



**MDI**  
GURGAON

Management  
Development  
Institute

CORPORATE BROCHURE

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## ARMED FORCES PROGRAMME-27



EPBM | 2022



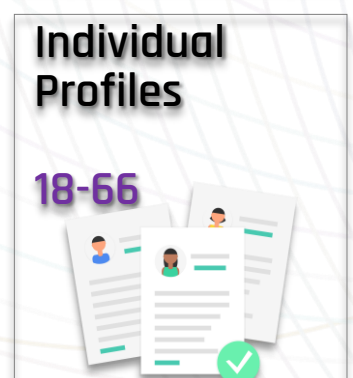
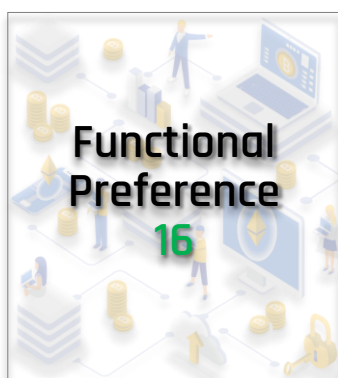
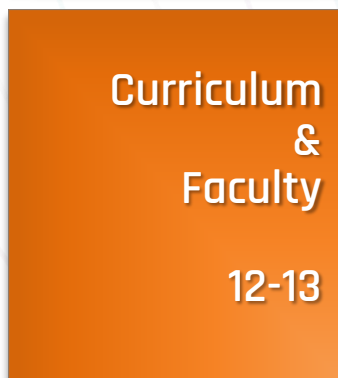
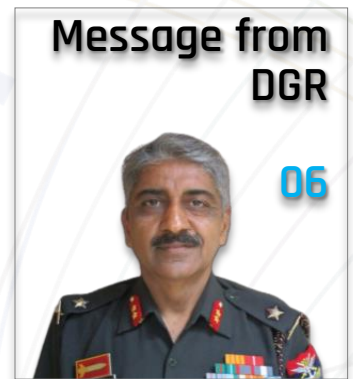
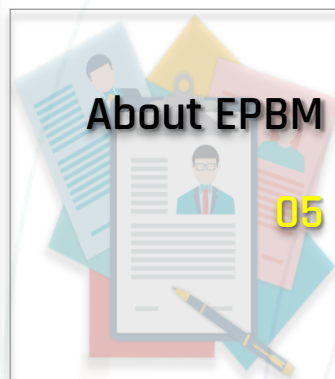
# EXECUTIVE PROGRAMME IN BUSINESS MANAGEMENT

Armed Forces Programme (27), MDI Gurugram





# CONTENT





# About

## MDI - GURGAON

### CORE VALUES, VISION & MISSION

#### CORE VALUES

Accountability  
Transparency  
Trust  
Inclusion  
Empathy

#### VISION

*"MDI aims to be a globally recognized management school through academic excellence and continuous innovation to nurture responsible leaders for creating sustainable alternatives."*

#### MISSION

- *Become a globally recognized management school with international and national recognition through knowledge development.*
- *Enhance academic excellence in research, consulting, training, and teaching with cutting edge resources.*
- *Encourage continuous innovation.*
- *Create and nurture socially responsible leaders.*
- *Promote sustainable alternatives in decision making.*



*Creating knowledge. Making impact.*

*For nearly 50 years, our graduates and faculty have shaped business in over 45 countries globally. We see our past as an inspiration, a legacy of values, entrepreneurship and innovation. We endeavor to excel each day while redefining the nature of management education, to create an impact for future of business.*

*Today, as it celebrates the Golden Jubilee of its existence, it is ranked among the top B-schools in India by reputed publications and agencies. The Institute has earned international accreditation from AACSB, USA, Association of MBAs (AMBA), UK, and the South Asian Quality Assurance Systems (SAQS). We have partnerships with over 80 B-schools across the world. An institute is known by the achievements of its alumni and the difference they make to the world around them. MDI Gurgaon has a very strong legacy, being one of the early management institutions in the country. The alumni network across all the programmes offered is one of the largest. With more than 700 members joining the group annually, the alumni network is growing stronger year by year. As of now, we have around 9,000 alumni working across 45 countries.*





# About





## EPBM | AFP-27

*The Executive Programme in Business Management (EPBM) is a six-month course in Business Management, which is combined initiative by MDI, Gurgaon and Directorate General Resettlement (DGR), Ministry of Defence (MoD) for the Defence Officers' transitioning to the corporate world.*

*The Indian Armed Forces represent a large group of highly self-motivated and well-groomed individuals. These officers are hand-picked and trained by the military to set exceedingly high individual as well as organisational standards, and consistency in achieving the set targets. They are self-reliant, innovative, resourceful, highly adaptable and are endowed with courage, motivation, selflessness and honesty. They lead by example and always strive to inspire people objectively and empathetically to perform extraordinary tasks in challenging situations and under testing circumstances.*

*Their indomitable spirit and drive from deep within, of setting examples of highest standards of discipline, professionalism and service to the nation signifies the extraordinary psychological framework of officers of the Indian Armed Forces. The rock-solid principles of discipline, time management, nationalism, camaraderie and patriotism are ingrained in them as culture and way of life. After serving the forces, these officers need to reorient their existing skills and equip themselves with few new skills while preparing for a second career, towards which this DGMP course has been designed.*



-  An ability to recognize and seize opportunities in international Trade & Logistics.
-  An assurance of commitment towards betterment of the society.
-  A holistic perspective of the current business realities.
-  A mindset towards global sensitivity.





# MESSAGE FROM DGR



Maj Gen Sharad Kapur, YSM, SM

“

*“The 27<sup>th</sup> batch of the Armed Forces Program at MDI, Gurugram reflects every aspect of the leadership of Indian Armed Forces - commitment and courage to take decisive action to achieve seemingly impossible task under pressure.”*

*Directorate General Resettlement (DGR) is a Tri-Service organization functioning directly under the Department of Ex-Servicemen Welfare, Ministry of Defence. DGR assists Ex-servicemen to train and acquire additional skills with strong emphasis on evolving requirement of the corporate industry. It further acts as the nodal agency of the Government of India with onerous task of ensuring honourable resettlement of veterans of Indian Armed Forces. In the pursuit of this demanding task, DGR has been steering various initiatives and programs of the Government of India for preparing the veteran officers of the Indian Armed Forces for a smooth transition to "corporate career". This Batch consists of dynamic young leaders who took decisions and implemented action under challenging circumstances in the field as well as senior leaders who planned and oversaw large projects, initiatives and operations across the country. The batch carries impressive records in Operations, Administration, Project Management, Technology, Supply Chain Management, Logistics, Security and Training.*

*To be a true leader in the corporate environment, what they require is a well-thought out and efficient training module to help transition their leadership skills, which the ibid curriculum at MDI provides. Rock-solid principles of discipline, time-management, nationalism and patriotism are ingrained in the Armed Forces Personnel as a culture in their lives. After serving the forces, these officers have been reorienting their skills and are preparing for a second career. This Business Management Program has been tailor-made to equip these leaders with the corporate languages, techniques and tools to ensure their readiness to perform from the word go. These dynamic and resolute military leaders of 27th Armed Forces Program (AFP) at MDI Gurgaon offer the right mix of never-say-die attitude and leadership experience in highly risky and challenging environments. I am confident that corporate shall extract maximum benefits from their skills, qualifications and experience. I urge recruiters to offer honourable and gainful employment to this immense pool of skilled and trained veterans (National Assets) and work towards mutual progression.*



# MESSAGE FROM DIRECTOR

Prof (Dr) Rajesh Chakrabarti



“

*“It is a matter of great pride for us at MDI Gurgaon to present the 27th batch of Certificate Course in Business Management for Defence Officers who are undergoing the six-month full-time program with us which is specially designed for experienced leaders from the Armed Forces.”*

*Dear Recruiter,*

*The program holds special value for us, considering the service to the nation that these officers have rendered in the Armed Forces. We at MDI are confident that all of them will make an equally telling mark in the corporate world in the days ahead.*

*It has been our experience that with their Outstanding Service Record and Work Profile, Armed Forces Officers bring with them exceptional qualities of Leadership, Integrity, Perseverance, Dedication and Loyalty to any organization. Their competence in varied domains such as Operations, Engineering, Human Resource, Security and Administration has been built in the most challenging of environments. Their objective orientation, sincerity of effort and spirit-de-corps makes them stand tall in any situation. All the 50 participants of the Twenty Seventh Armed Forces Program are proven leaders and are the embodiment of values cherished in the corporate world today. For us at MDI Gurgaon, it is a privilege to be associated with the transition of these experienced and talented leaders into Senior and Mid-Senior level positions in the corporate. We take this as our special contribution to the nation building process and therefore, leave no stone unturned in refining their skills, attitudes, and attributes while helping them transform themselves to enhance their fit in the corporate world. Having served in the Armed Forces where a premium is placed on value learning, they are well disposed towards continuous updation of knowledge for growth. I and my entire team at MDI are sure that whatever domain these officers venture into, they will prove to be valuable assets to their organizations and can be fully depended upon to deliver their commitments.*



# MESSAGE FROM DEAN (Industry Connect)

**Prof. Avinash Kapoor**



“

*“It gives me immense pleasure to introduce the Twenty Seventh batch of officers from the Armed Forces undergoing the Armed Forces Programme (AFP) 2022 in Business Management at Management Development Institute, Gurgaon. This six-month full-time programme is especially 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, supply chain management, 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 spirit-de-corps stand out. 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 MDI, Gurgaon 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 endeavors in future.*



# MESSAGE FROM PROG. DIRECTORS

Prof (Dr) Chinmaya Kulshreshtha



Prof (Dr) Leena Ajit Kaushal

*"With immense pride, we present the 27th batch of Armed Forces Officers undergoing the six months full-time Armed Forces Programme (AFP) 2022 in Business Management at Management Development Institute (MDI) Gurgaon."*

“

*The course is specially designed for the Armed Forces Officers empowering them to transition seamlessly to the corporate sector for an enriching second career opportunity. The curriculum is being delivered by an inter-disciplinary and accomplished team of highly experienced faculty members of our Institute. This wonderful group of 50 selected participants ranges from young enthusiasts to experienced officers with significant experience attained during their career in the Forces. At MDI, these uniquely talented transitioning participants undergo an academically rigorous course to join rewarding careers in the business world. These immersion sessions and workshops give the Armed Forces officers a simulated experience and understanding of the contemporary trends in the industries. More importantly, they become aware of the corporate world's unspoken yet mandated expectations. Given these officers' background and exposure to complex business situations they are receiving at MDI Gurgaon, they will make an invaluable resource for corporate houses. Their enthusiasm, desire to perform, positive attitude and result-oriented approach compensate for the gap in corporate experience.*

*Furthermore, their domain and functional skills, as well as an exceptional work ethic, can add immense tangible value to the organisations. We assure you that this batch has demonstrated tremendous commitment, dedication and zeal. Their conduct is exemplary and unmatched. We are confident that this dynamic group would be an asset to any organisation they choose to serve. Wishing the very best for their future endeavours.*



# FACULTY SPEAK



**Prof (Dr) Vidhu Gaur**

*The Armed Forces Programme (AFP) at MDI, Gurgaon is a rigorous, six-month, full-time 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. Each officer participating in this programme has rich experience and possesses proven expertise in specific areas. This tailor-made course in management has provided them an opportunity to get an inside view of the contemporary business environment. The Armed Forces experience with focus on quality and timely delivery of tasks, varying roles, necessitating hands-on tactical and strategic decision making/implementation in complex situations, has been adequately bolstered by this course.*



**Prof (Dr) Anil Anand Pathak**

*It is my proud privilege to pen down my thoughts on the bravest, most adaptable, and the most talented Armed Forces participants who have served the forces/ nation with the highest level of sincerity and commitment. Being a commissioned officer in the armed forces' is a certificate in itself of having tremendous DLQs (Officer Like Qualities) for which these Bravehearts are chosen through a rigorous and a tough Assessment Centre (Services Selection Board). It is further solidified by a rigorous training (akin to Boot Camp) over a year and more, which is further reinforced by their experience of leading diversified set of personnel in the toughest of the conditions that one could imagine. You cannot get such a readymade resource for any for-profit or not-for-profit organization. Just as the nation is proud of these officers, I am sure your organization will be more than proud to hire them to serve you with the highest level and unparalleled commitment.*

