



INDIAN INSTITUTE OF MANAGEMENT AHMEDABAD



ARMED FORCES PROGRAMME BUSINESS MANAGEMENT



Placement Guide
2012-13



About IIM-A

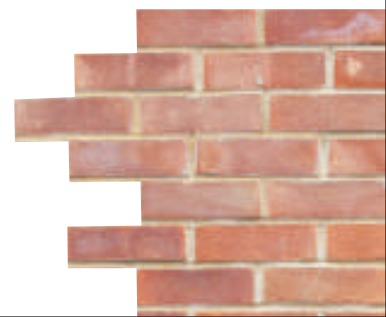
IIMA has evolved from being India's premier management institute to a notable international school of management in just four decades.

It all started with Dr. Vikram Sarabhai and a few spirited industrialists realising that agriculture, education, health, transportation, population control, energy and public administration were vital elements in a growing society, and that it was necessary to efficiently manage these industries.

The result was the creation of the Indian Institute of Management, Ahmedabad in 1961 as an autonomous body with the active collaboration of the Government of India, Government of Gujarat and the industrial sectors. It was evident, that, to have a vision was not enough. Effective governance and quality education were seen as critical aspects.

From the very start the founders introduced the concept of faculty governance: all members of the faculty play an important role in administering the diverse academic and non-academic activities of the Institute. The empowerment of the faculty has been the propelling force behind the high quality of learning experience at IIMA.

The Institute had initial collaboration with Harvard Business School. This collaboration greatly influenced the Institute's approach to education. Gradually, it emerged as a confluence of the best of Eastern and Western values.



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Message from the Director



Dear Recruiter,

It gives me immense pleasure to introduce the eighth batch of officers from the Armed Forces undergoing the Armed Forces Programme (AFP) 2012 in Business Management at Indian Institute of Management, Ahmedabad.

This six-months fully residential programme is specially designed for these experienced leaders. The programme imparts knowledge in contemporary management practices and provides them with the conceptual and analytical tools to be effective managers in the present and emerging business environment.

With their outstanding service record, these officers bring on board exceptional qualities of leadership, perseverance, dedication and loyalty to an organization. Their competence in varied domains such as operations, engineering, administration and human resource management has been tempered in some of the most difficult environments under challenging circumstances. Their objective orientation, sincerity of effort and esprit-de-corps stand out.

I have been personally involved with this programme since its inception and have found unparalleled commitment and self-motivation in this group of officers. With their amalgam of skills, temperament and experience, they will be an invaluable asset to any organization they join and the corporate community will benefit immensely by utilizing their skills, abilities and commitment. I am sure that this group will be able to give your organizations enhanced competitive edge.

I would urge you as recruiters to collaborate with us at IIM Ahmedabad to help in harnessing their skills and realizing their potential for the socio-economic growth of the nation.

I wish the batch the very best in all their endeavours in future.

Samir K Barua
Director, IIM Ahmedabad

Message from Course Coordinators



Prof Shailesh Gandhi



Prof Pradyumana Khokle

Dear Recruiter,

The Armed Forces Programme (AFP) at IIM, Ahmedabad is a rigorous, six-month, fully residential programme in business management, specially designed for officers of the Armed Forces. The programme reorients and prepares the officers to lead organizations in an increasingly complex and demanding corporate environment.

We are pleased to present the eighth batch of 65 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. The education and training imparted at this Institute has sharpened their skills and has equipped them further to take on challenges of business and non-military organizations.

Through a series of the foundation and specialized courses in management, the programme curriculum has provided a detailed exposure to the business environment; and strong conceptual and analytical abilities to complement the participants' knowledge and expertise. The pedagogy at IIMA, 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 projects, assignments, industry visits and interactions with guest speakers from industry.

Participants from recent batches of AFP have repeatedly surpassed 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.

Prof Shailesh Gandhi and Prof Pradyumana Khokle

Faculty Profiles

IIM, Ahmedabad has exceptional faculty who have repeatedly distinguished themselves as teachers, researchers and consultants. The presence of brilliant academicians, successful entrepreneurs & experienced consultants is an invaluable source of inspiration. These legendary gurus who blend academic expertise with credibility gained from current business, professional & consultancy activities have transformed these officers into corporate warrior. Their involvement with each and every student has been commendable. This is what differentiates IIM A from other B-Schools.

STRATEGIC MANAGEMENT

Prof. S K Barua
Director, IIM Ahmedabad
M.Tech. (Ind. Engg.), Fellow (IIMA)

Prof. MR Dixit
Ph.D., IIT Kanpur

OPERATIONS MANAGEMENT

Prof. (Dr) Chetan Soman
Ph.D., Groningen, The Netherlands

Prof. Diptesh Ghosh
Fellow - IIM Calcutta,
B Tech (Mech), IIT Kharagpur

COMMUNICATION

Prof. Meenakshi Sharma
Ph.D. University of Queensland,
Australia

ECONOMICS & POLICY

Prof. Ravindra Dholakia
Post-Doctoral Fellow,
University of Toronto

Prof. Errol DSouza
Ph.D.(JNU)

FINANCE & ACCOUNTING

Prof. Shailesh Gandhi
Fellow, IIMA, B.E. (Chemical)

Prof. R D Patel
PGDM, IIMA, ACA, AICWA

ORGANIZATIONAL BEHAVIOUR

Prof. Pradyuman Khokle
B.Tech, IIT Kanpur
Fellow, IIM Ahmedabad

Prof. Niharaika Vohra
Ph.D. (Social Psychology),
University of Manitoba, Canada

COMPUTERS & INFORMATION SYSTEM

Prof. V Venkat Rao
PhD (Georgia Institute of Technology)

HR MANAGEMENT

Prof. Biju Varkkey
Masters (HRM),
MG University, Kerala
Fellow- NIBM, Pune

BUSINESS RESEARCH METHODS

Prof. T Bandopadhyay
Ph.D., University of Calcutta.

INFRASTRUCTURE MANAGEMENT

Prof. G Raghuram
Ph.D., Northwestern University, USA

MARKETING

Prof. Arvind Sahay
Ph.D., The University of Texas, Austin

Prof. Piyush Kumar Sinha
Ph.D., SPU

LEGAL

Prof. Akhileshwar Pathak
Ph.D., University of Edinburgh, UK

FINANCIAL MANAGEMENT

Prof. Premchander
FPM, IIM, Ahmedabad



Faculty Messages

It gives me a great satisfaction in presenting the eighth batch of participants from AFP-2012. As a faculty for "Marketing" course for this batch, I facilitated the participants in learning the basic principles of marketing. Over two marketing courses, the participants undergo more than 20 different marketing case studies that gives them a feel for marketing practice in many different industries. There are quite a few in this batch definitely capable of doing great marketing jobs for firms that give them an opportunity to do so. I believe that through this certificate course in management, they have gained adequate knowledge, skills and techniques across different areas of marketing and management, and have built up their conceptual, analytical and implementation skills. I am convinced that they have necessary abilities to potentially deliver winning results in middle to senior levels in the field of marketing and management. As a group, I find this AFP group to be more interactive and more willing to engage than previous AFP groups. I wish them all the best in their placement endeavours.

Prof. (Dr) Arvind Sahay
Marketing and International Business

The officers of the Armed forces are well abreast with the concept of "Operations" as part of their profession. It is the adaptability of these officers to leverage their knowledge of challenging situations in understanding the nuances of Operations Management which makes them ideally suited to handle this complex field of management with ease. Their logical ability and conclusive deductions is their strength in this domain, which has been further strengthened by the course content at IIM-A. The corporate sector would stand to gain immensely from their skills and experience. I am confident that participants of AFP- 12 would definitely make valuable contributions in the field of Operations Management while in the corporate world.

Dr. Chetan Soman
Production and Quantitative Methods (P&QM)

The batch of AFP 12 is experienced in myriad ways. They have been through some of the most challenging situations. This experience comes in handy when they are in class and exposed to a structured way of looking at human behavior. They are able to challenge, make meaning, and internalize in an integrated manner. My hope is that the future employers will find them mature, ready, and able to perform in a variety of situations.

Prof (Dr) Neharika Vohra
Organisational Behaviour

"It was a pleasure to take a module on Microeconomics for the AFP-12 Batch and interact with this highly motivated, energetic and bright officers. I thoroughly enjoyed arguing with them individually and collectively not only on subtle theoretical points but also on the applicability of the concepts in real life and policy making set ups in the country. The batch as a whole is very mature, highly focused on learning and very enthusiastic in application of their learning to management practices. I would very strongly recommend this batch to the potential recruiters for suitable positions in the middle and senior management in their organizations"

Prof. (Dr) Ravindra H. Dholakia
Economic Analysis and Policy

"The participants of AFP-12 course were provided opportunities to take charge and lead the strategies of complex organizations by means of comprehensive case studies. Their active involvement in these situations has enabled them to comprehend the nuances of alternative concepts in and approaches to formulation and implementation of corporate and competitive strategies. They are enabled to appreciate the linkages between the organization and its external business environment. They have become adept in sizing up strategic situations, identifying decision questions and developing complete, concrete and consistent solutions. This unique capability of the participants would help them to contribute meaningfully to strengthen the performance of the organizations they would be a part of. I wish them the best in their future endeavours."

Prof. (Dr) MR Dixit
Strategic Mmanagement

The participants of the Armed Forces Programme have demonstrated not only the discipline and deportment that is their hallmark, but also an impressive commitment to maximizing their learning from the programme and specifically from the Managerial Communication module that provided an opportunity to hone their written communication as well as presentation skills. This learning and their vast and varied experiences have provided them the requisite communication skills to deal with people at all levels, and across cultures. These officers have had distinguished careers in the defense of our nation. I am confident that with their experience, training, and sterling qualities, they would be assets for the organizations they join and will distinguish themselves in their new careers.

Prof (Dr) Meenakshi Sharma
Business Communication

Pedagogy

How the Armed Forces officers have been metamorphosed into their new role as corporate warriors by IIM(A)...

The internationally acclaimed pedagogy is delivered through an intense six months full-time residential programme in general Business Management with about 430 contact hours. A balanced mix of faculty comprising academicians, researchers and professionals drawn from the public/private sector represent the right enablers for the best minds in the country. Following the case study method of interactive pedagogy the learning is virtually experiential. In areas where new skills are imparted to participants, classroom discussions are aided by simulation techniques and real life scenarios. The programme is unique in terms of building upon the existing diverse experiences of the participants while providing strategic learning inputs in areas where individual experience is limited. Through all this the programme seeks to tune and contemporize the managerial competencies of the Armed Forces Officers so as to leverage their experience and skills to meet the requirements of the corporate world.



Course Curriculum

TERM-I

- Financial Reporting and Analysis
- Economic Analysis and Policy
- Strategic Cost Management
- Marketing - I
- Managerial Computing
- Organizational Behaviour
- Communication for Managers
- Decision Modelling
- Business Research Methods-I

TERM-II

- Financial Management
- Economic Environment-II
- Business Research Methods-II
- Operations Management
- Strategic Management
- Marketing - Communicating and Delivering Customer Value
- Management Information Systems
- Human Resource Management
- Legal Aspects of Business
- Infrastructure Management

TERM-III

- WTO Precepts
- Capital Markets and Portfolio Theory
- Performance and Compensation Management
- Training and Development
- Project Management
- Supply Chain Management
- Customer Relationship & Retail Management
- Organizational Performance Measurement
- Organizational Diagnosis and Performance
- Health Services Management
- Business Dispute Resolution
- Entrepreneurship
- Emerging Trends in IT

Our Strength

- Vast and varied experience in managing
 - Manpower
 - Material
 - Technology
- Exceptional leadership qualities
- Highest sense of discipline, dedication and loyalty
- Deeply ingrained ethical value system
- Ability to think and operate in 'grey zone' with skills to take quick decision in all conditions.
- Prepared for the corporate world by the best management institute in India.

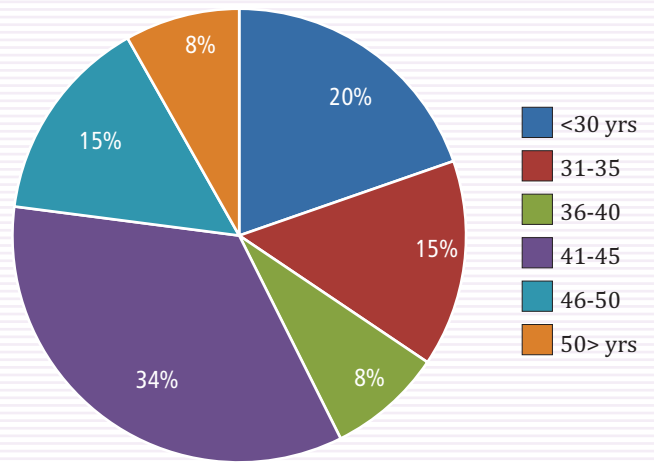
What CEOs have to say about six valuable business leadership traits acquired while serving as military officers:

- Learning how to work as part of a team;
- Organizational skills, such as planning and effective use of resources;
- Good communication skills;
- Defining a goal and motivating others to follow it;
- A highly developed sense of ethics; and
- The ability to remain calm under pressure.

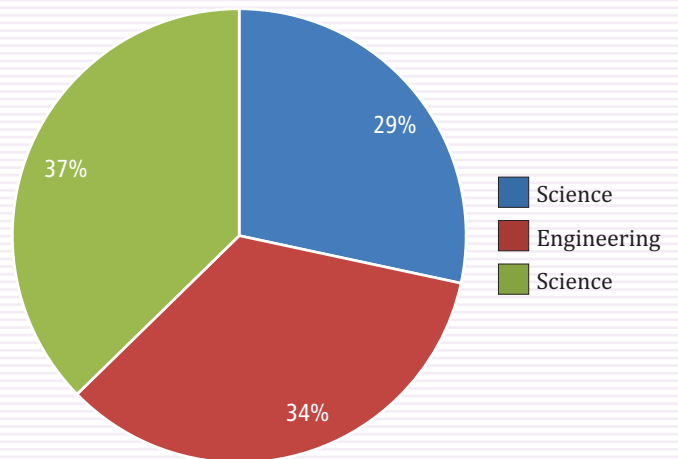


Batch Profile

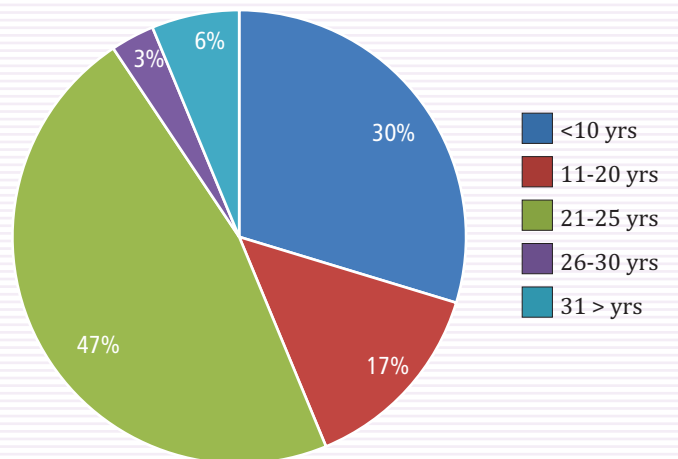
Age



Education



Experience





Target Oriented

Tenacious

Resolve

Logician

Fearless

Perseverance

Disciplined

Ambitious

Tireless

Previous Recruiters



Talent Pool

Sl. No	Rank	Name	Age yrs	Exp. yrs	Areas of Interest				Page No
1	Cmde	AK Ladha	56	32	Operations	Business Excellence	SCM	Quality	12
2	Gp Capt	Anand Kishore	52	29	Admin	HRM	CSR	Infrastructure	13
3	Lt Col	Anand Kumar MV	39	16	Health Care	Admin	Operations	Consultancy	14
4	Lt Col	AP Arul	42	20	IT	PM	Operations	Telecom	15
5	Gp Capt	Ashok Kohli	53	31	Logistics	Admin	HR	OM	16
6	Lt Col	Ashutosh Mishra	43	21	Construction	Project Mgt	Consultancy	Operations	17
7	Capt	B S Mohanty	28	6	HRM	Operations	Logistics	Security	18
8	Cmde	Benny Antony Methala	49	29	Operations	PM	Training	Disaster Mgt	19
9	Maj	Chaitanya Ram Chelamkuri	29	5	Operations	Logistics	SCM	HR	20
10	Wg Cdr	Chandramani Naganathan	44	21	IT Infrastructure	HRM	Operations	Disaster Mgt	21
11	Wg Cdr	Deepak Sharma	44	22	Consultancy	IT	PM	Marketing	22
12	Gp Capt	Deepraj Sirohi	45	24	HRM	Operations	SCM	Admin	23
13	Capt	Durgesh Sharma	28	7	SCM	Logistics	Operations	HRM	24
14	Capt	G Martina	28	7	Corporate Client Relations	Operations	HRM	Logistics	25
15	Lt Col	Gagan Khanna	46	21	Infrastructure	Construction	PM	Consultancy	26
16	Maj	Gaurav Kundu	32	10	Operations	Consultancy	SCM	Logistics	27
17	Lt Cdr	Genu George	34	12	Operations	Telecom	HRM	Logistics	28
18	Capt	George Mathew	28	7	Business Development	Operations	Marketing	HRM	29
19	Wg Cdr	Girish D Matte	47	23	Operations	Consultancy	PM	Training	30
20	Gp Capt	Gurpreet Singh Mangat	46	25	Operations	Procurement	Marketing	Fleet Management	31
21	Cdr	Gutta Sowjanya Sree	36	14	IT	Operations	PM	HRM	32
22	Capt	Himanshu Rana	28	6	Operations	HRM	SCM	Security	33
23	Sqn Ldr	Jagadeesh Uppalappa	33	11	PM	Operations	Marketing	QA	34
24	Capt	Jyoti Bisht	32	9	SCM	Operations	Retail	PM	35
25	Cdr	K Chakrabarty, PMP	44	22	Logistics	PM	HRM	Admin	36
26	Sqn Ldr	K Hanuja	32	10	Operations	PM	Consultancy	HRM	37
27	Lt Col	Kaizad B Bhaya	48	24	Training & Development	HRM	Operations	Admin & Security	38
28	Lt Col	Kiran Kashiram Gurav	45	23	Aviation/ Corporate Security	Admin	SCM	Operations	39
29	Cdr	KS Rajagopal	44	21	PM	Quality Management	Marketing	SCM	40
30	Wg Cdr	Mahendra Singh Rawat	45	22	Operations	HRM	Education	legal	41
31	Maj	Manisha Gahlot	38	10	CSR	Communication	HRM	Operations	42
32	Col	Manmohan Singh	42	21	General Management	IT / ITES	Operations	HRM	43

Talent Pool

Sl. No	Rank	Name	Age yrs	Exp. yrs	Areas of Interest				Page No
33	Capt	Meenakshi Choudhary	30	5	HRM	Operations	Admin	Telecom	44
34	Capt	Meera Siddharth Dave	30	7	HRM	Admin	Materials Management		45
35	Wg Cdr	Mohammad Sufiyan Khan	43	22	Telecom	Operations	Project Management	Business Development	46
36	Col	Mohit Verma	44	22	HRM	Operations	Aviation Management	Business Development	47
37	Mrs	Monica Singh	26	2	HRM	Admin	IT	PM	48
38	Lt Col	Muruganantham M	42	21	HRM	Training & Development	Project Management	Operations	49
39	Sqn Ldr	Narendra Uniyal	32	11	HRM	Aviation Management	Operations and Admin	Security	50
40	Col	Neeraj Chauhan	42	22	Infrastructure	Construction	Operations	PM	51
41	Lt Col	Neeraj Kumar	36	14	Operations	Marketing	Consultancy	HRM	52
42	Lt Col	N.S. Bhasin	43	21	Operations	HRM	Marketing	Logistics	53
43	Cdr	PVS Satish	47	25	Marketing	CSR	Aviation Management	HRM	54
44	Lt Col	R Sreekanth	42	20	HRM	Facilities	Logistics	Security	55
45	Cdr	Rachita Bhargava	35	14	Operations	Modelling & Simulation	IT	Creative Media	56
46	Maj	Rachna Pachunde	33	5	SCM	HRM	Operations	Retail	57
47	Maj	Radhika	36	10	HRM	Logistics	SCM	Admin	58
48	Lt Col	Rajeev Rattan Kotwal	47	23	HRM	Operations	Training & Development	Marketing	59
49	Lt Col	Ram Bahadur	57	37	PM	Operations	HRM	Telecom	60
50	Wg Cdr	Rayaprolu Adi Sankar Kumar	48	21	Operations	PM	Business	Marketing Analyst	61
51	Capt	Rucha Harne	26	5	SCM	Hospitality	Admin	HRM	62
52	Lt Col	Salil Shukla	44	21	Project Management	PR & Communication	Operations	Marketing	63
53	Cdr	Sameer Mishra	53	32	HRM	Logistics	Training	Admin	64
54	Cdr	Sameer Goel	46	24	Consulting	SQA	PM	Operations	65
55	Lt Col	Satish Chari	44	22	Airline Operations	HRM	Education Management	General Admin/SCM	66
56	Capt	Saurabh Sharma	28	6	Operations	SCM	HRM	Business Development	67
57	Maj	Saurabh Srivastava	29	6	Business Development	Operations	Marketing		68
58	Maj	Sudheer Sharma	31	9	Logistics	SCM	HR	Services	69
59	Cdr	Sudhir Sharma	46	25	Operations	Admin	Business Development	HRM	70
60	Lt Col	Sukhdev Singh Sandhu	43	22	Logistics/SCM	Operations	HRM	Security	71
61	Cdr	Uday Vijay Natu	43	23	PM	Consulting	Training	Operations	72
62	Col	Vikram Bhushan	43	22	Operations	PM	HRM	Marketing	73
63	Cdr	Vipul Maniar	44	22	Shiplifts	Ship Building	Operations	Consultancy	74
64	Wg Cdr	Vishram V Kelkar	43	22	Operations	Business Development	HRM	Marketing	75



AK Ladha

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afp12akladha@iimahd.ernet.in

Contact: +91 9491600584

Skype: ashok.ladha

Educational Qualifications

- Certificate in Business Management, IIM, Ahmedabad, 2012-13 (6 months fully residential programme)
- MS (Quality Management), BITS Pilani
- MSc (Physics/Electronics), BITS Pilani
- Master Black Belt (Lean Six Sigma), ISI Bangalore
- Lean Manufacturing, NPC, Chennai
- Certified Examiner of Quality Management, IMC, Mumbai
- Master Class for Directors, IOD, Mumbai
- Naval Higher Command Course

Core Competencies

- Operations & Business Excellence
- TQM, Lean Six Sigma, A3 Management
- New Product Development & Transition
- Strategic Alliance Management
- Cost Avoidance
- Building Multi-disciplinary Teams
- Project Management
- TPM

Areas of Interest

- Operations Management
- Training & Development
- Supply Chain Management
- Strategic Management
- New Product Development
- Innovation Management

Career Summary

32 yrs

Operations Management

- Reduced cycle time for development-cum-production supply orders by 400% through Lean tools
- Boosted production of naval equipment manufactured in Ordnance Factories by 300% in 2 years
- Developed and introduced 20 new products, transitioned development to mass production
- Pioneered implementation of networked 'Failure Reporting and Corrective Action System' and A3 Problem Management Process. Reduced failure rate to 6 σ level
- Conceptualised and executed strategies for sustainment, life extension and rejuvenation of weapons resulting in cost avoidance and development of indigenous technologies /capabilities

Design, Development & Production

- Pioneered development qualification, certification, transfer of technology and production of first complete missile system at DRDO. Coordinated 5 consecutive successful launches and user trials
- Conceptualised and developed import substitutes for over 40 critical subsystems / systems of missiles, torpedoes and rockets. Designed and established innovative testing facilities for performance testing resulting in cost avoidance of over 1000 Crores in 3 years
- Forged strategic alliance with 6 Ordnance Factories to leverage their manufacturing capabilities to achieve unprecedented breakthrough. Developed & produced 20 new products in 3 years

Operational & Business Excellence

- Led and directed life cycle quality management and innovation functions in development, production and sustainment of weapon systems for over 20 years as Head of Organisation
- Spearheaded organization wide drive and established culture of continuous improvement through root cause analysis, FMEA, TQM and Lean Six Sigma up to grass root levels

Training & Development

- Introduced and restructured four MTech level programmes as HOD / Dean at DIAT (DU)
- Trained personnel (500) in Quality, Lean Six Sigma, Root Cause Analysis and A3 Problem Management Process. Implemented action learning & change management

Awards & Achievements

- Commendation by HE Dr APJ Abdul Kalam for contribution to Missile Development Project Management
- Successfully facilitated first ever transition of torpedo technology from development to production within a year.
- Organisation selected thrice for award of HR Trophy at regional level



Anand Kishore

Age: 52 yrs

E-mail: potaanand@gmail.com

Contact: 07709179176, 07709179002

Skype: Anandragini

Educational Qualifications

- Certificate Course in Business Management-IIM Ahmedabad (2012-13)(six months fully residential)
- Executive Education Programme - IIM Bangalore (2011)
- Masters Diploma in Business Administration through distance learning - Symbiosis Institute of Management Studies, Pune (2000-02)
- M.Sc.(Defence & Strategies Studies) - University of Madras (1999-2000)
- M.A.(History) - St.John's College of Agra University (1981)
- PSC from Defence Services Staff College Wellington (Nilgiris), Tamil Nadu, India
- Junior Commander Course - Air Force Administrative College, Coimbatore, Tamil Nadu (1990)
- Fighter Controllers Course - Air Defence College Lucknow, UP
- Commissioned as Pilot Officer in Administrative branch in IAF - Air Force Academy, Hyderabad, AP (1984)

Core Competencies

- HR Management
- Administration
- Team Building
- Inter personal skills
- Communication skills
- Innate ability to guide and motivate

Areas of Interest

- Chief Administrative Officer of any reputed training/Academic/Sports institute
- HRM
- Operations
- Administration
- Event Management

Career Summary

29 yrs

29 years of experience in IAF in the fields of administration, operational management, Project management, Air Space management & HRM.

