them through social engineering efforts and law enforcement agencies.
- Planned and conducted periodic simulation exercises in collaboration with law enforcement agencies to rehearse **response to crisis situations**.

FRAUD PREVENTION AND INVESTIGATIONS

- Led multiple teams in **detection of fraudulent recruitment** in Indian Army and imposters posing as Defence personnel. These operations and investigations with the help of law enforcements agencies acted as a deterrent and safeguarding reputational damage of the Indian Army.
- Carried out extensive **background verification checks** of defence personnel and prospective vendors dealing in critical defence equipment and other inventories.
- Spearheaded investigations in fraud, due diligence, incident and misconduct by leveraging intelligence tools.

STAKEHOLDER MANAGEMENT

- Nominated as the nodal Military Intelligence representative for Subsidiary Multi Agency Centre, Coastal Security and Lead Intelligence Agencies forum. These agencies were responsible for timely sharing of actionable inputs and coordinated work to stop adversaries' actions against the country.
- Delegated as Intelligence and Liaison Officer for many **foreign delegation visits**.
- Collaborated with cross-functional organizational hierarchy to provide counter intelligence cover and debugging **expertise during VVIP visits**.

HR & TRAINING

- Imparted training to around 2000 army troops quarterly on **best Cybersecurity practices and social engineering efforts** by our adversaries for espionage activities.
- Handled and trained personnel in specialized equipment **for information gathering, investigation & surveillance operations**.

PRERAK NAYAR



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Linkedin Profile



Experience - 11 Years
Indian Army



CORE COMPETENCIES

- Project Management
- Data Processing
- Supply Chain & Logistics
- Stakeholder Management
- Operations Management
- Business Development
- Warehouse Management
- Internal Audits
- Risk Analysis & Mitigation
- Product Development
- Budget Management
- Leadership and Motivation
- Tactical Skills
- Communication
- Teamwork
- Adaptability
- Attention to Detail
- Mission Oriented



EDUCATION

- Executive Business Management Programme | IIM Lucknow | 2023
- PGDBM (HR) – NMIMS
- PGDM (Defense Management & Strategic Studies) – Madras University
- BA (Legal) – Army Institute of Law, Mohali



CERTIFICATIONS

- PMP
- LSSBB
- LSSGB
- Advanced Excel
- Strategic Management - IIM B
- Advanced Corporate Strategy – IIM B



AWARDS / ACHIEVEMENTS

- National Level Horse Rider
- Best Plan Presentation Award – Director General Assam Rifles (Head of Organisation)
- Briefed MoS (Defence) and CM, Manipur – Steps undertaken against Insurgency.

- A **Goal Oriented** and experienced professional with 11 years of diversified and progressive experience in multifarious roles as an Infantry officer.
- **Self-Driven**, and highly analytical with expertise in **leading teams to success through Dynamic Leadership, Strategic Planning, and ingenuity.**
- Singular experience of having served with an **Armoured Regiment** (Western Theatre), **Assam Rifles** (Manipur), and at **Ladakh Scouts Regimental Centre** (Leh) apart from an Infantry Battalion, giving expertise in handling volatile **ambiguous situations, risk analysis**, and multiple assignments efficiently under **strenuous situations**, accomplishing complex tasks and achieving objectives with proven risk assessment and **mitigation capabilities.**

OPERATIONS AND SUPPLY CHAIN MANAGEMENT

- **Led** a team of 380 highly skilled professionals in the **Counter Insurgency** areas on the Indo-Myanmar Border. Carried out operations under volatile and high-pressure situations which led to the surrender of **Eight** wanted insurgents.
- As **Principal Staff Officer** led **Logistics and Supply Chain Management** operations for units deployed in **challenging roles**, right from the **Indo-Pak Border, Insurgency** infested areas of **Manipur, and High Altitude Area Bordering China.**
- Managed the Supply Chain of **80-100 Metric Tonnes** of critical stores per day worth **720 crores** to forward areas during **Op SNOW LEOPARD.**
- **Planned and executed** the supply chain, **operations**, and logistics for the movement of 72 specialised soldiers, which culminated in a successful **live missile firing.**

OPERATIONS MANAGEMENT

- Served as a **Staff Officer** responsible for **Operations** and Supply Chain Management of Men, Materials, and Stores amounting to **15 Crores.**
- Trained and led by personal example the specialist Commando Platoon into the prestigious Cambrian **Patrol** Competition, achieving a ranking of **5 out of 382** teams at **Army Level.**
- Devised and carried out the training of **Mine Laying, Firing, and other professional teams**, guiding them to victory through **strategic planning, innovation, and ingenuity.**
- Under the **Fit India Movement**, **conceived and executed** Half Marathon in the insurgency-infested area with outreach to **1200+** school students.

PROJECT MANAGEMENT

- As part of the **Border Area Development** Projects under the Ministry of Home Affairs, formulated and accomplished **Humanitarian Projects** in Remote Areas of Manipur worth **260 Crores.**
- **Planned and executed** a project worth **1200 crores** for the Weapon and Telescopic Sight Trials as part of Modernisation programmes under the **“Make in India”** initiative.
- Imparted **Basic Military Training** to newly recruited individuals during **Operation Snow Leopard** (Galwan).
- Formulated and executed the Standard Operating Procedures for Warehouse Management including security, maintenance, and safekeeping of critical equipment for the Northern Command, Indian Army.
- As part of the **AYUSHMAN BHARAT** initiative, **organised and arranged** a total of **15** Yoga & Health camps along the **North Eastern Borders** in close coordination with the Ministry of AYUSH, Government of India. The Project had an outreach of **25** Villages in the hinterland and 17 villages on the Indo – Myanmar Border, benefitting over **8000+** citizens.

PRERNA AGARWAL



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Linkedin Profile

A perceptive and high-energy leader with 12 years of experience in **Military Training and Education Technology, School Administration, Project Management, Logistics, Tactical Weather Forecasting, Operations and Creative Content Writing**. Armed with proficiency in spearheading capital projects and adept handling of man-material in crisis. Aspiring to leverage gained expertise in cross functional, dynamic and challenging roles.

Experience - 12 Years
Indian Navy



CORE COMPETENCIES

- Project Management
- Operations, Procurement
- Trainer, Instructor
- Data Analysis, MS Office, PowerBi
- Python, Red Hat Linux
- Event Planner, Innovations



EDUCATION

- Executive Business Management Programme | IIM Lucknow | 2023
- PGDBA (Operations Management) Symbiosis, Pune
- MSc (Applied Meteorology) Cochin University, Kochi
- BTech (Comp Sci and Engg) Amity University, Noida



CERTIFICATIONS

- Project Management (PMP) Feb 2023
- Professional Scrum Master (PSM1) Dec 2022
- Lean Six Sigma Black Belt AIGPE, Oct 2022
- Numerical Weather Prediction Navy, Sep 2021
- Education Technology, Leadership and Behavioural Science, Naval Institute of Educational & Training Technology, Jun 2012



AWARDS / ACHIEVEMENTS

- Commendation by Commanding-in-Chief - Devotion to Duty and Innovation
- First in Merit, Best Project Numerical Weather Prediction Course
- First Prize Operational Readiness Tests for 3 years
- Strong Stage presence and coordination - 20+ events as Master of Ceremony

PROJECT MANAGER

- Spearheaded **Turnkey Project** to setup Weather Simulator as hands-on training facility, operationally upscaling 20+ sub-organizations and 50+ resources.
- **Identified problem areas**, planned, designed and setup Headquarter Conference Hall for cohesion of policy makers leading to effective decision making.
- Involved in **planning, procurement, hosting and controlling** of National Climate Change Seminar involving eminent scientists and defence authorities.
- Steered 10+ projects from inception to implementation for **organizational visibility and capacity building**.

TRAINER/ INSTRUCTOR

- Trained 5000+ Indian/ Foreign Armed Forces personnel in **Organizational Behaviour, Code of Conduct, Ethics and Leadership**.
- Imparted 100+ instructor-led classroom sessions on Tactical Weather Forecasting, **Data Modeling, Analytics and Visualization** to enhance competency and skill set.
- Trained instructors on usage of **emerging Training technology**, IT tools and **presentation making** to achieve strategic organizational goals.
- Delivered **striking inputs to policy makers** for decision making on training of new Agniveers, maiden induction of women sailors and On Job Training.