*I got the opportunity to interact with the participants of executive education program for the officers of armed forces yet another time, when I was entrusted with the duty to teach business & corporate law. Below are some distinguishing qualities of this group of AFP participants which I discovered during my interaction in the classroom sessions. They are process oriented, inquisitive, result oriented, disciplined in work, equipped with excellent communication skills, multi linguistic ability, easily gelling with people around them, vast general knowledge to name a few. Their experience of managing crisis with very limited resources make them exceptionally critical resource for a business firm.*

*I am sure that they will prove to be an incredibly precious asset for any organization. I wish them all the success and best of opportunities in the corporate world. I am sure that they will prove to be an incredibly precious asset for any business firm.*



**Prof (Dr) Parul V Gupta**



# ALUMNI SPEAK

“

**Col. Rajiv Misra (Retd), Founder R Square Consulting**



*Leadership, ownership and accountability, strong work ethics and a “Can do” attitude is something which is developed in the armed forces. MDI Gurgaon course in business administration for servicemen, who are transitioning into a second career, provides the knowledge of finance, marketing, organisational behaviour, operations management and many other subjects which help them success in leadership roles in corporates. I have had the honour of graduating from this course and the learnings from this course helped me succeed in various roles in corporates as well as an entrepreneur.*



**Brig. Ashis Bhattacharyya (Retd), Senior Advisor CII**

*I was fortunate to have been given the opportunity to undergo the Armed Forces Executive Management Program in 2017 before my retirement. For the last 5 years, I have been in an advisory role, first in Society for Indian Defence Manufacturer (4yrs) and now heading the North East Region of the Confederation of Indian Defence Industry (CII). An immensely satisfying job, working with the Government of India, Defence Forces, and the industry, to shape industrial policy to make it easy for the industry to do Business. I ascribe my success in this alien industry landscape (especially for a fauji), to the grounding given to me by the MDI in understanding the nuances of the industry and its management, both intrinsic and extrinsic. MDI brought to the table a rare blend of theoretical and practical knowledge from academicians and industry practitioners who abound in the faculty.*

*It gives me great pleasure as a fellow ManDevian (AFP - 24) to convey my best wishes to all AFP -27 officers of all three services. MDI with their unique and customised programme for the Armed Forces provides the necessary domain knowledge and skill sets to all participants to comprehensively prepare them to set foot in the corporate world. The rich learning from the very eminent and one of the best management faculty combined with very useful interaction with each other provides the professional strength and confidence to utilise opportunities and face challenges of the second innings. I take this opportunity to wish the very best to all participants of AFC -27 in a typical Naval way - 'Fair winds and Following seas'.*



**Cmde. Girideep Singh (Retd)**  
**Director (Strategic Projects) Hindustan Shipyard Limited**

”





# CURRICULUM (AFP-27)

## Term - I

Organizational Behaviour

Business Statistics

Business Communication

Marketing Planning

Management Information System

Management accounting - I

Business and Corporate Laws

Economic Environment of Business

*The design of the programme has been developed by MDI Gurugram through their time-tested experience of industry's present and future requirements. The renowned case-based pedagogy and rigorous academic curriculum of MDI has ensured that Armed Forces Program students are adequately equipped and empowered with the requisite knowledge and skill-sets to add substantial value to any organisation. The unequalled combination of rich experience, proven leadership and MDI's academic rigour results in a resource that shifts paradigm in today's complex business environment. MDI has specially divided all significant subjects in three terms. These subjects cover all topics covered during a full-time executive management program.*

## Term - II

Marketing Practices and Implementation

Human Resource Management

Strategic Management

Enterprise System

Talent Acquisition & Development

Management Accounting - II

Operations Management

Project Management

## Term - III

Corporate Finance

Compensation Management

Advance Topics in Marketing

Training and Development

Management of Outsourced IT Projects

Supply Chain Management

# FACULTY (AFP-27)

**Prof Anil Anand Pathak**  
**Prof Priyanka Vallabh**

Organizational  
Behaviour

**Prof Ashok Panjwani**

Business Statistics

**Prof Vidhu Gaur**

Business Communication

**Prof Kishore Kumar  
Gangwani**

Marketing Planning

**Prof Sangeeta Shah  
Bharadwaj**

Management  
Information System

**Prof Ashutosh Dash**

Management accounting  
– I

**Prof Parul Gupta**

Business and Corporate  
Laws

**Prof Leena Ajit Kaushal**

Economic Environment  
of Business

**Prof Chinmaya  
Kulshreshta**

Marketing Practices and  
Implementation

**Prof Tanuja Sharma  
Prof Nidhi S Bisht**

Human Resource  
Management

**Prof Meeta Dasgupta**

Strategic Management

**Prof Ahishek Behl  
Prof Divya Sharma**

Enterprise System

**Prof Jyotsna Bhatnagar**

Talent Acquisition &  
Development

**Prof Imlak shaikh**

Management  
Accounting – II

**Prof Anupama Prashar**

Operations Management

**Prof S. Chatterjee**

Project Management

**Prof Sandeep Goel  
Prof Anil Misra**

Corporate Finance

**Prof Tanuja Sharma  
Prof Nidhi S Bisht**

Compensation  
Management

**Prof Ritu Srivastava  
Prof Kirti Sharma**

Advance Topics in  
Marketing

**Prof Abinash Panda**

Training and  
Development



**Prof Prageet Aeron  
Prof Nakul Gupta**

Management of  
Outsourced IT Projects

**Prof Manoj K Srivastava**

Supply Chain  
Management

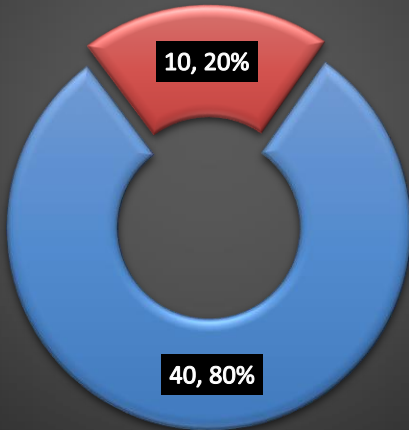


# COURSE STATISTICS (AFP-27)



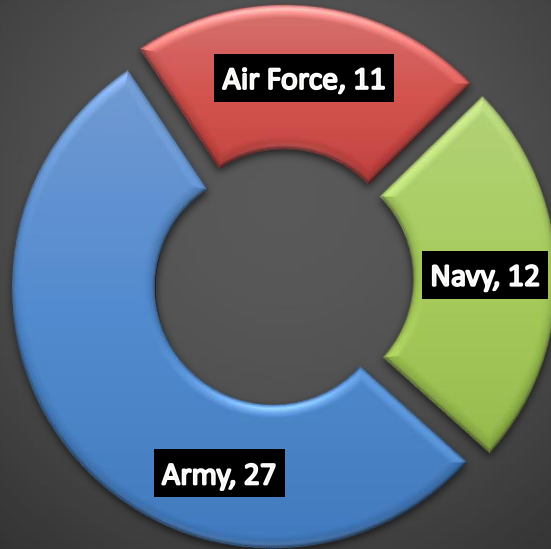
## GENDER MIX

Male Female

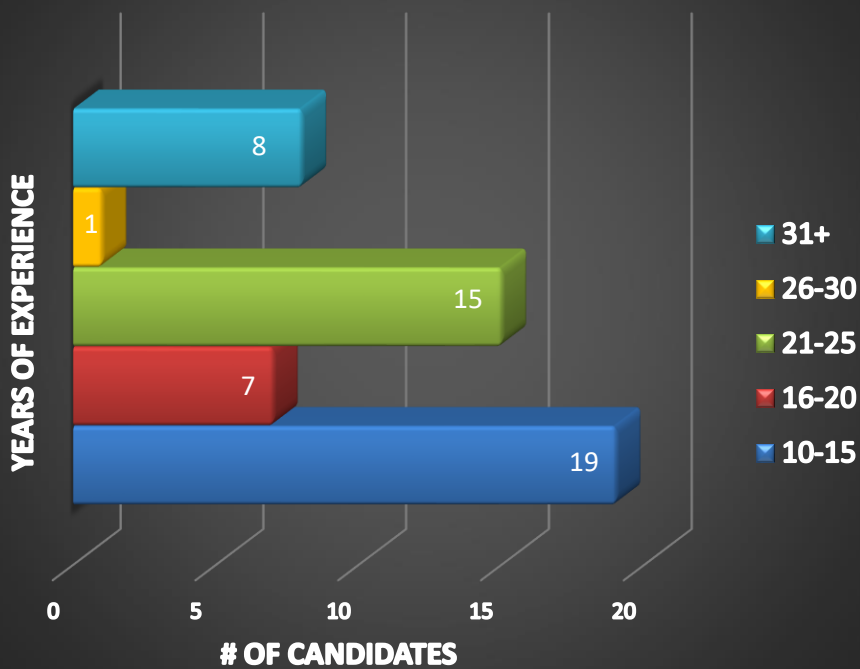


## SERVICE

Army Air Force Navy



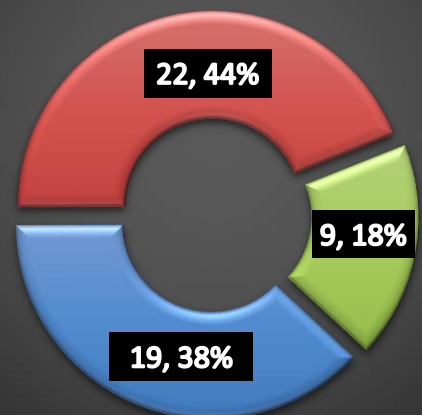
## EXPERIENCE



## AGE MIX

31-40 41-50

51-60



# INDUSTRY PREFERENCE (AFP-27)

	AVIATION	AUTOMOBILE	CONSULTANCY	CYBER SECURITY	DEFENCE SECTOR	E-COMMERCE	FMCG	HEALTH CARE	INFRA	IT /ITES	LOGISTICS	EDUCATION	TELECOM	HOSPITALITY
Anirudh Kumar	✓		✓	✓	✓	✓				✓		✓	✓	
Aditi Mittal			✓	✓	✓	✓	✓			✓	✓	✓	✓	
Ajay Bhat			✓	✓		✓				✓			✓	
Anand Krishna Sharma	✓		✓		✓	✓	✓			✓	✓			
Amit Bhardwaj			✓		✓	✓	✓		✓		✓	✓	✓	✓
Amit Gupta		✓	✓		✓			✓	✓			✓		
Amit Kumar Kaushik	✓	✓	✓		✓	✓	✓	✓	✓		✓	✓	✓	✓
Amitabh Sharma	✓	✓				✓	✓	✓						✓
Anupam Sharma		✓	✓			✓	✓	✓	✓		✓	✓	✓	
Arun Kumar Singh Raghaw	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Arun Sharma	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
Ashish Kumar Karir		✓	✓		✓	✓	✓		✓	✓	✓	✓	✓	
Bibhuti Prakash	✓				✓									
Debashish Ganguly	✓	✓	✓		✓		✓	✓	✓		✓	✓		✓
Deepak Nautiyal		✓			✓	✓	✓	✓	✓	✓	✓	✓		
Deepika Sharma	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Garima Dixit	✓	✓			✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Kanwar Deep Singh Bajwa		✓	✓		✓	✓	✓		✓		✓			✓
Mayank Verma	✓	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	
Mittu Dutt Sharma	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
Manvendra Singh Solanki	✓	✓	✓		✓	✓	✓	✓	✓		✓	✓		✓
Nikhil Kumar Dhulia		✓	✓		✓	✓	✓		✓		✓			
Nishant Singh	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
Prashant Agrawal	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓		✓	
Pallavi Rawal	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
Prakul Anos Peter	✓	✓			✓	✓					✓		✓	
Priyanka Mehta	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
Rachit Mathur			✓	✓	✓	✓			✓	✓	✓		✓	
Raman Kumar Sharma			✓	✓	✓	✓	✓		✓		✓		✓	
Ravi Sharma			✓		✓		✓	✓	✓			✓		✓
Surya Prakash	✓	✓	✓		✓	✓	✓			✓	✓			
Santosh Nainwal		✓	✓		✓	✓	✓		✓		✓	✓		
Sawan Taluja		✓	✓		✓	✓	✓		✓			✓		
Seema Chaudhary		✓	✓		✓	✓	✓	✓	✓		✓		✓	
Shailendra Sharma	✓	✓	✓		✓	✓	✓		✓	✓	✓	✓	✓	
Shreya Jayaprakash			✓											
Shweta Krishna Sharma	✓	✓	✓			✓	✓			✓	✓	✓	✓	
Sidhartha Handa	✓	✓			✓	✓		✓	✓		✓	✓		
Sudhir Dube	✓		✓		✓	✓	✓		✓		✓	✓		
Sudhir Setia		✓	✓		✓	✓	✓	✓	✓		✓	✓		✓
Sumit Kumar Munshi	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
Sunita Pahal	✓	✓	✓		✓	✓	✓	✓	✓		✓		✓	
Vinod Mahalingam	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
Venkatesh V Bhat	✓		✓		✓	✓	✓			✓	✓			
Vineet Madan	✓		✓	✓	✓	✓	✓			✓		✓	✓	
Vishal Bakshy		✓	✓		✓	✓	✓		✓		✓	✓		✓
Vishnu Jayan	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		
Yavnika Tanwar	✓	✓	✓		✓		✓	✓				✓	✓	
Yogendra Kumar Sharma	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	