Administration

- Performed administrative duties as Chief Administrative Officer of the biggest Fighter Aircraft Depot at Nashik and that of the premier Officers' Training Institute of IAF, Air Force Technical College, at Bangalore.
- Monitored, supervised and guided various heads of HRM, Accounts, Security, Fire, Civil Administration, Education, Sports, welfare and hospitality for different echelons.
- Conceptualised and monitored the infrastructure development worth close to Rs 100 Cr in order to meet and execute operational commitment of the station.

Operations

- Commanded four operational units of IAF located in different regions and effectively managed operations, human resources, finance, general administration and high serviceability of costly radars and its associated equipment. Controlled high value assets and administered human resource between 100 to 300 persons in each unit.
- Coordinated and achieved effective air space management, control and reporting chain of Air Defence Operations at the biggest Operational Command of IAF as Officer-in-charge at Air Defence Control Centre.
- Responsible for coordination and monitoring of Delhi Integrated Air Defence, specifically during Republic Day and Independence Day celebrations.
- Inducted one of the biggest and sophisticated radars of IAF as Chief Operations Officer of Air Defence Direction Centre in Eastern region. As its operational head, successfully ensured effective air space management and radar surveillance in the assigned sector.

Achievements

- Raised and made operational a new air force unit by inducting mobile radar unit, being its first commanding Officer; provided seamless radar coverage in Western Sector.
- Inducted and operationalised one of the biggest static radar in the eastern sector for operational management of Air Force equipment for round the clock surveillance in the region.
- Being Commanding Officer of mobile radar units, successfully deployed in varying terrains from sun and sand of Rajasthan to green valley of Assam and Nagaland and to sea shore of Arabian Sea.



Dr Anand Kumar MV

Age: 39 yrs

E-mail: anandkumarm73@yahoo.com

Contact: +91 9435009363, 8238428263, 9900150973

Skype: anand.kumar757

Educational Qualifications

- Certificate in Business Management, IIM-Ahmedabad (2012-2013)
(Six months fully residential course)
- PG Diploma in Clinical Research, ICRI-Bangalore (2008-2009)
- PG Diploma in Hospital Management, IIMM-Pune (2005-2006)
- MBBS, Karnatak University, Dharwad (Oct 1991-Mar 1997)

Core Competencies

- Hospital Management
- Clinical Research Management
- Health Insurance Management
- Project Management (Medical/Pharmaceuticals)
- Personnel Management
- Supply Chain Management (Medicines)

Areas of Interest

- R&D Pharmaceuticals
- Clinical Research
- Hospital Administration
- Insurance Management
- Operations Management (Pharma)
- Medical Consultancy (MNCs)

Career Summary

16 yrs

- Medical and Hospital Management, Clinical Research, Logistics and Administration. Competent in managing diverse workforce in high pressure environment.
- Management of health and patient care in extreme environmental conditions (Siachen Glacier/Rajasthan desert).
- Sharp administrative and team building skills honed in small and large medical organisations.

Apr 2010 to till date, Administrator, 183 Bedded Military Hospital

- Responsible for Hospital Administration, Medicines Supply Management and Health Planning Implementation

Jun 2007 to Mar 2010, Regimental Medical Officer, ASC Centre (South)

- Performed duties of Medical Advisor and Medical Consultant covering 10000 troops and families.
- Responsible for conduct of medical examination for recruitment of Soldiers in Indian Army

Mar 2005 to May 2007, Adjutant Field Hospital at New Delhi, Officer in Charge UN Cell

- Management including welfare and discipline of about 400 personnel. Also oversaw Medical inventory management.
- Facilitated the establishment of hospitals in UN missions abroad and provided support for subsequent documentation and personnel management

Sep 1999 to Feb 2005, Unit Medical Officer, Various Field and Military Hospitals

- Medical Consultation, Monitoring of Health and Hygiene of Institute

Apr 1997 to Aug 1999, Medical Officer, ONGC (Oil & Natural Gas Corporation) Mumbai

- Provided medical cover to 2000 ONGC personnel deployed off shore

Awards And Achievements

- Awarded Certificate by President of Sri Lanka – For effective medical support during flood relief operations
- First in PG Diploma in Clinical Research



AP Arul

Age: 42 yrs

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Contact: +91 8427944228

Skype: arul.ap • LinkedIn: www.linkedin.com/in/aparul

Career Summary

20 yrs

20 years of versatile experience in Defence procurement, Communication systems, Software development, IT and Cyber security

Educational Qualifications

- Certificate in Business Management, IIM (Ahmedabad)
- Certificate in Advanced Networking & Security, IIT (Kharagpur)
- B.Tech, Electronics & Communication, JNU (New Delhi)
- Certificate in Supply Chain Management, CMM (Jabalpur)
- B.Sc, Physics, Chemistry & Mathematics, JNU (New Delhi)

Core Competencies

- Program management
- Vendor management
- Telecommunications
- Software development
- Information security
- Service delivery
- Team management

Areas of Interest

- IT / Telecom
- Project Management
- Operations
- Info / Cyber Security

IT

- Pioneered independent development of Software package which helped track targets leading to potential saving of human lives
- Attained high level of proficiency in Microsoft Visual Basic and Excel VBA programming skills
- Demonstrated aptitude for software programming by developing software packages in competitive environment

Telecom and Operations

- Planned and implemented communication networks in varied terrain and warlike conditions
- Professionally led and trained more than 100 cross functional specialists at any point in time
- Mobilised manpower, material and financial resources to ensure completion of tasks within defined timelines.

Project Management

- Handled more than 20 Defence procurement projects put together worth more than 100 Crores for 3 years in Ministry of Defence
- Acquainted with procedures for procurement of defence/security related products
- Attained expertise in negotiating terms, conditions, contracts with vendors and managing contractual obligations.

Info/Cyber Security

- Contributed to information security of nation by planning and implementation of networked surveillance systems for intelligence gathering / analysis
- Trained abroad by OEM on embedded software of surveillance systems
- Coordinated Information security projects with DRDO, law enforcement agencies and vendors

Awards

- Awarded Commendation by the General Officer Commanding-in-Chief for Software development



Ashok Kohli

Age: 53 yrs

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Educational Qualifications

- Certificate in Business Management, IIM-Ahmedabad (2012-13)
- Course on International Humanitarian Law, ICRC Delhi – AF Station, Ozhar (2011)
- MDP-Contract Management & Negotiation, College of Defence Management, Secunderabad (2005)
- MDP-Purchasing Management, NITIE Mumbai (2004)
- B Com (Hon-Business Admin) Rajasthan University (1979)

Core Competencies

- Logistics & Supply Chain Management
- Human Resource Management
- Administration

Areas of Interest

- Logistics & Supply Chain Management
- Human Resource Management
- Administration

Career Summary

31 yrs

31 years across verticals of Logistics and SCM with inventory of over eight lac items in the Indian Air Force (IAF)

- **Operational Supply Chain Management (2011-12)** of varied Fleets and Integrated transportation at Premier Equipment Depot towards fleet serviceability. **Teaching Assignment:** Materials Management and SCM to the supervisors of the IAF.
- **Logistics Policy Conceptualisation & Execution (2008-10)** for close repair and supply support from limited suppliers and successful sustained serviceability across the country for training of cadets of National Cadet Corps (Air Wing) units, as single point at the Service HQ.
- **Operational Logistics as Chief of Base Logistics, Guided weapons Base (2005-07)** efficient positioning, warehousing in a metropolitan city whilst implementing IAF ERP, 'Integrated Material Management on Line System (IMMOLS)'.
- **Strategic Logistics (2003-05)** policy Planning, implementation and distribution through effective techno-logistics interaction across fleets at Premier Operational Command Headquarter of IAF.
- **War Logistics (2000-03)** formulation of scales, procurement and distribution of Air weapons for multi fleet training. Monitoring nationwide consumption and replenishment of air armament during war.
- **Overall Management (1998-2000)** Commanding Officer-operationalisation of a newly raised Equipment Depot. Effective Logistics support to front line transport fleet during Kargil war.
- **Distribution Logistics (1995-98)** across fleets from Premier Operational command Headquarter of IAF.
- **Operational Inter-Services Logistics (1993-95)** of basic amenities through proactive and effective liaison between Army, Navy, IAF and civil administration on various islands.
- **Contract Management (1990-93)** central Procurement from Foreign and Indigenous firms towards multi fleet requirement at service HQs.
- **Supply Chain Management (1982-90)** through proactive provisioning, efficient warehousing at varied terrains and conditions – plains, desert and hills.
- **HR Management and Administration.** Training, motivation, team building, welfare, multi tasking of personnel at all times and echelons.

Awards

- Awarded Commendation for rendering exemplary services and impeccable performance
 - By Chief of the Air Staff of Indian Air Force (IAF) – 1997
 - By Air Officer Commanding-in-Chief (Central Air Command, IAF) – 1989



Ashutosh Mishra

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Educational Qualifications

- Certificate Course in Business management, IIM, Ahmedabad (2012-13), Fully-Residential
- B.E. (Civil), Govt. Engineering College, Kota (1986-91)

Professional

- Land acquisition, Resettlement & Rehabilitation, ASCI, Hyderabad
- Diploma in Web Technology (Design), CMC, New Delhi
- Engineer Officer's Works Procedure Course & ADP (SAP), CME, Pune

Core Competencies

- Project and Contract management
- Construction of Buildings/Roads/Highways
- Quality Control and Monitoring
- Strategic Planning & Operation Management
- Administration & Human Resource Management
- Budgeting and Financial Management
- Procurement of Resources and SCM
- Event & Facility Management

Areas of Interest

- Construction and Real estate
- Infrastructure Development Projects
- General Management
- Retail Management
- Banking and Finance
- Corporate Social Responsibility
- Education
- Information Technology & Motion Pictures
- Operation management & SCM

Career Summary

21 yrs

- 21 yrs of experience in Corps of Engineers of Indian Army in different environments to include Combat Engineers, Military Engineering Services, Border Roads Organization, Naval HQ on various appointments.
- Persuasive and negotiating, decision making, responsibility assuming skills with the ability to develop and implement effective action plans with focus on time and cost.
- Hands on experience in cross-functional and multi-Level co-ordination in executing the projects & operations and led teams to optimize operational capabilities synergizing use of human and material resources.

Infrastructure Development, Construction, Contract & Project Management

- Conceptualized, planned, contracted & executed buildings/roads utilities projects worth Rs 60 cr as Garrison Engineer and developed three model villages under project 'Sadbhavna' (Rs 15 cr) with focus on timely completion and cost management as OC Field Park.
- Prepared, coordinated & ensured approval from Apex Steering Committee of MoD for CPR (Rs 80 cr) & DPR of 163 DUs (Rs 20 cr) for married accommodation project as project manager.
- Coordinated sanction of 3800 DUs under married accommodation project phase-II for Indian Navy and thereafter pursued approval of DPRs for from Apex Steering Committee of MoD.
- Maintained and developed Drass-Kargil-Leh road stretch (200 km) as Platoon Commander in Border Roads Organization.

Quality Control & Monitoring

- Headed an independent quality control division and led a team of professional for quality control monitoring of works being executed by Military Engineering Services worth Rs 2000 cr at 80 Military / Naval / Air Force Stations 08 CEs, 26 commade works & 76 GEs.

Procurement, Inventory & Vendor Management

- Procured roads/building work stores (Rs 20 cr) at HQ Chief Engineer Project BRO. Introduced e-auction successfully for auction of vehicles/plants/stores.
- Procured and managed inventory of stores related to combat engineering, OP tasks and MCA activities worth Rs. 21 cr. as OC Field Park.

Human Resource Management, Development & Administration

- Managed discipline, training, HR issues and administration of a Combat Engineer Regiment of 800 personnel as 2nd-in- Command.
- Led 200 professionals as Garrison Engineer and 20 professionals with 200 casual paid workers as Platoon Commander in BRO & ensured effective implementation of HR policies.

Strategic Planning & Operation management

- Led and coordinated operations for combat engineering support under simulated war scenario by continuously changing strategy and adapting to requirement on a frontage of 100 km.
- Opened Zozila-Pass, life line of Ladakh region, by clearing snow & avalanches in Gumari-Drass-Kargil sector for three years.



B S Mohanty

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Career Summary

06 yrs

06 years of cross functional and multifaceted experience in Operations, Administration, HR, Project Management & Security Management with excellent leadership qualities and organizational skills in Indian Army.

Educational Qualifications

- Certificate in Business Management (6 months, fully residential) IIM, Ahmedabad (2012-13)
- Basic Military Training, Officers' Training Academy, Chennai (2007)
- Certificate in Young Officers' course, Mhow & Belgaum (2010)
 - Experience in Planning, Operations & Administration of Personnel and Organization.
 - Experience in leadership skills through team management, tactical operations & strategy building.
- B Sc (Hons) Mathematics, Utkal University (2006)

Core Competencies

- High commitment, Sincerity, Dedication and Integrity.
- Highly Motivated and Result oriented Team player.
- Strategic team building, Leadership, Admin & HR Management.
- Operations management and Process Optimization.
- Effective Administration and Security handling.
- Good Communication and Presentation skills

Areas of Interest

- HR and Administration
- Operations Management
- Logistics and Supply Chain Management
- Security and General Administration

Operations & Logistics Management

- **As Senior Manager Operation** Successfully led a team of 120 men at 21000 ft in Siachen with efficient performance and maintenance of high-tech and high quality inventories.
- Led a week long successful operation with 120 men against enemy forces in J&K with zero loss of men & material.
- **As Logistics Manager** responsible for the logistics and material management of critical resources for 900 men of the Unit in J&K.
- Ensured sustained operations by detailed budgeting & cost analysis and ensured highest standards through stringent quality checks / tests.

HR and Administration

- As a **Team Manager**, realised the driving force of the team of upto 150 personnel towards excellence by methodical and rigorous training thereby ensuring a disciplined and incident free workplace.
- Carried out periodic performance appraisal of all team members, counselling, grievance redressal & motivation.
- Management of personnel, planning, pay & allowances, documentation and leave.
- Conduct of various welfare activities like felicitations for deserving employees & for civilians of J&K thereby winning hearts and minds of the people.

Security and Intelligence

- Handling of **extremely sensitive materials** in collaboration with the officials of BARC (Bhabha Atomic Research Centre), Mumbai.
- 100% success rate in various operations in Siachen and along the Line of Control in J&K with zero casualties to own personnel and material.
- Advanced training in **Hostage Rescue Operations** and urban warfare and security under the special forces unit.

Achievements

- International representation through NCC and Governor's Award in 2005.
- Selected for advanced training with the Special Forces Unit to form a Crack Team in 2009 in response to 26/11 terror attacks in Mumbai.
- Appreciated by the Corps Commander for maintaining zero loss of men and material in the 7-day long ceasefire violation in J&K in June 2012 without compromising on the operational goals & objectives.



Benny Antony Methala

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Educational Qualifications

- Certificate Course in Business Management, (6months, residential) IIM Ahmedabad, 2012-13
- MPhil (Defence Studies), Mumbai Univ (2007)
- Master of Management Sciences, Osmania Univ (2005 – 06)
- MSc (Defence Studies), Chennai Univ (1997-98)
- Navigaton and Direction Specialisation, Indian Navy (88 89)
- PG Diploma in Business Management (86 – 88) Symbiosis, Pune (86-88)
- Bachelor of Science, JNU (79 – 82)

Core Competencies

- Management and motivation of diverse teams for Operations
- Leadership and Operational Training
- Strategy and Conceptual Planning
- Planning and Execution of large projects/ activities
- Interpersonal & Communication skills

Areas of Interest

- Operations
- Project Management
- Training
- Disaster Management

Career Summary

29 yrs

Operational:

- **Worked predominantly at the operational end of the Indian Navy**, including successful assignments as the Navigation and Fighter Direction Officer of the Aircraft Carrier and the Western Fleet.
- **As Eastern Fleet Operations Officer**, conducted Fleet Exercises including Operations across SE Asia, China and Japan with Fleet ships of the US, Japan and Singapore.
- **Commanded a Warship** of 300 personnel and aircraft in Fleet Operations, International Exercises and Anti Piracy Operations.
- **As Commanding Officer**, inducted into the Indian Navy a new Missile Vessel from Mazagaon Docks, Mumbai, managing both Foreign and PSU staff successfully.
- **Chief Staff Officer Operations** of the Missile Boat (Killer) Squadron of the Indian Navy.
- First qualified Controller of Jet - propelled Pilotless Target Aircraft of Indian Navy

Training:

- **As Instructor**, co-ordinated and trained senior officers of the Army, Navy, Air Force and Coast Guard at the prestigious College of Naval Warfare.
- **As Head of Sea Training**, conducted multi- disciplined Combat training of 60 different ships from an Aircraft Carrier to a Missile Boat in 2010.

Staff Ashore

- **As Commodore PFR**, planned and conducted the President's Fleet Review- 2011 (held once in five years) with 80 ships and 46 aircraft of the Navy
- **As Chief Operations Officer (Maritime)** of Andaman and Nicobar Command, co-ordinated with the Civil Administration towards **Disaster Management** after the Tsunami of 2004, and organised Relief Operations by the Indian Navy
- **Laid down quality specifications for warships; evaluated equipment and weapons for induction** into the Indian Navy including the Russian Carrier on the anvil
- **Presently Head of Organisation** to develop, model and evaluate tactics for the Indian Navy including Operations Research.

Achievements and Awards:

- **As Commanding Officer**, awarded Unit Citation for the **Best Warship in the Indian Navy - 2008**.
- **Twice awarded Commendations for performance in 2001 and 2004**
- **Awarded Chief of Army Staff trophy** for overall runnerup in Management Course - 2006
- At every stage, upgraded my Management and Educational Qualifications.



Chaitanya Ram Chelamkuri

Age: 29 yrs

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Educational Qualifications

- **Masters Level:** MBA in Telecom Management from Annamalai University Chennai (May 2010 –May 2012)
- **Masters Level:** Certificate Course in Business Management at IIM-Ahmedabad from Oct 2012 to Mar 2013
- **Bachelor Level:** Bachelor of Technology (Electronics and Communications), Al-Ameer college of Engineering and Information Technology (affiliated to JNTU), Visakhapatnam from 2002-2006.

Professional

- Officers' Training Academy, Chennai (Oct 2006-Sep 2007)
- Young Officers' Course, MCTE, Mhow (Jul 2008 – Dec 2008)
- Nuclear and Biological Warfare Course (Nov 2007)
- Instructor Certificate holder in Parasailing

Core Competencies

- Mobile and Static Telecommunication Operations.
- Logistics, Supply Chain Management.
- Man-Power and Human Resources.
- Project Management

Areas of Interest

- Telecom Operations Management
- Supply chain management
- Logistics
- Agri busness Operations

Career Summary

05 yrs

Mobile and Static Telecommunication Operations

- Commanded independent Communication Entities of the capacity of 100 lines at various places.
- Conducted successful exercises in the deserts of Rajasthan for quality communication, of about 100 manpower at extreme temperatures
- Experienced in establishing Radio Relay links covering distances 25 to 50 Kms with Repeater stations with UHF frequency range 1350 - 1850 MHz between nodes and distribution of dial tones from trunk lines to subscribers.
- Officer in charge of a 1000 line EPABX with remote shelves and Operating consoles.
- Experienced in laying 12 core OFC cable for about 25Kms and fault control using splicing technique.
- Established seamless wireless Radio (both HF and VHF) networks with 20 detachments.

Operations, Logistics and Supply Chain Management

- Commanded a convoy of 25 vehicles from Mizoram to Arunachal Pradesh and also several convoys from Rajasthan to UP.
- Formulated operative and administrative budgets, taking adequate measures to ensure optimum utilization of funds towards fulfillment of organizational goals.
- Planned and executed preventive and corrective maintenance tasks of the fleet of vehicles weapons and equipment.
- Coordinated the Mobilization and Demobilization of a complete unit including personnel, equipment, vehicles, weapons and ammunition for operational exercises.
- Recovered 6.8 Kg RDX and a 9mm Pistol from a ULFA Terrorist and surrendered on 27 Oct 2011 in Assam, thus evading a possible threat to National security.
- Commanded a Long Range Patrol (LRP) of about 50 men covering a distance of 275 Kms in 13 Days in a very difficult terrain conditions in remote Arunachal Pradesh.