IT OFFICER

- Streamlined IT Procedures with **creative solutions** such as Central IT Ready file, Mail Management system and website to achieve smart work culture.
- Involved in 10+ Security Audit Boards resulting in **stringent compliance** to Information Security on Naval Enterprise-Wide Network and IT equipment.

RESEARCHER/ FORECASTER

- Prepared and **delivered 500+ Strategic Meteorological briefings** and Planning Documents for Search, Rescue and Emergency Missions.
- Carried out **original research work** and case studies of Major Weather Events with results being put to **real time operational use**.

PRUTHVIRAJ BHOSALE



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Linkedin Profile

Resourceful professional offering 11 years of Indian Army experience with excellence to roll-out a turn-key security operational Deliverables and sustainable risk control strategy. Committed to promote & maintain the highest standards of security and **contingency planning** with stake holder. An expert in managing general administration functions like; facility, space /environment/employee health and safety, aesthetic Management & transport management; cafeteria, employee safety procurement, logistics and so on. Competency to conduct risk audits and asset loss investigations to execute disciplinary actions, security protocols & policies. Skilled at leading a team and achieving the desired end state by analyzing situations on ground and evaluating risk involved keeping the Motivation of individuals involved high. Implemented & enforced regulatory controls, facility in section & process management in conjunction with regulatory agencies, **safety Inspection** organizations and in accordance with standard best practices; adhered to the various quality, environmental, and safety measures. Skilled at applying **business continuity practices** to optimize security operations, business process and risk control process, in adherence to organizational internal information security policies. Change agent and a problem solver in resolving major risks, threats & gaps to meet capacity requirements for security operations.

Experience - 11 Years
Indian Army

CORE COMPETENCIES

- Contingency Planning
- Loss Prevention
- Risk Management
- Investigations
- Emergency Management
- Governance
- Compliance and Audit
- Security Operations
- Training
- Management
- Team Leadership

EDUCATION

- Executive Business Management Programme | IIM Lucknow | 2023
- PG Diploma in Defense Management & Strategic Studies from University of Madras, Chennai (Sep 2011 to Sep 2012).
- B. Sc.in Geology from Shivaji University Kolhapur (Apr 2007 Apr 2010).

CERTIFICATIONS

- CPP (Pursuing)
- Ms Excel (Pursuing)

AWARDS / ACHIEVEMENTS

- Recipient of General Officer Commanding, Southwestern Command Commendation Card (2022)
- Recipient of appreciation card for extraordinary performance (2021)
- Recipient of Civil Aviation Security Certificate from 52 Special Action Group, National Security Guard, Delhi (2019)
- Recognized for leading a marching contingent of 144 Soldiers in republic day parade and army day parade (2013).

SECURITY, CRISIS & ASSET SAFEGUARD

Planning, implementing and monitoring strategies executed to help an organization deal with significant negative events. Administering security-related activities to safeguard assets and maintaining security awareness. Imparting training & directing security and safety personnel; implementing disciplinary norms and standards for minimizing violations of rules and regulations. Distinguishing vulnerabilities / exposures & risks; implementing procedures for day-to-day operations as well as contingencies; liaising with law enforcing agencies for crisis and emergency planning.

LIAISON & COORDINATION

Building & maintaining mutually beneficial relationships, facilitating communications and coordination activities with governmental and non-governmental organizations. Streamlining operations and managing public communications, coordination efforts, and incident response. Compiling reports on incidents, events or updates to learn from them and improve future processes and relationships.

FACILITY MANAGEMENT

Managing the upkeep of equipment and supplies to meet health and safety standards. Fostering a safe & professional working environment. Ensuring compliance with health and safety regulations. Ensuring a constant security presence. Undertaking building and grounds maintenance.

TEAM MANAGEMENT

Delegating responsibilities and supervising Security & Facility operations. Hiring, training, motivating and coaching employees as they provide attentive and efficient service, assessing employee performance and providing helpful feedback and training opportunities. Establishing and achieving business and profit objectives.

RAJAT BHUSHAN SRIVASTAVA



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Linkedin Profile

Military professional having three-plus decades of rich experience in leadership skills, maturity, communication, willingness to adapt and to take any challenge in the fast growing business environment in the field of Project Management, Finance & Accounting, Budgetary & Contract Management, Human Resource & Assets Government Relations, Security and Social & Environment Governance, Health Care. As a high achiever with **management and financial background contributed significantly to capacity building and development in the organization within ambiguous, resource - constrained environments.** Skilled in Jira, Excel basics, Microsoft Office & Word software. **An active member of National apex professional body of the management 'All India Management Association.'**

Experience - 35 Years
Indian Air Force



CORE COMPETENCIES

- Strategy & Operations
- Budget & Contract Management
- ESG & CSR
- Project Management
- Government Relations; Policies & Compliance
- Supply Chain & Inventory Management
- Business Communication & Corporate Affairs
- Probabilities thinking & Human Psychology



EDUCATION

- Executive Business Management Programme | IIM Lucknow | 2023
- MBA(International Business) -IIFT New Delhi
- PGD in IPR - ILI, New Delhi



CERTIFICATIONS

- Cyber Law - ILI New Delhi
- Contract Management- ICAI
- Inventory management, ASCI, Hyderabad
- Indian Accounting Standards & Costing from ICAI
- Psychological and Enhancing Mental Health Counseling- Bharathiar University



AWARDS / ACHIEVEMENTS

- Chief of Air Staff commendation- 2012

BUDGETARY & MANAGERIAL MANAGEMENT

- Dealt with higher budgetary management ensuring procedural compliance and process improvements with prudent planning and decision-making process, **Dealt** with the Project Budget of approx. of Rs 800 cr for 67 Projects in last three financial years. Led Strategic and Operations Budgeting for combat operations helped in managing complexities while optimize budgets and resources to support organizational objectives.

CONTRACT & PROCUREMENT MANAGEMENT

- Led the contract department by concluding **15 contracts per annum to the tune of Rs 20 crores per annum at the regional and field level.**

HUMAN RESOURCE MANAGEMENT

- Directed management of a full spectrum of HR operations, systems and programmes including welfare, incentive programmes, proficiency examination. **During year 2019-2021 as Vertical Head of F&A (non-executives) was responsible for Payroll, provident fund, taxation and other recoveries of 1.5 lacs personnel with monthly cash outflow of Rs 600 crores thru payrolls.** Dealt with compensation, retirement finalization, grievance, parliamentary questions and legal cases. Develop awareness and sensitivity in managing complex cross-cultural environments. **Involved in digitization and automation of financial & Accounts claims Project Owner / Domain Expert with (now L&TI Mindtree) during year 2011-12.**

FINANCIAL ADVISOR & INTERNAL AUDIT

- Rendered financial advice on all procurements and cases where financial outflows were involved on the avg Rs 20crores per annum. As Internal auditor of the organization dealt with Public Fund and Non-Public Funds involving gigantic amount of capital & revenue budget.

DEVELOPMENT & TRAINING

- Conducted training programmes for middle & junior level officers in the field of Public Finance & Accounting during the year 2010-13. **Organized 14 courses and trained 150 officers ensuring enhanced effectiveness in performance and decision-making. As Directing Staff at Officers Training College trained 80 junior level officers in professional programs during the year 2006-09 to enable them to take further higher appointments.**

ASSETS MANAGEMENT

- Experienced in managing accounting and cost analysis of diverse, high valued and critical inventories of the organization such as aircrafts, petroleum products, barrack equipment, other materials amounting crores of rupees. **As a Domain expert worked with TCS in the development of MMS (Equipment Accounting Online System) at the strategic level and its implementation at the field level thus resulting elimination of waste in the process.**

SECURITY MANAGEMENT

- In the year 2001 as an Area Security officer was responsible for managing the security most sensitive Command HQ in New Delhi during the Indian Parliament attack. **During year 2005 was responsible for the security coverage of two visiting foreign Air Force.**

RAJEEV RANJAN



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Linkedin Profile

An Army Officer with two decades of diverse experience in building and leading large teams, implementing new processes & technologies. Proven expertise in envisioning direction and crafting strategies to execute large complex situations & projects.