# FUNCTIONAL PREFERENCE (AFP-27)

	SCM	HRM	OPERATIONS	ADMINISTRATION	FACILITY MGMT	PROJ MGMT	MARKETING	QA	DATA ANALYTICS	CONSULTANCY	ACADEMIA TRAINING	SECURITY MGMT	STRATEGIC MGMT	LEGAL CONSULTATION	PUBLIC RELATIONS	HOSPITAL MGMT	AI / ML /DS
Aditi Mittal	✓	✓	✓			✓	✓			✓			✓				
Ajay Bhat						✓	✓		✓	✓			✓	✓			✓
Amit Bhardwaj	✓	✓	✓	✓		✓			✓			✓	✓				
Amit Gupta		✓		✓	✓					✓	✓	✓	✓		✓		
Amit Kumar Kaushik	✓	✓	✓	✓	✓	✓	✓			✓	✓	✓	✓		✓	✓	
Amitabh Sharma			✓	✓		✓					✓	✓	✓				
Anand Krishna Sharma	✓	✓	✓	✓		✓		✓	✓	✓			✓		✓		✓
Anirudh Kumar		✓	✓	✓	✓	✓		✓		✓	✓		✓		✓		✓
Anupam Sharma		✓	✓	✓	✓	✓				✓	✓	✓	✓		✓	✓	
Arun Kumar Raghaw	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓	✓
Arun Sharma	✓		✓	✓	✓	✓		✓	✓	✓			✓		✓		✓
Ashish Kumar Karir	✓		✓	✓	✓	✓				✓	✓		✓				
Bibhuti Prakash			✓														
Debashish Ganguly	✓	✓	✓	✓		✓	✓	✓		✓	✓	✓	✓		✓		
Deepak Nautiyal	✓		✓		✓	✓	✓					✓	✓		✓	✓	
Deepika Sharma		✓	✓		✓	✓	✓		✓	✓	✓		✓		✓		
Garima Dixit		✓	✓	✓		✓					✓	✓	✓		✓	✓	
Kanwar Deep Bajwa		✓	✓	✓	✓	✓		✓		✓	✓	✓	✓				
Manvendra Solanki	✓	✓	✓	✓	✓	✓		✓		✓		✓	✓		✓	✓	
Mayank Verma	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓		✓		
Mittu Dutt Sharma	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Nikhil Kumar Dhulia	✓	✓	✓	✓	✓	✓	✓	✓		✓			✓		✓		
Nishant Singh	✓		✓	✓		✓		✓		✓	✓		✓		✓		
Pallavi Rawal	✓	✓	✓	✓	✓	✓		✓	✓	✓			✓		✓		
Prakul Anos Peter	✓		✓	✓	✓			✓	✓				✓				
Prashant Agrawal	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓		✓				
Priyanka Mehta		✓		✓							✓				✓		
Rachit Mathur	✓	✓	✓	✓	✓	✓		✓	✓	✓		✓	✓				✓
Raman Kumar Sharma	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓		
Ravi Sharma		✓		✓				✓		✓			✓			✓	
Santosh Nainwal			✓	✓		✓		✓		✓	✓		✓		✓		
Sawan Taluja	✓		✓	✓	✓	✓				✓							
Seema Chaudhary	✓	✓	✓	✓	✓					✓			✓	✓	✓		
Shailendra Sharma	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓		
Shreya Jayaprakash		✓								✓			✓				
Shweta Krishna Sharma	✓	✓	✓	✓	✓	✓				✓	✓		✓		✓		
Sidhartha Handa	✓	✓	✓	✓	✓	✓		✓		✓	✓		✓		✓	✓	
Sudhir Dube	✓	✓	✓	✓	✓	✓		✓		✓	✓		✓		✓	✓	
Sudhir Setia	✓	✓	✓	✓	✓	✓				✓	✓	✓	✓		✓	✓	
Sumit Kumar Munshi		✓	✓	✓		✓						✓	✓				
Sunita Pahal	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓		✓		✓
Surya Prakash	✓		✓		✓	✓		✓	✓	✓			✓				✓
Venkatesh V Bhat	✓		✓		✓	✓	✓			✓			✓				
Vineet Madan	✓		✓	✓		✓		✓	✓	✓	✓	✓	✓				✓
Vinod Mahalingam		✓	✓	✓	✓		✓	✓		✓	✓	✓	✓		✓		✓
Vishal Bakshy	✓	✓	✓	✓	✓	✓	✓			✓	✓	✓	✓		✓		
Vishnu Jayan	✓	✓	✓	✓		✓				✓		✓			✓		
Yavnika Tanwar		✓	✓	✓	✓	✓			✓		✓				✓		
Yogendra Sharma	✓	✓	✓	✓		✓				✓	✓	✓	✓		✓		

# PLACEMENT PROCEDURE

(AFP-27)

The placement committee has been established by the course to facilitate and coordinate the entire activities pertaining to the placement process for the transition from Armed Forces working environment to the corporate culture.

The details of the members of the committee are provided in the brochure for the interface between the companies and the potential candidates for the ease of connect and provide all necessary details with respect to any of the candidate.

It is anticipated that once this brochure is circulated to the potential employers, these firms would be either interacting online or through campus site visits to hold the interactions with the candidates.

The various steps to ensure smooth interactions are listed as below:

1. The potential employees / companies are approached to provide the job descriptions of various relevant positions/ portfolios/ openings through the formal mail ID address provided in the brochure.
2. The potential candidates may apply for these advertised / circulated jobs through the placement committee.
3. The companies may approach the likely and suitable candidates as well as if want to conduct interviews / interaction with those candidates may intimate through placement committee mail ID well in advance for the arranging the meetings as per the convenient dates & timings agreed upon.
4. The anticipated dates for interview may be from Oct 2022.  
The companies are requested to close the negotiation process as early as possible and within 1-2 weeks after the date of interaction.

SCAN TO CONTACT



## COMMITTEE MEMBERS:

- |                    |              |
|--------------------|--------------|
| 1. Raman Sharma    | : 9622915097 |
| 2. Amit Gupta      | : 7006472065 |
| 3. Seema Chaudhary | : 8897716390 |
| 4. Garima Dixit    | : 7428865749 |
| 5. KD Bajwa        | : 8427948369 |
| 6. Sunita Pahal    | : 8500464154 |
| 7. Deepak Nautiyal | : 9447539256 |

For more information, please contact on:  
[afp27-placement@mdi.ac.in](mailto:afp27-placement@mdi.ac.in)



# INDIVIDUAL PROFILES (AFP-27)



INDIAN ARMY



INDIAN ARMED FORCES



INDIAN NAVY



INDIAN AIR FORCE



## ADITI MITTAL



Result-oriented and dynamics Indian Air Force officer with 14 years of specialist work experience in various operations and leadership roles. Proven record of developing communication networks, implementing new IT technologies, optimum resource utilisation, procurement and operational risk management for strategic projects. A critical thinker with an innate ability to adapt to any domain and deliver outstanding results. Aspiring to use core military values in the corporate world.

AGE - 36

Experience - 14 Yrs

### EDUCATION

- Executive MBA in Business Management Programme, MDI Gurgaon - 2022
- PG Diploma in Aeronautical Engineering, Bengaluru - 2009
- B.Tech (ECE) - NIET Noida - 2008

### CERTIFICATIONS

- Appraisal system workshop - Air HQ - 2018
- 3G Radio Access Network, Alcatel Lucent2, Delhi - 2014
- Capsule course on EMI-EMC, Delhi
- Cyber Security Module Basic IW Course, Bengaluru - 2012
- Certified as Computer & Communication Network Administrator, Bengaluru - 2010

### KEY SKILLS

- Network and Wireless structure
- Project Management
- Resource Optimisation
- Planning and Scheduling
- Vendor Management
- Crisis Management
- Leadership
- Multitasking

### AWARDS & ACHIEVEMENTS

- Letter of appreciation by Air Officer Commanding in Chief, Training Command 2021
- Categorisation Award by Maintenance Officers' Categorization Board
- Best AFNET administrator for two consecutive years - 2019 & 2020
- Best Network Base in IAF - 2015

### NETWORK ADMINISTRATOR

- Supervised, monitored and managed a wide variety of Network systems that include communication circuits, and LAN/WAN systems by monitoring the application of HP NMM to ensure availability, integrity and confidentiality.
- Ensured compliance with IT security policies by conducting Cyber audits/ Information warfare audits to keep a check on IT security breaches in IAF.
- Managed end-to-end operations for financial budgeting and inventory management of all kinds of networking and information devices. Lead the IT-related procurement & supply chain management (worth INR 12 crores).
- Efficiently managed the serviceability for more than 50000 network devices by Liaisoning & co-ordinating with various public & private sector vendor partners.
- Lead operations as Senior Production Engineer by planning and monitoring the process at ISO-certified Repair Depot. Ensured proper handling, maintenance and Repair & Overhaul (MRO) of communication equipment.
- Displayed leadership in deploying strategies, standard operating procedures (SOPs), functional policies, and control mechanisms to improve efficiency by 10%, decreasing downtime and cost-effective operations.

### PROJECT & OPERATION MANAGEMENT

- Effectively co-ordinated and ensured vendor compliance for IAF 3G cellular communication project (Pilot project) by collaborating with M/S Alcatel Lucent and M/s HCL (worth INR 300 crores)
- Planning, execution and commissioning of Tri-Service Fibre communication project i.e. Network For Spectrum (NFS) by collaborating with BSNL and L&T (worth INR 13,000 crores) and Defence Communication Network (DCN) (worth INR 10,000 crores) connecting almost 160 IAF bases.
- Conceived, implemented & controlled time-bound execution of procurement and laying of 80 km OFC and 18 km JFC with equipment as part of an expansion of backbone connectivity.
- Effectively implemented and ensured compliance for IAF pan INDIA paperless E-Office project by migrating and converting all hard -files into cloud computing
- Coordinated, processed & managed several communication projects involving Telephone Exchanges, Video, Voice and Data Networks, Cyber Security policy/procedure implementation and power generation/power supply equipment.

### ADMINISTRATION

- As Commanding Officer at one of the forward bases in Punjab, responsible for the administration of more than 150 personnel. Managed staff from varied cultural backgrounds and skill sets, evaluated their performance, motivated and trained as necessary amidst operational requirements with due diligence to welfare and grievance redressal.
- Reorganised the department into a lean structure & effective domain-specific teams for optimum utilisation of manpower and resources.
- Ensured discipline, morale, motivation and welfare of personnel, security and management of the fund and supervised welfare ventures at various Air Force Stations.
- Directed cross-functional and large teams using interactive and motivational leadership; Mentored team members to achieve resource-wise productivity and optimisation.
- Supervised and conducted recruitment drive for 10,000+ candidates and efficiently handled the selection process of civilians.





## AJAY BHAT

A motivated & performance-driven professional, who has delivered transformational changes, leveraging strong operational acumen & analytical abilities throughout his career. A track record of handling diverse subjects including Program & Project Execution, Strategic Planning, Cyber Security & Resource Management. A Process Improvement Specialist with established Leadership, Problem Solving & Communication skills. Transitioning to the corporate as a considered decision after completing the mandated tenure in the Indian Army.