Chandramani Naganathan

Age: 44 yrs

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Educational Qualifications

- Certificate Course in Business Management (6 months Residential program, 2012-13) IIM-A
- Aeronautical Engineering (Electronics), Air Force Technical College (Sep 89- Feb 91)
- B.E (Electronics & Communication) from Madras University)1989

Core Competencies

- Strategic leadership and team building in a diverse environment
- Analytical approach towards critical decision making in Operations
- Project management
- Change Management
- Excellent Communication Skills
- Competent hand on Personnel management, Training and Performance appraisal
- Inherent ability to Adapt to various kinds of work culture
- Resolve issues with vendors through effective contract interpretation, dialogue & negotiation

Areas of Interest

- Operations
- Human Resource
- IT Infrastructure
- Business Communications

Career Summary

21 yrs

Senior Operations and Maintenance Engineer (2008-2012)

- Total Responsibility for Operations and Maintenance of mission critical Air Traffic Control support services including Radar, Navigational Aids, Ground to Air Communication, Air field lighting, VoIP and data Communication, through a team of 120 multi-discipline technicians on a 24X7, 365 basis to achieve flying training task at AFS Yelahanka
- Responsible for IT infrastructure covering all important management functions including Integrated Materials Management On-Line (IMMOLS) system, package so as to ensure seamless support to Operations and Maintenance
- Project manager for Air Force NET and Radar installation aimed at improving efficiency in Operations

Directing Staff (Technical Training) Guided Weapons School (2004 – 2008)

- Monitoring, Mentoring and Counselling of instructors to enhance subject delivery to trainees
- Team building exercises for trainees to help them gain focus, set priorities and communicate correctly
- Preparing CBT packages using 'Director' and 'Flash' software, Handling of Sports officer duties

Senior Technical Officer, Guided Weapons Unit (1997 - 2004)

- Total Responsible for Operations, Administration, logistical support and technical activities of a 180 member diverse team
- 360 deg feedback for performance appraisal aimed at individual growth & improving Operational efficiency
- Preparation of time bound operating procedures and testing the same under different variable sets

Flight Commander, Guided Weapons Unit (1995 - 1997)

- Participation and guiding Operations and Maintenance, Training of personnel for multi-skilling activities

Chief of Radar Technical Team, Guided Weapons Unit (1991-1995)

- Participation and supervision of Maintenance and Operational activities at lower level
- Officer in-charge of administration of welfare

Awards and Achievements

- **Commended by** Air Officer Commanding-in-Chief, Training Command, Indian Air Force, for demonstrating perseverance in achieving my assigned tasks during AERO-INDIA 2011



Deepak Sharma

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Educational Qualifications

Academia

- Certificate Course in Business Management, IIM Ahmedabad (6 months, fully residential) (2012-13).
- MSc (Strategic Defence Studies), Chennai University (2006-07).
- Air Staff Course, DSSC Wellington (Nilgiris) (2006-07).
- ME (Comp App), Indian Institute of Science, Bangalore (1999- 2001) (CGPA 6.1/8).
- Aeronautical Engineer's Course, Air Force Tech College, Bangalore (1990 - 1992).
- BE (Electronics), Shivaji University, Kolhapur (1986-1990), Distinction and Ranked 3rd in the University Merit List.
- Schooling, Mayo College, Ajmer.

Professional

- Mirage 2000 Maintenance Engineers Course (1992)
- Mirage 2000 Electronic Warfare Course (1994)
- Electronic Warfare Course, Israel (1997)

Core Competencies

- Avionics & Simulation in Aerospace Domain
- Software Engineering and Development
- Software Project Management
- Operations Management

Areas of Interest

- Strategic Management and Consulting
- Marketing and Business Development
- Software Engineering and Project Management
- Operations

Career Summary

22 yrs

Software Development and Project Management

- Project Leader and Senior Software Engineer at Software Development Institute, Bangalore for a period of five years.
- Designed, developed and commissioned indigenous Simulators to meet IAF requirements in the fields of Air Traffic Control, Air Navigation and Radar Simulation (Project Budget Rs 20 Crores each).
- Deployed and developed in technologies such as Dot Net Environment, Vega Prime API C + +, Open GL, Terra Vista, and Arc GIS with C# SDK, Stage Scenario and Vaps XT.
- Successfully cleared the Software Life Cycle Audit and earned CMMI Level- III Certification for SDI in 2012.

Deputation to Botswana Defence Force, Botswana

- Especially selected and deputed to Air Arm of Botswana Defence Force (BDF) for a period of three years as Aviation Engineering Advisor.
- As Domain Expert, conceptualised and initiated e-Maintenance/ERP for BDF, advised on multiple issues related to fleet Life Cycle Management, Quality Process Implementation, Defence Contracts and Training.

Operations and Maintenance

- Functioned as Joint Director Avionics Modifications and Simulators at Air HQ (VB) formulating and executing Defence Contracts as per Defence Procurement Procedures (DPP).
- Executed Project Milestones such as Design Reviews, Functional Acceptance, Preliminary Despatch Inspection and On Site Acceptance in India and abroad as per DPP.
- Evaluated Technical Proposals for Medium Multi Role Aircraft (MMRCA) as member of Technical Evaluation Committee for MMRCA.
- Setting up of fourth line hi-tech repair labs for Electronic Warfare Equipment at Base Repair Depots in IAF after training ex-abroad.
- Executed Mirage-2000 first and second Line Operations, Qualified Instructor for Mirage-2000 and its sub systems like Navigation & Weapon, Fly-By-Wire and Electronic Warfare.

Awards and Achievements

- **Commendation by Chief of Air Staff** (2011) for development of indigenous Simulators for IAF.
- **Commendation by Air Officer Commanding in Chief** (1996) as Mirage 2000 Instructor.
- Commanded the Course Graduation Parade as Chief Under Trainee Officer and awarded the "Sword of Honour" for Best All Round Officer (AFTC 1992).



Deepraj Sirohi

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Educational Qualifications

- Certificate Course in Business Management, (6 months, fully residential) IIM Ahmedabad, 2012-13
- M.Sc. in Defence & Strategic Studies, University of Dhaka, Bangladesh (2002-03).
- Air Staff Course, Defence Services Command and Staff College, Mirpur, Bangladesh (2002-03).
- Alumnus of National Defence Academy, Khadakwasla (1987).
- Bachelor of Arts (JNU) 1987.

Core Competencies

- Aviation - 3500 hrs of safe helicopter flying.
- Handling of operations with large budgets and personnel.
- Experienced in team building and handling all HR functions.
- Experienced in managing high value assets under adverse and challenging circumstances.
- Highly motivated with physical and mental stamina to work long durations at a stretch.
- Ability to work in multi-national environment.
- Ability to think logically and carry out Analytical Decision Making.
- Good Inter-personal and Communication skills.

Areas of Interest

- Human Resource Management
- Operations
- Supply Chain Management
- Administration

Career Summary

- Extremely successful military aviation career of 24 yrs.
- Extensive experience of conducting periodic audits of all helicopter units of IAF as Director of Air Staff Inspections at Air Headquarters.
- For the last three years, routinely advised Operations Branch at Air Headquarters on aspects of strategic planning, future acquisitions of helicopters for IAF and for operational deployments and policy related issues.
- While working as Joint Director of Operations at Air Headquarters for two years, involved in control and coordination of entire helicopter fleet of the Indian Air Force, review and issue of necessary policy directives and instructions for the Indian Air Force.
- As Commanding Officer of a Premier Attack Helicopter Squadron, was directly responsible for supervision of all flying operations and for team building, training and all HR functions of around 150 personnel. During this assignment lasting 3 years, carried out manpower and resources planning, policy formulation, resources allocation, controlling and implementation. Was commended for transformation of unit into cohesive, vibrant and operationally responsive outfit.
- As Senior Operations Officer (Flight Commander) of a flying Unit in Congo, assisted in planning and coordinating deployment of approx 200 personnel, helicopters and equipment from India to Congo. Supervised and controlled the team of 150 personnel and \$US 20 Million worth of equipment in the African war torn area for one year.
- As a deputy HR head of a flying unit, handled routine HR functions of a team of 150 personnel like training, performance review, counselling and motivation over a period of four years.

Awards & Achievements

- Awarded Vayu Sena Medal for Meritorious Service by the President of India in 2008 for demonstrating exceptional leadership and devotion to duty as a Commanding Officer.
- Awarded Commendation by Chief of Air Staff in 2002 for outstanding flying skills.
- Undertook War Operations in Sri Lanka (1989) and Kargil War (1999).
- Operated Attack Helicopters in war torn Democratic Republic of Congo (2003-04 & 2008-09).
- Instructor in Tactical Flying Operations, Aerial Weapons Operations and Instrument Rating Examiner.
- Awarded special badges for safe and proficient flying.



Durgesh Sharma

Age: 28 yrs

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Educational Qualifications

- B.Sc (I.T.), SIES college (Sion-E) ,Mumbai Univ. 2001-04
- Certificate course in Business Management (six months fully residential) IIM- Ahmedabad. (Oct 2012 - Mar 2013)

Professional Courses:

- Certificate in Combat Engineering and Advanced Military Tactics, College of Military Engineering, Pune (2008).

Core Competencies

- Forecasting of strategic requirements, planning and execution of mission imperatives in a dynamic and demanding environment.
- Administration and facility management.
- Supply chain management in a demanding and intense logistics environment.
- Team building and Ability to lead in uncertainty.
- Integrity, Commitment to the Organization, perseverance and tenacity.

Areas of Interest

- Human Resource Management
- Supply Chain Management
- Logistics
- Facilities
- Project Management
- Administration
- Marketing
- Consultancy
- Reliability & Quality
- Strategic Management
- Event Management

Career Summary

07 yrs

- 07 years of multidimensional exposure with the Indian Army in jungle, mountain, extreme high altitude and glacier terrain. Planned and executed tactical operations, logistics, inventory control management, procurement, HRM/HRD and General Administration.
- Commanded and managed Engineer Task force of skilled technicians , constructing various civil engineering works , helipads, mechanical bridges, and track laying in mountainous terrain altitudes of 12000 to 13000 feet spread over an area of 120 to 140 sqkm.
- Planned and executed logistics supply chain in inhospitable and inaccessible Siachen glacier region. This involved maintenance of tracks, building bridges over crevasses, operating and maintaining aerial ropeways and pipelines, and construction of living shelters and helipads at altitudes of 16000-20000 ft with temperatures crossing subzero level .
- Commanded a company of paratroopers at an altitude of 16000 ft on the Line of Control. Was directly responsible for dominance and vigilance of the area of responsibility, training of men under command, maintenance and advance stocking of ration and inventories, maintenance of morale of men under command.
- Efficiently managed inventory and cost control comprising supply chain and logistics requirement of the units and sub units requiring high degree of planning and movements of stores of high value.
- Initiated and handled asset building projects like construction of bore wells, installing solar power plant of 100 KW, resulting in savings of apprx Rs 5 Million per year.
- Led teams of specially trained individuals in counter insurgency operations. Developed local intelligence networks resulting in elimination and seizure of insurgents and material.
- Actively participated in various adventure activities, a certified Paratrooper and a qualified White Water Rafter



G Martina

Age: 28 yrs

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Career Summary

07 yrs

Over 7 yrs experience in the Armed Forces as Class I Gazetted Officer in the Army Service Corps and 18 months experience as Senior Technical Trainee at Satyam, Nipuna.

Educational Qualifications

- Certificate Course in Business Management (6 months, fully residential), IIM Ahmedabad, 2012-13
- B com (Foreign Trade) from St Francis Degree College for Women, Begumpet (2003-2005)
- Pursuing MBA (Finance) from IGNOU

Professional

- Army Logistics and Supply Management course at Army Service Corps Centre & College, Bangalore (Jun – Dec 2009)
- Senior Technical Trainee at Nipuna, Satyam (Now Satyam Mahindra) (Apr 2005 – Nov 2006)

Core Competencies

- **Strategic Resource Planning** and Management.
- **Inventory control** and Management.
- Management of **Multi-Disciplinary work** force in achieving time bound tasks.
- Excellent Inter Personal skills
- Committed to **Ethics, Integrity and Loyalty**.

Areas of Interest

- Operations Management
- Corporate Client Relations
- Human Resource Management and development
- Logistics / Material Management

Key Deliverables & Achievements

HRM/General Administration

- **Administrative in-charge** of a workforce of 750 - includes training, welfare, general administration, grievance redressal, performance appraisals and maintenance of personal documentation.
- **Conducted recruitment rallies** for selecting prospective candidates for the services.

Logistics Planning and Management

- As an **independent in-charge of a depot**, was associated with logistics, materials planning and management for 4000+ Troops for three years.
- Managed varied aspects of **logistics support** as required by troops for **smooth conduct** of operations in field areas during mock training exercises.

Transport Management.

- Effective **management of transport vehicles** like Ashok Leyland Stallions (trucks), Jeeps, Gypsy, 2.5 Ton Vehicles (trucks), etc. On job training of drivers, to prevent accidents, adherence towards driving discipline and conducting routine inspections and documentation checks of vehicles.



Gagan Khanna

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Educational Qualifications

Academia

- Pursuing Certificate Course in Business Management (6 months, fully residential) at IIM Ahmedabad, 2012-13.
- Pursuing PMP.
- **M Tech**, Transportation Engineering (Highways), IIT Kharagpur, 2001-03 (FGPA 8.8 OUT OF 10).
- **B Tech**, Civil, Jawaharlal Nehru University, New Delhi, 1995-98 (FGPA OF 7.8 OUT OF 9).
- **B Sc**, Meerut University, 1985-87.

Professional

- Works Procedure Course (2001).

Core Competencies

- Construction Management.
- Operation Management.
- Human Resource Management.
- Project Management.
- Quality Assurance.
- Negotiation Skills.

Areas of Interest

- Construction.
- Infrastructure.
- Project Management.
- Operations Management.
- Consultancy.

Career Summary

21 yrs

Construction Management

- Involved with construction of buildings both residential and commercial from concept to completion and subsequent maintenance stages in Army at varied locations over INR 25 crores.
- As **Garrison Engineer (Independent)** Project spanning over three years was involved in conceptualizing, initiating, planning, executing, monitoring and controlling and closing five prestigious multi-stored residential and commercial projects over INR 30 crores. These projects involved dealing with contractual firms both Private and PSUs for timely completion of contracts as per the Contract Agreement.
- As a techno manager lead from the front with personal examples a team of three Project Managers and subordinates to manage time bound construction of residential projects over INR 150 crores. It also involved dealing with different agencies at different levels for providing external services to these projects.

Operations Management

- Was Second-in-Command of one of the only two elite Inland Water Transport units of the Indian Army for a period spanning over two and a half years.
- During this period, maintained 20 Marine Vessels both big and small worth over INR 60 crores as per Defence Contractual Procedures in addition to training of personnel on them in rough waters.
- Managed contractual obligations from RPF to conclusion for maintaining these vessels year-on-year.

HR Management

- As instructor at Counter Insurgency School in Jammu and Kashmir was involved in training of several Infantry Battalions comprising of Officers, Junior Commissioned Officers and Jawans being inducted in Insurgency prone environment for over one year.
- Developed and executed ongoing plans for training, discipline and welfare of 800 personnel both at a mid and senior level for over 6 years in varied terrain and environment. This also involved dealing with personnel to a great extent on an one to one basis and managing crisis.
- As an Administrative Officer of a training centre was deeply involved in Station matters which includes dealing with Cantonment Board President and its members, Defence Estate Officer regarding land issues and Municipal Corporation on various MOUs.

ACHIEVEMENTS

- Published a paper in **Indian Building Congress on Ready Mix Concrete for construction projects** (2004).
- Worked as **Garrison Engineer (Independent)**, Project and dealt with planning and execution of five construction projects simultaneously (2003-06).
- Short listed to represent Indian Army for **Air field** construction in **Kazakhstan** (2005).



Gaurav Kundu

Age: 32 yrs

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Educational Qualifications

- Certificate Course in Business Management (6 months, residential) IIM Ahmedabad, 2012-13
- B Com (Hons): University Of Delhi
- Diploma in Integrated Strategic Management, Operations and Logistics, Infantry School
- Diploma in Small Team Management and Tactical Operations, Commando School
- Nuclear, Biological & Chemical (NBC) Warfare Course, NBC School
- Certificate in Conflict Analysis, United States Institute of Peace

Core Competencies

A former Indian Army officer with a distinguished career having demonstrated skills in the following areas:

- Strategic Planning & Operations Management
- Strong analytical skills with an eye for pertinent details
- Team player with deep understanding of human Psychology/ Behaviour
- Ability to change roles from a 'detailed hands on specialist' to a 'motivating & delegating leader' depending on the business imperatives

Career Summary

10 yrs

General Manager - M FIVE Security Pvt. Ltd. (Nov'10-Aug'12)

Business Development, Operations Management & Finance

1. Analysed latest market trends & mapped service offerings
2. Secured a three year contract with State Trading Corporation
3. Secured a two year contract with a five star hotel
4. Reviewed Cash Flows, Cost Structure, Profitability Margin, Salary Structure as member of Financial Management Committee

Major - Indian Army (Oct'04-Oct'10)

- **Operations (Principal Staff Officer)**
 1. Planned, executed & reviewed tactical deployment of units
 2. Maintained real time upward & downward reporting channels
- **Supply Chain (Principal Staff Officer)**
 1. Handled procurement of material, quality standardization, optimised inventory levels & minimised wastage
 2. OIC of Mechanical Transport & Canteen Store Department
- **Finance (Principal Staff Officer)**
- **Human Resource Management (Officer Commanding)**
 1. Led a company of 150 personnel in high pressure environment
 2. Conducted recruitment rallies for soldiers & civil potters in high altitude area
- **Administration (Officer Commanding)**

Designed, developed and conducted training programmes on leadership, team building & employee productivity
- **Security (Officer Commanding/Ghatak Platoon Commander)**
 1. Led counter terrorist operations to sanitize AOR of terrorist activities
 2. Coordinated with police and intelligence agencies for counter terrorist operations

Achievements

1. Youngest & longest serving Principle Staff Officer in the 46 Year history of the unit
2. Overall second best student in Young Officers' Course
3. Gold medallist in Sniper firing and a marksman shooter
4. Third best in physicals tests at Commando School (97%)
5. Stood first in debate at Officers' Training Academy

Team leader - IBM Daksh India (Feb'03-Sept'04)

- Led the pay roll services process team constituting 25 executives for clients in USA & conducted various training modules

Analyst - Dimensions Corporate Finance Services (June'02-Jan'03)

- Carried out financial analysis for investment banking mandate covering analysis of Balance Sheet, Cash Flow, Sustainable Debt Estimation & Financial Projection



Genu George

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Educational Qualifications

- Certificate Course in Business Management (Six months full time residential) IIM Ahmadabad, 2012-13
- MBA (HRM) from Bharathiar University, Coimbatore, 2012.
- Master of Science (Telecom) from Cochin University of Science and Technology, Kochi, 2008.
- Bachelor of Science (Physics) from Kerala University, 1999.
- Training Technology Course, Naval Institute of Educational and Training Technology, Kochi

Core Competencies

- Strategy Planning
- Human Resource Management
- Operations Management
- Induction and Trainings
- Administrative Functions
- Facilities Management
- Recruitment/Talent Acquisition
- Logistics/ Vendor Management
- Telecommunication
- Ship Maintenance
- Project Management
- Inventory Management
- Coordination/ Liaison
- Relationship Management.

Areas of Interest

- Operations
- Telecommunication
- Human Resource Management
- Logistics
- Administration and Security

Career Summary

12 yrs

12 years of experience in Operations, Telecommunication, Human Resource Management, Logistics, Administration, Budgeting, Training and Security Activities with Indian Navy.

Operations Management

- Incharge naval operations at Tuticorin Port with responsibility for facility and logistics management functions.
- Functioned as deputy head of a shore establishment with real estate of 3000 acres and asset worth more than INR1500 Crore.
- Headed land acquisition, land lease negotiation and infrastructure development for project development plans of Navy worth INR 1000 Crore and devised budgets, managed techno commercial activities.

Project Management (Telecommunication)

- Overseeing of real-time network centric operations and planning in fitment of communication equipment worth INR 20 Crore during ship refit project at Cochin Shipyard Limited.
- Executed installation of Satellite communication systems, modification of naval communication centre worth INR 50 Crore and streamlined procedures saving INR 80 Lakh to the exchequer.
- Led cross-functional teams in Technical evaluation and trials of V/UHF radio, UHF microwave linking equipment, Fleet broadband worth 10 Crore and communication on HF, V/UHF, VLF, SATCOM with external agencies.

Human Resource Management

- Headed HR activities of 200 sailors and 100 civilian personnel for training, development, performance appraisal, welfare, counseling and grievance handling.
- Overseeing smooth implementation of HR policies for manpower planning, recruitment, selection, induction, orientation and development of new employees in the organization.
- Managing development and administration of performance management programmes in the organization, including periodic performance reviews and appraisals for all staff members.

Security and Administrative Management

- Developing and implementing security policies, assessing risk factors, promulgation of policies and procurement guidelines to ensure ongoing maintenance of security for over 30 sites.
- Assessed risk factors, monitored security of campus, conducted appropriate level of investigations on identifying vulnerabilities, fraudulent, dishonest cases.
- Estate Management (3300 acres), Infrastructure development, auditing, material/inventory management activities and administrative functions with state authorities for pursuing naval interests.

Awards & Achievements

- Recipient of Chief of Naval Staff Commendation for dedication, commitment and professional contribution.
- Represented Indian Navy in Republic Day Parade in New Delhi as Officer-in-charge, Republic day Parade-2012.



George Mathew

Age: 28 yrs

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Educational Qualifications

- Certificate in Business Management from IIM, Ahmedabad (Six months full time residential course from Oct 2012 to Mar 2013)
- B.Com with specialisation in Marketing and Advertising from Ness Wadia College, Pune University (Apr 2002 – Mar 2005)

Professional Qualifications

- Infantry young officers course (weapons and tactics) from Infantry School, Mhow (Jun 2009 – Dec 2009)
- Insurance & financial service markets training module from NCOP Norwich Union Aviva, Pune (Jul 2005)

Core Competencies

- Strategic planning
- Analytical, conceptual and innovative thinking
- Situation analysis and problem solving
- Excellent presentation and communication skills
- Impact, influence, motivation and mentoring

Areas of Interest

- Operations
- Business development
- Marketing
- Human resources

Career Summary

07 yrs

As an Officer of the Indian Army (Oct 2006 to Sep 2012), was involved in planning and management of/ organising the following:-

- Human resources as Adjutant of an Infantry battalion comprising 850 personnel.
- Training of battalion personnel (including setting objectives, design of curriculum, scheduling and assessment)
- Materials (rations, clothing, ammunition, Fuel & vehicle spares including their indent, accounting & audit) as Quartermaster of an Infantry battalion with a feeding strength of 850 personnel.
- Logistics (Detailing of vehicles, Maintenance and Servicing) as Transport Officer for a fleet of approx 100 vehicles.
- Liaison with Civil administration, Police, AAI and Railways for aid to civil authorities in tackling law & order problems, Flood relief, VIP moves and Large scale troop moves.
- Successfully led an infantry company comprising 120 personnel in Super high altitude, Extreme low temperature, Uncongenial areas of Siachen Glacier (Sept 2010 to Feb 2011) and North Sikkim (Feb 2012 to Sept 2012).
- Led high risk, extreme stressful Counter Insurgency/ Counter Terrorist operations in Manipur (Oct 2007 to Dec 2008)
- Led the Indian Army quick reaction team interacting with PLA (Chinese Army) in North Sikkim from May 2012 to Sept 2012.

As Customer Care Executive of NCOP Norwich Union Aviva (May 2005 to Oct 2006), authorised payments after verification of Insurance claims and supporting documents submitted by customers in the UK, from the backend office in Pune.