Lean Six Sigma Certified NLP practitioner, effective communicator, with exceptional organizational skills spearheading multi-functional team of 1000+ personnel in inclement VUCA environments within the country, orchestrating recruitment for 40K+ candidates, propelling performance standards by 30%, accelerating conflict resolution by 75% and releasing cost savings worth INR 50L in the interest of the organization

Experience - 24 Years
Indian Army



CORE COMPETENCIES

- Team Leadership
- Crisis Management
- Resource Optimization
- HR Operations
- Project Management
- Supply Chain Management



EDUCATION

- Executive Business Management Programme | IIM Lucknow | 2023
- Post Graduate Certificate in HRM – IIM Shillong, 2022
- M Sc - Military Technology, Long Gunnery Staff Course - 2011
- Bachelor of Arts, Jawaharlal Nehru University – 1997



CERTIFICATIONS

- Lean Six Sigma Black Belt (LSSBB) | ISEL Global
- Neuro Linguistic Programming Practitioner (NLP) | W3 Coach
- Media Management Certification | IIMC, New Delhi
- Human Resource Manager | V Skill, Chennai
- German Language Certificate | IICCI, Chennai.

DIRECTOR

- As Director of Recruiting, piloted key HR initiative, 'Agnipath Scheme' in extreme VUCA environment and executed end to end recruitment of **40K+** candidates within **18** days & 24*7 mode via automated systems.
- Foster engagement with stakeholders/target audience, promote clarity on Agnipath Scheme' and improve community outreach even in vastly remote villages utilizing digital & print media.
- Steer website optimization to automate manual work in recruitment process, save **20** man hours/week accelerating induction of workforce and digitize feedback system for candidates

DEPUTY DIRECTOR

- Augmented operational efficiency by **30%**, as Deputy Brigade Commander headed cross functional team of **1500** members and multimillion worth assets in **7000 Sq Kms** of active operational region.
- Established integrated redressal mechanism and communicated with **2500+** military veterans to resolve **75%** of long-pending grievances.
- Setup quick impact project of **Covid-19** isolation facility within 24 hours with capacity to support **1K+** personnel and ensured **100%** operational availability of manpower & other resources.

GENERAL MANAGER

- Exclusively appointed as the **1st** Director ECHS (healthcare operations) to stabilize Southern India ECHS arrangement covering **5** states & **1** union territory and significant budget of over INR **250 Cr**.
- Streamlined healthcare management for armed forces pensioners by optimizing chain of **88** wellness clinics, military hospitals and empaneled private hospitals serving **6L+** beneficiaries
- Reduced customers complaints by **60%** by recruiting workforce to fill 150 vacant positions in wellness clinics and supported **INR 70 Cr** worth infrastructural development projects in **35** wellness clinics.

SENIOR MANAGER

- As Commanding Officer in a challenging VUCA terrain, inspired diverse team of **300** orchestrated planning, forecasting & transportation of **10K+ T** of material across **150 Kms** in record time of 4 months.
- Replenished **75%** of ammunition inventory at high altitude area over a frontage of **150 Kms** using multimodal supply chain resources and saved **300** manned hours per week.
- Designed contemporary SSB training facilities worth **INR 50 L**, elevated success rate by **~40%** and authored **20+** SOPs to curb 'lifestyle transition time' by 25% from civil to the Military way of life.

SADHANA JOSHI



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Linkedin Profile

A highly motivated military leader with 14 years of experience in implementing change management strategies, time & resource management. Accomplished various projects in a dynamic and challenging environment ensuring immaculate performance by critical thinking and problem-solving skill.

HUMAN RESOURCE MANAGEMENT TALENT ACQUISITION / RECRUITMENT

- Assessed manpower by **performance evaluation** on measurable, attainable, timed and realistic objectives.
- Rated 350+ employees on standard scale for validating promotion, compensation or termination.
- Implemented cost and time efficient hiring process for permanent/ contractual staff and reduced 15% cost to the Exchequer.
- Ensured **Legal and regulatory compliance** during the process.

TRAINING & DEVELOPMENT

- Designed training strategies** by identifying gaps in skills and competencies.
- Customized on job training and time management training for specific skill-based job and attained proficiency with 20% reduction in training period.
- Ensured **career development** through skill upgradation.

EMPLOYEE SATISFACTION

- Created **congenial environment** with **work life balance** practices for higher employee satisfaction.
- Increased employee engagement activities by 15 % for motivated and cohesive team.
- Openness to new ideas lead to creativity, out of box thinking, confidence, decision making, satisfaction and ownership among the employees.
- Ensured **leave management** thereby reducing disciplinary cases by 20%.
- Created gender sensitivity awareness among all

DISCIPLINE

- Handled **employees' grievances** with empathetic attitude and resolved many grievances in-house.
- Conducted 5 **Disciplinary proceedings** for habitual offenders as per Air Force Guidelines/ CCS, CCA Rules 1965.
- Corrective measures were suggested and implemented which reduced recurring by 25 %.

GENERAL ADMINISTRATION

- Ensured cost effectiveness at workplace saving 15% of exchequers money.
- Handled visits of 30 Dignitaries/VVIPs by ensuring immaculate administrative arrangements as per protocols.
- Implemented and monitored employee **safety protocols**
- Implemented regular employee facility upgrades to ensure modernization of workplace.
- Ensured **compliance** with Documentation and Standard operating procedures

AUDITS

- Regular **internal audits** were conducted to ensure compliance.
- Carried out more than 250 audits of general administration duties to ensure compliances.

PROJECT MANAGEMENT

- Initiated, Processed and Handled Defence Equipment procurements abiding by Government-E-marketing norms.
- Handled **Runway resurfacing projects** costing 300+ crore.
- Handled **Modernization of Airfield Infrastructure** project costing 180+ crores.
- Handled Airfield Rescue and Fire Fighting services.
- Coordinated and Facilitated maintenance of airfield and associated facilities.



Experience - 14 Years
Indian Air Force



CORE COMPETENCIES

- Risk Analysis and Decision making
- Governance and Compliance
- Liaison and Networking
- Strong Training Experience
- Strong Communication Skills
- Excellent Influencing Skills
- Excellent Negotiation Skills
- Management and Leadership Skills
- Coaching and Mentoring Skills
- Strong Budgeting Skills
- Critical thinking and Problem solving skill



EDUCATION

- Executive Business Management Programme | IIM Lucknow | 2023
- Masters of Art (Geography) Delhi School of Economics Delhi University (2005-07)
- Bachelor of Art(Geography) Kamla Nehru College Delhi University (2002-2005)



CERTIFICATIONS

- Lean Six Sigma Black Belt, ISEL Global
- Human Resource Management Course, AFAC
- Leadership & Behavioral Studies Course, CLABS
- Operations & Facility Management Course, AFAC
- Air Traffic Surveillance System Course, ATCOTE
- Air Traffic Management & Air Laws, ATCOTE



AWARDS / ACHIEVEMENTS

- Commendation by Chief of the Air Staff on 26 Jan 2019.
- Letter of Appreciation by President (L), Air Force

SAKSHI DEEPAK AWASTHI



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Linkedin Profile

A PMP certified, highly enthusiastic and goal-oriented Indian Air Force veteran with more than 11 years of leadership experience in operations, project management and human resource management. A seasoned professional, offering qualitative experience in leading end-to-end projects with an excellent understanding of agile as well as traditional approaches. Expert in handling challenging appointments and leading a cross-functional team with exceptional communication and coordination skills.

Experience - 11 Years
Indian Air Force



CORE COMPETENCIES

- Portfolio/Programme Management
- Operations Management
- Project Management
- Agile & Scrum
- Liaison and Networking
- Education
- HR Management
- Risk Analysis and Management
- Stakeholder Management



EDUCATION

- Executive Business Management Programme | IIM Lucknow | 2023 Lucknow
- MSc Bioinformatics, BIT Ranchi, 2010, Distinction
- BSc Bioengineering, Ewing Christian College, 2008. Merit holder



CERTIFICATIONS

- PMP® | PMI, USA | 18 Oct 2022
- Basic Professional Knowledge Course AFAC
- Air Traffic Sector Surveillance Course | ATCOT
- Basic Air Staff Course for Officers (HR & Administration) AFAC
- Air Traffic Management & Air Laws | ATCOTE



AWARDS / ACHIEVEMENTS

- Commendation by Air Officer Commanding-in-Chief for outstanding professional skills in Operations management.

PROJECT MANAGEMENT

- Successfully delivered big-budget projects worth **10 lakhs to 12 crores** by leading a cross-functional team during all stages of the project's life cycle.
- **Saved INR 25 lakhs of the project budget** through proper planning and coordination with various authorities during the pandemic.
- **Increased operational capability of the base by 20%** and the **life of aircraft by 15%** by meticulous planning and optimizing resources during project execution.
- With a well-orchestrated project, **registered a 20% increase** in the efficiency of food preparation also resulted in a **15% increase** in the usable workspace. It developed a 20% increase in the satisfaction level of employees.
- Enhanced performance and happiness quotient of **employees by 20%** with help of feedback-driven execution of a project by **widening the area of the workplace by 20%**.