AGE - 45

Experience - 21 Yrs

### EDUCATION

- B.Tech (IT & Telecomm), Military College of Telecommunication Engineering, JNU (2008)
- BSc Chemistry, University of Delhi (1999)

### CERTIFICATIONS

- Advanced Programme in FinTech & Financial Blockchain Technology, Indian Institute of Management, Calcutta, completed by 2022

### KEY SKILLS

- Leadership
- Analytical Thinking
- Communication
- Adjustability
- Positivity
- Feedback
- Creativity
- Motivation

### AWARDS & ACHIEVEMENTS

- Vice Chief's of Army Staff Commendation Card
- Signal Officers'-in-Chief Appreciation Card

### Strategic Planning, Program & Project Execution

- A core team member, for planning & executing a multi-crore Tri-Service Strategic Communication network project, spread Pan India.
- Joint Director (Budget) at the Integrated Defence Staff, a Tri-Service Headquarters. Responsible for controlling Rs 50 Crores Budget.
- A team member, responsible for strategising Data Centres for a Communication project. Provided a working platform for interoperability between Armed Forces, MTNL, BSNL & ISRO.
- As Chief Information Officer of Strategic Headquarters, stationed in Kashmir successfully planned, procured & operationalised up to Rs 20 Crores IT infrastructure.

### Cyber Security & Resource Management

- As the Chief Cyber Security Officer of a formation, spread across over 150 km of inhospitable terrain along the Line of Control in Kashmir, with a network comprising more than 1000 systems, planned & implemented robust multi-layered structure for Cyber Security, mitigated all kinds of risks of data leakages & intrusions.

### Leadership & Planning

- As Officer Commanding led a team of over 200 personnel, handling state-of-the-art Electronic Warfare systems, in high altitude areas.
- Decided & guided womb to tomb aspects of Operational Planning, Training, HR Development, Logistics, Administration & Happiness Quotient.
- Drove performance improvement strategies & performance appraisal of the entire team.

### Data Analytics

- A team member, responsible for analysing data fed from various sensors & agencies to manage the Health, Functioning & Efficiency of a Strategic Communication Network.
- As a pilot project, instituted a survey, using the tools of Data Analysis, to understand the mindset of the populace from North Kashmir to find more effective ways to fight the religious extremism & bring about changes required for paving a road towards substantial overall growth & development.

### Communication, Training & Mentoring

- Led a team of around 200 personnel, in implementing Communication, Perception Management & Media Management Strategies. With a focused aim to win the trust, hearts & minds of misguided youth of North Kashmir.
- As Training Officer at a prestigious unit of the Indian Army, known as the Test Bed for inducting new-age communication technology, trained & tested a team of over 100 men.
- As Chief Training Officer, upskilled over 500 men to grow in their military careers.



## AMIT BHARDWAJ



An experienced Military Leader with demonstrated success in challenging positions in the field of Operations, Security, Project Management and Human Resource Development. Distinction of having selected to serve the Honourable President of India as part of his personal Staff for over four years. A paratrooper and a tankman skilled at adapting swiftly in dynamic environments and resolving bottlenecks to achieve operations continuity and accomplish shared objectives. Proficient in developing productive teams and fostering cross-functional collaborative abilities backed by exemplary analytical thinking & problem-solving abilities.

AGE - 45

Experience - 22 Yrs

### EDUCATION

- NMIMS: MBA in Supply Chain Management (Pursuing)
- MDI, Gurgaon: Executive Programme in Business Management
- JNU: BA

### CERTIFICATIONS

- PG Diploma in Personal Security & Security Management: Pune University
- PG Diploma in Satellite Imagery Data Interpretation & Analysis
- PG Diploma in Armament Technology
- PG Diploma in Automotive

### KEY SKILLS

- Strategic planning
- Risk & crisis management
- Training & development
- Communication & analytical skills
- Security & loss prevention

### AWARDS & ACHIEVEMENTS

- Letter of Appreciation from Hon'ble President of India for Teambuilding & initiative.
- Chief of Army Staff Commendation Card.
- Led Presidents Bodyguards horse eventing team to UK.

### Key Highlights

- Subject matter expert in Security, Human Resource Planning, Administration, Operations, and Data Analysis in the field of Intelligence.
- Productive Team Leader with exposure working in diverse and challenging work environments.
- Served as the Deputy Commandant, The President's Bodyguard.
- Facilitated recruitment and training across levels to execute critical operations.
- Project Management experience encompassing evaluating training standards, formulating training objectives and directives including financial planning to develop training infrastructure.
- Demonstrated experience in effective stakeholder management involving building synergy between government agencies and people from diverse fields.
- Spearheaded events at National and International level in collaboration with Intelligence agencies, Police, and various Ministries.
- Expertise in the field of data collation and analysis utilising Satellite Imageries and superimposing it on attribute-based data on GIS.

### Tenure Synopsis

#### 2000 - 2010

- Managed inventory over 1.5 billion INR with fool proof control measures ensuring no losses.
- Facilitated training, administration, security, and welfare to ensure seamless operations.
- Developed leading, training and fostering framework for small teams leading to making a direct impact in skilling of the force cutting across all levels.

#### 2010 -2011

- Oversaw establishment of secure corridors for transshipments of goods during Cross LOC trade worth INR 115 crores.
- Exemplary leadership skills to lead a highly motivated team at line of Control (LOC) to attain precise organizational goals.

#### 2012-2016

- Designated as the Joint Director of Presidents' Bodyguard (PBG).
- Enhanced efficiency by 75% by revamping recruitment, selection & training methodologies.
- Liaised with diverse government agencies to ascertain compliance of National Security Strategy.
- Overhauled forecasting, planning, and organizing of strategic projects of national pride.
- Exhibited risk analysis and problem-solving skills to mitigate threat to strategic assets.
- Accelerated procurement of supplies of INR 2 crores per annum to ensure operational continuity.
- Supervised, maximized, and implemented asset creation measures on a strict annual budget.

#### 2017-2022

- Enabled the data dissemination project worth 120 crores INR through satellite link for near live satellite imagery reception in coordination with Defence Space Agency.
- Analysed satellite imagery data and superimposed it on attribute-based data on GIS.
- Adjudicated cyber and information security audit involving enormous amount of data; quarantining zero violation incidents.





## AMIT GUPTA



Indian Army Officer having 21 years of experience in Army. Specialises in leadership, motivation with excellent communication and interpersonal skills. An efficient & prompt decision-maker with cross-functional leadership abilities along with capability to develop agile action plans, administration, Safety & Security, training and development, event management & Human Resources both at micro and macro levels.

AGE - 43

Experience - 21 Yrs

### EDUCATION

- Executive Business Management course from Management Development Institute (MDI), Gurgaon, Jun-Dec 2022 (Pursuing)
- PG Diploma (HR Management), (2 Year), Symbiosis (SCDL), Pune (2009), with distinction, (80.98%)

### CERTIFICATIONS

- Junior Defence Level Management, Devi Ahilya University

### KEY SKILLS

- HR Development & Management
- Training & Development
- Security
- Administration
- Interpersonal Relations
- Problem Solving

### AWARDS & ACHIEVEMENTS

- Commanded Grenadiers contingent in Republic Day & Army Day parade in Jan 2005
- Director General, National Security Guard (NSG) Commendation Roll and Disc in 2016-2017

### Security Management

- Managed security of key installations and posts in terrorist infested zones.
- Well versed with security management of men, material and information security, including basic cyber security aspects.
- Responsible for training and management of quick reaction teams for crisis response and risk management at various Army establishments.
- Carried out security review and audit of various army installations.
- During my stint with the National Security Guards carried out security audit of more than 10 army schools in the J&K post Peshawar attack.

### Training & Development

- Instructor: Infantry School, MHOW
  - Imparted training to more than 1000 officers and men of Indian Army.
  - As Directing Staff Coordinator (DS Coord) Weapons and Trial Wing, successfully managed and executed numerous training events.
- Instructor: Corps Battle School
  - Trained approximately 25000 officers, junior commissioned officers and other ranks of Indian Army before inducting them into the Line of Actual Control and Insurgency Environment.
  - Planned infrastructure development of training facilities.
  - Revised training syllabus and programme to meet the ever-changing requirements of the forces, in line with technological advancements and changing security environment.

### Human Resource Management

- Led more than 200 personnel in various cross functional roles.
- As second in command of my outfit, managed a culturally ethnic and diverse work force of more than 800 personnel, including their welfare, payroll structure, discipline, etc.

### Operations Management & Infrastructure Development

- Lead and successfully executed various combat operations in counter-insurgency environment, leading to elimination of hardcore terrorists with zero collateral damage.
- Planned and coordinated various combat operations at cross functional level with Police, other intelligence agencies and para-military forces to attain precise organisational goals.
- Developed infrastructure in close integration with civil and military organisations for creating a positive perception leading to reduced hostile activities
- During my NSG and Rastriya Rifles (RR) tenure facilitated training, administration, security, and welfare to ensure seamless operations.

### Leadership

- Displayed exemplary leadership and inter-personal skills in the last 21 yrs of my career and won accolades from one and all.
- My core competencies include motivation, inter personal skills, team leadership & team building.



# AMIT KUMAR KAUSHIK



Award-winning pacesetter & elite performer with **21+** years of expertise in the Indian Army inspiring diverse cross-functional teams of upto **1K** personnel and managing **Supply Chain of equipment worth INR 900CR**. An accomplished and results driven Leader with invaluable experience gained in diverse roles within the Indian Army with specific expertise in **Leadership & Strategic Planning, Helicopter Operations, Operations, Logistics & SCM, Disaster Relief & Emergency Response, Project Management, Policy Formation & Government Liaison**. Dependable, analytical and adaptable, generates optimal results with high energy and an aspiration to continually build on success and add value.

AGE - 43

Experience - 22 Yrs

## EDUCATION

- MBA (IB) from IIFT, New Delhi. (CGPA - 3.76)
- Diploma Course in Logistics & Supply Chain Management.
- Diploma in Hotel Management, Catering Technology & Applied Nutrition.

## CERTIFICATIONS

- Lean Six Sigma Green Belt Certification from KPMG.
- Pursuing PMP from PMI.

## KEY SKILLS

- Leadership & Strategic Planning
- Crisis Management
- Operations
- Supply Chain Management
- Disaster Relief & Emergency Response
- Project Management
- Policy Formulation
- Government Liaison

## AWARDS & ACHIEVEMENTS

- Awarded Army Commander's Medal four times for Operational Excellence, Crisis Management and Project Management Skills.
- Awarded Chief of Army Staff Medal for Operational Planning, Crisis Management & Rescue Operations.

## Leadership & Strategic Planning

- Chaired a team of **150**, controlled logistics worth INR **400CR** inclusive of **5** helicopters, **17** vehicles, directed operations in active VUCA region in North East across **1L+** Sq Kms, formulated guidelines to regulate **50** Army Aviation units supporting **20,000 personnel**
- As the Chief Operating Officer for operational helicopter unit of **900**, directed supply chain for **400+** personnel, maintenance of **60** vehicles, oversaw infrastructure development and maintenance of assets worth INR **100CR+**.

## Disaster Relief & Emergency Response

- Participated in various disaster management & emergency response missions as a Helicopter Pilot to save **80+** lives and achieved **2500+** hours of safe helicopter operations.
- As Detachment Commander during Operation Maitri (Nepal Earthquake Operations, 2015), rescued **1K** stranded locals, saved **450+** lives, transported **~100T** of relief aid in **39** days and duly awarded with Chief of Army Staff Medal.

Link - <https://www.facebook.com/indianarmy.adgpi/videos/369893799873922/>

- Actively participated in Uttarakhand earthquake relief & rescue operations to save a local population of **~800**.

## Operations & Supply Chain Management

- Ensured supplies for **700+** during road cut off due to snowfall & **Covid-19** lockdown and enabled Heli lift of supplies delivered across **16,000** Sq Kms to **3L+** personnel, duly recognized by the leadership.
- Chaired a team of **150**, controlled logistics worth INR **400CR** inclusive of **5** helicopters, **17** vehicles, directed operations in active VUCA region in North East across **1L+** Sq Kms, formulated guidelines to regulate **50** Army Aviation units supporting **20,000 personnel**.
- Improved logistic efficiency by **20%**, resolved **80%** of critical equipment deficiency, mobilized unit of **800+** personnel, **160** vehicles & equipment for 'Operation Parakram', one of the largest operational moves by Indian Army.
- Increased PAN India operational effectiveness by **20%** and yielded budgetary savings worth INR **10CR**.