Girish D Matte

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Educational Qualifications

- Certificate in Business Management (6 months fully-residential) IIM, Ahmedabad (2013)
- Certificate in Intellectual Property Rights (24 weeks Part Time) IISc, Bangalore (2011)
- Certificate in Project Management (24 weeks Part Time) IISc, Bangalore (2010)
- Certificate in Aeronautical Quality Assurance (16 weeks Full Time) CTI AF, Bangalore (2009)
- Certificate in Statistical Quality Control and Six Sigma (24 weeks Part Time), Indian Statistical Institute, Bangalore Chapter (2008)
- MBA (HR), IGNOU, Delhi (2005-09)
- ME (Aerospace Engg), DIAT, Univ of Pune (1999)
- AMIETE, IETE, Delhi (1992)
- Aeronautical Engg, AFTC, Bangalore (1991)
- BE (Electronics), YCCE, Nagpur Univ (1989)

Core Competencies

- Continuous learning Ability
- Team Building and leadership
- Training and Development
- Radar & Communication Systems
- IT Infrastructure & Services Mgmt
- Quality Assurance and SQC

Areas of Interest

- General Management
- Training and development
- Operations
- Marketing
- Project Management

Career Summary

23 yrs

Rich Experience in all functions of Management with large teams; Training and Development; Testing process of Air Launched Missiles; Maintenance management of Airfield Navigation Aids, Airfield Electrical Systems, Telecommunication and IT services; Maintenance, Operation and Administration of Mobile Radar .

General, Maintenance and Operations Management

- Carried out induction, trials and training of indigenous Radar systems with team of about 60 professionals.
- Responsible for Maintenance, Safety, Repair, Testing of state of the art Strategic and Tactical Guided weapons at the largest 'Armament Depot' of the Indian Air Force with team of about 50 professionals.
- Responsible for Commissioning of AFNET (Air Force Network) at three AF units in close liaison with BSNL & HCL .
- Responsible for round the clock effective operation, maintenance and administration of Electrical, Electronics, Radar, Airport Navigation aids, Weather information and Air Traffic Control of IAF base with team of about 275 professionals.
- Commanded Mobile Radar base with all administrative mechanism of about 250 professionals.
- Mobilised and operationalised mobile Radar and associated equipment in number of War simulation Exercises for more than three years by camping and providing all support in remote locations in various parts of India with team of about 60 personnel each.

Training and Development

- Training coordination of 1800 strong Technical Tradesmen of Indian Air force by coordinating the team of 300 teaching and non-teaching personnel and in Premium Radar Training school with an emphasis on developing capacity in maintenance, fault analysis, planning and program management.
- Built, coached, developed, led and performance reviewed teams from diversified background.
- Conducted on-job-training, prepared training material and coached teams for Maintenance, safety, Repair, Testing on state of the art guided missiles line testing facility.

Awards & Achievements

- Awarded Commendation by Chief of Air Staff for exceptional work on Air Launched Missiles (2007)
- Selected Member of Quality Assurance team to Russia for QA of Missiles (2006)



Gurpreet Singh Mangat

Age: 46 yrs

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Educational Qualifications

- BE (Mech) - 1987 - Panjab University
- M Sc (Def & Strategic Studies) – 1998 Madras University

Professional

- Course in Business Management at IIM Ahmedabad in 2012-13
- Course on Capital Procurement Process in the MoD in 2006
- Course on Total Productive Maintenance (TPM) from NITIE Mumbai in 2005
- Flight and Maintenance Safety Officers' Course
- Qualified Aeronautical Maintenance Engineer on three fighter class aircraft

Core Competencies

- Leading diversely qualified technical workforce
- Well versed with Defence Procurement Procedures (DPP & DPM) including offsets management
- Objective oriented approach
- Application of relevant quality enhancing management tools in high technology operational environment
- Fleet management
- Strategic planning
- Operational testing of vehicles

Areas of Interest

- Operations in an aviation/automobile/engineering company
- Procurements
- Business development in an aviation/automobile/engineering company
- Marketing

Career Summary

- Extensive and diversified experience of holding prestigious appointments as specialist Engineering Officer in the IAF over last 25 years.

Operational Experience

- 2011-Till Date - Responsible for providing all mechanical services at a major IAF Base, which included 300 vehicles, aircraft refuelling facilities and armament support. Direct report of five officers and second level reporting of about 250 supervisors/technicians.
- 2001- 03 - Squadron specialist officer in the largest fighter squadron of the IAF. Job necessitated leadership skills and professional competence while managing, motivating and leading a large workforce of 5 officers, 50 supervisors and 450 technicians for flight line maintenance and armament readiness of aircraft. Carried out large scale aircraft deployments across the full breadth of the country during operations of 2001-02.

Procurements (2003-2011)

- Handled major and minor capital acquisition projects amounting to over \$30 million with Govt depts and public firms based in USA, UK and France. Task included vetting QRs, RFI/RFPs, technical evaluation, price negotiations, contract management and offsets. Acquired deep understanding of functioning of the higher level management and various Indian Govt departments.
- As staff functionary handled work pertaining to controlling of production activities, revenue provisioning and downsizing of an Aircraft Repair Depot. The task required an eye for detail, efficient resource planning and inventory management.

Achievements

- Led a team of officers to USA to resolve procurement issues pertaining to an aircraft induction program.
- Twice been a member of the team which visited USA for assessment of the latest technology in the aviation.
- Commended by Air Officer Commanding in Chief for effective production control of the BRD
- Air Force examiner for testing professional competence of mechanical tradesmen



Gutta Sowjanya Sree

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Educational Qualifications

- Course of Business Management, IIM Ahmedabad, 2012-13.
- Master of Science(Computer Science), Annamalai University, 2009-2011.
- Engineering Bachelor's Degree(Computers and Informatics), Andhra University, 1993-1997.
- STQC certified, Certified Software Test Manager.
- STQC certified, Certified Software Test Professional.
- Training Technology Course, NIETT, Kochi.

Core Competencies

- IT Infrastructure & Services Management.
- Strategic Operations and Logistics Management.
- Possess exceptional management qualities, delivering complex, deadline-driven projects within rigid time constraints and under budget.
- Proven ability to integrate innovation and technology to realize organizational goals and objectives.
- Project conceptualization, formulation and execution.
- Operations Management, Effective Analytical, Problem Solving Skills and Excellent Interpersonal Skills.
- Cost cutting by optimum utilisation of infrastructure human and financial resources.
- Human Resource Management and Planning.
- Hands on experience in training of officer/subordinates.
- Excellent mentor, instructor, facilitator, and negotiator.

Areas of Interest

- IT Infrastructure & Services Management.
- Operations.
- Project Management.
- Human Resource Management.
- General Management.

Career Summary

14 yrs

- 14 years experience of which 11 years deputed as Project Manager, in DRDL and 2 years as Class 'A' instructor in Computer Science Dept, National Defence Academy.
- Presently, pursuing course at IIM and also working with the team of Dr.Anil Gupta, IIM-A and the National Innovation Foundation, to unfold challenges in the areas of design, database architecture and automation of "techpedia.in" website, which aimed to assist students in technical projects work with experts collaboration.

Project Manager Fire control System (Feb 2000 - Jan 2011)

- Involved in design, development and entire life cycle of 'Weapon Fire Control System'.
- Designed and developed fault tolerance algorithms and software to be used in weapon systems.
- Designed and implemented successful rollout of the communication protocols for MIL-STD-1553 and RS-422.
- Guided cross-functional teams of technical experts to analyze systems and processes, implement improvements for fire control system.

Project Manager Management Information System and Communication Networks (Feb 2000 - Jan 2011)

- Guided and Managed development of various internal web based application for 'Project Management', 'Resource Management', 'Inventory Control' and 'Stores management'.
- Designed and Guided development of web based software for Process Scheduling and Quality Monitoring for online interaction with the vendors who are remotely located.
- Planned, formulated and implemented various IT projects in collaboration with vendors and defence teams.
- Responsible for the design, validation, acceptance testing and implementation of secure, networked communications across remote sites.
- Part of process improvement group and project management for the Organisation, developed efficiency-enhancing and activity monitoring software for employees to plan their activities and help management to check the deadlines and project progress.

Class 'A' instructor- National Defence academy (Feb 2011 - Oct 2012)

- Teaching Cyber Crime, Cyber Security, Cyber Warfare, Artificial Intelligence and Robotics.
- OIC Online exams and E-learning. Designed, developed and implemented software for Online exams and E-Learning.

Awards

- DRDO performance excellence award – 2007.



Himanshu Rana

Age: 28 yrs

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Educational Qualifications

Academic

- Certificate in Business Management, IIM-Ahmadabad (6 months, fully residential).
- Post Graduate Diploma in Human Resource Management, Symbiosis, Pune.
- Bachelor of Commerce from University of Delhi.

Professional

- Diploma in Man and Material Management and Unit Administration, College of Materials Management, Jabalpur.
- Heliborne Operations and Assault Course, Army Airborne Training School, Agra.
- Certificate in Small Team Management and Commando Operations, TheCommando School, Belgaum.
- Diploma in Tactical Management of Operations and Resources, Infantry School, Mhow.
- Diploma in Weapon Systems, Infantry School, Mhow.
- Basic Military Training, Officers' Training Academy, Chennai.

Core Competencies

- Human Resource Functions: Recruitment and grievance handling.
- Supply chain management and logistics.
- Team building and cross functional team coordination.
- Coordinate time bound projects encompassing diverse fields.
- Proven professional leadership skills in multi-cultural and multi-discipline environment.
- Flexibility to adapt to varied work environment and job profiles.
- Result oriented solution finder.

Areas of Interest

- Human Resource Management.
- Operations and Supply Chain Management.
- Administration and Security.

Career Summary

06 yrs

Human Resource Management:

- Effectively planned and conducted training of all ranks and cadre at middle management level.
- Planned, co-ordinated and executed various aspects of security management, crisis control and disaster management.
- Addressed grievance management of multi-cultural work force and enforced high standards of discipline.

Operations/Supply Chain Management:

- Carried out military and logistics operations on the Indo-Chinese border in a highly stressful and demanding environment.
- Responsible for functioning and maintenance of weapons, equipment and instrument of high-end quality.
- Forecasting the demand requirements, managing and developing the existing network and supply chain, ensuring timely deliverables.
- Managed end-to-end administrative and logistic activities of the entire regiment of over 800 men in co-ordination with the internal and external departments for ensuring smooth and effective operations.
- Developing and maintaining vendor base for obtaining timely procurement of materials at favorable terms to ensure smooth operational services in compliance with quality standards.

Adminstration and Security:

- Responsible for routine administration, discipline, leave, remuneration, appraisal, promotion and transfer of men.
- Custodian of all major assets like cash, confidential and classified documents and material.
- Carried out risk and threat assessment and disaster recovery survey for garrison assets, personnel and information.
- Formulated and implemented security policies.
- Trained in Covert Ops and Handling of Crisis Situations including Hostage Rescue and Neutralization of Threats.

Achievements:

- Awarded 'Distinguished' grading with 'Best Student Award' in Man and Material Management and Unit Administration Course, College of Materials Management.
- 'Second' in special skill and field engineering capsule during the Indian Army Commando Course.
- Mount TRIMUKHI Summit, 2011: Nodal officer in coordinating the entire event.



Jagadeesh Uppalappa

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Educational Qualifications

- **BE (Mech)** (1997- 2001), Mysore University. First Class with Distinction & University Seventh rank.
- **Certificate Course in Business Management** (six-months fully residential), IIM Ahmedabad (2012- 13). (under progress)
- **Aeronautical Engineering (Mech)** (2002- 2003), AFTC, Bangalore.
- **Quality Assurance Service** (Aeronautical) Course (3 months, 2010) -First Position among tri-service and foreign participants.
- **Aircraft Maintenance Courses** on MiG-25 and MiG-21 upgrade Fighter Aircraft (Six months each).
- **Air Armament and Explosive Ordnance Disposal Courses** (three months).

Core Competencies

- Ability to comprehend the big picture and work with all levels of hierarchy across functional areas.
- Critical analysis and strategy implementation with effective decision making.
- Ability to Innovate, conceptualize and persevere.
- Persuasive communication and negotiation skills under contingencies.
- Ability to function as collaborator, enabler and team builder in diverse environments.

Areas of Interest

- Project management
- Operations management
- Marketing
- Quality Assurance
- Retail management

Career Summary

11 yrs

Eleven years of technical and managerial experience in the fields of Aircraft maintenance & operations management, Quality Control, Project Management, Explosives testing, Innovation, Supply chain management and HRM.

- Conceptualized, planned, initiated and executed **projects for setting up infrastructure** for armament Testing (Six km firing range @ ₹ 170 Lakhs, Provision of Armour- Plated Butts @ ₹ 155 Lakhs).
- Initiated and executed **Procurement** of sophisticated measuring equipment by active vendor development and intense negotiations (Doppler radar for projectile velocity measurement @ ₹ 30 lacs, Cartridge Drilling Rig @ ₹ 65 lacs, AMC services @ ₹ 27 lacs).
- **Innovated and designed** Pressure Barrel for 12.7 mm Russian ammunition and guided local manufacturing for overcoming persistent constraints (₹ 20 lakhs). **Designed and manufactured** mounting channel for 30 mm GSH aircraft gun in the absence of any prototype or foreign supply (₹ 10 lacs).
- Formulated testing procedures, planned test schedules, managed and directed technicians for **accomplishment of complete Air Force Proof testing task** of explosives and armament stores. Collaborated with external agencies like AQAW (A) Khamaria, CQA (ME) Pune, Ordnance Factories and Air HQ for policy improvement and implementation. **Imparted specialized training** and certified 30 Armament technicians for Proof Tasks.
- Led 30 **Quality Assurance** Inspectors for QA Inspections on armament stores (exceeding 1.5 Lakh stores annually). Coached and certified 20 QA Inspectors in two years.
- Implemented and coordinated **Lean Engineering and Maintenance practices, Quality Management System and Quality Circles** at Depot level. Achieved significant process refinements and waste reductions.
- Envisioned, conceptualized and **drafted comprehensive document** for 5 year expansion plan for technical facilities of Armament depot (with financial implication of ₹ 650 Lakhs) under guidance of BU head, which is under consideration at zonal level; **Proposed improvements** in testing policies, which are under consideration at Air HQ level.
- Managed all types of **maintenance operations** on Russian fighter aircraft under constraints of spare support, tight schedules and limited technical expertise by leading, managing and administering a team of 120 technicians for five years. Effectively managed support services and administered weapon storage area.
- Incorporated **Depot level Aircraft system modifications** (HAL level) in 16 aircraft by devising strategy, coaching technicians and effective decision making.
- Planned and executed complete winding-up of **maintenance operations** after phasing out of MiG-25 aircraft in 2006. Executed asset distribution and positioning of aircraft at different bases by effective resource utilization.
- Planned and carried out **supply chain management** of test samples from all over air force, armament store management during quality assurance inspection for despatch of freights and during administering of weapon storage facility.
- Planned, scheduled and executed **Life Extension of Aircraft** MiG-25 (Trainer version) from 25 to 26 years TTL under guidance of Senior Technical Manager. Vetted and modified Work Packages for Life Extension resulting in inclusion of critical system checks.

Achievements

- Commendation by Air Officer Commanding-in-Chief in 2006.
- Quality Assurance member of Pre-Despatch Inspection team at Russia for inspection of Bombs.
- Runner-up in Quality Circle competition of Maintenance Command 2012.



Jyoti Bisht

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Educational Qualifications

- Certificate Course in Business Management, 2012-13(6 Months, Fully Residential) - IIM, Ahmedabad,
- Diploma in Materials Management, 2007 - College of Materials Management (CMM), Jabalpur, (Army Ordnance Corps)
- Certificate course in Information System Management, 2007 - College of Materials Management (CMM), Jabalpur, (Army Ordnance Corps)
- Officers Training Academy (OTA), Chennai; Adjudged Best Officer commissioned in the Army Ordnance Corps; In Top 5% of Academic Merit
- Post Graduate Diploma in Computer Science and Management, 2002- 2003 - St. Xavier's College, Mumbai
- Advanced Diploma in Computer Software, System Analysis and Applications, 2002-2003 - St. Xavier's College, Mumbai
- Bachelor of Science, 1998-2001 - Kumaun University, Nainital

Core Competencies

- Supply Chain Management
- Agri-Business Management
- Leadership and Strategy
- HR Functions
- Administration

Areas of Interest

- Supply Chain Management
- Agri-Business Management
- Human resource management
- Retail
- Logistics
- Administration
- Operations

Career Summary

09 yrs

MAXIGROW

2010-2012

Agri-Business Management

- As **Project Manager**, facilitated distribution of products like Agricultural Plant Nutrients/Fertilizers and food supplements.
- Responsible for Business Development and product reach. Maintained a lean, agile supply chain with **minimum inventory carrying cost and redundancies**.
- Gained rich field experience in urban, semi-urban and rural areas working closely with farmers thereby understanding their deepest concerns, requirements and aspirations. Customized the supply chain thus meeting their aspirations and also increasing the turnover thrice.

INDIAN ARMY

2004-2010

Supply Chain Management

- Commanded a sub-depot at Central Ordnance Depot (COD), Delhi Cantt, New Delhi, handling approx 22000 items in range and 24 months period in depth; **Directly accountable for US\$ 30 million in stores, equipment, and supplies**; Forecasted, demanded and ensured inventory availability; Leadership role in automation of inventory.
- Organised '**Just In Time**' (JIT) deliveries through "**Transportation model**" at strategic locations; identified surplus inventory and organised its disposal.
- Displayed competence in managing logistics operations while working in heterogeneous environment involving govt agencies viz Ministry of Defence, Defence PSUs, Director General of Quality Assurance and private enterprises.
- **Close interaction and worked with foreign MNCs viz. TATRA and KRAZ** ensuring optimum imported equipment availability while fully adhering to Govt guidelines on the subject.
- **Formulated and implemented 'Advance Winter Stocking (AWS)**', a supply chain initiative to maintain operational capability
- **Ensured optimum logistics support for 9000 items** of supply for a period of 18 months for approx 20000 troops stationed in Kargil and Drass sector by maintaining a Pan-India supply chain spread over 3000 kms in 20 locations.
- As **Air-Despatch officer**, prioritised and co-ordinated movement of stores from a forward airbase to Ladakh sector using heavy duty transport aircraft during road-closure period.

Leadership and Strategy

- Managing large taskforces, periodic performance appraisal of subordinates and handling matters related to salary/wages, management and promotions.
- Commanded a Sub depot at COD with approx 650 defence personnel and 400 defence civilian employees.
- Defining plans/strategies and Standing Operating Procedures (SOP) for greater efficiency.

HR Functions

- Managing large taskforces, periodic performance appraisal of subordinates and handling matters related to salary/wages, management and promotions.
- Developing/implementing Reward & Recognition schemes and HR policies
- Resolution of labour disputes and disciplinary issues.



K Chakrabarty, PMP

Age: 44 yrs

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Educational Qualifications

- PGD International Supply Chain & logistics Management, Symbiosis, Pune
- BSc (Phy), Calcutta University
- Certified PMP, PMI(USA)
- Certificate in Business Management, IIM (A)
- MDP in Project Management, IIM, (C)
- MDP in Financial Management, College of Defence Management, Secunderabad
- MDP in Human Resource Management, Tata Institute of Social Sciences, Mumbai

Core Competencies

- Project Execution
- Sourcing, Vendor Management & Contract Negotiation
- Training & Human resource Development

Areas of Interest

- Logistics & SCM
- Retail Management
- Human Resource Management
- Project Management & Operations
- Corporate Social Responsibility
- General Administration

Career Summary

22 yrs

Logistics & SCM

- Managed Procurement budget of 100 crores for Infrastructure & Facility Augmentation projects as Base Logistics Officer, Delhi Area in 2011-12.
- Executed 25 Manpower, Transport, Material & Maintenance Contracts worth 15 crores in 2011-12.
- Revamped the Ration Procurement & Distribution system for 1200 Naval personnel spread over 15 different locations in Delhi & NCR through Vendor Management & 3PL.
- Implemented Vendor Evaluation & Inventory Standardisation programme accruing substantial savings to exchequer.
- Involved in Foreign Procurement & Vendor Development for indigenisation initiative.
- Participated in Joint Naval Operational Logistics exercises with cross cultural/cross functional teams from foreign navies .
- Coordinated ' Disaster Relief Operations' on Over Seas Deployment.
- Organised material logistics support for RD Parade 2012 (New Delhi).
- Experienced in Inventory Management, Project Execution, Operational logistics & Warehousing.

Human Resource Management

- Heading a department of 8 officers & 100 sailors from 6 verticals in present appointment.
- Advised the Head of Organisation regarding administration of Naval Civilian Employees in Industrial Relations environment as Civilian Establishment Officer
- Associated with implementation of SAP HR Management system for Naval sailors in 2005.
- Managed career planning of Ten Thousand logistics cadre sailors of Indian Navy.
- Prepared & Implemented cadre review and Naval Manning Plan 2006.
- Developed Training Programme for Naval Officers & Sailors as Faculty member at the 'Logistics & Management Training School' of Indian Navy .
- Commendation by Commander –in-Chief for implementing a community welfare project.



K Hanuja

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Educational Qualifications

- **Certificate Course in Business Management**, (06 months, fully residential, 2012-2013) IIM, Ahmedabad
- **B.E. (Electronics and Instrumentation)**, Barathiyar University (1998-2002).
- **Aeronautical Engineering (Electronics) Course**, Air Force Technical College (2002-2003).
- **Advanced Courses in Guided weapons** (6 months, 2004) and **Radar systems** (3 months, 2010)
- **Diploma in Management Consultancy**, Institute of Management Consultants of India, Mumbai (in Progress)

Core Competencies

- Analytical skills with effective approach in decision making.
- Ability to build, lead and coordinate teams.
- Ability to manage high value assets and human resources.
- Effective communication and negotiation skills
- Ability to plan and coordinate large scale events.

Areas of Interest

- Project & Operations Management
- Business Development
- Management Consultancy
- HRM & General Administration

Career Summary

10 yrs

10 years experience in the fields of maintenance & operations management, Project management, Supply Chain management and Human Resource management in Indian Air Force. (2002-2012)

- Led a team of 40 technicians in testing, maintenance, preparation and quality audit of Guided weapons for eight years under tight schedules leading to high operational preparedness.
- Ensured inventory management for radar and sub-systems by forecasting of critical spares and monitoring demand-supply balances.
- Managed efficiently high value assets exceeding Rs. 100 crores consisting of missiles, specialist vehicles and equipment for four years.
- Selected, built & coached a team of 55 technicians for managing zonal level Project of distribution of indigenous explosives.
- Trained and certified 35 supervisors and technicians including officers for operations and maintenance of guided weapons systems, over a period of six years.
- Planned, scheduled and coordinated organization level events like performance evaluation exams, seminars and workshops.
- Administered human resource management functions for a staff of 300 personnel with respect to training, welfare, appraisal, discipline, leave planning, counselling and grievance handling of both uniformed and civil personnel.
- Conceptualized, projected and implemented improvements in technical policies and procedures leading to efficient operations.
- Actively involved in regional level audit team as technical expert member for two years.



Kaizad B Bhaya

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Educational Qualifications

- **Certificate in Business Mgmt**, (2013) (in partial fulfilment) IIM Ahmedabad
- **Masters in Personnel Mgmt & IR** (2007) Neville Wadia Institute of Mgt Studies, Pune
- **Bachelors of Science (Physics)** (1987) Wilson College, Mumbai
- **Diploma in Junior Defence Mgmt** (1996), War College Mhow / Devi Ahilya University, Indore
- **Certificate in Defence Law** (1998), Institute of Military Law, Kamptee
- **Various Qualifying Courses of the Army**

Core Competencies

- A self starter, self motivated and a go-getter with orientation towards Human Resource Management and in specific for Training & Development

Areas of Interest

- Training & Development
- HR
- Operations (Security Solutions)
- Administration and Security

Career Summary

24 yrs

Spanning 24 Years (1989 to 2012) as an Officer held various appointments involved in leading teams / management of Human Resource under various heads of :-

- HR Management
- Training and Development
- Administration
- Logistics

Senior Level Management (2007 to 2012)

- As Commanding Officer of 27 Gujarat Battalion NCC, independently led a team of about 2000 persons including civilians and was involved in conceptual aspects for planning, formulation and issuance of directives on policies.
- As Group Commander and Instructor Class A (Head Training / HR Division), conceptualised and improved existing practices on training. In addition trained over 6,000 personnel in general and 12000 personnel in specialised operations to function in Counter Insurgency areas.