OPERATIONS MANAGEMENT

- Ensured smooth and incidence-free flying of more than 20 different types of aircraft, by leading a team of 70-80 SMEs.
- Established a **10% increase in operational capability** in a "no error atmosphere" by guaranteeing a conducive atmosphere for fighter flying operations.
- Recovered 12 aerial assets at a frontline base following a war-like situation, thereby saving a force multiplier worth **INR 18 Cr.**

SENIOR TRAINER / HUMAN RESOURCE MANAGEMENT

- Enhanced **professional standards of the team by 32%** by introducing a career development programme for the team members.
- Assessed different types of professional requirements at various levels of training and discussed with higher authorities to prepare a standard syllabus for air warriors at different stages of their professional careers.
- Used innovative methods of professional status and skill level tracking, thereby **boosting training efficiency by 20%**.
- Upgraded organizational skill **level by 35%** by training and mentoring professionals from all ranks directly.

SUPPLY CHAIN MANAGEMENT

- Ensured critical procurements of air assets within the allocated budget.
- Developed SCM process flowcharts and workflow templates for quick spotting of demand items in the procurement cycle for the financial year.
- **Increased work efficiency by 15%**, by successfully formulating and implementing SOPs to monitor the status of training and ATS inventory items.

PGT BIOLOGY AT AN PUBLIC SCHOOL

- Prepared lesson plans as per CBSE regulations and mentored new educators on classroom management.
- With innovative assignments and project ideas, **achieved a 100% passing percentage**, also, my student secured the top rank in the Jaipur sector.

SANGRAM KESHARI PATNAIK



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Linkedin Profile

A mission oriented military veteran with more than two decades of proven leadership in the fields of Operations, Programme & Project management, Supply Chain Management, Risk Analysis & Mitigation. Soldier 2.0, who thrives on innovative ideas, creative problem solving & process optimisation. A Resourceful team player & Force Multiplier, facilitates accelerated integration through strong communication skills & constructive employee engagement. **Looking for opportunities to create value in challenging environment.**

Experience - 24 Years
Indian Army



CORE COMPETENCIES

- Leadership
- Team development
- Strategic Planning
- Operations Management
- Administration
- Risk analysis and mitigation
- Programme & Project management
- Procurement
- Stakeholder management
- Negotiation & Collaboration
- Contract finalisation



EDUCATION

- Executive Business Management Programme | IIM Lucknow | 2023
- Diploma – Senior Level Defence Management - 2013
- M Sc - Military Technology - 2010



CERTIFICATIONS

- PMP – July 2020
- LSSGB



AWARDS / ACHIEVEMENTS

- Army Commander's Citation -2014
- United Nations Force Commander Citation - 2009

OPERATIONS MANAGEMENT

- Strategized & directed operations of 5 **operational units with 1000 men, 200 pieces of critical war equipment worth \$700 Million, increased mission reliability by 20%, emerged as best performing unit amongst 55 peers.**
- Successfully directed operations of **1000 UN troops from 7 countries**, as part of United Nations contingent in Lebanon, ensured restoration of peace & security over **400 km².**
- During annual validation exercise, **mobilized 1000 persons, 250+ vehicles & equipment, 500 tons of ammunition**, deployed them over **100 sq km**, engaged **500+ targets**, increased **operational efficiency** by 15%.
- Led the newly raised Army Formation (strength of 500) in its first ever operational deployment (**akin to a start-up**) at **15000 ft above mean sea level**, at a temperature of **-15 degree C**, increased **operational efficiency** by 30%.
- Formulated **40+ SOPs** to eliminate bottlenecks in operations, **reduced mobilization time by 25%, improved operational efficiency by 25%, zero untoward incidents.**
- Executed construction of "Integrated Obstacle System" along **100 km of Line of Control** with **20 Operating Bases**, mitigated operational risk by 50%, reduced infiltration by 60 % and human engagement by 50%.
- Designed & implemented Process Mapping, Management Strategies, RACI plans & Business Continuity Processes (BCP) for **3 major Operational units** across multiple projects resulting in **90% Standardization, reduced downtime by 25%, leaner & efficient workflow.**

PROJECT MANAGEMENT & PROCUREMENT

- Led the team for formulating Defence Acquisition Procedure (DAP-2020), the master manual for defence procurement in India & steered **10 CAPEX procurement projects worth \$ 30,000** from global & Indian vendors.
- Managed **end to end procurement** of **10 projects** worth approximately INR 100M, starting from feasibility studies, preparation of RFP, conduct of trials, commercial negotiations & finalization of contracts.
- Reviewed policy formulation of Inter-Governmental Agreement between India & other foreign countries including USA, Israel, UK resulting in **contract of worth \$7 Bn, increased mission reliability by 25%.**
- Fostered collaborative environment for 15 internal & 20 external stakeholders & facilitated vendor management of 22 vendors (10 Indian & 12 global) and executed **8 projects worth \$900 M, 3 months before deadline.**
- Saved **1700 lives, reduced losses** by approximately **50%** during Flood Relief operations in 10 districts of Gujarat by proactive coordination, civil military liaison & resource optimisation.
- **Revitalized 25% improvement in security cover** and risk mitigation by adherence to SOPs, access control and work place safety, Security Policies, resulting in seal-tight assets security & data loss prevention.
- Ensured skill enhancement by **25%** by conceptualizing, planning and executing Integrated Training Centre for a **strength of 1000**, in a **budget of \$20,000** in time of **8 months.**
- Ensured grievance redressal of **5000 ex-servicemen**, catalysed the release more than **INR 100 Cr** to them, by root cause analysis, proactive coordination and stakeholder management, improved **satisfaction quotient by 50%.**

SAURABH PUNIA



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Linkedin Profile

A Self Motivated & **performance driven professional**, backed with 14 years of experience; strong credentials in heading Operations, Projects, Administration & Security. An **Enterprising Leader** with Strong Work Ethics, honed in **problem solving** and analytical skills towards enhanced **efficiency and customer** satisfaction. Nurtures an **ability to adapt** to dynamic & **evolving industry trends** with a career goal to keep up the learning curve and result driven attitude.

Experience - 14 Years

Indian Air Force



CORE COMPETENCIES

- People Management
- Process Improvement
- Strategy Planning
- Stakeholder Management
- Negotiation & Collaboration
- Budgeting
- Security & Loss Prevention
- Risk Analysis
- Administration
- Mentoring & Counselling



EDUCATION

- Executive Business Management Programme | IIM Lucknow | 2023
- M.B.A. (HR & Finance) Maharshi Dayanand University. (2010 - 2012)
- B.Sc. (Comp Sc.) Kurukshetra University. (2004 - 2007)



CERTIFICATIONS

- PMP (Pursuing)
- Lean Six Sigma Green Belt
- Certified Scrum Master
- Mentoring & Counseling Training, NIMHANS, Bengaluru
- Installation Security & IDS course, NISA Hyderabad
- Advance Security & Intelligence Course, Pune
- Disaster Management certificate course, Pune University
- Cyber Crime Course, Pune
- Leadership & Behavioral Science Course, Coimbatore



AWARDS / ACHIEVEMENTS

- AOC-in-C Commendation |2016|
- Youngest Instructor Security and Administration I2020I
- Best in Security Management at Regional Level I2018I

PROGRAMME /PROJECT MANAGEMENT

- Collaborated & negotiated with internal & external stakeholders for **initiation, approval & execution, & closer of 100+ projects** worth 500+ Crores.
- Consulted clients for strategic approval of 04 projects by **justifying deliverables** to senior stakeholders & increased **budget allocation** by 75%.
- **Translated client business requirements** & ensured 100% availability of resources in Military Zonal Plan and presented to C-Level executives for future roadmap.
- Coordinated, Supervised and **ensured completion** of two projects worth (3+ Crores) 05 months **ahead of timeline**.
- Designed & implemented 06 maintenance services projects (3-4 Crores) ensuring **end user satisfaction** & operational readiness.
- Led **Concept to implementation** of strategic plans, revamping Trainees Institute hosting 500+ trainees.