## Project Management, Policy Formulation & Govt Liaison

- Conceptualized **3** major infrastructure projects worth INR **150 CR** each, prepared board proceedings for Government approvals & ensured grant of approvals within stipulated timelines.
- Presented effective policies & standard operating procedures for **Flight Safety** and organized **20+** conferences at regional & National Level for more than **150** attendees.
- Initiated regularization of helicopter accident cases worth INR **~1000CR**, mediated with the Ministry of Defence and executed allocation of flight safety funds worth INR **5CR** to **50** units PAN India.
- Facilitated media updates on operational achievements at an organizational level and conducted Flight Safety Conferences at a national level.
- Authored revisions on army regulations for accidental cases, won a significant approval and introduced a progressive army order for the first time in **32** years of Army Aviation history.





# AMITABH SHARMA

To pursue a stimulating career and be part of a progressive organisation that gives scope to enhance my knowledge, skills and capabilities, and help me achieve personal as well as organisational goals. 11 years of experience in the versatile environment of Indian Army dealing strategic and operational planning, large scale transformations, demonstrating different styles of leadership, human capital management and training.

AGE - 32

Experience - 11 Yrs

## EDUCATION

- EPBM, MDI - 2022
- Defence Management, Indore - 2019
- Bachelor of Business Administration - 2010
- Higher Secondary - 2007
- Secondary - 2005

## CERTIFICATIONS

- Lean Six Sigma Green Belt
- Introduction To Operations Management

## KEY SKILLS

- Team Building
- Decision Taking Ability
- Critical Thinking
- Problem Solving
- Innovative
- Cross Functional
- Orator

## AWARDS & ACHIEVEMENTS

- Instructor Grading (Overall higher merit) in NSG -2020
- First class merit in all courses conducted by the Indian Army
- Certificate of Excellence awarded by Lt. Gen. for performing exceptional administrative roles - 2018

## PROFESSIONAL EXPERIENCE

**Head Operations & Training (2020- 2022)** Merit of serving India's only Counter Hijack & Sky Marshalling unit - NSG. NSG is a federal contingency world class zero error force to deal with anti-terrorist activities in all its manifestations.

### Lead - Operations Officer

- Strategic planning and implementation of tactical operations for security and anti-hijack of airports PAN India
- Working in tandem with Bureau of Civil Aviation for Security (BCAS), DGCA, IB for creating master plans for security of 12 Military and 118 Civil Airports
- Chalking policies for the Civil and Military airports outlining the infrastructure requirements that are essential for carrying out successful counter hijack operations
- Scheming out the Quarterly Tactical Counter Hijack Exercise by involving Civil Airlines, AAI, CISF, State Police & Administration
- Active Member of Committee for Revision of Aviation Security (AVSEC) Manual

### Lead- Sky Marshal Operations

- Heading the overall training, briefing and movement of Sky Marshals to carry out an efficient implementation of Sky Marshal Operations PAN India.
- Collaborating with Civil Airlines for 'zero error' conduct of SKY Marshal Operations on 200+ routes

### Lead- Counter Hijack Task Force

- Training more than 500 Special Task-Force Commandos in Counter Hijack, Sky Marshalling and Counter Terrorism Operations.
- Leading a team of 200 commandos responsible for the security of the Rashtrapati Bhavan during Republic Day Parade 2021

**Senior Operations Manager (2012- 2019)** - Service in Artillery Corps of Indian Army

**Vikalp Naturopathy (NGO), Nagpur: Business Development Manager 2009 - 2010**

- Closing the sales, ensuring growth and retaining of business of the biggest clients in the firm
- Handling business of prestigious MNCs by imparting trainings and knowledge transfer on the importance of naturopathy and yoga
- Leading the recruitment and training of freshers to make them market ready for conducting trainings with top MNCs
- Awarded as 'Best in Sales' for outperforming the Sales number in FY 2009-10



# ANAND KRISHNA SHARMA



An agile military leader with two decades of experience in Indian Navy, seeking to transition into senior level in Business development, Project management and Human resource management. A result oriented & resilient achiever adept at conceptualising & driving high impact, high visibility strategic initiatives. Proficient in data driven decision making, commercial evaluation & negotiation and stakeholder management. Dextrous leader with ability to execute complex multi-dimensional projects, strategic people planning for achieving operational goals and synchronously mentoring multiple teams for maximal efficiency.

AGE - 41

Experience - 20 Yrs

## EDUCATION

- Masters (Defence & Strategic study), Defence Services Staff College, (2016)
- B.Tech (Mechanical) from Naval college of Engineering, JNU(2003)

## CERTIFICATIONS

- Pursuing Executive programme in Business Management, MDI
- Product Development and Management programme, ISB
- PMP, Simplilearn
- Lean Six Sigma Black Belt (pursuing)
- Google Analytics

## KEY SKILLS

- Strategy and Policy
- Analytics
- Change management
- People management
- Talent development
- Technology Induction
- Inventory management

## AWARDS & ACHIEVEMENTS

- Chief of Naval staff commendation (2014)
- Scientific Advisor to Defence Minister commendation (2011)

### Design/Product/Project management

- Possess 8 years of experience in Product Development of a complex Engineering product in Teamcenter/Nx environment with Oracle database management system.
- Led the team for customisation of more than 25 workflows and configuration change management in Teamcenter for better project management.
- Performed contract negotiations & execution, for hiring of manpower and setting up of design centre.
- As a project manager, guided submarine design teams comprising 100 members overlooking various systems and following best engineering practices.

### Human Resource management (People manager)

- Performed effective career management and engagement of more than 1500 officers as a Joint Director in Directorate of Personnel to meet operational requirement of Indian Navy.
- Streamlined initial training of officers which led to adoption of latest technology and increasing manpower optimization by 25%.
- Planned and implemented change in engagement matrix of aviation technical officers, resulting in increase in manpower efficiency of air squadrons by 15 %.
- Served in the team which led the process of migration to electronic Annual Confidential Reporting system leading to reduction of efforts by 50%.
- Part of the team which implemented measures for increasing morale of officers and redressal of grievances, leading to 97 % satisfaction and lower attrition rate.

### Strategic Policies and Initiatives

- Collaborated with multiple stakeholders including MoD, DRDO, Defence PSUs and national & international manufacturers to ensure strategically favourable outcome for 8 projects.
- Steered indigenous development of strategically critical technology for future projects, leading to savings of 33% to exchequer.
- Served in the team for defining policy for more than 99% reliability of equipment and systems for future Naval platforms.

### Operational and Logistics management

- Key member of core team on 39000 tonne fuel tanker that provided operational logistics support to multiple ships in multinational Naval exercise.
- Performed long term logistics planning and management for fleet ships by ensuring efficient and effective flow of 20000 tonne fuel and food requirement.
- Led a team of 100 officers and men to operate 10800 hp MAN diesel Engine and ensured operational availability of systems by effective inventory management.
- Undertook technical and price negotiations with major private shipyards for repairs and ensured savings of 15 crore for the organisation.



# ANIRUDDH KUMAR



A diligent, dedicated and proactive result-oriented leader, offering an extensive cross functional experience in Indian Air Force ground-based systems, HR, Training, Budget Management, System evaluation and integration. Skilled at adopting swiftly in dynamic environments and resolving bottlenecks to achieve organisational objectives. Experienced in leveraging micro and macro perspectives to reach solutions and manage dependencies. Has matched and solved with changing environs of technology, personalities, and age profile of workplace members.

AGE - 56

Experience - 32 Yrs

## EDUCATION

- EPBM, MDI Gurugram
- B Tech (Electronics), HBTI Kanpur
- B. sc. Meerut Univ
- Aero Engg, AFTC Bangalore

## CERTIFICATIONS

- MPLS and Voice Networking, HCL Noida
- Methods on Instruction, AFS Tambaram
- Electronic warfare cert,
- Leadership and behavioural Science capsule

## KEY SKILLS

- Leadership, Teamwork
- Policy Development
- Adoptability
- Attention to details
- Critical Thinking
- Cost reduction strategies

## AWARDS & ACHIEVEMENTS

- Commendation by CAS
- Installation of Radars
- Upgradation of HPRs, IACCS and VCCS
- Installation of Fibre network comm

## Projects & Operations Management

- Effectively managed and directed 100+ highly skilled workforce to achieve organisational goals related to maintenance and operation of Radar and communication systems.
- Chief Engineer (Telecom) at Air HQ, responsible for entire fibre network, landline communications, video conferencing systems at Air HQ and VVIP locations for Delhi Area and VVJ-700 aircraft.
- Worked as a head of all engineering as Chief Engg. Officer at one of the premier bases of IAF responsible for operation and maintenance of highly sophisticated electronic and networking system consisting of high-power radar, airborne aerostat radar and integrated air command and control system along with HR and budget management.

## Weapon and system evaluator

- Evaluation of upgraded digital signal processing systems at M/S THALES, Rouen FRANCE and sophisticated medium power radar system at M/S ELTA, Ashdod Israel and subsequent installation in IAF at dispersed locations.

## Senior Staff Officer (Engg.)

- Responsible for all activities and projects related to Aircrafts, helicopters, ground-based system, communication, IT and Humanitarian assistance and Disaster relief (HADR) at Port Blair and Car Nicobar.
- Resource planning and Budgeting in terms of feasibility study, prospective planning, procurement, Evaluation and testing, induction of state of art equipment related to Radar, Surveillance, Equipment, Communication infrastructure, OFC networks, Integrated Air Command and Control Systems with a career total of 1000 crores.

## Training and HR Development

- As senior instructor successfully trained 500 officers and technicians of Radar System for four years.
- Responsible for career planning, counselling, appraisal, and development of 200+ technical workforce for over 10 years

## Joint Director (Radar System)

- Responsible for Acquisition, procurement, formulating maintenance philosophy and operations of radar systems. Preparation and execution of more than ten contracts related to procurement and maintenance of various radar and associated systems. Negotiating cost for Radars achieving saving of 10 Cr in first year and setting a benchmark for succeeding years till residual life of system.





## ANUPAM SHARMA



A dedicated professional with 35+ years of experience in the Indian Army, with diversified leadership experience in the fields of strategic management, operations, crisis management, logistics and HR managing up to 50,000 employees. The officer has hands-on experience in end-to-end management of diverse teams. A strategic thinker who operates with empathy, respect and objective clarity of organisational goals. Seeking leadership role in strategic planning, operations, HR, crisis management or administration.

AGE - 55

Experience - 35+ Yrs

### EDUCATION

- Executive Program in Business Management
- PG Diploma in HRM
- M.Phil (Defence & Management)
- M.Sc (Defence Studies)

### CERTIFICATIONS

- Diploma in Training & Development

### KEY SKILLS

- Strategic Planning
- Operations
- Project Management
- Policy Design & Implementation
- Crisis & Risk Management
- HR Management
- Training & Development

### AWARDS & ACHIEVEMENTS

- Promoted six times.
- Commended thrice for professional excellence.
- Lead from India for implementation and management of reciprocal logistic agreements for Armed Forces.
- Lead coordinator for Ministry of Defence in ASEAN forum on Humanitarian Assistance and Disaster Relief issues.
- Member Secretary of Crisis Management Group at Ministry of Defence.
- Special Invitee at National Crisis Management Committee at Cabinet Secretariat.

### Strategic Management

- Analysed requirement of logistics agreements with friendly foreign countries and identified critical areas of cooperation towards furtherance of national foreign policy goals.
- Designated officer from India for implementation and management of reciprocal logistic agreements with U.S, France, Australia, Japan, Russia, Singapore and U.K.
- Furthering international cooperation and interoperability with US, by conceptualising and executing complex tri-Services exercise.

### Operations

- Handled a large organisation with 50,000 personnel and equipment valued over thousands of crores based in Punjab in a complex and ambiguous environment handling multiple, diverse issues like deployment, conduct of operations, training and resource management.
- Conceptualised policies for operationalisation of niche equipment (Agni/ Prithvi/ Brahmos missile system, large Drones) into Army.

### Crisis Management

- Served as Crisis Manager of the Nodal Agency responsible for coordination of Armed Force efforts towards disaster management, both within and outside the country (Kerala, Karnataka, Maharashtra, Bihar, North East, Indonesia) from 2017-20.
- Handled the response of Armed Forces for COVID management across the country, including organisation and coordination of quarantine/ isolation centres at 50 locations, international evacuation of Indian citizens from different countries across the globe, deployment of medical teams to Kuwait, Maldives and Iran, supply chain management of medicines and relief supplies to Nepal, Sri Lanka, Comoros, Seychelles and Mauritius.

### Project Management

- Conceptualisation and establishment of Joint Logistic Nodes for three services (Army, Navy, & Air Force) for integration & optimisation of logistic efforts.
- Part of core team for establishment and operationalisation of a new organisation for handling of sensitive, strategic matters.
- Planning and executing setting up of anti-infiltration grid (fence and surveillance assets) in border areas.