Middle Level Management (1995 - 2005)

- As Staff Officer at a Divisional and at Command Headquarters (Advisor to the CEO) functioned in aspects which involved organizing, staffing, review of existing policies and recommended formulation of new policies.
- During the UN Mission in Sierra Leone (UNAMSIL) functioned as peacekeeping force in a multi cultural environment.
- As Company Commander led a team of 225 personnel and handled all their HR related functions.

Junior Level Management (1989 – 1995)

- Functioned in various appointments pertaining to Regimental Duties (covering all managerial and executive aspects related to HR) while managing small teams of 10 personnel to a mid sized work force of 125 personnel.

Achievements

- Recognition received for Training acumen while training :-
 - Specialized batches for Counter Insurgency Operations due to which reduction was observed in casualty rate.
 - NCC Cadets for selection in Armed Forces and RD Parades.
- Successfully maintained a Zero Audit Observation environment for two years in succession (2010 – 12)
- Accoladed by UNICEF in 2000 for social service rendered during UN Peace Keeping Mission to Sierra Leone (UNAMSIL)



Kiran Kashiram Gurav

Age: 45 yrs

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Educational Qualifications

- **IIM Ahmedabad** - Certificate in Business Management.
- **IIM Kozhikode** - Participated in MDP on General Management.
- **College of Defence Management, Secunderabad** - Attended MDP on Project Management.
- **Diploma in Information Technology, CMC Limited.**
- **B Sc**

Core Competencies

- Security (Aviation/Industrial/Corporate)
- Administration
- Training
- Supply Chain Management

Areas of Interest

- Aviation Security
- Corporate Security
- Administration
- Supply Chain Management
- Operations Management

Career Summary

23 yrs

Corporate and Aviation Security

- Squadron Commander of the **Elite 52 Special Action Group (NSG)**. Led 120 Black Cat Commandos in Counter Hijack and Counter Terrorist operations (2000-03).
- Planned and implemented policies for Sky Marshal duties in NSG.
- Expertise in Building Intervention, Vehicle/Bus Intervention, Train Intervention including Metro Railway, VVIP's Security duties and Security of Installations.
- Planned, coordinated and led Counter Insurgency Missions in J& K and Tripura (2004-05 and 1997-99).
- Hands on skill based experience in Aviation Security, Cargo Security, Industrial Security and High Rise Building Security while working as Security Officer in Air India (1989-92).

Training

- Responsible for training of 120 Black Cat Commandos for Counter Hijack and Counter Terrorist operations.
- Formulated policy for training of NSG commandos for Sky Marshal duties.
- Continued on job training of Rifle Company comprising of 120 soldiers for Operational Preparedness (2004-05 & 1997-99).
- In charge for training 1300 soldiers in active Counter Insurgency operations in Kupwara district of J & K.

Administration

- Managed Supply Chain for all stores and equipment including transportation for 800 soldiers (1993-1997).
- Handled logistics of 120 Black Cat Commandos deployed in various stations (2000-03).
- In charge of Administration and Welfare for 10000 men spread over 24 stations in Madhya Pradesh, Eastern UP, Bihar, Orissa, Jharkhand and Chhattisgarh (2005-06).
- Responsible for Administration and Welfare of 1300 men in 41 Rashtriya Rifles (2007-09).
- Procurement of specialised security related equipment for 120 units spread over 18 stations in Maharashtra, Gujarat and Goa in 2010.

Awards and Achievements

- Selected for deputation to the **Elite NSG – Black Cat Commandos** (2000-03).
- Successful implementation of Counter Hijack policy in Domestic Aviation Sector (2001-03).
- Fast-Track procurement of specialised security related equipment in 2010.



KS Rajagopal

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Educational Qualifications

- MBA (Operations Mgmt), ICFAI University (2009-12)
- BE (Electrical), MSRIT, Bangalore University (1986-90)
- Certificate in Business Management, IIM Ahmedabad (2012-13)
- Technical Staff Course, DIAT, Pune (1992-94)

Certifications

- Lead Auditor, ISO 9001:2008 (IRCA, UK Certified), TUV NORD, Bangalore

Core Competencies

- Quality Assurance
- System Integration and testing.
- Project Management.
- General Administration and HR.
- Infrastructure and Facilities Management

Areas of Interest

- Project Management
- Quality Management
- Supply Chain Management
- Marketing and Business Development
- Human Resource Management

Career Summary

21 yrs

Research and Development:

Responsible for QA functions of eight Army and Naval Projects at DRDO encompassing the following activities:-

- Quality Assurance of various subsystems, Critical Design Reviews, tailoring specifications based on Military/Joint Services standards, adapting COTS technology components, Review/Approval of production documents like MQAPs, ATPs, Process schedules etc.
- Conduct of Qualification/Acceptance tests/ESS, Failure analysis/FMEA leading to design/process changes, Design Verification, Validation and Static/Dynamic tests, NDT evaluations, Critical dimensional Inspections, System Integration & testing followed by field trials.

Quality Assurance and Indigenous sourcing

- Member of Weapons Procurement Committee. Rigorously pursued indigenisation efforts to overcome critical shortages of weapon spares. Identified, prepared specifications/drawings and outsourced production of critical imported spares to various SMEs and provided QA support.
- Actively involved with M/s L & T, Mumbai, in development-cum-production of new weapon systems.
- Lead a team to undertake first ever Pre Delivery Acceptance testing of new weapon store at Moscow, Russia.
- Successfully handled two Naval projects with M/ ECIL(one in collaboration with M/s Fuchs Electronics South Africa). Actively involved in the production of Silver Zinc batteries at M/s HBL NIFE, Hyderabad.
- Planned and Scheduled weapon trials, issued policy guidelines for exploitation and maintenance of weapon systems.
- In-charge of Quality control activities at Weapon Repair workshops. Responsible for safety during surveillance inspection, breakdown, and disposal of explosives.

Human Resource Management and General Administration

As Head of Defence civilian establishment and departments, responsible for:-

- Manpower planning based on future induction of stores by factoring in the complexity involved in carrying out testing and inspection, man hour rates vis-à-vis the job specifications and at the same time complying with current Government orders.
- Revenue procurement activities (MRO).
- Payroll administration, handling Legal/disciplinary cases and Physical security of assets.
- Infrastructure development and Quality of work life improvement initiatives.



Mahender Singh Rawat

Age: 45 yrs

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Educational Qualifications

- Certificate Course in Business Management (6 months, fully residential) IIM, Ahmedabad (2012-13)
- Master in Labour Laws and Labour Welfare (MLL & LW) - Pune University (2007)
- Bachelor of Law (LLB) - Jodhpur University (1998)
- PG Dip Marketing Management (PGDMM) - IGNOU (1998)
- M.Sc. (Math) - Agra University (1988)
- Trained in Advance Security and Intelligence of industrial and manufacturing units and air bases (1996)

Core Competencies

- Strategic Operations and Logistics Management
- Human Resource and Industrial Relations
- Project Planning and Structuring
- Legal Services Management
- Industrial / Plant Management and Security
- Strategic Leadership in Education Management

Areas of Interest

- Operations and Facility Management
- HR-IR and Administration
- Training and Development
- Management of Legal Services
- Project Planning and Execution.
- Educational Management.
- Land Acquisition and Legal Compliance (Real Estate)

Career Summary

22 yrs

Operation Management

- Handled operational planning, policies and facilities of military operations involving more than 2000 personnel.
- Managed warehouse, inventory and distribution in field operations.
- Involved as Sector Commander during Kargil Operation and established Admin Control Centre at Delhi HQs to manage information system across Air Force for resource allocation.
- Handled operational budget, expenditure accounting.
- Handled ordering from vendors, supply chain and logistics for a unit of 2000 personnel.

HR And Administration

- Worked as HR Leader, involved in HR strategies, policies, procedures for establishment (2500 personnel on strength).
- Handled issues relating to labour laws, safety concerns, health issue, compensation and benefit and welfare.
- Handled manpower planning, recruitment, career progression, appraisal in the organisations of 1500 personnel on average.
- Looked after training in academies and establishments, train 1800 officers and 2300 men in a year.
- Handled deftly Industrial relations, negotiations and joint consultation process issues.

Legal

- Worked as legal officer and advisor in the Indian Air Force to deal with litigations, contracts, negotiations and compensation cases of personnel.
- Monitored more than 350 cases in legal departments filed before High Courts, Supreme Court of India, CAT and Armed Force Tribunals.
- Handled cases under labour laws, civil, criminal and RTI.
- Drafted and vetted writs, contracts, agreement, appeals and counter affidavits.
- Maintained liaisons with State Ministries of Law and Justice and Government Bodies for smooth Legal Administration.

Education Leadership & Management

- Worked as Deputy Directors (Schools) at apex level and monitored running of over 350 schools pan India under Regd Society.
- As Executive Director School, dealt with strategies, policies, government regulations to achieve standards and quality across the chain of schools.
- Handled educational projects on growth and expansion of institutions.
- Handled budget and audit of fund to the tune of 3 crores at corporate HQ level.
- Worked as Registrar of an Officer Training Academy affiliated to JN University, Delhi.



Manisha Gahlot

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Educational Qualifications

- Bachelor of Science, DBS College, Dehradun

Professional

- Certificate Course in Business Management, six months, fully residential) IIM Ahmedabad, 2012-13
- Post Graduate Diploma in Human Rights, IIHR, New Delhi
- Bachelor of Law with specialisation in Labour Law, Garhwal University

Core Competencies

- Human Resource Management.
- Legal qualification and specialisation in Labour Law.
- Excellent communication skills – written and oral.
- Efficient organizer and proficient at multi tasking.
- Strong Core values and beliefs.
- High levels of creativity.
- Self disciplined and motivated.

Areas of Interest

- Human Resource Development/ Management and Training.
- Legal.
- Corporate Communication.
- Corporate Social Responsibility.
- Operations Management.
- Administration and Facilities Management.
- Logistics.
- Supply Chain Management.

Career Summary

10 yrs

Logistics

- Managed a fleet of 120 vehicles for over two years.
- Coordinated usage, maintenance, repair and refuelling of heavy load carriers over long distances in deserts, jungles and hilly terrain for two years.
- Coordinated, utilization and running of 30 school buses for two years.
- Effectively administrated a unit of over 700 personnel for two years.
- Dealt with training, detailment, payroll and promotion aspects of 300 sub ordinates.
- Successfully planned, coordinated the accident free move of 150 personnel and 50 vehicles over a distance of 1850 KM from the Eastern part of the country to the Western region by rail and road in 2001.

Legal

- Interpreted the applicability of Law in army establishments/ units for their functioning.
- Placed as **Officer on Special Duty** to the High Court of Karnataka for two years.
- Gave **legal advice** for cases relating to the Armed Forces in Karnataka and Kerala.
- Selected as the **First Legal Officer for Right To Information in Army Headquarters**.
- Contested and defended cases on **Right To Information** on behalf of army with the **CIC**.

Achievements

- Successfully defended **three contempt cases** against Union of India in the High Court of Karnataka and obtained **favourable verdicts**.
- Organised "**Military Tattoo**" (Interaction of civil population with army personnel and military equipment) at the state level for two consecutive years (2006 and 2007) in West Bengal.
- Adjudged **Best in Public Speaking** amongst 42 (selected) officers in a course of Military Instruction.
- Selected as **Special City Traffic Warden**, New Delhi (2008 – 2010).
- Appeared in an interview on National Television on behalf of the Indian Army on "**Women in the Armed Forces**" (2008).



Manmohan Singh

Age: 42 yrs

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Educational Qualifications

- B Tech (Electronics and Telecommunications), JNU Delhi.
- Technical Staff Officers Course, IIAT Girinagar (Competitive post graduate course in Defence Technology and General Management)
- Certificate in Business Management, IIM Ahmedabad (Pursuing)
- BSc, JNU Delhi

Core Competencies

- General Management
- Strategy formulation and Implementation
- Human Resource Management
- Operations Management
- Logistics and SCM

Areas of Interest

- General Management
- Consulting and Strategy
- Business Development
- Human Resource Management
- Operations
- IT/ ITES
- Logistics

Career Summary

21 yrs

Administrative Commandant Mumbai (General Management & Administration, HRM, Logistics)

- Responsible for all aspects concerning local administration of the Serving and Retired Personnel at Mumbai, Estate Management, Supplies and upkeep of Station. Responsible for Defence lands at Mumbai. Single point responsibility for civilian defence employees.
- Coordination and interaction with Navy, Air Force and Civil Administration (Govt of Maharashtra and Local Bodies at Mumbai).

Command : Infantry Battalion (General Management, Strategy, Operations and HRM)

- Commanded an infantry battalion and attached troops totaling nearly 1000 in an operationally active area(J&K) and in peace station(Ranchi).
- Instilled a sense of purpose and commitment in the organization heralding a cultural change in outlook, attitude and output.
- Honed / formulated and implemented Human Resource policies to include secondary specialist recruitment, professional development, training, performance appraisal, counseling, exit policies and feedback.
- Upgraded and tweaked equipment exploitation policy.
- Implemented office automation in the organization leading to quantifiable higher satisfaction levels and reduction in paper work and man hours.

Staff Work (Strategy Planning, Logistics, Operations and Coordinations)

- AAQMG (Independent (unsupervised) Staff officer responsible for Operational Logistics, Administration and HR) of an Infantry Brigade (4000 troops from all Arms and Services) in deserts.
- The job involved forecasting, planning, coordination and implementation of operational logistics plan for Brigade in deserts.

Instructional (Strategy formulation, Training, IT / ITES)

- Instructor in tactics and IT at the Infantry School, Mhow, which involved training and motivating Young Officers. The training curriculum was revised as per changed environmental conditions.
- Forecast, planning, coordination of IT Training and procurement of IT infrastructure at Infantry School, Mhow.

Operational and Regimental Service (HRM, Operations, Logistics and Training)

- Conduct of military and general tasks (Operations, training and logistics).
- Planning and coordination work as Adjutant, Quarter Master, Company Commander and Second in Command of Infantry / Rashtriya Rifles Battalion. These included all aspects of operations, training, logistics, HR and financial functions for 800 personnel.



Meenakshi Choudhary

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Educational Qualifications

- Certificate in Business Management, IIM-A (6 month residential).
- Masters in Physics (University of Delhi).
- Young Officers Professional Telecommunication Course. (Military College of Telecommunication Engineering)
- Advanced Data Processing Course. (Military College of Telecommunication Engineering)
- Basic Military Training, Officers Training Academy, Chennai

Core Competencies

- Telecommunication equipment used in Indian Army, Corps of Signals.
- Adept to multitasking and delivering performance under adverse conditions.
- Excellent interpersonal and environment management skills to further organisational interest.
- Co-ordination of time bound projects encompassing diverse fields.

Areas of Interest

- HRM and Operations.
- General administration and facilities.
- Telecommunication sector.
- Inventory, Logistics and Supply Chain Management.

Career Summary

05 yrs

HRM and Operations

- Executed HR initiatives entailing staffing, career planning, welfare, documentation, leave, pay & allowances, promotions, appraisals, counselling and grievance handling of personnel.
- Trained and administered more than 150 personnel with diverse skills and backgrounds and motivated them to enhance their performance as per the organisational requirement.
- Managed the operations of a signal company involving general management, uninterrupted supply of stores, infrastructure development, optimum resources allocation, developing training programmes and welfare of the workforce.

Telecommunication

- Managed communication networks of exchanges and radio to facilitate data and voice transmission and performed Cyber Security checks and audits for Indian Army units.
- Monitored different circuits as Officer in Charge of the Network Operating Centre in War-like conditions. Ensured regular maintenance and upkeep of technical equipment, timely filing of reports and returns to higher formations.
- Managed multiple projects and delivered through project life cycle involving conceptualization, technical feasibility, analysis, acceptance risk, installation, commissioning and end user training.

Achievements

- First in order of merit in Corps of Signals.
- Part of team which won the "Best Technical and Administratively Proficient Unit" in Corps of Signals, Indian Army.
- Qualified in Basic Mountaineering Course from Army Mountaineering Institute, represented Army Signal Corps in Mountaineering Expeditions to Siachen.



Meera Siddharth Dave

Age: 30 yrs

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Educational Qualifications

- Business Management IIM, Ahmedabad 2012-13
- **Materials Management** - College of Materials Management - **Distinction**
- Military Training - **Management, Leadership & Operations** - Officers Training Academy
- M.Sc (**Biotechnology**) Sardar Patel University - **1st Class**
- B.Sc Sardar Patel University – **Distinction**

Core Competencies

- **Comprehend 'Big Picture'**- ability to nurture organizations
- Conceive and implement coherent HR strategies and processes within demanding deadlines and budgets.
- **Intellectual, emotional and physical stamina to address multi-faceted, problems** with analytical and precise psyche.
- Highly motivated, energetic, positive team player with a "roll-up the sleeves" attitude.
- Capabilities to accomplish at **Stretch level - communicator, networker, team leader & motivator.**
- **Prolific trainer-** ability to customize training curriculums and transform naïve assembly into performers
- **Ability to work across cultural boundaries** with all levels of hierarchy.
- **Effective administrator** with organized work habits.

Career Summary

07 yrs

Senior Manager, HR- Cummins India Ltd (Jan- July 2012)

- Effective business enabler through quality deployment of various HR Processes: T&D / Performance Management / Employee Engagement / Discipline.
- IR Strategy formulation and execution to include: Union Communication/Legality of Closure/Court Cases/Establishing Real Time Intelligence Network.

Indian Army (2005- 2011)

Human Resource Management

- Implemented HR initiatives –T&D, career planning, welfare, personal documentation, leave, pay & allowances, appraisals, counseling, grievance handling and administration of personnel with diverse skills & backgrounds(>300 personnel).
- Conducted motivational & leadership training for troops comprising of psychological / physical training at peace and CI area.
- Public Relations: liaison with public & private sectors for conducting high level events exhibiting effective Communications and Interpersonal skills.
- Wide exposure in building strong rapport with media, agencies and Govt. authorities.

Materials Management

- Materials Manager with experience in supply chain management, inventory control.
- As Logistics Officer, managed operations involving forecasting requirements, ensuring timely delivery of spares for the entire Army.
- Budgeting & planning funds for mission-critical inventory of HMTV, LMV ensuring optimum & effective utilization of funds.
- Managed inventory of 80,000 spares (in range), including indenting, stocking and inventory turnover.
- Vendor management for local purchase of spares and equipment.

Awards & Achievements:

- Awarded "**Bhaskar Woman of the Year**" 2012.
- Awarded Gold Medal from GOC-in-C (Lt Gen) at Baramulla (J&K) for the outstanding performance in "Operation Sadhbhavana".
- Received Letter of Appreciation from the Commandant for exemplary work.
- Implementation of online indenting of ordnance inventory in Indian Army.
- Profitably managed Army retail outlet having turnover of more than 50Lac INR.
- Represented Southern Command in "Pistol Shooting".



Mohammad Sufiyan Khan

Age: 43 yrs

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Educational Qualifications

- Certificate Course Business Management (six months fully residential), IIM Ahmedabad (2012 - 13)
- M E (Mech) Special Weapons Course, Defence Institute of Armament Technology, Pune (2004 - 2006)
- BSc Engg (Electrical), AMU, Aligarh (1990)
- Aeronautical Engineering (Electronics) Course, AFTC Bangalore (1992)
- Guided Weapon Testing 'I' Level course(2009)
- HP Openview Network Node Manager course (2007)
- Advance level IP MPLS Networking Course (2007)
- Communications System and Computer Aided Measurement Course (1992)

Core Competencies

- Ability to manage Projects under tight schedules
- Problem Analysis and solving by effective decision making
- Interpersonal skills and persuasive communication
- High value assets management and resource planning

Areas of Interest

- Operations Management
- Project Management
- Business Development
- Strategic Management

Career Summary

22 yrs

22 years of engineering and managerial experience in communications system, project management and specialized training.

Chief Instructor at Armament Training School (2009 – Present)

- Led and coached a team of 15 Instructors for design of Training Modules and syllabus on Air Armament for three years.
- Evaluated and developed teaching skills of instructors.

Chief Network Engineer of Master Control Centre of Air Force Communication Network (2006 – 2009)

- Executed Project planning, installation and commissioning of countrywide IP MPLS network (Rs 600 crores).
- Maintained OFC network in complete Delhi Area.
- Planned and carried out operational control of legacy FDM, Digital PDH and MCPC/SCPC Satcom network (exceeding Rs 100 crores).
- Planned, scheduled and executed maintenance plan and database management of countrywide communications network.
- Conducted frequency planning and Spectrum management negotiations

Commanding Officer Signals Unit

- Operations and maintenance of a range of telecom voice and IT services in Rajasthan and Assam for five years.
- Carried out RF testing, channel planning and maintenance management of power/environment support services by training and leading 40 technicians.

Radar and Communications Project Office, MoD

- Conceptualisation to implementation of planning, procurement and installation of Digital radio equipment.
- Satcom link budgeting for MCPC network and Installation & Commissioning of VSAT Earth Stations.
- Prepared Request for Proposals (RFPs) and carried out vetting of Techno Commercial proposals at MoD level.
- Participated actively in Technical Evaluation and Price Negotiation committees of various Telecom Projects.



Mohit Verma

Age: 44 yrs

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Educational Qualifications

- Certificate Course in Business Management (6 months residential), IIM Ahmedabad, 2012-13
- MDP, IIM, Khozikode
- Bachelor of Arts(JNU)
- All Purpose Flying Instructors Course, FIS, Tambram
- Senior Level Defence Management Course, AWC, Mhow

Core Competencies

- Strategic Operations and Planning
- Effective Communicator with exceptional interpersonal Skills
- Hands on experience in training and Personality development
- Proven leadership qualities with strong analytical skills for accomplishment of multiple tasks within condensed time lines
- Adept at operating in an International Environment

Areas of Interest

- Operations Management
- HR Management
- Team Building
- Aviation Management
- Business Development

Career Summary

22 yrs

Colonel Aviation, Southern Command (2010-2012)

- Formulated and implemented strategic level aviation policies
Established new infrastructure for aviation worth Rs 1000 Crores and supervised raising of new units
- Implemented the operationalisation of an Aviation Brigade in the largest exercise of Indian Army involving 75000 personnel

Commanding Officer/Head of Operations (2008-2010)

- Led and mentored multi-cultural group of 14 senior and middle level managers, 35 junior level managers and 500 men creating an enabling environment and executed HR functions
- Defined vision, goals, policies and processes for the unit.