OPERATIONS & SUPPLY CHAIN MANAGEMENT

- Led and executed **end to end** supply operations of 200+ lines resulting in **cost reduction by 20 %**.
- Rationalized requirements and ensured 100% availability of critical **provisioning** of 50+ lines worth 200+ Lakhs.
- Re-drafted public procurements policies (**RFPs**) & executed **SLA compliance** of 250 Lakh **facility management** contract.
- Conducted vendors' meet, implementing vendor assessment, rating & feedback mechanisms resulting in **enhanced suppliers' response** rate by 40 percent.
- Ensured **seamless supplies** for 3000+ personnel, creation of 250+ bed isolation center & QRTs as Head of Crisis Management Cell.

SECURITY & ADMINISTRATION

- Spearheaded team of 500+ personnel, **executed security management** for 5000+ personnel & equipment worth 10000+ crores **recalibrating threat assessment**.
- **Refined & revalidated** SOPs by consistent drills with Army & State agencies, ensuring 100% involvement, enhanced Civil-Military liaison & reducing response time by 20 min.
- Devised effective & innovative **Access Control System** with biometric advances, ensuring **surveillance & loss prevention** for 1000+ personnel.
- Led & **steered Security Audit**, threat analysis, **risk & emergency assessment** investigation of 10+ installations.
- Organized periodic **fire drills** with Army & State Agencies; ensured enhanced efficacy & **reduced emergency response time** by 15 %.
- Conceptualized & Implemented **security training module** increasing learning growth by 40% & upskilled 1000+ trainees.
- **Executed HR Office Suite**; cleared 5000+ documents' observations of 1100+ personnel in record time; ensuring **Nil Audit Objections** during 2020.

SMRATI DIXIT



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Linkedin Profile

Human Resource Generalist with 5 years of professional experience in corporate office of the OEM of Kirloskar. Strong knowledge and communication skills with an in-depth understanding and skills for employee effectiveness and retention, payroll management, P.F. and E.S.I. handling, and office administration. Diverse experience focused on talent recruitment and development, classroom teaching, management in both corporate and academic settings.

HR Manager

BHASKAR POWER PROJECTS PVT. LTD. (O.E.M. OF KIRLOSKAR), NOIDA (2009 – 2011)

Human Resources Manager with experience in multiple areas. Excellence in recruitment strategies, process improvements, employee development and compliance to company policies. In-depth understanding of financial goals and implementation of company directives.

SURYA ELECTRONICS, KANPUR, UP (2011 – 2014)

Led admin and HR operations for fast paced retail business. Manage all day-to-day HR responsibilities, including: salary/bonus planning, staffing, on-boarding, performance management. Contribute information, analysis, and recommendations and establish human resource objectives in line with organizational objectives.

TGT, English

KENDRIYA VIDYALAYA, CHABUA, ASSAM (MARCH 2015 – DEC 2015)

Led admin and HR operations for fast paced retail business. Manage all day-to-day HR responsibilities, including: salary/bonus planning, staffing, on-boarding, performance management. Contribute information, analysis, and recommendations and establish human resource objectives in line with organizational objectives.

Administrative Assistant

AIR FORCE SCHOOL, JODHPUR, RAJASTHAN (JAN 2022 – MAR 2022)

Manage office supply ordering for the campus. Internal control review and established policies and procedures, which mitigate risk and ensure compliance. Served as the lead in the creation or modification of business processes to ensure student tuition payments, institutional deposits and other finances are safeguarded.

Assistant Teacher

RKK GIRLS PUBLIC SCHOOL, JODHPUR, RAJASTHAN (APRIL 2022 – DEC 2022)

Developed age-appropriate lesson plans and led classroom instruction in all subject areas. Built a strong bond with students, parents, and colleagues to inspire a shared commitment to quality education.



Experience - 07 Years
Indian Air Force



CORE COMPETENCIES

- HR management
- Training and development
- Payroll management
- Curriculum designing
- Teaching
- Infrastructure management
- Payroll processing management
- Liason and networking
- Onboarding
- Team work & Collaboration
- Performance Management
- Employee Relation Mgmt



EDUCATION

- Executive Business Management Programme | IIM Lucknow | 2023
- M.B.A. (2007-2009)
- M.A. (2003-2005)
- B.A. (2001-2003)



CERTIFICATIONS

- M.S.M.E. certification
- Payroll Management
- SAP (HR) certification



AWARDS / ACHIEVEMENTS

- Certificate and award for making best business model by MSME
- Letter of appreciation from the principle of RKKGPS Jodhpur for conducting seminar and events

SULABH SETHI



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Linkedin Profile

Resilient and dedicated professional offering 12 plus years of multi-domain experience with more than a decade of military service as an officer in the Indian Army. Expert in strategy, operations, project management and leading cross-functional teams with multiple stakeholders. A forward-thinking technocrat focused on emerging best-in-class practices, innovation, and business growth.

Experience - 12 Years
Indian Army



CORE COMPETENCIES

- Cross Functional Team Leadership
- Project Management
- Operations Management
- Innovation
- Information Security
- Engineering Procurement & Contracting
- Planning, Budgeting & Forecasting



EDUCATION

- Executive Business Management Programme | IIM Lucknow | 2023
- MBA (DLP)- CMM, Jabalpur
- PG Diploma in Defense Management and Strategic studies, University of Madras
- B.E.(EC) – Govt Engineering College, Jabalpur



CERTIFICATIONS

- PMP
- LSSGB
- LSSBB
- Advanced Excel
- Certificate Course in Inventory Management
- Information Assurance Intermediate (DRDO)



AWARDS / ACHIEVEMENTS

- Amongst top 5 in Inventory Management Course of Indian Army
- State Level Winner in Robotics conducted by -IIT Bombay
- 2nd in Game Design conducted by IIT Kanpur
- Winner in Circuit Design at IIT Kanpur
- College representative of India Unmute campaign by- IIT Bombay
- School Topper in CBSE 10th Board
- Tech Blog – www.sslabs.in

Indian Army (2012-Present)

PROJECT MANAGEMENT

- Led a team of 200 people in **planning, designing, procurement and implementing** a Surveillance project with IT infrastructure spanning 85 km worth INR 5 Cr
- Led a team of five to develop weapon data fire controller device minimizing redundant calculations
- Developed and managed a command-and-control Centre which **reduced** cross border infiltration **by 99%**
- Trained more than **4000** veterans in security and IT over 2 years as **team leader** with Pradhan Mantri Kaushal Vikas Yojna
- Innovated low-cost **surveillance drones** using embedded systems to improve time and accuracy of operations

OPERATIONS MANAGEMENT

- **Optimized fleet efficiency** of 60 vehicles, including fleet management and saved the government INR 35L
- **Budgeted** and executed organizational contingency and training demands worth INR 2 Cr on Government E Marketplace
- Managed a team of five to plan procurement matrix worth INR 1 Cr thereby improving mission reliability and operational readiness
- Improved overall cybersecurity of the establishment with fortnightly audits & implementations which resulted in **zero cyber violations** in a year

SUPPLY CHAIN AND LOGISTICS MANAGEMENT

- Efficiently managed **Supply Chain operations** for the provision of life cycle and fast-moving items for 800 people using automation and analysis
- Planned and instituted a 200-bed quarantine facility which ensured safety of the personnel
- Identified and **channelized** excess and **obsolete inventory** that helped in mission readiness
- Improved **timely flow** of 50% more FMCG products worth INR 5Cr for 900 personnel
- Team lead for all internal IT Hardware and Software procurement planning and execution

ASSISTANT SYSTEMS ENGINEER

Tata Consultancy Services, 2011-12

- Responsible for design documentation for Japanese hybrid car manufacturer TOSOK as per JASO standards
- Ensured 100% uptime of testing infrastructure as per Japanese standards in close coordination with Automotive Research Association of India
- Responsible for design, sourcing and procurement of Bill of Materials for hybrid sports vehicle coolant systems
- **Skills Acquired** - Embedded C, Unix, SQL, MS excel, MS PowerPoint, PCB designing, IoT, Web Design, APIs

SWATI SHUKLA



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Linkedin Profile

A **dynamic and multifaceted Officer** with rich acumen & experience of 10 years in Project Management of Operations, Supply chain, and specializes in **change management, leadership, customer success** & people management with Indian Air Force. Ensured high standards of professional competence, compliance with SOPs, adherence to project deadlines, targeting higher managerial positions with growth focused organization.