### HR

- Oversaw end-to-end HR functionalities as the head of an organization of approx. 4,000 personnel in 2013-14, approx. 800 personnel from 2005-07 and approx. 125 personnel from 1997-99, encompassing Recruitment & Manpower Selection, Manpower Planning & Staffing, Skill Upgradation, Executive Development and Succession Planning, Training & Development.

### Training & Development

- Leadership training of high potential, middle level officers for senior leadership.
- Conducted onboarding and reorientation training for entry level officers for handling professional responsibilities.
- Induction, operationalisation and training on new generation and cutting-edge weapon systems, including those of foreign origin.
- Training & sustenance of vintage equipment, including training & maintenance programme for executives, supervisors and entry-level workers.



# ARUN KUMAR SINGH RAGHAW



Versatile, Dynamic and a Performance-driven Management Strategist with 20+ years of cross-functional experience in **Engineering Operations, Product & Project Management, Supply Chain Management, Quality Management, RAM Analysis, Risk Management, IT & Networking**. A key strategist adept at team building, training and leadership with integrity and dependability as core values.

AGE - 42

Experience - 21 Yrs



## EDUCATION

- Business Management Course, MDI Gurgaon, 2022 pursuing
- MTech Reliability Engineering, IIT Kharagpur, 2017
- BTech (Electronics) JNU New Delhi, 2008



## CERTIFICATIONS

- Industrial Management and Leadership
- ADP SAP
- Advance Computer Technology Course
- Basic Metallurgy Course from DIQA, Bangalore



## CORE COMPETENCIES

- Strategic Planning & Execution
- Operations & General Administration
- Product and Project Management
- Quality Control & Quality Assurance
- Reliability, Availability and Maintainability Analysis
- Human Resource Management
- Security Management
- Training & Development
- Team Building & Mentoring

## PRODUCT MANAGEMENT

- Product management from Womb to Tomb.
- Managed equipment range of 100+ (depth 100,000+) distributed at 100+ locations. Successfully managed all aspects of repair, maintenance & inspection in operational intensive areas in Northern Command.
- Managed technical workforce (5000+), spares, tools, test jigs, training, inspection, calibration, workshops, warranty management, facility management, technical infrastructure, commissioning & discard, procurement, overhaul, etc. for the equipment.

## ENGINEERING OPERATIONS AND SCM

- Developed and executed engineering support plan for repair, maintenance and inspection of critical defence equipment with a 500+ member army repair workshop and warehouses.
- Preventive, predictive and corrective maintenance for a range of 100+ (depth 20,000+) mission critical equipment distributed at 35+ locations with 98% availability.
- Successfully Implemented workshop management information system leading to better predictive maintenance, forecasting of spares, SCM, budget planning, vendor management and better accountability of resources.

## MANUFACTURING & QUALITY ASSURANCE

- Electronics weapons system factory managed and run by the Indian Army; represents Army investments of over INR 300 Cr and annual production of equipment worth INR 750 Cr.
- Provided strategic leadership to a team of 500 defence civilian workforce (shop floor workers, supervisors and managers) and headed operations of manufacturing unit with warehouse capacity of 80,000 sqft.
- Demonstrated exemplary expertise in hiring, training, productivity, quality assurance with a team of experts and performance management of the staff.

## PROJECT MANAGEMENT

- Managed turnkey IT automation project for a vertical implemented by TCS (34 Cr) encompassing establishment of data centre, networking and software development.
- Managed 50+ IT projects (100+ Cr) encompassing planning, budgeting, forecasting, procurement, vendor management and SCM.

## TRAINING AND DEVELOPMENT

- Steered development by imparting training to 125+ young and middle level gazetted officers on computer hardware, reliability engineering, software engineering during B.Tech course.
- Oversaw student officer's presence, conduct and discipline during various activities
- Conducted seminars, presentation, degree projects, passing out event, visits, game competitions, marathons, etc in the training establishment.
- Carried out RAM analysis of critical equipment for predictive maintenance.

## HRM AND ADMINISTRATION

- Dynamically supervised management of HR and administrative functions.
- Supervised preparation of budgetary assessments & finances of the annual budgets for planned & non-planned activities.



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## ARUN SHARMA



A focused, adaptable, decisive and target-oriented leader with diverse experience in Project, Operations, HR and Asset Management, strategic planning and execution onboard million-dollar naval platforms.

AGE - 37

Experience - 14 Yrs



### EDUCATION

- Executive Business Management MDI (2022)
- MSc (Statistics)
- MSc (Naval Weapons)



### CERTIFICATIONS

- Advanced Information Warfare Course, CDAC Trivandrum
- Data Science & Machine learning course, IIT Madras
- Fire Fighting and Damage Control Course, INS Shivaji



### KEY SKILLS

- Leadership
- HR Management
- Team Building
- Risk Management
- Project Planning and Implementation

### Project Management

- Ensured successful technology transfer and efficient integration of sophisticated weapon equipment procured from Israel onboard Naval Platforms.
- Lead Coastal Radar Project of Govt. of India in Gujarat region wherein ensured successful installation of Radar Network Chain and its efficient functioning between all lighthouses of the area.
- Initiated land acquisition projects for Indian Navy in order to expand operational capability.

### Operations Management

- Rich experience in Port Operations for Naval Ships at private ports of Gujarat covering all dimensions of logistics, operations and regulatory framework.
- Maintained and operated high-tech Radar, Missile and Gun system and achieved optimum combat efficiency through their performance.
- Successfully planned and executed risky operations viz. docking or undocking of ship as Second-in-Command.

### Supply Chain Management

- Wide experience in material handling, loss prevention, safety compliance,
- Demand forecasting, Inventory Management and accounting of High-Grade explosives worth crores onboard warships and base depots.
- Spearheaded project of setting up Warehousing Facility for Missiles at remote locations.

### Human Resource Management

- Handled manpower planning, training, performance counselling, appraisal, grievance handling and discipline for large multi-skilled workforce of more than 1200 personnel.
- Ensured optimum and effective utilization of material and human resources by providing congenial work environment.
- Led, mentored and motivated the teams by enhancement of their skills, personality development, grooming and training while ensuring career progression along with safety and security to achieve the stated objectives.
- Implemented the strategy of Training while Working to extract maximum value of manhours leading to increased efficiency, competence and confidence of the organisation.



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## ASHISH KUMAR KARIR



Dynamic, self-driven and result Oriented professional with 23 years of experience in program and project management, procurement and managing cross functional teams. Leveraged deft knowledge of defence procurement procedures and technical knowledge of military equipment and platforms to successfully deliver engineering projects worth INR 600 Crores. Handled annual budget of INR 80 Crores towards OPEX. Negotiated and closed a high-stake tender of INR 2500 Crores.

AGE - 45

Experience - 23 Yrs

### EDUCATION

- M Sc (Defence Studies)
- B Tech (Electrical)
- B Sc
- Diploma in Senior Level Defence Management

### CERTIFICATIONS




- PMP
- United Nations Skillport Certification - Supply Chain Logistic Management
- United Nations Skillport Certification - Inventory Management

### KEY SKILLS

- Strategy, planning and execution
- Procurement, budgeting and forecasting
- Logistic and supply chain management
- Program and project management
- Operational efficiency
- Risk, change and configuration management
- Statutory & Regulatory Compliances

### AWARDS & ACHIEVEMENTS

- General Officer Commanding in Chief Commendation Card
- United Nation Force Commander's Commendation
- Unit recognition - Chief of Army Staff Unit Citation
- Led the project for construction of highest armoured vehicle repair facility in India

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### Supply Chain Management and Procurement

- Member Secretary of the committee which formulated the 'Defence Acquisition Procedure 2020. Formulated chapter on 'Other Capital Procurement Procedure' which has facilitated delegation for financial powers resulting in reduction of procurement cycle by 10%.
- Led 26 defence CAPEX procurement projects worth approximately INR 5000 Crores from global and local sources.
- Formulation of Standard Operating Procedures (SOPs) related to CAPEX/ OPEX.
- Successfully managed end-to-end OPEX with an annual budget of INR 80-100 Crores to support ongoing operations.
- Established and commissioned multiple warehouses of approx 1.2 lakh sq ft for storage and distribution of stores.
- Managed multiple geographically dispersed warehouses with a range of 5000+ items under multiple categories like weapons, munitions, auto and heavy machinery spares, construction and earth moving plant & their spares and general stores.
- Consistently maintained inventory accuracy above 99.5%. Reduced receiving and put away cycle time by 15%.
- Ensured provision of supplies, management of a fleet of 100+ vehicles, earth moving and construction plant resulting in 90% availability of operational equipment.

### Program/ Project Management

- Delivered projects related to development of military equipment worth INR 600 Crores.
- Managed a re-engineering project to improve & consolidate end-to-end service processes.
- Prepared a detailed project report on optimization of existing infrastructure for newly acquired AH-64 (APACHE) helicopters resulting in cost optimization to the tune of INR 80 Cr.
- Successfully delivered projects involving infrastructure development worth INR 160 Crores.
- Continuous monitoring of the project and all aspects of the project against the baseline.
- Conceptualized and operationalized the Force Multiplier Command Post to control all combat and logistic assets in a dynamic environment.

### Operations Management

- Led operations of two Engineering Units, eight Project Managers, four Operation Managers and 800+ skilled manpower focused on execution of programs.
- Spearheaded logistic operations to support strategic programs and ensured a sustainable supply chain resulting in 15% enhancement in operational efficiency.
- Planning and coordination of operations of a military contingent comprising of cross-functional and multi-cultural teams as part of a United Nations Military Task Force.
- Remote monitoring of operations of all United Nations assets deployed in Katanga Province (4,95,000 Sq Km) of DRC.
- Operationalized a water supply scheme over a distance of 120 Kms by interacting and influencing multiple stakeholders to meet operational requirements of the Army.

### Human Resource Management, People Management & Leadership

- Managed all HR matters like training & development of 800+ technical manpower to include induction and on-boarding, performance appraisals, welfare & discipline.
- Administered, coached and guided a team of 150 soldiers to include monitoring team productivity, development and resource utilization for improvement in Key Performance Indicators (KPIs).
- Assessed training needs, compiled training resources, conducted courses, revised syllabus and enhanced the effectiveness of training programmes by 15%.



# BIBHUTI PRAKASH



## Professional Summary

A competent professional, with over 31 years of progressive career in the defence aviation sector with specialisation in Drones/UAV. Enterprising Team Leader with the ability of handling large task forces in a disciplined & organised environment, and motivating teams to optimise performance levels. An effective leader with social skills that can build and maintain relations across and beyond the organisation. Hands on experience in personnel administration like manpower planning, training and performance management, and so on.

AGE - 53

Experience - 31+ Yrs

## EDUCATION

- Bachelor's of Science
- Master's in Business Administration (Aviation Management)

## KEY SKILLS

- Ability to enhance output and operations
- Self-propelled, individual contributor with strong team skills
- Adept in providing leadership and direction
- Possesses excellent interpersonal skills and capable of resolving multiple & complex issues
- Critical and creative thinking as well as ability to execute on the details
- Ability to interact with all levels within the organisation as well as external partners

## Experience

- 31 Years+ in Defence Aviation Sector
- Functioned as Commanding Officer of the new generation Drones/UAV
- Synergised the effort between two large organisations

## Coré Compétences

- Operations of new generation Drones/UAVs
- Leadership and Team Management
- Public Relations

## Operations Management

- Effective utilisation and Operationalisation of new generation Drones/UAV.
- Steered operations with focus on devising policies & directives; overseeing their implementation to ensure achievement of pre-set goals and missions.
- Evaluated feasibility of new ideas in terms of objective, outlays, executive time span and so on.
- Capable of carrying out critical operational analysis for a variety and range of airborne weapon systems.
- Broad knowledge of the technological landscape. Above par technical understanding of assessing trends and technologies for relevance and viability.

## Safety Management

- Adept at ensuring overall safety of personnel & inventory, providing excellent and effective safety services, including training of staff.
- Ensuring optimum and effective utilisation of material and human resources in providing a congenial work environment.
- Improving the productivity by eliminating discomfort and fatigue in the organisation.

## Training & Development

- Co-ordinating activities for the identification of training needs of employees for upgrading their technical and soft skills.
- Planning for organising and conducting training and development programmes, in association with the external/internal trainers and consultants as per the requirement of up-skill and refinement.