Flight Commander/Senior Training Instructor (2006-2008)

- Commanded a VIP helicopter flight. Optimized the output of 150 highly trained technical personnel and high-tech resources worth Rs 200 Crores
- Imparted advanced flying training at Aviation School, Nashik

Battery Commander/Project Leader (2004-2006)

- Pioneered the training of Commando Observation Post personnel in Southern Command
- Independently conducted events for an organization with 10000 personnel including media coverage and interaction

United Nations Tenure at Congo(Military Observer) (2003-2004)

- Involved in conflict resolution between warring factions leading to peace and stability in the region
- Nominated head of personnel branch thereby dealing with HR aspects of over 100 officers from 35 nationalities

Operational Experience (1999-2002)

- Participated in the Kargil War and carried out daring helicopter missions in Drass and Kargil areas
- Controlled helicopter operations in Kashmir valley in a hostile and demanding situation
- Trained newly inducted aviators in the difficult and operationally active environment of Kashmir valley

Junior Level Leadership (1990-1999)

- Project Management and Inventory Management at unit level
- Enhanced the work output of personnel through motivation & inspirational skills

Award & Achievements

- Awarded Army Commanders Commendation card in 2012
- Awarded the Force Commanders medal while serving with UN in Democratic Republic of Congo
- 3000 hours of Accident/Incident free helicopter flying



Monica Singh

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Educational Qualifications

- Certificate Course in Business Management (6 month fully residential), IIM Ahmedabad 2012-13
- BE Information Technology SGSITS Indore 2009
- Degree Course- Classical Dance (Kathak)
- Degree Course- Singing

Core Competencies

- Human resource management, development & training
- Strong interpersonal and communication skills
- Information Technology Management
- Administration and Strategic Planning
- Project Management

Areas of Interest

- Human Resource Management
- Administration
- Information Technology
- Project Management

Career Summary

02 yrs

- Being member of Army Wives Welfare Association (AWWA), Structured and Conducted 'Time and Stress management' programmes for families of JCOs and OR serving on Line of Control. Efficiently created a positive & productive milieu among the families by reducing the stress level to 60% 2009-10.
- Coordinated project AAHWAN as project manager AWWA, exclusively created for employment, welfare and training of war widows (Veer Naaris). A unique project in the Army, committed towards empowerment of Veer Naaris and making them self-reliant. Under this project 32 Veer Naaris were employed in different small scale industries 2010.
- Led a team of 20 IT professional for the establishment of Information Highway and Resource Centre aims at networking with all regional AWWA Centres for speedy exchange of information 2010.
- Played an important role in revamping the AWWA website (www.awwa.in) with a view to incorporate more features and to make it more interactive and user friendly 2010.
- Introduced the concept of classical dance in Army School and served as faculty for dance and singing with Army Welfare Education Society (Army School) Amritsar 2009-10.
- Successfully led a team of 13 as a volunteer member of Project PARVARISH, to achieve 100% awareness of child care in slum areas of Khandwa, conducted by Ministry of Health and Family Welfare MP 2009.
- Worked as News Reader and Junior Journalist with NDTV at district level and brought out the issue of illiteracy in rural areas of MP at national forum 2008.

Achievements

- Awarded by President AWWA for project AAHWAN and the establishment of Information Highway and Resource Centre.
- State and District level awards for Classical Dance and Singing.



Muruganantham M

Age: 42 yrs

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Educational Qualifications

Academia

- Certificate Course in Business Management (Six months, Residential, 2012-2013) IIM-A
- Diploma in Business Management (IGNOU)
- PG Diploma in Journalism Management Studies Promotion Institute, New Delhi
- BSc (Physics) JNU
- MSc (Weapon Technology) Pune University
- MSc (Defence & Strategic Studies) Madras University
- MPhil (National Security Studies) Panjab University *

Professional

- Passed Staff College (DSSC)
- Long Gunnery Staff Course Instructor
- Advance Course in Gunnery
- Commando Qualified
- Electronic Warfare Qualified & Instructor Grading
- Cyber Security

Core Competencies

- Strong ability to grasp given situation quickly; an expert at organizing & directing turnaround situations.
- Extensive experience in Strategy Planning, Human Resource Management / Development, Security & Liaison as well as General Administration.
- A skilled trainer with expertise in organizing and conducting specialized training programme for subordinates to groom them for future challenges.
- An effective communicator with exceptional negotiation, persuasion & relationship management skills with ability to relate to people at all level of business and processes.

Areas of Interest

- Project Management
- HR, Administration & Security
- Training & Development
- Operations Planning
- Business Development
- Alliance Management

Career Summary

21 yrs

Experience

- Over 21 years of diverse & dedicated experience in Indian Army.
- Handled teams of 10, 30, 100, 250 and 700 members progressively with passage of time and experience, in various ranks and appointments.
- Management of taskforce entailing orientation, training, career development, wage & salary administration & counselling/ grievance handling.
- Overall co-ordination of manpower planning, recruitment, induction & ensuring cultural fit.

Specific Projects Undertaken

- Recruitment of more than 20000 army personnel.
- Accelerated Training imparted to soldiers during Kargil Operations as Training Officer at Artillery Training Centre, Hyderabad.
- Formulation of Performance Appraisal System in DSSC.
- Flood Relief Operations in HP, Punjab and J&K.
- Test Bed Evaluation of Information Warfare concepts in Indian Context, Operationalisation of the same in Kashmir Valley.
- Procurement of Military Hardware (TEC/PNC).

Extracurricular Activities

- Flying (SOLO - Single engine a/c & ultra lights).
- Horse Riding.
- Golf (Handicap 16).
- Adventure Activities (Trekking & Kayaking).
- Teambuilding through Adventure.
- Travel Experience: Travelled length & breadth of India including Kashmir, Uttaranchal, Himachal, and Gangetic Plains. Undertaken long trips across the country.

Awards & Achievements

- NTSC Scholar 1986
- Gold Medallist Panjab University 2011*



Narendra Uniyal

Age: 32 yrs

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Educational Qualifications

- Certificate in Business Management (6 months, fully residential) IIM, Ahmedabad, 2013
- PGDHRM(1 Yr) Symbiosis Institute, Pune, 2012
- PGDBA (Marketing)(2 Yr) Symbiosis Institute, Pune, 2011
- Advanced Security and Intelligence course at Air Force Intelligence School, Pune, 2011
- Basic and Intermediate Air Staff course in Administration at Administrative College, Coimbatore, 2010
- General Fire Prevention and Fire Fighting Course at CFEES, Delhi, 2009
- Ground Control Approach, Radar Course at Air Force Academy, Hyderabad, 2006
- Basic Air Traffic Management Course (6 months) Air Force Academy, Hyderabad, 2002
- Diploma in Computer Application, Gwalior, 2001
- B Sc, Gwalior, 2000

Core Competencies

- Domain expertise in Airport Operations, Airfield Maintenance, Airport Rescue & Fire Fighting organization Airport emergency handling
- HRM, Training and Talent Development as per organizational vision and business objectives
- Effective Administration and Security handling
- Strategic Leadership and Team building

Areas of Interest

- Operations Planning and Management
- Aviation Operations and Airport Management
- HRM
- General Administration and Security
- Business Development and Marketing
- Alliance and project management

Career Summary

11 yrs

11 years of versatile cross functional experience in Airport Operations, Administration, HRM, Training and Security in Indian Air Force (IAF)

Operation Management

- Sr. Manager Operation Headed Airport safety & emergency, airspace management team at international Airport of Goa, Agra and Thoise
- Preparation/Handling of Air Operations, scheduling of Work, Ground support, Apron management, Flight Safety
- Planned, Coordinated and Executed Airfield maintenance Project including management of Runway carpeting Work at two major airports worth more than 200 Cr

HR and Administration

- Managed, Conceptualized and implemented training programs of more than 500 personnel's of Aviation Cadre of Indian Air Force (IAF)
- Managing and implementation of Administration, Security, Protocol issues at Agra Airport for various State Heads, VIP/VVIP (including President and PM of India)
- Directing, Coordinating and implementation of general Administration of Thoise Airport
- Interfacing with HOD for implementing Administrative and HR issues like Grievance handling, Performance, Appraisal and welfare schemes. As Secretary, Successful conduct of Anti hijack operations & meetings
- Leading the team of 50 airmen of Fire and Safety Department at Agra Airport

Security and Intelligence

- Handled Security scenario, deployment, Training of security work force at different IAF Stations
- Assessment of Security and Intelligence threat, Formulation of Strategies and policies in international Airports to Counter security threat for the organisation

Awards & Achievements

- Commendation by Commander-in-Chief for Professionalism and devotion to duty
- Certified Air Traffic Control Officer in IAF
- Bronze Medalist International Rafting Competition



Neeraj Chauhan

Age: 42 yrs

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Educational Qualifications

- B Tech (Elect), Jawaharlal Nehru University
- BSc, Jawaharlal Nehru University
- Certificate in Business Management, IIM, Ahmedabad

Core Competencies

- Building Construction
- Operations
- Project Management
- Strategy and Planning
- Human Resource Management

Areas of Interest

- Infrastructure and Construction
- Operations
- Project Management
- Human Resource Management

Career Summary

22 yrs

- Developed and executed ongoing plans for training, discipline and welfare of more than 800 personnel at different levels in the army unit.
- Planned and executed construction projects worth approx INR 20 cr in extremely difficult terrain and extreme conditions in high altitude area.
- **Garrison Engineer (Project)** (2001-2003) conceptualized, initiated, planned, executed, monitored and controlled five prestigious construction projects worth more than INR 30 crores. These were multi-storied residential and administrative complexes as well as a facility for un-manned aerial vehicles, a gymnasium and an offshore dolphin construction.
- As Superintending Engineer controlled 3 Executive Engineers and 15 work sites for Army, Navy, Coast Guard and Ordnance Factories which included office and residential complexes including under-ground construction, gymnasium, sewage treatment plant, explosive and ammunition storage buildings, hospital etc, in all projects worth INR 150 crores plus, in Eastern Sector.
- As Superintending Technical Examiner with a team of three Executive Engineers technically examined the quality control of all construction activity in defence sector including DRDO in entire southern India.
- Hands on experience on the following :
 - Building construction
 - Project Management
 - Quality Assurance
 - Human Resource Management.
 - Communication skills.



Neeraj Kumar

Age: 36 yrs

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Educational Qualifications

- **Certificate in Business Management**
(IIM Ahmedabad)
- **MSc Weapon Tech** (University of Pune, 2006)
- **Diploma in Weapon Tech**
(University of Pune, 2003)
- **Bachelor of Science**
(National Defence Academy, 1997)

Core Competencies

- Integrity and Honesty
- Professionalism
- Foresight and planning
- Ingenuity
- Team building
- Problem solving
- Continuous striving for goals

Areas of Interest

Strategy and planning
Operations
Marketing
HR & Training
Sports Management
Hospitality Management

Career Summary

14 yrs

United Nations:

Selected on merit as diplomat to UN to serve as an Independent Observer for its mission in Democratic Republic of Congo (DRC). Executed nation building and peace keeping tasks in a multinational environment leading a team of officers from different parts of the globe, in conjunction with local administration and various NGOs. Honed strategic planning, marketing and HRM skills in a global environment.

Awarded Certificate of Excellence by UN for meritorious service

- **Indian Army (Artillery):** While serving in Regiments at all levels carried out strategy planning and executed operations, HRM, administration, event management and logistics functions for more than five hundred soldiers. Handled equipment worth more than 300 crores including high tech gun-systems like Bofors and state of art reconnaissance and communication systems. Planned and carried out operations in intense and adverse environment of Kashmir, North East and high altitude areas including civic actions in sync with civil administration and used marketing skills to help Indian Army winning hearts and minds of the locals.
- At the peak of a successful and rewarding career quit army to pursue challenges in civil world without waiting for a pensionable service of 20 years, as to sit back and wait is not in nature. Being an outstanding sportsman team building, taking up challenges and pursuing goals comes naturally.
- Excelled in all military courses with top grading and recommendations to be instructor at various military establishments. Had tenure as an instructor at School of Artillery.



N.S. Bhasin

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Educational Qualifications

- IIM Ahmedabad Certificate Course in Business Management (6 months residential)
- CMJ University Shillong - PGDBM, HR
- JNU (National Defence Academy) - B Sc

Objective

- Seeking a senior level Managerial assignment in Operations/ HR/ Administration/ Security only with an organisation of high repute.

Core Competencies

- Motivational Leadership
- Passionate Target Achievement
- Negotiation Skills
- Innovative and Creative Strategic Thinking
- Communication and Interpersonal Skills

Areas of Interest

- Operations
- HR Functions
- Administration
- Security & Vigilance
- Information Technology
- Event Management
- Motivational Leadership

Career Summary

21 yrs

Operations: As AA&QMG of an Infantry Brigade, spearheaded operational planning, coordination and supervision of 4000 men, 800 vehicles, warlike stores and a complete logistics setup including food, water, shelter, weapons, ammunition, equipment, maintenance, repair, recovery and medical cover management. Have refined operating processes to reduce time, effort and economic impact. I am passionate about everything I do and have the ability to think clearly and perform calmly under pressure.

Human Resource Management: Being an Infantry Officer, commanded large bodies of troops and looked into all aspects of their career planning and progression, appraisals, suitability for employment, talent identification, training and welfare. Have inspired the respect of every subordinate, superior and colleague that has served with me in trying times. Being a people's person I possess highly developed negotiation skills for target achievement.

Administration: At Meerut and Faizabad cantonments, was responsible for managing the administration of large estates to include provision of security, service support and facilities for residents. Have performed multiple complex and sensitive administrative roles as second in command/ officiating commanding officer of an Infantry Battalion.

Public Relations: Managing Psychological Operations (project planning and execution) and media for the Assam Rifles, a force of 80,000 personnel, have planned, budgeted and executed public welfare schemes and related works for seven states of the Northeast. Have interacted with the media extensively to manage the public profile projection of the Assam Rifles.

Motivational Leadership: Have led from the front for over two decades under fire, in the face of the enemy, in inclement weather and the harshest terrain. I have always led a happily driven and enthusiastic team against all odds. I have kept my subordinates motivated through personal example to make the supreme sacrifice unflinchingly.

Security And Vigilance: In all appointments, security and vigilance have been an essential ingredient of job content. Have provided security cover to VIPs (including the Prime Minister) and to sensitive installations. Am well versed with the use of state of the art equipment and techniques for the purpose.

Training: Having excelled in all training attended by me, was graded "Fit To Be Instructor" on all army courses attended. I was posted as an instructor at the elite Infantry School, Mhow where I taught Tactics, Weapon Training and Infotech to Officers.



PVS Satish

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Educational Qualifications

Academic

- MSc (Def Studies), Chennai University (2002-03)
- BSc, National Defence Academy (JNU) (1983-86)
- Certificate in Business Management, IIM(A) (2012-13)
- Certified Flight Safety Programme Manager, IAF, (2000)

Professional

- Licenced Pilot on twin engine aeroplanes.
- Certified Flight Safety Programme Manager, IAF (2000)

Core Competencies

- Envisioning: Concepts, Plans, Transformation
- People Skills: Leadership /Teambuilding
- Communications: Marketing and PR
- Multi-Dimensional Management
- Alternative Seeking
- Driving Change
- No Limit Thinking

Areas of Interest

- Consulting and Strategy
- Aviation Management
- Marketing and PR
- Corporate Social Responsibility
- Corporate Communications
- Human Resource Management

Career Summary

25 yrs

Spokesperson/PRO (Navy) and Media advisor to Chief of Naval Staff (2009-to date); Commanding Officer of Naval Air Squadron (2007-09), Joint Director Naval Air Staff, Aviation Organisation and Training at Naval Headquarters (2003-07); Operational duties in air squadrons and ships (1989-2001).

Key Achievements

Conceptualisation and Planning

- Forecast and planned aircrew induction requirements for 10 different aircraft fleets synchronous with a 15 year aircraft acquisition plan.
- Conceptualised and obtained government sanction for first ever training programme for 32 IN pilots and eight IN test pilots with US Navy to prepare for new inductions.

Human Resource Management

- Managed induction, training and career progression of 700 strong aviation cadre of Indian Navy.
- In an environment of aircrew shortages, initiated four new schemes augmenting aircrew induction by 200% and revised exit policy for experienced/senior aircrew.
- Launched a career progression scheme for civil licencing of aircrew with DGCA.

Operations and Leadership

- Commanded an Indian Naval Air Squadron, flying over 2500 hours annually, with seven aircraft and 250 professionals operating from dispersed domestic and international locations.
- Executive Officer of an Indian Naval ship with about 100 men.
- Flown helicopters from ships' decks and aeroplanes from diverse airfields across India. Accident free flying over 3500 hrs.
- International flying operations in Sri Lanka, Somalia and Oman.

Corporate Communications, Public Relations and Event Management

- Conceptualised a new pan-media publicity plan for Indian Navy with three fold increase in visibility, over 15000 minutes of free publicity in multiple half-hour special shows across various TV channels. Pioneered setting up of a dedicated YouTube channel for Indian Navy.
- Built an enviable rapport and trust with National defence correspondents and diffused potentially embarrassing rumours/news' through effective contextualisation and sensitisation.
- Raised upto 45 lakhs for Naval Welfare funds and managed large scale events like Navy Ball for over 2500 heads with a large number of senior dignitaries in attendance.

Awards

- Governor of Kerala Trophy for standing first in flying training.
- Commendation by Chief of Naval Staff for flying operations in Somalia.
- Commendation by Chief of Naval Staff for pioneering government sanction for training 32 IN pilots with US Navy.



R Sreekanth

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Educational Qualifications

- BSc, JNU, New Delhi
- Diploma in Weapon technology, University of Pune
- Certified in Small Arm Weapons handling
- Certificate in Business Management, IIM (A)

Core Competencies

- Leadership
- Team Building
- Problem solving
- Perform under pressure
- Deliver results on time

Areas of Interest

- HR & Admin
- Security
- Facilities
- Logistics

Career Summary

20 yrs

Human Resource Management

- Had trained & evaluated staff, providing feedback regarding performance and training requirements
- Coordinated employee performance and appraisal programs
- Has the capability to enforce, track and ensure compliance with all organization policies and procedures
- Is proficient in all office procedures and staff work with an ability to communicate effectively

Security

- Supervised security of military installations & assets including liaison with civil agencies
- Provided leadership for various law enforcing activities, physical security and criminal investigations
- Led an Artillery subunit of 100 men during actual mobilization for war with responsibility for operational planning, execution and logistic support
- Effectively led a team of over 100 personnel in active counter insurgency & anti terrorist operations in Assam and J&K for a period of four years
- Established effective liaison with civil police for joint intelligence acquisition and operations in terrorist infested states of Assam and J&K

Logistic Expertise

- Efficiently managed and made optimum utilisation of a vehicle fleet of more than 100 vehicles, and ensured timely transportation of personnel, stores, ammunition and equipment in a war like situation
- As a principle staff officer, effectively planned and coordinated the move of six artillery units with a strength of over 2500 personnel, 500 vehicles and other stores and equipment
- As Second-in-Command in high altitude area of Kargil, effectively planned logistic and administrative support for over 500 personnel deployed at twenty different locations



Rachita Bhargava

Age: 35 yrs

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Educational Qualifications

- **Certificate Course in Business Management** (2012-13) (06 months/fully residential), IIM Ahmedabad
- **MTech (Modeling & Simulation) (2004-2006)** Defence Institute of Advanced Technology, Pune, Deemed University
- **BE (Computers) (1994-1998)** Pravara Rural Engineering College, Loni, Pune University
- **Professional Training Technology course (1999)** (04 months), Naval Institute of Educational & Training Technology, Kochi
- **Cisco Certified Network Associate course** (2006), (02 weeks), Mumbai

Core Competencies

- Training design development and evaluation
- Educational Organisation Administration
- Development of Tactical Simulations
- Project development & execution
- Staff Administration, Inter-Personal Skills, Communication and Asset Management
- Knowledge of MIS for Training Technology

Areas of Interest

- Operations Management
- Modeling & Simulation
- IT/ITES
- Creative Media Management

Career Summary

14 yrs

Staff Officer to Flag Officer Commanding Karnataka Naval Area (2011-12)

- Coordinated and maintained liaison with delegations, civil authorities, other defence services and industry and provided consultation & advise to the Flag Officer, while conducting important meetings and events
- Handled welfare ventures and accounting/audit of non-public funds close to 45 lacs relating to amenities and of 03 schools under Naval Authorities

Senior Education Officer (HOD) at Training Establishment (2010-2011)

- Implemented training modules in-house/outsourced through external agencies, for more than 30 training courses. Handled Training Design and Evaluation Cell, carried out statistical analysis and research, based on trainee scores
- Carried out administration of two Schools under Naval Authorities as Chairman's Nominee. Coordinated environmental events and official language implementation at ministerial level. Conducted recruitment of personnel in various naval disciplines

Education Officer at Training Establishment (2009-2010)

- Conducted professional examinations by implementation of Online Examination System at unit level. Handled procurement of technical and non-technical service requirements including market survey, vendor liaison and negotiations

Deputy Director (IT) (2006-2009)

- Carried out design and development of tactical simulations as part of core team, for munitions and launch vehicles at Naval Tactical Evaluation Centre
- Handled IT Asset Management, Security and Audit of 35 internal computers while handling Annual Maintenance Contract Coordination of more than 150 computers for a group of 10 independent units

Student under training during MTech (2004-2006)

- Project developed using Genetic Algorithms as a modeling and simulation tool for sheet metal industries

Training Officer (2000-2004)

- Implemented the establishment and integration of LAN and developed 03 training packages.
- Coordinated conduct of seminar, developed seminar management system and developed inventory management software for Naval Damage Control Simulator
- Developed Computer Aided Instruction packages for seven training units and Air Direction Simulator

Awards & Achievements

- Commendation by Flag Officer Commanding Southern Naval Command for professional excellence in 2004
- Trained for basic mountaineering as candidate for women officers Mount Everest expedition team in 2001
- Participated in National Enterprise Boat Sailing Championship at INS Chilka, Orissa in 2000



Rachna Pachunde

Age: 33 yrs

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Educational Qualifications

Academic

- Pursuing Certificate course in business management (6 months, fully residential) IIM Ahmedabad 2012-13.
- B.E Computer Science from Nagpur University

Professional

- Young officers technical course from Military College of Telecom and Engineering, Mhow, Madhya Pradesh, India
- 2003, Basic Military Training, Officers' Training Academy, Chennai.

Core Competencies

- Human Resource Planning; Acquisition, Retention and training Human Resources.
- Training of 500+ trainees with the task of shaping raw recruits into efficient radio operators.
- Event Management.
- Contract Negotiations.
- Safety Trainings.
- Coordination and planning.

Areas of Interest

- Human Resource Management
- Supply Chain Management
- Administration

Career Summary

05 yrs

March 2003 – March 2008

Communication officer (Telecommunication)

- Responsible for planning and execution of Communication projects with state dignitaries and BSNL officials.
- Integrated state of the art equipment in mobile role with static communication infrastructure.
- Responsible to keep a track on the health of the communication system over geographically spread locations.
- Custodian of all major assets including Cipher documents and materials.
- Designing and integration of war plans with the help of sophisticated technologies.

Nodal Officer of a Specialized Signal Unit (Operation, Admin and HR)

- Operated in hostile, insurgency environment and executed communication commitments.
- Responsible for routine administration, leave, remuneration, appraisal, promotion and transfer of men.
- Effectively planned and conducted training at middle management level.
- Planned, co-ordinated and executed various aspects of security management, crisis control and disaster management.
- Conceptualized and executed Indian army's social responsibilities through welfare activities in under developed areas.
- Member of Grievance Redressal Cell.

Training Officer (Technical training)

- Actively involved in the technical training on Radio sets ranging from VHF, HF and UHF using CBTs and Radio trainer. Also imparting practical training on the configuration of network including LAN and WAN to the newly inducted soldiers.
- Organized events (reunion) for 500+ people.

Achievements

- Commendation from Chief of Army staff for meritorious contribution in highly active operations.
- "Second Best" Firer at Command Level Shooting (Pistol) Championship.
- Meritorious in sports and extracurricular activities.