Experience - 13 Years
Indian Air Force



CORE COMPETENCIES

- Time Management
- Interpersonal Skills
- Multi Tasking
- Attention To Detail
- Analytical Skills
- Cost & Budgeting
- Quality Audit
- Self Starter
- Ms Office Tools
- Planning & Execution
- Stakeholder Management
- Problem Solver



EDUCATION

- **Akgec, Up B-Tech** (2008-12)
Mechanical Engineering
- **Bits Pilani, M-Tech** (2017-19)
Quality Management (Six Sigma, Kanban, Lean)
- **VITS Karnataka** (2012-13)
Aeronautical Engg
- **Executive Business Management Programme** | IIM Lucknow | 2023



CERTIFICATIONS

- **Certified Scrum Master** (Scrum Alliance)
- **PMP** (Google)
- **Jira Atlassian** (Pursuing)
- **Sap Hana** (Pursuing)
- **LSS Black Belt** (pursuing)



AWARDS / ACHIEVEMENTS

- **Appreciation by Air Officer Commanding in Chief** for distinguished efforts in contingency response and risk mitigation.
- **Second in National Science olympiad** (2010)

PROJECT MANAGEMENT

- Senior Programme Manager with IAF with expertise & brilliance in handling complex varied maintenance **operations of fast paced aviation** industry.
- Worked closely with CEOs on planning, delegation, execution and control of critical projects implementation.
- Lead a team of 50 employees, towards timely execution of RD Parade Tableau project.
- Stellar at implementing **Risk Assessment & Mitigation techniques** to ensure deliverables.

OPERATIONS (MAINTENANCE)

- Integral role in decreasing production backlog in 2016, down to **6% by improving** standard operating procedures in **preventive maintenance**.
- Formulated the use of various Quality Concepts such as **Six Sigma & LEAN** methodologies, in the assembly line of production at **OEM**, so as to enhance **quality control measures by 5%** in 2017.
- Conducted internal audits and checks in quality assurance departments of the Fuel department and submitted the reports to higher authorities highlighting the discrepancies in 2021.
- On numerous occasions, ensured **flight safety hazards/risks** are timely anticipated, communicated, managed, mitigated and escalated.
- Provided end to end supervision for 200 employees/ technicians for **"on job training on aircraft"** before clearing them for requisite licenses.
- Maintained **99% serviceability** ratio of the fleet throughout the year.
- Formulated **50+ SOPs** to eliminate bottlenecks in operations.

SUPPLY CHAIN/LOGISTICS

- Proven abilities in interacting with suppliers towards efficient price **negotiations, delivery schedules** and **stakeholder management**.
- Utilized **Material Requirements Planning system** and ensured that data is accurate and up to date and resolved **100+ pending issues**.
- In 2014, independently steered functioning **quality escalation department** (with 5 sub sections)
- Hands on experience in **warehouse operations** which encompasses storage, documentation, system implementation & movement of goods. **IN charge** of **Warehousing** critical helicopter components valued above **250 Cr**.

PEOPLE MANAGEMENT

- Supported the on-boarding process of 100+ new hires Assessed, reviewed and maintained Appraisal Reports & monthly performance review of large workforce of 300+ employees.
- Developed a concept of **diversity training** and **cross functional team work** in important areas which led to enhanced efficiency **by 20 %**

UMANG TREHAN



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Linkedin Profile

A versatile, dynamic and result oriented military professional with over 23 years of rich experience in Leadership, Operations & Strategic Management coupled with adept skills in the IT Projects, SCM & Logistics, Procurement and Inventory Management. Proven expertise in handling large size Human Resource with added knowledge of Security, Administration and Risk Assessment.

Experience - 23 Years
Indian Army

CORE COMPETENCIES

- Operations Management
- SCM & Logistics
- Procurement, Budgeting and Forecasting
- Programme and Project Management
- Inventory & Warehouse Management
- IT Infra Development & Training
- Strategy, Planning and Execution
- Leadership & HR Management

EDUCATION

- Executive Business Management Programme | IIM Lucknow | 2023
- M Sc. (Ammunition & Missiles), RDVV Jabalpur, 2013
- MBA (Logistics & SCM), RDVV Jabalpur, 2012
- MBA (HR), Symbiosis College, Pune, 2010
- B.Sc- JNU, New Delhi (NDA), 1998
- Springdales School, Dhaula Kuan, Delhi, 1995

CERTIFICATIONS

- PMP-Pursuing
- Lean Six Sigma Black Belt, ISEL, 2023
- Design Thinking Practitioner, Henry Harvin, 2022
- Lean Sigma Green Belt, KPMG, 2021.
- MDP (Finance), NIFM-Faridabad, 2012
- Diploma in Web Designing, ISCT, Delhi, 2002

AWARDS / ACHIEVEMENTS

- Nominated for Higher Defence Management Course (HC/HDMC) - 2021
- Interviews on TV, FM during Republic Day - 2016 & 2020
- Chief of Army Staff Commendation, Republic Day - 2016
- Lt Gen RP Aggarwal Trophy : Best Achiever - 2013
- Vice Chancellor, Rani Durgavati Vishva Vidyalyaya (RDVV) Commendation Card - 2013

OPERATIONS MANAGEMENT

- Raised a new logistics unit, **catering over 1 Lac troops in Leh & Siachen.**
- Commanded an Ordnance Depot providing **logistics support to 1.5 lac troops** in a Tri-Services environment (6 States & UT of Andaman & Nicobar Islands).
- As Station Commander **managed & developed 800 acres of land**, assets & infrastructure resources. Executed projects worth Rs. 80 Cr annually.
- Spearheaded logistics operations of 6 United Nations Peace Keeping (UNPK) contingents across continents through cross functional & multi-cultural teams.

PROGRAMME/ PROJECT MANAGEMENT

- Delivered a Project, towards **Corporatisation of OFBs to DPSUs** by conversion of 24,000 indents to 35 contracts valued at Rs. 35,000 Cr.
- **Delivered country's largest Data Center (NOC & SOC) prior to Go-live (Computerised Inventory Control Package (CICP) - SAP based ERP)** of a pan-India tunnelled VPN network for 28 locations & 150 IT professionals of System Integrator - M/s L&TI.
- Lead a '**Team of Experts**' to ascertain commonality of equipment in 3 services and subsequent **NSN codification** for universal identification and management.
- Organised & managed **National Level Event** - Republic Day Camp(2016 & 2020).
- Planned and executed **Def Expo 2018 at Chennai**; liaised with Industry & DDP.

SCM & LOGISTICS

- Formulated logistics sustenance policies for efficient utilization & exploitation of Army equipment, **increasing serviceability to 90% (a 10% improvement).**
- Executed **shipment of 3000MT annually to Leh (incl. Siachen)** by road and air.
- Planned & executed **delivery of 700+ new/overhauled vehicles** (incl. tanks).
- Organised shipping/airlift of 20 MT loads through customs/freight for UNPK.
- Structured/Designed curriculum & imparted training to **Army Logistics Management Course(ALMC) & Ordnance Officers IT(OOIT) course** for over 200 officers.

PROCUREMENT & BUDGETING

- Concluded **Capital & Revenue contracts of Rs. 2000 Cr** (incl RFP rollout, Techno-Commercial eval, Compliance, Negotiations, Awarding, SLAs etc) of high-tech electronics equipment (Radars, Counter IEDs, Communications & Simulators).
- Formulated budgets for purchases worth Rs. 4000 Cr, for sustenance & replacement of equipment, duly prioritizing Atma Nirbhar Bharat (**21% decrease in imports**).

INVENTORY MANAGEMENT

- Managed **15k SKUs worth Rs. 1000+ Cr** using hands on experience in SAP.
- Enhanced availability of SKUs by **15%** and reduced carrying cost by **20%**.
- Identification of surplus and non-moving inventory worth Rs. 2 Cr, to **effect reverse logistics, disposal, obsolescence management** and exchequer savings.
- Executed disposal management process for salvaged vehicles, SKUs & fired/expired ammunition **generating over Rs. 350 Cr.**

V SWAMINATHAN



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Linkedin Profile

An astute military leader and management professional with **24 years of experience** specializing in successful execution of complex projects, organizational development and improving operational efficiency by simplifying processes. Manager with accomplished abilities in areas of project management, operations, quality control, platform maintenance, in functional roles of senior **project manager, operations manager and contract management**. A resourceful and enterprising military leader with passion to learn, who has **led cross functional teams** formed from culturally and geographically diverse backgrounds, applied multitude of **state-of-the-art technologies** and produced tangible results in time.