## Organisational Skill

- Transformed people from diverse background to a cohesive unit with total commitment to meet organisational goal.



## DEBASHISH GANGULY



An accomplished air warrior with 30 years of cross functional experience and proven track record of delivering optimal results in challenging operational and administrative environment. An excellent team man and adaptive professional capable of acquiring skills to achieve the organizational objective efficiently. Seeking to create a competitive advantage for an organization that values innovation, hard work, and tenacity.

AGE – 53

Experience – 30 Yrs

### EDUCATION

- BSc (Chem), Bombay University
- MSc (Defence and Strategic Studies), Madras University
- Master of Management Studies, Osmania University
- Executive Program in Business Management for Armed Forces, MDI Gurugram

### CERTIFICATIONS

- Advanced Course in Management, All India Management Association (AIMA)
- Graduate Certificate in Strategic Studies, Takshashila Institution

### KEY SKILLS

- Management of Flying Operations
- Cross Functional Leadership
- Team Building
- Decision Making
- Emergency Planning & Response
- Human Resource Management
- Net Assessment (Scenario Building and Strategic Analysis)

### AWARDS & ACHIEVEMENTS

- Vayu Sena Medal for Gallantry in Siachen Glacier
- Commendation by Chief of Defence Staff (CDS) for Professional Excellence
- Flight Safety Award 3 Stars for nearly 5000 hours of incident/accident free flying
- Key element in numerous successful Humanitarian Aid and Disaster Relief (HADR) Ops
- Achieved great success in Aid to Civil Power as Task Force Commander in insurgency prone areas

### Operations Management

- An accomplished Helicopter Pilot in the Indian Airforce, having nearly 5000 hours of incident/accident free flying in varied terrain (mountains, desert, jungles and seas).
- Extensively carried out high altitude flying operations in Siachen Glacier and Ladakh, was awarded *Vayu Sena Medal* for Gallantry by the Hon'ble President for displaying exemplary courage, composure and professionalism in the face of enemy in 1999.
- Successfully planned, coordinated & spearheaded numerous flying operations for Casualty Evacuation and Humanitarian Aid and Disaster Relief Operations.
- As Flight Commander and thereafter Commanding Officer of frontline helicopter units was involved in 24 X 7 operations and man-management. Organized, trained and directed my team of pilots, technicians and ground personnel into a well-coordinated fighting force. Ensured safe and efficient flying environment for achieving tasks and goals in the given constraints of time.
- As Staff Officer (Operations) of Southwestern regional headquarters, tasked, coordinated and overlooked helicopter flying operations effectively.
- Achieved great success as Task Force Commander for more than two years in support of Aid to Civil Power in Left Wing Extremism prone districts. Developed high coordination with district authorities and local Government officials regularly and especially during General and State elections in these areas.
- As Chief Operations Officer of a frontline flying base and a joint user airfield in the strategically important narrow Siliguri Corridor for more than two years, handled operations of military as well as civil flights on a 24 X 7 basis. Revised and improved operational plans and procedures for base air defence and terminal weapon employment during contingency crisis.

### Human Resource Management (HRM)

- Managed general administration, conflict resolution, discipline, social networking and event management for 500+ people. Handled HRM functions, which included task allocation, setting timelines, training, skill development, handling grievances and active participation in team building activities for always keeping the morale of the team high.
- Directed leadership development, competency mapping, and successful planning of human resources.
- Identifying and grooming of junior leaders thereby shaping them as productive and responsible organizational resources.

### Net Assessment (Scenario Building and Strategic Analysis)

- As Director Net Assessment at Headquarters Integrated Defence Staff, provided strategic level policy makers a perspective of likely future threats and challenges, to facilitate evolution of National Security Policies and Strategic Perspectives to ensure competitive advantage through the process of *Net Assessment*.
- Prepared several *White Papers* on important policy matters for the perusal of higher decision makers in the Government machinery.

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# DEEPAK NAUTIYAL



A diligent and industrious professional, I have over 14 years' experience in the Indian Navy (2009-2023). Upon my re-entry to the corporate world, I offer an unmatched mix of combat tested leadership skills, in-depth experience in resource, operations and logistics management, proven instructional abilities, backed up by excellent analytical thinking & problem-solving abilities.

AGE - 35  
Experience - 14 Yrs

## EDUCATION

- Executive MBA (Pursuing), MDI (2022)
- MSC(NSTO), CUSAT (2016)
- BSc (Geology/ Maths), 2007

## CERTIFICATIONS

- ISO certified course in Training Technology from NIETT, Kochi, 2019
- Fire Fighting and Damage Control Course from INS Shivaji, Lonavala in 2010.
- Certificate in Leadership and Behavioural Studies - Indian Navy, 2010
- Operational Aircraft Controller, 2016
- Certificate course in Advance Excel, Udemy 2022 (pursuing)
- LSSGB

## KEY SKILLS

- Leadership
- Project Management
- Operations
- Procurement
- Training & Development
- Marketing
- Human Resource Management
- Security Management

## AWARDS & ACHIEVEMENTS

- Long sea service medal - 2019
- Long service medal -2019
- Most spirited ship "INS Matanga" - 2013

- Training of international and Indian 400+ officers and 1000+ sailors annually of prestigious Navigation and Direction Training Unit for Senior executive lead positions in the Indian Navy and Foreign Navies at ISO certified CAT A training establishment.
- Responsible for monitoring infrastructure related up-gradation projects, Vendor Management, AMCs, formulation of RFPs/ Contract drafting for Major Works Project.
- Planned and executed Curriculum design (academic and outdoor), Logistics, co-ordination with multiple external agencies for 70 courses annually Formulated and executed revised training pattern and course structure for 20 courses post conducting training need analysis at the organisational and individual level to identify the gaps between the current and desired performance.
- Contract negotiation, vetting, vendor management, blueprint finalization towards setting up of multi crore MSSHS (Multi-Station Ship handling simulator)
- Planning and execution of operations in Indian Naval Ships to all major and minor commercial/ Indian naval ports encompassing navigation, logistics and berthing.
- Planned, organised, and executed resource critical material movement operations involving movement of personnel, safety, and security of assets/materials from one base to another/landing site.
- Planned and conducted Diverse range of naval operations in demanding condition at sea with Nil incidents and procedural lapses.
- Responsible for entire logistics and procurement for the ships.
- Responsible for conducting acceptance trials for newly fitted navigation equipment's
- Responsible for training all the Executive Cadre Officers (including trainee officers) onboard.
- Responsible for compliance of extant orders and policies to achieve high standards of discipline and morale.
- Conducted SAR and salvage of missing fishing boats during Kochi Floods (2018).
- During COVID crisis Coordinated repatriation of 20 plus foreign naval personnel to respective countries.

## ACHIEVEMENTS:

- Amongst the top 5% of SSC officer who have been promoted at Commander level.
- Commissioning crew of INS Chennai, 2016.
- Represented country as Executive Officer (Second in Command) of diplomatic team for handing over of INS Tarasa to Govt of Seychelles, Nov 2014.
- Design and implementation of Pan Navy training program on Digital Navigation and Integrated Bridge Systems.
- Managed and coordinated the entire visit including briefing on training facilities at School to Hon'ble Raksha Mantri Shri Rajnath Singh, Chief of Defence Staff General (Late) Bipin Rawat and High Commissioner and Military Attaché of Oman.
- Upgradation of SHS (ship handling simulator) for training on Navigation Operations and validation of manoeuvring characteristics of ships to provide real time simulation.
- Renovation of chart house (10 lacs) along with audit of superseded charts and procurement of new navigation marine charts (51 Lacs) and publications (2 lacs) for maintaining 1:1 trainee and training aids ratio.
- Undertook various studies for Pan Navy Implementation.
- Drafted AI algorithm logic for collision avoidance at sea and carried out audit of navigation module of under construction PoC (Proof of Concept) Unmanned Autonomous Marine vessel for Indian Navy with Goa shipyard Ltd and BEL Bangalore.

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# DEEPIKA SHARMA



A Versatile and Dynamic Army Officer with 10 years of diverse experience in Operations, Strategic Planning, Intelligence & Data Analysis, HR management, Administration, Logistics, Hospitality & Event Management, Security and Training related positions. In pursuit of a new adventure preferably in Automobile or Hospitality Industry.

AGE - 34

Experience - 10 Yrs

## EDUCATION

- Executive Programme in Business Management, MDI, Gurgaon
- MSc Mil Psy (persuing), DIPR
- PG Diploma in Intelligence Tradecraft and Practice
- PG Diploma in Defence Management & Strategic Studies
- Diploma in Information Security, C-DAC
- B.El.Ed (Chemistry), Gargi College, Delhi University

## CERTIFICATIONS

- Certificate of Proficiency in Chinese Language (Mandarin)
- Advance diploma of Proficiency in Chinese Language (Mandarin), SFL, Delhi

## KEY SKILLS

- Intelligence gathering and Data Analysis
- Strategizing and Planning
- Liaising and Communication
- Operations & Project Mgmt
- Project Management
- HR Training and Management
- Event Mgmt and Hospitality
- Logistic & Security Mgmt
- Creative Writing
- MS Office

## AWARDS & ACHIEVEMENTS

- Multiple Awards & Achievements in Sports & Extra Curricular Activities (Sports: Hockey, Cricket, Handball, Tennis, Squash; Activities: Sports Union Member, Newsletter Editor, MC at many events)

## Operations Management (Operations/ Projects/ Logistics/ Marketing)

- Executed infrastructure development projects worth Rs 30 million.
- Orchestrated procurement of inventory to support last mile logistics and achieve 100% deliverables.
- Established alignment across organisations and regions to maximise business impact.
- Ensured targets for operational performance were aligned with organisational goals by facilitating communication with stakeholders.
- Initiated negotiation with vendors to reduce cost of projects by 5-10%.
- Fostered liaison with suppliers, strategic partners and competitors to achieve organisational goals.
- Assessed risks and mitigated them by strategizing and taking timely decisions.
- Developed brand value by establishing rapport with other organisations.
- Managed high-risk life-threatening situations through quick thinking and decision making.

## Human Resource Management

- Managed administration, training and logistics of both civil defence employees and army personnel ranging from small teams of 4-5 personnel to big teams of 300-400.
- Applied leadership capabilities to increase execution, collaboration, influence, motivation and trust.
- Provided personal as well as professional counselling and resolved conflicts.
- Organised and delivered many informative and motivational talks and events.

## Event Management and Hospitality

- Hosted important events of over 1000 footfalls for diplomats and top government officials with diligent planning, budgeting and execution.
- Spearheaded the maintenance and functioning of guest houses to ensure comfortable stay of the guests and regular profits to the organisation.
- Planned visits, created itineraries, established liaisons, coordinated move of over 30 VIPs.
- Planned, coordinated and organised **hikes, camps and bike rides for small as well as large groups.**

## Security Management

- Designed prophylactic as well as internal security cover to various establishments within organisation
- Formulated security arrangements for VIPs and National Events including Republic Day parade at Rajpath and Passing out parade at OTA, Gaya.
- Gathered Intelligence through effective source network and open-source monitoring in VUCA environment.
- Established effective databank system, regularly carried out its analysis, brought out interlinkages and predicted future threats.



# GARIMA DIXIT



A self-motivated, result-driven, focused military officer with extensive expertise and hands-on experience in spearheading Operations and HR functions such as recruitment, performance appraisal, compensation & benefits, career & succession planning, grievance handling, generation of reports & analytics. Effectively prepared and implemented training, learning strategies & programs, policies & compliances. Skilled in devising and executing strategies for streamlining competency framework, reviewing individual & organisational deliverables. Excellent in communication, negotiation and interpersonal skills with sharp business acumen. Passionate about soft and behavioural skills. Seeking leadership roles in HR management and development.