Radhika

Age: 36 yrs

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Educational Qualifications

- Certificate Course in Business Management, IIM Ahmedabad, 2012-13
- Masters of Arts(Sociology) Punjab University
- Bachelors of Arts(Hons) Punjab University
- Diploma In Information And System Management, APTECH Chandigarh
- Young Officers course, Electronics and Mechanical Engineering (EME) School, Vadodara

Core Competencies

- Social Relations
- HR management
- Event management
- Supply Chain management

Areas of Interest

- Human Resource Management
- Administration
- Supply Chain Management

Career Summary

10 yrs

Human Resource Management

- Managed personnel documentation, leave, pay & allowances, discipline, promotions and career progression of 600+ military personnel.
- Conceptualized and implemented specialized training programs of human resources in managing a workshop company for 200 troops.
- Designed competitive inter-team activities to enhance motivation level.
- Redressed grievances and carried out counselling for troops in Counter-Insurgency environment. Also carried out counselling of troops' families on marital discord, family feuds and domestic violence.
- As part of the largest NGO in India, Army Wives Welfare Association (AWWA), structured and conducted programmes on social, economic and financial awareness.

Event Management

- Handled operations of command level military institutions dealing with hospitality requirements of 1000 officers and their dependents.
- Planned and organised six medical camps and six welfare projects for the civil populace of Jammu and Kashmir.

Supply Chain Management / Materials Management

- Managed and supervised strategic assets and military equipment worth Rs 200 crore.
- Coordinated a network of vendors to supply quality stores on a JIT model.
- Carried out forecasting, budgeting, allocation and resource optimisation of funds upto Rs 2 crore.
- Managed logistics and supply chain for collecting, bulk-breaking and distribution of stores and rations for a 600+ strong Battalion.



Rajeev Rattan Kotwal

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Educational Qualifications

- Certificate in Business Management, IIM Ahmedabad
- Master of Science [Military Psychology] – Bharathiar University
- Certified in Job Analysis, Task Inventory Analysis and Critical Incident Report Analysis, Defence Institute of Psychological Research (DIPR), Delhi
- Certified Personality Assessor and Trainer (Assessment Centre based approach)

Core Competencies

Application of scientific techniques of HR Management for:

- Recruitment and Selection
- Personality Assessment
- Performance and Talent Management
- Training and Development, Team Building

Areas of Interest

- Human Resource Management in a multi-national environment.
- Operations Management
- Training and Development
- Market Research

Career Summary

23 yrs

Personality Assessor, Services Selection Board (SSB) (2011-12), Assessor & Trainer, Defence Institute of Psychological Research (2007- 2010), Chief Personality Assessor SSB (2004-2007), Second-in-Command of an Infantry Battalion (2002-2004), Company Commander (2000-2002), Line and staff appointments at unit and formation headquarters (1990-2000)

Human Resource Management, Training and Development

- As part of the core team, forming a new strategy to optimise Human Capital of the Armed Forces, conceptualised a new system for Assessment centre based personality assessment for the armed forces.
- Assessed and recruited 1500 potential officer cadets through Assessment Centre Based Personality Assessment.
- Set up an objective & transparent system, for performance and talent management for assessors at DIPR.
- Mapped training needs for potential assessors and trainers at DIPR an ISO 9001 certified organisation.
- Established a Systems Approach to improve methodology & resultant training standards/ skill sets of personality assessors.
- Formulated training modules for Small Group leadership.
- Standardised stress management and de-confliction modules for Army units.
- Trained & groomed 200 Personality Assessment Officers at DIPR.
- As Chief Trainer, evolved & implemented Training Strategy & mentored 1000 soldiers for different operational scenarios.

Operations and Leadership

- As Second-in-Command of a battalion, ensured multi-dimensional efficiency of 1000 trained soldiers
- Led a team of 150 men in multifarious combat operations in varied war/ war like environments in different terrains.
- As Adjutant of a forward deployed unit in Siachen and the Line of Control, ensured operational deployment, coordination of movement, reinforcement and conduct of various operational requirements for the unit spread over large and inhospitable terrain.
- As quartermaster of the unit ensured optimal availability of equipment, ammunition and logistic support over extended supply chains, in response to the operational imperatives.
- Implemented environment friendly projects to build check dams and other social welfare infrastructure leading a mix of army and civilian volunteer teams.
- Avid mountaineer and led a 40 men strong team in a mountaineering expedition to Mt Sri Kailas (6932m).



Ram Bahadur

Age: 57 yrs

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Educational Qualifications

- Certification in Business Management, 2012-13 IIM Ahmedabad, 6 Months Fully Residential
- Bachelor of Commerce, 1976, University of Delhi
- Master of Commerce, 2009, IGNOU
- Diploma in Communication Engineering, MCTE
- Automated Data Processing (System Analysts and Programmers) MCTE

Core Competencies

- Telecommunication Project Management
- Vast experience of Team building, Training, Leadership development and Motivation
- Ability to work under pressure / in remote / difficult areas / circumstances
- Ability to synergise and direct multicultural workforce to achieve desired goals
- Resource Management & Coordination

Areas of Interest

- Telecommunication
- Telecommunication Infrastructure
- Project Management
- Operations
- Supply Chain Management
- Human Resource Development
- Administration
- Security

Career Summary

36 yrs

Project and Operations

- Management of communication setup in a high altitude area which included 24X7 operation and maintenance of a 1000 line Central Exchange and six RLU Exchanges, deployment/operations of Radio network in the region and management of JFC and OFC maintenance teams
- Pioneered a Project for laying of 36 Km long OFC link in mountainous terrain and engineered operational voice and data communication in remote snowbound area
- Planned and executed a project for provisioning of Audio, Video and High Power Generator Sets for standby power supply in Seminar Halls, Class rooms and labs of Military College of telecommunication
- Established and managed telecommunication equipment training & repair labs
- Instrumental in active maintenance and repair back up of telecom equipment during Op Vijay and Op Pragram

Administration and Human Resource Development

- Three & half decades of rich experience in
 - Planning, Leadership, Team Building & Motivation while handling teams of various sizes and shapes
 - Target Setting, Delegation of Tasks, Supervision & Performance Appraisal
 - Control, Coordination & Training
- Conducted equipment management training for middle and senior level managers
- Quasi ambassador at flag meetings with china- resolved disputes and led image building campaigns.

Logistic and Supply Chain Management

- Planning and supervision, forecasting, procurements, stocking and inventory management of telecommunication equipment and Generator sets worth Rs 1500 million
- Provisioning of ration, clothing, accommodation and transport for 1000 personnel.
- As a logistic officer, liaison with service provider & OEM to achieve logistic targets

Achievements

- Awarded **Silver medal** for standing **second in order of merit** in a batch size of 135 Gentlemen Cadets during Commissioning Training at Officer Training Academy Chennai
- Awarded ITI trophy and **silver medal** for standing **second in order of merit** in Diploma in Electronic/Radio Telecommunication Engineering and obtaining **first position** in electronics group
- Awarded **ECIL trophy** and **silver medal** for standing first position the Automated Data Processing (System Analysts and Programmers) course held at MCTE Mhow



Rayaprolu Adi Sankar Kumar

Age: 48 yrs

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Educational Qualifications

- Certificate Course in Business Management at IIM, Ahmedabad (6 Months, fully residential course) 2012-13
- PMP Certification Training. Module of 35 PDUs, Sep' 2012
- B.E. Mechanical Engineering from Vijayanagar Engineering College, Bellary, (Gulbarga University), Karnataka, 1987
- Quality Assurance Services (Aeronautical) Course, Indian Air Force

Core Competencies

- Aircraft Maintenance & Overhaul
- Quality Assurance (Aviation)
- Cross-Functional & Inter Agency Coordination
- Administration & HR

Areas of Interest

- Operations
- Project Management
- Business Analyst
- Marketing
- Services

Career Summary

21 yrs

- Served as an Aeronautical Engineer (Mechanical) in Indian Air Force from Mar 1991 to Aug 2012.
- **Engineering Officer (6 yrs)**
 - First and second line servicing of AN-32 aircraft in a dynamic and high pressure environment.
 - Overseas assignment at OEM's AN-32 plant in Kiev, Ukraine for inspection of overhauled aircraft.
- **Senior Engineering Officer (14 months)**
 - Provided spares support and coordinated with HAL (Barrackpore) for 1800 hrs servicing on AN-32 aircraft and overhaul of Chetak/Cheetah helicopters.
- **Senior Production Engineer (3 yrs)**
 - Overhaul of AN-32 aircraft and its mechanical components. NDT, structural repairs, reclamation, rejuvenation, technology development and life cycle management.
- **Chief of Quality Assurance (1 yr)**
 - Provided coverage to overhaul of AN-32 aircraft, components and indigenous non critical spares.
- **Commanding Officer (2 yrs)**
 - Provided third line (on-site) structural repair support to 05 types of fighter, 02 types of transport and 02 types of helicopter fleet operating in the entire Eastern region.
 - Held overall responsibility and authority for administrative, technical and human resource functions.
- **Officer-in Charge Maintenance Control Centre (4 yrs)**

Planned the second line servicing of AN-32, IL-76 and Mi-26 fleet and coordinated monthly aircraft utilization. Ensured technology compliance, documentation and component life utilization.
- **Senior Instructor (02 yrs)**
 - Instructional and performance evaluation experience in AN-32 aircraft and workshop trades.

Awards & Achievements

- Air Officer Commanding-in-Chief, Maintenance Command, IAF Commendation Medal.
- Carried out a study on nearly 200 main landing gears of AN-32 fleet to anticipate overhaul arising. Proposed a staggered overhaul/procurement schedule to prevent shortages in the fleet.
- Analysed cause of failures and identified dynamic balancing facility for AN-32 aircraft turbo-coolers.
- Revamped the unit techno-logistic system. Equipped the repair teams with right technology and spares. Extended quick third line support and reduced downtime of aircraft at operating units.



Rucha Harne

Age: 26 yrs

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Educational Qualifications

- 2012-13, Certificate in Business Management, IIM-Ahmedabad (6 months, fully residential)
- 2003-06, Bachelor of Arts, University of Pune

Professional

- 2009, Diploma in Materials Management, College of Materials Management, Jabalpur
- Basic Military Training, Officers' Training Academy, Chennai
- 2007, 2006, Diploma in Geopolitics and International Relations, JagannathRathi Vocational Guidance and Training Institute, Fergusson College, Pune

Core Competencies

- Organizing events with diligence and planning
- Human Resource Functions: Recruitment, career planning and grievance handling
- Supply Chain Management and logistics
- Team building and cross functional team coordination
- Coordinate time bound projects encompassing diverse fields
- Flexibility to adapt to varied work environment and job profiles

Areas of Interest

- Hospitality and Event Management
- Supply Chain Management
- Human Resource Management
- Administration

Career Summary

05 yrs

Operations/Supply Chain Management:

- Managed the logistics chain from nodal points to fighting troops in the active militancy areas of North-East
- Forecasting the demand requirements, managing and developing the existing network and supply chain, ensuring timely delivery of military goods
- Managed stocking and in-store servicing of inventory at large scales as per standard inventory management procedures
- Managed provisioning, procurement, storage and distribution of very high value helicopter spares and aviation turbine fuel in an elite Army Aviation unit
- Responsible for functioning and maintenance of weapons, equipment

Human Resource Management:

- Planned and conducted training of all ranks and cadre
- Addressed grievance management of multi-cultural work force and enforced high standards of discipline
- Organized various welfare activities for troops and their families
- Administered a primary school run by the Army for the local people as part of the social responsibility programme

Administration:

- As an administrative officer, responsible for optimum employment of manpower, delegation of responsibilities and coordination between various departments for smooth functioning of the organization and personnel
- Managed Runway/Helipad maintenance, parking spaces (hangars) for helicopters and other infrastructural assets in association with Military Engineering services
- Responsible for routine administration, discipline, leave, remuneration, appraisal, promotion and transfer of men



Salil Shukla

Age: 44 yrs

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Educational Qualifications

- Certificate in Business Management, IIM Ahmedabad (2012-13)
- PG Diploma in HRM, Devi Ahilya University Indore (2008-09)
- Advance Work Study Course, ITM(DRDO) Mussourie (2007-08)
- BSc (PCM), Lucknow University (1987-90)

Core Competencies

- Strategic Insight and Business Development
- Project Planning and Management
- Handling/Co-ord of multi-disciplinary teams
- Deep understanding of IT and internet
- PR & Liaison at various levels of hierarchy
- Interpersonal & Mass Communication skills
- Ardent Writer and Photographer

Areas of Interest

- Project Management – Infrastructure & IT
- Strategic Management
- Operations
- Marketing
- Human Resource Management
- Communications and Public Relations

Career Summary

21 yrs

Senior Instructor/Head of Dept at Training Centres (Aug 2008 to Sep 2012)

- Planned, executed & supervised training for 1500 officers & soldiers and 2000 recruits per year.
- Was Project Manager for a ₹20 Crore Educational Institution from design till execution.

Senior Operations/HR Manager (Feb 2005 to Jul 2008)

- Handled all HR matters for 1000 – 1200 personnel as 2nd-in-Command in Infantry/ Rashtriya Rifles.
- Planned & successfully executed strategy for elimination of terrorists (Thanamandi & Mhor, J&K)
- Conducted successful Psychological Operations to erode support base of terrorists.
- Headed Disaster Management & Rescue/Relief teams during floods in River Teesta (West Bengal).

Middle Level Logistics Manager (Jan 2003 to Jan 2005)

- Managed resources & manpower for a Strike Brigade involving logistics for 4000 personnel.
- Planned/designed & supervised construction of 2 battalion complexes costing ₹25 Crore(Dehradun).

Operations/Administrative Officer (Mar 2000 to Dec 2002)

- Effectively plugged terrorist infiltration in allotted area of responsibility in Kupwara (J&K).
- Deftly handled volatile crowds in Ahmedabad, Rajkot, Bhavnagar & Modasa during Godhra riots.
- Successfully led a Rifle Company comprising 120 personnel in OPERATION PARAKRAM.

Aide-de-Camp to Governor J&K (Feb 1998 to Feb 2000)

- ADC to Mr Girish Saxena & Gen KV Krishna Rao involving official & personal functions of Governor.
- Extensive interface with Rashtrapati Bhawan, PMO, Govt in Delhi/Srinagar & intelligence agencies.

Junior Level Military Leader (Dec 1991 to Jan 1998)

- Team building & motivation work as leader of small teams in sports & professional competitions.
- Conducted movement of 1000 men & 50 vehicles five times over 1500-2000 km by rail and road.

Special Achievements

- Designed/deployed ERP for Recruit Training Centre & Dental Clinic, with Red Chip Solutions, Pune.
- Conducted study of cadre management in medical services of Indian Army, later partially adopted.
- Initial formulation of new operational/logistic plan for Indian Army, adopted as Cold Start Strategy.
- Associate Editor of WPSauce.com. List of articles <http://www.wpsauce.com/author/hotmailalias>



Sameer Mishra

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Educational Qualifications

- MSc (Physics), Lucknow University
- Certificate in Business Management, IIM, Ahmedabad
- Certificate in NWP (Weather Model), IIT, New Delhi
- Certificate in RTI Act implementation, ITM, New Delhi
- Certificate in Weather Forecasting, IMD, Pune
- Certificate in Water Resource Management, National Water Academy, Pune

Core Competencies

- Human Resource Management
- Recruitment and training
- Strategic team building
- Logistics Management
- Operations Management
- Media management and Public Relations
- School Management

Areas of Interest

- General and facilities Administration
- Human Resource Management
- Logistics Management
- Corporate Social Responsibility
- Consulting and Strategy
- Port Management
- School Management

Career Summary

32 yrs

Human Resource Management

- Conducted recruitment and selection of candidates for induction into the Navy
- Contributed in training design and evaluation at Naval Electrical Engineering Training Centre
- Carried out team building and training of men for their professional and personal development in terms of improvisation of skills, self-discipline and adaptability for teamwork, enhancement of performance potential under stress, sense of responsibility and leadership & management qualities
- Coordinated conduct of AFMC entrance test for 5000 candidates
- Guided School Management activities pertaining to general administration and recruitment of teaching staff
- Headed a board of officers for proposing infrastructure development for school and Meteorological Complex and got Government sanction for the projects
- Handled Public Relations and Media management at Command Headquarters
- Handled RTI requests at Command Headquarters, Mumbai as Central Public Information Officer and represented Command Headquarters in appeal cases at Central Information Commission (CIC)

Database and Network Management

- Managed database on books & journals, and classified documents.
- Managed database on meteorological and oceanological parameters.
- Participated in INDO-MYANMAR Joint Oceanographic Studies in Andaman Sea and coastal waters of Myanmar undertaken by the NIO.
- Worked on state-of-art equipment related to weather communication network
- Worked on Statistical Models such as Global Forecasting System (GFS)

Logistics and Accounts Management

- Supervision of procurement process of the state-of-art equipment in Meteorological department
- Managed inventory on government stores

Awards & Achievements

- Awarded Commendation by Chief of the Naval Staff for rendering exemplary service



Sameer Goel

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Educational Qualifications

- ME (Radar and Microwave Engineering), Roorkee University
- BTech(Electrical and Electronics), Naval College of Engineering, Lonavla
- Certificate in Business Management, IIM-Ahmedabad
- Certified Software Test Manager, STQC, India

Core Competencies

- Planning and Strategy
- Project Management
- Analytical Skills
- Cross Functional Domain Expertise
- In-depth knowledge of Software Lifecycle Processes.
- In-depth knowledge of IEEE standards
- In-depth knowledge of FMECA, FBD, FTA, FRACAS

Areas of Interest

- Software V&V Management & Consultancy
- R&M Management & Consultancy
- Operations / Project Management
- Training

Career Summary

24 yrs

Awards/Achievements

- Using the same resources, increased the Revenue by 78% (from Rs. 9 Crore to Rs. 16 Crore) in one financial year at Coatec India, a SME setup.
- Implementation of ERP Software (Oracle 12) and 5S at Coatec India.
- Commendation by the Commanding in Chief Southern Naval Command for Reliability Studies.
- Awarded the University Medal for standing first in ME program at Roorkee University.

Software Verification and Validation

- Headed Naval Software Verification and Validation Team for the indigenously developed Combat Management Systems (CMS), each comprising 32-36 CSCIs.
- From CSCI to Integrated Acceptance Testing including software developed by third party vendors like M/S CMC.
- Formulation of testing methodology.

Reliability and Maintainability

- Undertook Reliability and Maintainability(R&M) estimation of indigenous Electronic Systems (03 Sonars, 03 CMS, 01 Radar, 01 Weapon System) being inducted in the Navy.
- Undertook Failure Modes, Effects and Criticality Analysis (FMECA) studies for indigenous Sonars and CMS.
- Advised Defence PSUs and DRDO Laboratory on measures to improve hardware reliability and maintainability.
- Set the R&M specifications and ensured that the standards are achieved.

Operations / Project Management

- Oversaw designing, planning, purchase, production, dispatch and aftersales of fully automated CED Coating Plants as GM (Operations) at Coatec India.
- Greenfield project of setting up 200 Crore Launch and Telemetry Facility for a classified Missile System.
- Budgeted, planned and executed timely design and production of Flight and Range Instrumentation for the Missile System at DRDL, Hyderabad.
- Closely interacted and handled the team of design, production and quality managers of Defense PSUs, DRDO Labs, Academic Institutes and Industry.
- Oversaw repair, maintenance and smooth functioning of the Electrical, Electronic and Weapon Equipment as Head of Electrical Department, onboard Naval Ship.

Training

- Training of Software Engineers and Naval Officers in V&V, Software Life Cycle Processes, IEEE 12207.
- Design and Implementation of Academic Calendar at Naval Training Establishments.
- Headed the Faculty of Electronics Engineering at INS Valsura, Navy's Electrical and Electronics Training Establishment.



Satish Chari

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Educational Qualifications

- Certificate Course in Business Administration, IIM Ahmadabad, 2012-13
- MDP 'Change Management', IIM Ahmadabad, 2007.
- Qualified in Junior Command course, 1999.
- Qualified in Interrogation course, 1998.
- Qualified as an Instructor in Army Radio & Electronics course, 1995.
- Bachelor of Arts (NDA, Pune), JNU, 1989.

Core Competencies

- Strategic Leadership
- Aviation Operations Management
- Education Operations Management
- Operations Management
- General Administration
- Training and Personality Development
- Human Resources Management (HRM)
- Logistics and Supply Chain Management(SCM)
- Infrastructure Development and Facilities Management
- Security and Risk Management

Areas of Interest

- Airline Operations/General Operations
- Education management
- General Administration
- Training and Personality Development
- HRM
- SCM

Career Summary

22 yrs

Dynamic and Result oriented Army Officer with close to 22 years of cutting edge experience in Leadership , Operations Management and Training.

Career Highlights

- Served as a key General Staff Officer at a Corps HQ, vested with dual responsibilities of **Air Operations and Counter Insurgency Training**. Achieved unprecedented success in operational employment of limited Army Aviation assets in counter insurgency operations and earned appreciation of the Corps Commander. Effectively and efficiently handled counter insurgency training for more than two lakh troops forming part of the largest Corps in the Indian Army.
- At a young age served as a **General Staff Officer (Operations)** of a Tank Brigade in the desert sector responsible for Operational management of 3000 troops and Equipment/assets worth Rs 6000 Crores.
- As the **Registrar** of a newly established Sainik School in the North East, succeeded in putting together a state of the art residential school in terms of creation of modern infrastructure, selection and recruitment of highly capable and motivated staff and instituting smooth and efficient administrative processes.
- Served as **Director Training** at HQ Hyderabad Group NCC, responsible for Leadership and Basic Military training for more than 12000 students from schools and colleges.
- As the **Second-in-Command** of a Tank regiment, ensured smooth administration, efficient logistic support and prudent HR management for over 600 troops and equipment/assets worth over Rs 1500 Crores.
- Served as a **Training Officer** of a Tank Regiment, responsible for operational training of more than six hundred troops.
- Commanded an Infantry Company in high intensity Counter Insurgency Operations on the line of control in Jammu and Kashmir sector.

Achievements

- Induction and Operationalisation of Indian Army's First Advanced Light Helicopter(ALH) Squadron in Northern Sector
- Restructuring and streamlining Counter Insurgency Training at a Corps in Northern sector
- Guiding 38 NCC cadets to clear Services Selection Board(SSB)



Saurabh Sharma

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Educational Qualifications

- Certificate in Business Management, IIM Ahmedabad. (Six months residential Programme)
- Diploma in Operations Management. (Advanced Learning Interactive Systems Online, Ireland)
- Diploma in Weapons Training (University of Pune)
- Certificate in Conflict Analysis and Management (United States Institute of Peace, USA)
- Bachelor of Commerce (University of Delhi)

Core Competencies

- Operations and Supply Chain Management
- Personnel training and development
- Crisis and conflict management
- Team building, leadership and motivational skills
- Strategic planning and project optimization
- Flexibility in shifting roles from a specialist to a motivational leader

Areas of Interest

- Operations
- Logistics and Supply Chain Management.
- HRM
- Business Development

Career Summary

06 yrs

Operations, Logistics and Supply Chain Management (Dec 10- Sep 12)

- Ensured uninterrupted supply and distribution of sustenance stores and equipments in War-simulating exercises in deserts of Rajasthan and helped the battalion accomplish its objectives.
- Demand estimation and procurement of war-essential supplies for Artillery-guns and gun- towers.
- Ensured optimum stocking and distribution of critical ammunition for Artillery Guns and personnel.
- Demand forecasting of ration, clothing stores and ensured their timely supply to troops deployed in forward areas in War-simulation exercises.
- Officer-in-charge for managing a fleet of 120 HTVs, including stocking of spares, repairs, maintenance and designing flexible re-fuelling schedules during war exercises at Rajasthan.
- Administered the product life-cycle management team to integrate new products in supply chain and replace the old ones.