Experience - 24 Years
Indian Navy



CORE COMPETENCIES

- Project Management
- Facility Management
- Vendor & Contracts Management.
- Ship Construction
- Ship Repairs
- Shipyard Management
- Floating Dock – Dock Master



EDUCATION

- Executive Business Management Programme | IIM Lucknow | 2023
- PG Diploma (Shipbuilding Technology) - 2022
- BSc (Naval Ship Building and Hull Maintenance) - 2021
- BSc (Psychology) – 2008
- Diploma in Mechanical Engineering - 1998



CERTIFICATIONS

- NBCD Courses
- Shipyard Mgmt. Course
- Advanced Training for Oil Tanker Cargo Operations
- Certified Welding Inspector



AWARDS / ACHIEVEMENTS

- Commendation by the Vice Chief of the Naval Staff – 2011
- Commendation by the Commander-in-Chief, A&N Command – 2013 & 2015

FLEET MAINTENANCE UNIT, VISAKHAPATNAM

(JUN 18 - TILL DATE)

- Initiation, conclusion and execution of multiple contracts for comprehensive maintenance coverage with spares for various **critical Hull equipment (worth Rs. 900 Cr)** fitted **onboard 45 Nos.** Naval ships based at Eastern Naval Command resulted in optimum availability of the ships.
- Led Safety team of the Unit with a strength of 20 officers and 600 personnel for five years and ensured **Nil accidents / incidents** by regular conduct of safety audits & lectures and ensuring strict adherence of safety norms by all service / civilian personnel.

INS JYOTI, VISAKHAPATNAM (MAY 17- MAY 18)

- Headed a cross functional technical team of 24 personnel and carried out first line maintenance of various **Hull systems/ equipment on high seas**, ensuring their availability for continuous exploitation during the extended deployments.
- Formulated day-to-day strategies considering resource constraints and ensured **successful back-to-back RAS (Replenishment at Sea)** operations at high Seas.

HEAD QUARTERS, ANDAMAN & NICOBAR COMMAND (ANC), PORT BLAIR (JAN 16- APR 17)

- Steered policy issues to ensure high standards of material state and Hull equipment fitted **onboard 15 Nos. Naval ships and Floating Dock** based at ANC.
- Coordinated supply of material and equipment to ensure timely completion of refits of ANC ships and also Inspection of shore establishments under ANC.

FLOATING DOCK NAVY-1, PORT BLAIR (JUL 12- DEC 15)

- Planned and executed **60 incident-free docking and undocking operations** adhering to specific docking plans for 36 vessels prepared in-house through continuous risk assessment and risk management and establishing platform specific safety protocols.
- Led operations of **largest floating dry dock of Indian Navy** managing around 120 highly skilled professionals from Navy and industrial workers in a risk bound environment and managed all aspects of HRM including appraisals, counseling and promotion.

IHQ MOD (N)/DNA, NEW DELHI (OCT 07- JUN 12)

- Managed procurement contracts for various type of boats for PAN Navy **worth Rs. 300 cr./year** including formulation of technical specifications, initiation, conclusion and execution of contracts, tests, trials, final induction and processing of payment to boat builders.
- Headed the capacity assessment team and assessed the capacity of boatyards across the nation, resulting in revision of the Pre-Qualification criteria for procurement of boats, entry of capable/ solvent firms only and weeding out of non-performers.
- Led trials team and carried out stage inspections for under construction boats in boat yards across the nation and abroad for ensuring standard and better-quality boats PAN Navy and **successfully delivered over 240 boats** to fleet ships.

VIJAY BABU S



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Linkedin Profile

A dynamic and proactive military leader with over two decades of diverse experience in the domains of **Strategic Planning, Process Improvement, Security & Safety, People Management & Stakeholder Management**; Specialised in operations & executing projects by leading cross-functional & multi-cultural teams; Demonstrated **leadership with resilience under pressure**, during foreseen as well as unforeseen uncertainties (VUCA) in high-risk areas including **crisis management** situations.

A **critical thinker**, with an eye for detail, who is quick on the uptake, with an innate **ability to adapt** to any domain and deliver **outstanding results**, is now targeting next-level challenging roles in **Security / Operations / Project Management** functions.

Experience - 21 Years
Indian Army



CORE COMPETENCIES

- Strategic Planning
- Policy Formulation & Compliance
- Operations Management
- Programme & Project Management
- Security Risk Management & Fire Safety
- Incident & Crisis Management
- Change Management
- Business Continuity
- People Management



EDUCATION

- Executive Business Management Programme | IIM Lucknow | 2023
- PGDM (Project Management), Alliance School of Business, Bangalore - 2021
- M.Sc (Weapon Systems), Savitribai Phule University, Pune – 2011
- B.Sc (Maths), MS University - 1998



CERTIFICATIONS

- CPP from ASIS (Pursuing)
- LSSBB (Pursuing)
- LSSGB (KPMG) – 2022
- Installation Security Course – National Institute of Security Academy - 2022
- Project Management, IIM Ahmedabad - 2021



AWARDS / ACHIEVEMENTS

- Director, Centre for Air Borne Systems(CABS)-DRDO Award for Excellence in Security Management - 2022
- Army Commander's Commendation for Gallantry - 2005

HEAD OF (SECURITY & PROJECT MANAGEMENT)

- Spearheads the Security Division of a sensitive (ISO 9001 & AS 9100 D Certified) R & D facility and training the team members to follow security compliances.
- As a **Security Advisor** to the Head of the Facility on all Security Projects, during the COVID-19 (VUCA scenario), formalized & executed the **Contingency Response Plan**.
- Leads a multifunctional team, monitoring SLP activities for safeguarding people and property including vital assets worth **500 crores**.
- Achieved **100%** business continuity of strategic R&D projects worth **1100 crores** by maintaining 'Nil' Risk incidents.
- Project Management of Integrated Security Systems worth **10 Crores (CAPEX)**, ensuring delivery, installation, testing, and commissioning by clearly working out the scope, estimated resource requirements, budget allocation, and schedules.
- Effectively reduced **Annual Operational Cost** on manpower by **4 %** by implementing the seamless integration of Human security & Electronic surveillance.
- Prudently utilized Funds worth **70 Lakhs (OPEX)** for the **Risk Avoidance** mechanisms like **AMCs / SLAs** of Security systems, Fire Safety equipment, and Security Training and seminars.
- Planned & controlled the Security clearance mechanisms for critical events like the **Aero India-2021**.

DEPUTY DIRECTOR (ADMIN & LOGISTICS)

- Led Admin & Logistics Operations in Strategic Force Headquarters, accomplished multiple missions with deliberate logistic plans.
- Specially recognized for Strategic planning of resources and deployment.
- Judiciously controlled annual budgets on Strategic projects worth **250 Crores** under **Capital** and **Revenue** heads.
- Planned & executed periodic Fire-safety evacuation & Disaster response drills for **800** staff that improved the safety preparedness.
- Successfully monitored the major troop transfer in **250 vehicles** by road over **1300 Kms** with optimum resource management and ensured **zero untoward incidents**.
- Administered technical and non-technical manpower & transport in the establishment and ensured **100 %** continued sustenance during operations

CHIEF INSTRUCTOR (LEARNING & DEVELOPMENT)

- Developed the training curriculum and imparted **result-oriented** training for a multi-skilled force of **400** personnel to achieve all target KPIs that improved **operational efficiency by 15 %**.
- Mentored the HR Department at the Annual Training Camps for conduct of internal & external audit to assess **Operational Effectiveness** of more than **20 institutions**.
- Trained and nurtured more than **25 officers** and **1500 soldiers** on the handling and maintenance of latest weapon & security systems and ensured **20 %** improvement in demonstrative performance.

VISHAL SHARMA



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Linkedin Profile

A dynamic, diligent, dedicated and highly motivated officer, from Indian Army. Trained the Army Commandos at the NSG and the Infantry School. Also served in the United Nations in Congo. Served as a joint director at the prestigious Army Group Insurance, Also served as an Instructor at the Centre for United Nation Peace Keeping Operations, Delhi. Trained the lady military police.

Experience - 24 Years
Indian Army



CORE COMPETENCIES

- Leadership & Team development
- Strategic Planning
- Operations
- Administration
- Procurement



EDUCATION

- Executive Business Management Programme | IIM Lucknow | 2023
- Masters in Hospital Administration & Health Care - 2018
- Diploma in Disaster Management - 2010
- Diploma – Junior Level Defence Management – 2007



CERTIFICATIONS

- Certification in Leadership & Motivation Course
- Qualified in Crime Investigation & Hostage Negotiation.
- Trainers Course at Intelligence Bureau.