Human Resource Management (Jul 09 – Dec 10)

- Officer-in charge for in-house and on-field training of subordinates in mountainous terrain with an objective to turn them into a recognizable task force
- Designed, implemented training and management schedules of men in high altitude area at heights above 13500 ft.
- Led a company of 120 men in high stress environment and performed HRM roles like leave planning, motivation, grievance-redressal, counseling and pay calculation.
- Performance appraisal and record maintenance for a company of 120 men of a newly raised battalion.

Administration and Security (Sep 07 – Jul 09)

- Ensured time bound reporting to higher headquarters.
- Securing and sanitizing areas adjoining international boundary.
- Led the team which developed "Routine guidelines on Administration" for the workforce to accomplish objectives of higher headquarters.
- Designed and implemented security cover for high-level dignitary meet at Gangtok, Sikkim.

Achievements

- Awarded **Chief of Army Staff Commendation Card for "Professional Excellence"** and **exemplary devotion to duty.**
- Recommended for Staff Officer to the "President of India" and "Governor of States".



Saurabh Srivastava

Age: 29 yrs

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Educational Qualifications

- Certificate course in Business Management for Officers of the Armed Forces from IIM, Ahmedabad (Six months from Oct 2012 to Mar 2013)
- B.E Manufacturing Sciences with specialization in Automation and Robotics from B. M. Sreenivasiah (BMS) College of Engineering, Bangalore (Affiliated with VTU, Belgaum), from Aug 2002 – July 2006.

Professional

- Young Technical Officers course from Electronics and Mechanical Engineering (EME) School, Vadodara (Jun – Nov 2010) and Military College of Electronics and Mechanical Engineering (MCEME), Secunderabad (Nov – Dec 2010)
- Technical training in Basic and Advanced Level Pneumatics from FESTO, India (2004 – 05)

Core Competencies

- Objective – To utilise personal skills and acquired knowledge in enhancement of self and the organization as a whole.
- Capable of leading cross-functional teams to meet goals under pressure.
- Industry awareness, especially SME and automobiles sector.
- Excellent communication and presentation skills.
- Committed to Ethics, Integrity and Loyalty.

Areas of Interest

- Business Development
- Operations
- Marketing

Career Summary

06 yrs

Served in various appointments and roles in the organization (Indian Army) ranging from a technical advisor and representative to being an operational commander in charge of specialist counter terrorism and counter insurgency action teams (25 members).

- **Management.** Handled repair and recovery resources and a team of 100 technical representatives to provide round the clock maintenance and support to all vehicles, equipment and weapons possessed by a non-static formation (army unit) in the organization.
- **Engineering.** Developed solutions to bring transformation at grass root levels to enhance operational efficiency.
- **Operations.** Maintained effective liaison with OEM and suppliers of spare parts to maintain near 100% serviceability for the varied equipment profile of the organization.
- **Human Resources.** Functioned as HR manager for a work force of around 1000 personnel including officers, technical and non-technical staff. Further, ensured training continuity and discipline, task allocation, leave planning, documentation, welfare and grievance management aspects of individuals. Was also responsible for their annual performance appraisals and giving recommendations for their future employability.
- **Logistics.** Handled day-to-day activities in co-ordination with the various internal and external departments for ensuring smooth and efficient operations. Simultaneously managed demand and supply channel while developing and implementing key procurement strategies / purchase schedules from vendors in alignment with organizational objectives.



Sudheer Sharma

Age: 31 yrs

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Educational Qualifications

- Certified Course in Business Management, (Six months, Fully residential), IIM Ahmedabad, 2012-13
- Certified Course in **United Nations** Military Contingent Officers (2009)
- Certified Course in **Small Team Management and Tactical Operations**, Commando School, Belgaum, (2007)
- Diploma in **Integrated Operations Management, Logistics and Administration**, Infantry School, Mhow (2006)
- Military Training in **Leadership and Operations Management**, Officers Training Academy, Chennai (2003-2004)
- Bachelor of Commerce, Kurukshetra University (1998-2001)

Core Competencies

- Leadership and Team building.
- Administering and motivating large cross functional teams in executing multiple tasks simultaneously.
- Logistics and Operations Management.
- Working in an International & Multi-cultural environment.
- Human Resource Management.
- Resource Optimization Techniques.
- Strong persuasive skills with an eye for detail.

Areas of Interest

- Logistics
- Marketing
- Human Resource Management
- Operations
- Services
- Infrastructure
- Agribusiness
- Consultancy
- IT
- Security

Career Summary

09yrs

- Nine years of distinguished career in Army with hands on experience in **Operations, Logistics, Human Resource Management** and Administrative functions with a reputation for meeting the organizational objectives in a stipulated time under stringent norms.
- Commanded a Sub-unit of 150 motivated soldiers at the **“World’s Highest Military Establishment- Siachen Glacier”** in sub zero conditions and in a highly volatile environment.
- Successfully managed and controlled a combined fleet of more than 12 helicopters, from Army Aviation and Air Force for the logistics and evacuation tasks and effectively administered the maintenance of supply chain even during critical temperatures (-20°C to -60 °C) for entire 75 km long Glacier for the Posts between 12000- 21000 ft.
- **As logistics officer** established smooth liaisons with Supply Depots, for civil and military transport of 30 Lorries to facilitate movement of rations, arms and ammunition worth 50 M from the Battalion Headquarters to the remotest Posts in High Altitude Areas of J&K.
- Piloted a load of an Infantry Battalion (450 T), during a logistical move in a state of readiness as **Convoy Commander** for over 60 vehicles containing inventory worth 150 M, strategic assets and 400 troops on board from Delhi to Leh along the Line of Control and covered a distance of 1100 kms.
- In **United Nations overseas mission in Central Africa (Sudan)**, served as **Head- Operations & Logistics**, successfully established coordination with the Government, State secretariat, Police authorities, NGOs and state owned agencies.
- Established smooth liaisons with contractors as **Logistic Officer** of the unit and monitored bulk purchases on behalf of Indian Army worth 400 M before induction into United Nations Peace Keeping Force.
- As the **Transport Officer** of the unit, administered a transport fleet of 50 vehicles, worth 250 M of the unit with maintaining 100 % serviceability of vehicles and tools in Desserts.
- As a Platoon Commander, successfully executed and led tactical and logistical operations in Militancy hit areas of Kashmir valley.

ACHIEVEMENTS

- Commended by the Formation Commander for successfully leading 150 men at the World’s Highest Battlefield, for an unusually longer tenure of 110 days.
- Earned the **UN Medal for distinguished service** presented by the Force Commander for providing extensive Security cover to the Divisions of South Sudan under United Nations Peace Keeping Mission.
- As a participating Team Captain, successfully trained, organized and led 60 ace sharpshooters from Army and performed at the National Shooting Championship in 2007 and thus made the team win **three gold medals at a National Level**.
- Led the Company that won the prestigious Inter Company Championship Banner for two consecutive years.
- Recipient of ‘C’ certificate in NCC.



Sudhir Sharma

Age: 46 yrs

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Educational Qualifications

Academia

- Certificate Course in Business Management, (6months, fully residential) IIM Ahmedabad, 2012-13
- M.Sc. (Defence & Strategic Studies) Madras University

Professional Certification

- Qualified Advanced Air Navigation Instructor
- Observer Course (Air Borne Tactician) Indian Navy
- Flight Safety Management certified- Institute of Flight Safety, Delhi
- Certified United Nations Military Observer-United Services Institute, Delhi
- Qualified in Joint Air Warfare-College of Air Warfare, Secunderabad

Core Competencies

- Tenacious and goal oriented
- Administrative capabilities.
- Planning and Execution
- Strong analytical skills.
- Effective and practical decision making.
- Flexibility to adapt to varied work environment and job profile.

Areas of Interest

- Operations and Management
- Administration
- HRM
- Training

Career Summary

25 yrs

25 years of multi-dimensional experience in Naval Aviation, Operations, Strategic Planning, HR, Administration, Training & Development

Operations.

Operations Head: Largest Naval Air Station of the Indian Navy (Mar 08- Aug 10), Naval Air Squadron (Jan 07 – Feb 08), naval warship (Jan 02 – May 03)

- Planned, coordinated and controlled flying operations of seven different aircraft fleets with 24 X 7 operations concurrent with civil air operations, with intensity of operations upto 100 missions a day.
- Developed a strong and dedicated team ensuring accident free flying operations.
- Successfully installed and exploited first ever Operations Information Network (Maritime Domain Awareness) system.
- Planned and executed theater level multinational naval exercises with foreign navies like French and US Navy.
- Optimized utilization of aircraft, systems and aircrew resources in the squadron.
- Execution and compliance of aircraft overhaul contracts ex Russia.
- Conceptualized and planned manpower, logistics & technical support for detached air ops from abroad.
- As Executive Officer of a warship lead a team of more than 100 men.

Administration.

Administration Head: Biggest Naval Air Station co-located with civil International Airport (Sep 10 – till date)

- Conceptualized, planned, executed and supervised infrastructure development of the station spread over 1800 acres, having a strength of 3500 defense personnel and civilians.
- Coordinated and organized multi level, multi agency seminars/symposia at national and international level.
- Organized visits of national and international dignitaries' including Heads of States.
- Planned organizational structure and projected manning requirement for station strength of 3500 personnel.
- Member -Anti- Hijack Committee of the International airport and Airfield Environment Committee.
- Planned and maintained high degree of physical security of valuable national strategic assets.
- Planned and executed training of 2000 plus personnel for combat readiness and quick reaction drills.

Achievements.

- Director General Indian Coast Guard Commendation.
- Stood first in flying training in Observer Course.
- Awarded Majithia Trophy for standing first in order of merit in Joint Air Warfare Course.



Sukhdev Singh Sandhu

Age: 43 yrs

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Educational Qualifications

- IIM Ahmedabad Certificate Course in Business Management (6 months residential)
- Defence Financial Management Capsule from PCDA(Merrut)
- BA(Economics) from Punjabi University

Core Competencies

- Operations Management
- Logistics and Supply Chain Management
- Security
- General Administration

Areas of Interest

- Logistics
- Operation Management
- Security & Vigilance
- HRM
- Administration

Career Summary

22 yrs

22 years of distinguished service in various diverse, challenging, dynamic, multidisciplinary capacities.

Head Operations and Admin (2010-12)

- Strategic planning, security, administration, logistics of a station strength of 3000 troops and families.
- Shouldered responsibilities related to boarding, lodging and transport requirements for various destinations to approx 15 officers and 300 soldiers per day for 14 months.
- Efficiently planned requirement of ration, clothing, shelter, medical facilities, transport, etc. and initiated procurement action to ensure availability of materials on reasonable terms.

Director Operations and Admin (2006-2010)

- Managed taskforce of 08 officers and 1200 troops, appraising performance and handling matters related to welfare and promotions.
- Coordination with civil administration in J&K for support during communal disturbances, Disaster Mgt and resolving administrative issues concerning welfare of Army personnel.
- Maintenance of discipline, stress management under challenging conditions, conflict resolution, managing anxieties and morale as part of daily routine.
- Effectively managed security of VIPs and sensitive installations.

Director-Works, Budget and Resources (2004-2006)

- Doubled the allocation for infrastructure works to 200 crores and oversaw expenditure on 20 major works across three different states. Due astute management resulting speedy execution.

Deputy Director Movements (1999-2002)

- Planned and accomplished move of 1.5 lakh troops during Operation Kargil by Rail and Air.
- Executed first Army manned Public Rail Reservation system in remote area, cited as biggest welfare measure since independence.
- Planned and moved 40 Army Special trains for 30 months handling transportation of personnel, equipment, ammunition, rations, and other logistics support to Army.

Deputy Director (Operations & Logistics) (1997-1999)

- Effectively administered logistics & material for 2000 personnel .
- Managed & increased the effectiveness, efficiency of support Services, through improvements to logistic management functions.
- Proficiently forecasted requirements & ensured availability of resources during a major exercise for movement of 2000 personnel, 400 vehicles for distance of 1500 Km.

Awards and Achievement

- Awarded Commendation Card for professional competence and exemplary devotion to duty.
- Acknowledged with outstanding performance ratings during the career span.



Uday Vijay Natu

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Educational Qualifications

Academia

- Certificate in Business Management, IIM Ahmedabad (Currently pursuing)
- M.E. (E & TC), University Of Pune
- B.Tech (Electrical), Naval College Of Engineering, Lonavla

Professional

- Advanced Naval Weapon Systems Engineering Course, IAT, Pune
- Training Manager's Course, NIET, Kochi
- EMI/EMC Course, MCTE, MHOW
- MDP in Productive Maintenance, NITIE, Mumbai

Core Competencies

- Project Management
- Operations & Maintenance
- Training & Learning Development
- R&D Program Management
- Systems Engineering
- Power Systems
- Telecommunications
- Missile and Launcher Systems
- Inter-operability Analysis

Areas of Interest

- Project Management
- Operations & Maintenance
- Learning Development
- Product Development
- Management Consulting
- Alternative Energy Systems
- Strategic Management

Career Summary

23 yrs

Leadership and management of multi-functional engineering and R&D teams at locations as diverse as Tel Aviv to Visakhapatnam. Over a decade of hands on experience in multi-disciplinary areas of Power systems, Telecom, EMI/EMC, Missile & Launcher Systems, Systems Engineering and Integrated Logistics & Maintenance Support Systems. I am keen to take up an assignment from April 2013 in India or overseas.

Project Management

- Planning & Execution of a Rs. 2500 crore project for a state of the art weapon system for the Indian Navy (Tel Aviv, Israel 2006-10).
- Conceptualising, Planning and Budgeting for a Rs. 1150 crore project for a Ship lift facility (Vizag -2011-12).
- Planning & Costing for a 170 crore Project for Mid Life Upgradation of a Capital Ship (Vizag-2010-11).

Operations & Maintenance

- Headed a civilian work force of 500 technical personnel of the Power Systems Division of Naval dockyard. Responsible for complete maintenance support for more than 60 warships (Mumbai- 2004-05).
- Headed a team of fifty technical personnel, responsible for operations & maintenance of Communications, IT, Automated Power and Propulsion Monitoring Systems of a capital ship (Vizag-2010-11).

Training & Learning Development

- Head of Electrical School (Trainee intake 600/yr) supervising 40 technical trainers (Jamnagar 2005-06).
- Developed & Conducted Missile Technology Training Programs for weapon specialists (Mumbai-2001-03).
- Developed & Conducted Training Programs and Workshops in EMI/EMC for Shipyards & Design Organizations (Mumbai-1994-97).

R & D Management

- Planned & Executed the technology transfer & Integrated Logistics & Maintenance Support during development of a state of art weapon system for the Indian Navy (Tel Aviv, Israel-2006-10).
- EMI/EMC & Systems Engineering - Domain Experience of 15 years in testing and design.

Awards & Achievements

- Selected for Deputation to Embassy of India, Tel Aviv, Israel (2006-10)
- Commander-in-Chief's Commendation For Professional Excellence as Manager Power Systems (Aug 2005)
- Commander-in-Chief's Commendation for Professional Excellence as Officer In Charge Western Missile Systems (Aug 2001)



Vikram Bhushan

Age: 43 yrs

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Contact: +91 9634191169

Educational Qualifications

- M Tech (Mechanical), Jawaharlal Nehru University, 2001 (CGPA: 8.46/9.0)
- B Tech (Mechanical), Jawaharlal Nehru University 1995-98
- BSc (Computer Sciences), Delhi University, 1986-89
- Diploma in Senior Level Defence Management, Devi Ahilya University, 2009
- Certification Course in Business Management, IIM, Ahmedabad (6 Months), 2012-13

Core Competencies

- Operations
- Strategy and Planning
- Marketing and Communications
- Human Resource Management
- Mechanical Engineering
- Project Management

Areas of Interest

- Operations
- Project Management
- Automobiles and Heavy Engineering
- Strategy
- Corporate Communications
- Human Resource Management
- Health and Fitness
- Marketing

Career Summary

22 yrs

Operations

- Planned and executed engineering support for a large fighting formation with an array of military equipment including about 500 tanks, 100 guns, multiple radars and over 9000 vehicles together worth in excess of INR 7000 Cr.
- As Commanding Officer of an EME battalion, ensured uptime & Service level agreement commitments of near 99.99% for military systems / equipment worth INR 2000 Cr.
- Co-ordinated inter-branch and intra-branch functioning at Army HQ including procurement under DPP/DPM procedures.
- Graded Instructor having taught Tank technology and Advanced Automotive Engineering to student officers undergoing post-graduation.

Leadership

- Handpicked as Commanding Officer to turn around an ailing EME Battalion consisting of 22 officers and 600+ soldiers and craftsmen in challenging operational conditions. Six months later, unit was awarded "Best Operations and Maintenance Organisation" for Eastern Command.
- Successfully established an army unit, from start-up, within the laid down time frame of nine months with 95% operational effectiveness.

Projects

- Set up Logistics and engineering support chain over 1200 kms to support earthquake relief operations in extremely rugged and high altitude area of Sikkim.
- Developed engineering support and associated infrastructure requirement plan for Tank T-90 worth INR 980 Cr .

Achievements

- Commendation by General Officer Commanding-in-Chief, Central Command for Gallantry
- Commendation by Vice Chief of Army Staff for distinguished service
- Gold Medallist in M Tech.
- GMAT Score of 700 in 2006.



Vipul Maniar

Age: 44 yrs

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Contact: +919448817930

Educational Qualifications

- Certificate in Business Management, IIM (A)
- Post Graduate Diploma in Naval Construction, IIT (Delhi)
- B Tech (Naval Architecture & Ship Design), Cochin University
- Rolls Royce certified Dock-master for Shiplifts

Core Competencies

- Operation and Maintenance of Shiplifts and Transfer Systems
- Project Management
- Docking and Undocking of Ships
- Defence Procurement Procedures, Negotiation Strategy and Contract Management

Areas of Interest

- Shiplifts and Transfer Systems
- Shipbuilding and Ship Repairs
- Shiplift Consulting
- Defence Negotiations

Career Summary

22 yrs

Shiplift & Transfer System

- Core member in setting up and operationalising the 10000 ton Shiplift and Transfer system and its associated civil works at Naval Ship Repair Yard, Karwar (Project cost \$80 million - 2002).
- Experience of 7 ½ years in operation and maintenance of Shiplift and Transfer system.
- As Dock-Master, undertook more than 150 docking / undocking operations including design and formulation of docking plans for 60 Naval Ships.
- Ensured the maintenance of classification of the Shiplift under Lloyds Register of Shipping.

Project Management

- Naval Constructor Overseer in-charge of Project-17 ships under construction at Mazagon Dock Ltd, Mumbai from 2000 - 2004.
- Effectively managed and steered the project from steel cutting to launch and formulated and documented inspection procedures for stage inspections of warships
- Core member in setting up and operationalisation of the Ship Repair Yard including induction of manpower and setting up of workshops at Karwar.

Defence Finance

- Revenue Budget Management and Financial Planning of Naval Ship Repair Yard from 2006 to 2012 (Annual Budget of Rs 25 crores)
- Effective Contract Management of Defence Contracts in accordance with Defence Procurement Manuals
- Experience in Price and Technical Negotiations of Defence Contracts

Awards

- Two commendations by the Commander in Chief, Western Naval Command for exemplary Project Management of New Construction ships at Mazagon Docks.
- Commendation by the Commander in Chief, Western Naval Command for pioneering work and setting up of Naval Ship Repair Yard, Karwar.
- Commendation by Chief of Naval Staff for innovative work in docking of ships on Shiplifts.



Vishram V Kelkar

Age: 43 yrs

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Contact: +91 9676421996

Skype: Vishram Kelkar

Educational Qualifications

- Certificate Course in Business Management, IIM-Ahmedabad
- PGD Aviation Law & Air Transport Management, NALSAR Hyderabad
- Aeronautical Engineering (Electronics), AFTC Bangalore
- B.E. (Electronics), Babasaheb Ambedkar University Aurangabad

Professional

- IL-76/78 Aircrew Course
- Kiran AC Engineers Course
- Junior Commanders Course

Core Competencies

- Project and Task Management
- Teamwork
- Communication
- Adaptability
- Intra and Inter Agency Coordination
- Professional behaviour

Areas of Interest

- Airport Management
- Operations
- HR Management
- Corporate Communication
- Marketing
- Business Development

Career Summary

22 yrs

Operations

Airborne Communications Engineer (5 yrs)

- Vast flying experience of 1000+ hours on multicrew transport aircraft
- Carried out 800 domestic airborne missions, peace as well as aid to civil power during disaster relief
- Specially selected for International war games Red Flag exercise at USA and operations at Russia
- Qualified Aircrew Instructor and Examiner for 2 yrs, trained and conducted examinations of 105 airborne communication engineers

Chief of Maintenance (13 yrs)

- Procured/inducted new equipment, implemented maintenance policies of ground based mission critical Radio/Navigational Aids, Airfield Lighting/Arrester Barrier, Communication Network and IT assets/networks/security
- Established aircraft maintenance facilities and ensured implementation of maintenance policies
- Supervised maintenance activities on 153 aircraft by 450 skilled workforce
- As Senior Engineer led a team of 250 skilled workforce in maintenance of 37 aircraft including 12 aircraft of world renowned SURYAKIRAN AEROBATIC TEAM in support of 80000 hrs of flying operations

Joint Director Aircraft Maintenance (Air HQ) (4 yrs)

- Formulated maintenance policies, ensured their implementation & periodic review
- Carried out life cycle study of aircraft fleet
- Ensured product support through effective contract formulation, interpretation, dialogue & negotiations with M/S Hindustan Aeronautics Ltd, M/S Rolls Royce, UK and M/S Diamond Aircraft Industry, Austria
- Only technical member for carrying out acceptance test of new trainer aircraft at Vienna, Austria

Administration

- Effectively deployed and ensured discipline & welfare of 500 personnel
- Carried out training/grooming and direct appraisals of 600 personnel

Awards

- Commended by Air Officer Commanding in Chief for excellence in flying operations
- Commended by Air Officer Commanding in Chief for excellence in support operations
- Won Command level trophy for best implemented IT policies



The Placement Process

Companies are encouraged to visit the campus for the placement process which includes pre-placement talks and interviews. A specific placement period is planned from **10 March to 20 March, 2013** wherein interviews can be planned on all days. Over and above this period, candidates will be available for interviews on **weekends from 09 February onwards**.

The AFP placement committee (PLACOM) will be coordinating all activities associated with the placement process. Companies are requested to coordinate with the PLACOM. In addition, for administrative convenience, each company will be assigned a Relationship Manager for further coordination. Companies desirous of having pre-placement talks are requested to indicate their convenience to the Relationship Manager to arrange a specific time slot.

Interviewing rooms/spaces will be provided. In addition accommodation for the recruiting team could be provided at the IIMA campus subject to availability.

Candidates are responsible for finalizing offer details including, but not limited to, salary, location, perks and title directly with recruiters. In order to streamline the process, companies are requested to communicate the following details to the PLACOM via email (cc'd to candidate).

- Indication that an offer has been made to a candidate and salary details.
- Confirmation of acceptance or rejection of an offer by a candidate.
- In both communications, provision of CTC details is optional.

There are no placement charges on companies recruiting from the campus.

Companies are welcome to communicate with their Relationship Manager or the PLACOM on any issues beyond those listed above.

All concerned will be kept informed of any subsequent amendments or changes to these rules.

The contact email and Mobile Numbers of the Placement Committee members are listed in the last page.

Kindly visit www.iimahd.ernet.in/afp12/ for full details of the AFP 2012 batch and the Placement Process.





Placement Coordination AFP 2012-13 Placement Team

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