AWARDS / ACHIEVEMENTS

- COAS Citation for Self (2000).
- United Nations Force Commander Citation – 2007
- Army Commander Citation - 2010.

EXPERIENCE

- Training & operational experience of over 24 yrs of active combat - Teneted Instructional & Command appointments in Commando Wing as an Instructor, where commandos of Indian Army are trained as Ghataks, Also trained the Black cap commandos in National Security Guards..
- Trained and administered **600 commandos** on the nuances of anti hijacking, counter terrorist operations from friendly foreign countries like Philippines, Srilanka, Nepal & Bhutan.
- Successfully directed operations of **700 UN troops from 8 countries**, as part of United Nations contingent in Congo, ensured restoration of peace & security over **500 km²**.
- During annual validation exercise, **mobilized 1000 persons, 250+ vehicles & equipment, 500 tons of ammunition**, deployed them over **100 km²**, engaged **500+ targets**, increased operational efficiency **by 15%**.
- Formulated **40+ SOPs** to eliminate bottlenecks in operations, **reduced mobilization time by 25%, improved operational efficiency by 25%, zero untoward incidents**.
- Saved **1700 lives, reduced losses** by approximately 50% during Flood Relief operations in 10 districts of Gujarat by proactive coordination, civil military liaison, and **resource optimization**.
- **Revitalized 25% improvement in security cover** and risk mitigation by adherence to SOPs, access control and work place safety, Security Policies, resulting in seal-tight assets security & data loss prevention.
- Managed **end to end procurement** of **10 projects** worth approximately INR 100M, starting from feasibility studies, preparation of RFP, conduct of trials, commercial negotiations & finalization of contracts.
- Represented Army in 50 civic & community functions. CSR initiation to empower local population through vocational training & soft skills in J&K, Manipur & United Nations.
- Attended regularly the Army Group Insurance Board of management & Board of Governors meetings where the important policy decisions are analyzed. The top financial experts in the country are the members of the Investments Advisory Committee, which renders valuable advice on Investment related aspects to the Army.

VIVEK SIWACH

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in LinkedIn Profile

Objective is to leverage my 23 years of experience as a Financial Strategy Consultant, Programme Director, Operations Manager, Data Analyst, Organizational policies compliance expert on HR challenges, appraisal of team and project performance and Security Consultation to contribute to the success of a dynamic organization. Expertise in Supply Chain, Inventory, Bidding, Reverse e-Auction, Vendor Contracts, Procurement Planning & Execution. Highly skilled in Organisation Behaviour training, complaints investigation, grievance redressal, arbitration and high-volume HR cases management.

Experience - 23 Years
Indian Army

CORE COMPETENCIES

Financial Analysis and Modeling

- P&L, Balance Sheet Analysis
- KPI and Performance Analysis
- Procurement Planning-Execution
- Strategic Financial Planning
- Organizational Policies Compliance
- HR Case and Employee Relations
- Security Consultation & Risk Mitigation Measures
- Programme Management & Cross functional Collaboration
- Team Performance Appraisal
- Business Transformation and Change Facility Management
- Capacity Building and Development
- Govt Strategy and Consultation
- Event & Supply Chain Management
- Contracts, Vendor, Price Negotiation

Data Analysis and Visualization

- SQL, Excel, Tableau
- Dashboards, Pivots, Predictions

EDUCATION

- Executive Business Management Programme | IIM Lucknow | 2023
- 2017-2019: (Full Time): PGDM (Finance) 2nd topper, NIFM, Faridabad.
- 2018: Exchange programmes at Seneca University, Toronto, Canada.
- 1997-98 : M Sc (Previous) Mathematics, CCS University, Meerut.

CERTIFICATIONS

- 2023: LSSGB, Pursuing LSSBB
- 2022: Military Police Crime Investigation, Reporting-Access Control
- 2011: Audit and Financial Management, PCDA Pune
- 2008: Junior Leaders Defence Management

AWARDS / ACHIEVEMENTS

- VCOAS Commendation 2015
- Commended for neutralizing terrorist in Uri operations 2016
- Fire-fighting operations saving 22kl, IOC Petroleum Depot, Durgapur, WB 2003

JOINT DIRECTOR CANTEEN SERVICE 2012 TO 2016

- **Sustained Outcome building trust** through transparent, sustainable finance strategy, new products introduction through EODB.
- **Finance, Audit and P&L Reporting** of CSD with annual budget Rs 20 Billion, 3800 plus retail outlets, 10 Million clients and 20 plus Business partners.
- **Debt liability reduction** showcasing optimism in continued economic resilience and business needs, and reducing accounts payable cycle to 30 days.
- Economic Advisory Services (EAS) supporting client's startup retail outlets.
- Offering best operating practices and unique solutions to friendly foreign delegations.
- **Presentation on performance reviews to:**
 - » Chairman Board of Control.
 - » Executive Committee of Board of Directors.
 - » Parliamentary Committee Meeting and drafting reply to Parl Questions
 - » **Issuance trade practice adversaries and general guidelines** for 80k+ contractual employees
- Business Transformation. **First door-to-door delivery pilot project**
- Digital Payment Infrastructure Initiative, in 2013, led to zero business disruption post demonetization.

SENIOR MANAGER - FINANCIAL OFFICER. 2005-2012 & 2016-17

- **Audit of Accounts and Performance Audits** with C&AG teams.
- Channeling efforts to support continued accomplishment of economic growth objectives to **realize the benefits of dividend population and economic opportunities.**
- Economic Operating Model & Cost Cutting through renegotiate contracts to achieve sustainability, resilience, inclusion and parity.
- Performance review of KPIs, Senior Managers, goal delivery objectives.

PROGRAMME, ADMIN, SECURITY. 2019-2022

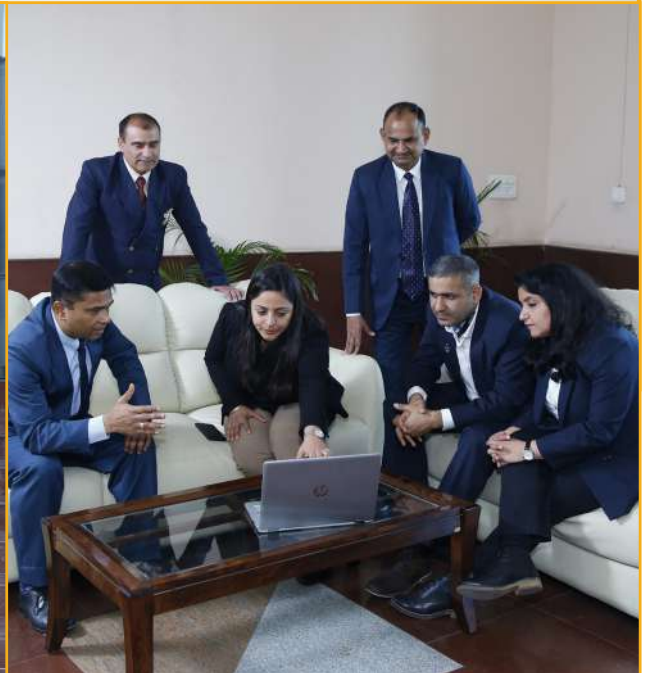
- PMO (resources, system, processes) - Programme objective & goals met in strict timelines.
- Financial constraints studies to achieve overall economic objective & client aspirations.
- End-to-end cross-functional solutions and engagements across the project lifecycles.

INSTALLATION SECURITY AND FIRE SAFETY OFFICER. 2000-2005

- Govern the **security architecture for workday** for complex business needs.
- **Manage Security requests by configuring security matrix domains**, security groups and permission modules across HR platforms.
- Conduct periodic **Security audits** and **walkthroughs**, executed data governance initiative of access control.
- **Writing custom reports, technical configuration, SOPs** on internal security control.
- Partner closely with key administration departments such as Police, Fire Department and local municipality cross spanning across civil and public asset availability of emergency and disaster response.
- **Fire and Installation Security of Large Ammunition Depot**
- **Prophylactic, close physical security** of tactically and strategically important assets.

LIFE @

Gearing for the Leap!!!



LIFE @



Arming for the Change



LIFE @

A Marathon of Upcoming Leaders!!!



LIFE @



Executive Warriors amalgamating learnings from Battlefields to Playfields and Classrooms





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