AGE - 37  
Experience - 14 Yrs

## EDUCATION

- MBA-HR NMIMS Mumbai
- BTECH-ECE PTU Jalandhar

## CERTIFICATIONS

- Exec Business Mgmt MDI
- Certified L&D Manager
- Certified Master Trainer Facilitator (Corporate Trainer)
- Certified Instructional Designer
- Certified NLP practitioner
- Certified Global Career Counsellor
- Course on Appraisal Report for Middle/Senior Leadership
- Course on Leadership & Behavioural Sciences Jungle & Snow Survival

## KEY SKILLS

- Human Resource Management
- Learning & Development
- Training Need Analysis
- Performance Management
- Employee Engagement
- Event Planning & Management
- Aviation & Aerospace Safety
- Operations & Administration
- Team Building
- Effective Spoken & Written Communication Skills
- Personality Development
- Effective Interpersonal Skills

## Professional Experience

### Operations

- Trained on both fixed wing and rotary wing aircraft. Have flown over 1500+ hours on military helicopters as pilot-in-command in challenging terrain and conditions.
- Commanded and under-took independent helicopter operations with over 50 ground/support crew. Effectively co-ordinated safe and smooth flight operations while ensuring resource optimisation and achieved consistent high degree of planning, training, safety and serviceability of men and material.
- Held the appointment of Joint Director, National Security & Analysis Wing at Air Force Headquarters in the rank of Wing Commander. Exhibited Leadership acumen while working closely with Strategic and Operational Heads of MoD and Integrated Defence Staff (IDS) on matters related to National Security.

### Human Resource Management

- Conceptualised, developed and successfully implemented comprehensive training and development initiatives so as to improve operational capability & productivity for 70+ new entrants of officer cadre on six monthly basis. Achieved 90% success rate in undertaking both technical and behavioural training on regular basis.
- Executed duties of Key-Advisor to the Chief Operations Officer and remained responsible as interface between Management and various Heads of Department for implementing HR policies, systems and procedures in line with core organisational objectives.
- Directed large taskforces entailing manpower planning, learning & development, motivation, conflict resolution and career development. Built healthy employee-management relations through open forums in the organisation. Developed and maintained various employee welfare measures. Handled position of identifying & selecting appropriate job fit (fresh/ internal talent) for key/ strategic positions.
- Effectively managed day-to-day running of a large facility (Officers' Mess) with over 200 permanent members. Planned & implemented budget of the tune of 10 crore annually. Ensured security, law & order, recreation and quality of life.
- Discharged duties of being Officer-in-Charge of Air Force Wives Welfare Association (AFWWA). Independently conducted various events and day to day functionality of the association to ensure excellent work-life environment and work place harmony.
- Successfully organised various military ceremonial events, sports events, seminars and recruitment events at a scale of over 2500 people.
- Successfully formulated various policies and ensured smooth implementation of the same towards conducting ground operations of heavy-lift aircraft in North-East India.
- Acknowledged as a seasoned Master of Ceremony and an influential communicator in various professional and social events.

### Achievements

- Mrs India- Runner Up (2018) Mrs India- Punjab Winner (2018)
- Awarded Commendation by Air Officer Commanding in Chief for exceptional service and dedication (2018)
- Represented IAF during Republic Day Parade on Rajpath, New Delhi with US President Barrack Obama and First Lady Michelle Obama in attendance (2015)
- Emerged Best in Helicopter Operations (Captain) amongst various Helicopter units (2012)
- Conducted Passing Out Parade (POP) as IAF Commentator (English) (2007)





## KANWARDEEP S BAJWA



A multifaceted Indian Army Officer with 22+ years of experience in leading teams for successfully accomplishing desired goals. Expertise in planning, data collation & analysis and risk mitigation. Task oriented, with an ability for coordinating within cross-functional teams. Extensive experience in fructifying futuristic vision and strategy into actionable plans. Result-oriented with a flair for problem solving, capable of reversing negative trends, maximising productivity, and timely delivery on critical projects that have increased system efficiency and organisations effectiveness.

AGE - 46

Experience - 22 Yrs

### EDUCATION

- B Sc (Zoology) 1998
- Executive Programme in Business Management MDI Gurgaon

### KEY SKILLS

- People & Performance Management
- Quality Control
- Strategic Planning
- Compliance
- Process Improvement
- Risk Assessment
- Forecasting & Budgeting
- Project Management
- Planning & Implementation
- Cross-functional Leadership Resource Management
- Decision Making
- Problem Solving
- Materials Management
- Training & Development

### AWARDS & ACHIEVEMENTS

- General Officer Commanding-in-Chief Strategic Forces Command Commendation Card

### OPERATIONS AND PROJECT MANAGEMENT

- Led teams of size 200 men in diverse environment to achieve organisational goals.
- Spearheaded management of operations encompassing men, intelligence gathering and armed combat in Counter Insurgency environment at Jammu & Kashmir.
- Fostered conflict mediation measures in risk - strategic interventions for effective stakeholder management.
- Planned and supervised operations, training and administration of over 200 soldiers in operational areas maintaining healthy work environment for subordinates to perform to their full potential.
- Executed construction projects worth 300 Cr with diligence and planning.

### LOGISTICS MANAGEMENT

- Handled logistics involving demand estimation, sourcing, and procurement which included supply and inventory management.
- Formulated last mile operations with un interrupted inventory move eliminating waste under VUCA environment.
- Operated 10 retail military canteens across the states of Telangana & Andhra Pradesh with annual turnover of approx. 120cr ensuring 100% stakeholder satisfaction.
- Forecasted budgets and demand of funds worth 5 Cr for management of inventories of entire military vehicle fleet of twin cities of Hyderabad & Secunderabad.

### ADMINISTRATION & HR

- Integrated HR functions with HRMS to include calculation of wastage rates, recruitment, training, conduct of career progression cadres, physical & mental well-being, counselling, grievance resolution, discipline and vigilance.

### LEARNING & DEVELOPMENT

- Piloted in-house training & awareness sessions to significantly improve the overall security outlook amongst troops achieving 70% reduction in loss of critical information.

### SECURITY MANAGEMENT

- Remodelled security grids to enhance safety of men and inventory by 50% in Counter Insurgency Areas.
- Refined threat analysis and tactical planning to ensure secure environment.
- Resolved synergy and liaison with other law enforcement agencies by conducting joint operations.
- Revamped the security of a nationally strategic location for which was awarded with Army Commander Commendation Card.



# MANVENDRA SINGH SOLANKI



A dynamic multi-faceted professional with 11 years of experience in roles of Operation management, Human Resource management, Security & Loss Prevention within the Indian Army. Experienced in leading multi-disciplinary and high-performance teams, managing conflicts and streamlining procedures and operations. Brimming with innovative ideas to foster growth and happiness in own sphere of influence. An enabler, facilitator, problem solver and crisis manager. A constant learner and a big proponent of positive mindset.

AGE - 35

Experience - 11 Yrs

## EDUCATION

- Executive Program in Business Management, AFP-27 (MDI, Gurgaon)
- Diploma In Junior Defense Level Management, (Devi Ahilya Vishwavidhyalaya), June 2020
- B.Sc IT (JNU), Aug 2009

## CERTIFICATIONS

- Certified Protectional Personnel (ASIS)
- Lean Six Sigma Green Belt (KPMG)
- Certified Scrum Master®

## KEY SKILLS

- Leadership And Team Building
- Operations Management
- Business Communication
- Employee Relation and Retention
- Manpower and Resource Management
- Security & Loss Prevention
- Crisis Management

## Operations Management




- Successfully executed security infrastructure project of Military Cantonment worth INR 6.5 Cr.
- Installed and maintained high value army vital installations worth INR 30 Cr in risky and highly volatile environment.
- Procurement and installation of high value security related equipment worth INR 2.8 Cr in a limited time frame with a work force comprising of both military and civil personnel.
- Trained and led teams for planning and executing high risk operations in the state of Jammu and Kashmir.
- Experience in demand forecasting and daily planning of internal supply chain process.
- Supervised multiple tasks for the procurement and maintenance of arms, ammunition and logistic vehicles. Reduced downtime of vehicles and spare parts by 30%.
- Identified critical vulnerabilities during monthly and surprise security audits/penetration testing and achieved 100% security compliance for process improvement.
- Organized several vocational programs in Kashmir as CSR measures.
- Led Multi Operations sub units with over 300 personnel dealing with Cross-Functional Domains.
- Managed Operations, Training & Logistics to ensure Men and Systems in the highest combat effective state.
- Trained and led teams for implementation of policies to negate infiltration and intrusion at the Line of Control.

## Human Resource management

- Manpower management for correct delegation of responsibility and leadership skills under stressful and most inclement weather conditions.
- Devoted special emphasis to discipline, punctuality and strong work ethics leading to outstanding results.
- Efficient team building and management ensuring completion of projects before deadline. Exercised correct man management principles to ensure right man for the right job.
- Recruited, Motivated and trained teams to perform exceedingly well and come out as winner among 18 competitors consecutively for three years.

## Security And Loss Prevention

- Established a Central Crisis Management Centre for coordinating actions of Mobile Response Teams of Army, Rapid Action Force of Police & BSF in response to various security threats.
- Executed responsibilities of Security-in-Charge of Prime Minister Mr Narendra Modi, Defence Minister and Chief of Army Staff on several Occasions.
- Experience in information and intelligence gathering (electronic & human),
- Physical security of Assets against Terrorist/Insurgent attacks and natural disasters.
- Planning and conduct of operations against terrorists.
- Implemented Quick Reaction Teams, foot & vehicle patrols with situation awareness & real-time location tagging.

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## MAYANK VERMA



Aspiring to utilize 20 yrs of experience and expertise gained in technical and managerial tenures in IAF for professional gratification. Proficient in leading team to transcend expectations with professionalism. Looking forward to manage projects and achieve greater heights through new challenges.

AGE - 42

Experience - 20 Yrs

### EDUCATION

- Executive MBA from IIFT, New Delhi
- B. Tech from MIET, Meerut
- SCM Course (04 Credit, 15 Weeks) from SWAYAM
- Qualified Internal Auditor QMS ISO 9001:2015
- PMP (Pursuing)

### CORE COMPETENCIES

- Strategic Planning and Result Oriented Approach
- Resource Management
- Risk Management
- Process Improvement
- Effective Communication
- Decision-Making

### AREAS OF INTEREST

- Operations management
- Project Management
- Consumer Behaviour
- SCM

### HOBBIES

- Painting
- Writing

### Project Management

- Conducted **first ever operations** of IAF Drones from Leh.
- Project Officer for development of indigenised magnetron under TDF project through DRDO. Project of Rs 30 Crores.
- Undertook **planning and execution** of convoy movement and deployment for operation commitments. Shifting of Squadron was undertaken to a **new location**.
- Undertook special operations for **Delhi area air defence**.
- Executed conduct of **live missile firing** exercise.
- Infrastructural development for Duty Crew Hangar from **initiation, planning, execution, monitoring and control** to **closure**.

### Maintenance & Operations Management

- Technical Head for all maintenance activities for Missile System and Drones. **Planning and forecasting** of maintenance and flying task.
- Fostered vendor/partner relationships for upgrades, modifications and resolution of technical and logistical issues.
- Production planning for PAN Air Force equipment for major overhauls as Program Manager at Base Repair Depot. Resource management and forecasting for spares and consumables.
- Formulation of **SOPs, Checklists, Directives, Analytical Reports** for adherence to Quality. Preparation of **Obsolescence Management Plan** (OMP) for alternative source identification.
- Implemented e-Maintenance Management System project at two Air Force Stations in liaison with Wipro Project.
- Conducted various Fire Safety audits, Financial Audits, Inventory Audits, Equipment and Infrastructure Audits.
- **Quality Assurance Manager** for 3 yrs. Suggested measures for process improvements and optimum utilization of resources. Ensured adherence to QMS, EMS and OHSMS 45001:2018.

### Logistics and Supply Chain Management

- Liaison with logistics for spares for maintenance activities. Procedures like Local Procurement, Local Repair, demands materialisation were coordinated.
- Planning and forecasting for Automatic Replenishment items, rotables and inventory management to avoid over stocking/shortfall and stockout situations.





# NIKHIL KUMAR DHULIA

A techno-functional professional with 12+ years of experience in Operations, Projects, Technical Management, Human Resource Management, Quality Analysis, Weapons Engineering and leading diverse teams. Adept at improving operational stability, efficiency, profitability and logically concluding tasks. Expert in productivity improvements, maximizing team knowledge, staff development process and program design for varied requirements. Handled high-volume of operations, administration and personnel management in a fast-paced environment, adhering to strict deadlines and aggressive goals. The objective is to apply military experience and new learnings to achieve business objectives.

AGE - 35

Experience - 12+ Yrs

## EDUCATION

- Executive Programme in Business Management MDI Gurgaon (Pursuing) - 2022
- PGDBM (OM) NMIMS (Pursuing)- 2021-2023
- B.Tech (ECE) GNDU Amritsar - 2009

## CERTIFICATIONS



- LSSGB
- Certified Scrum Master
- Google Project Management
- Leadership & Behavioural Studies Course - CELABS
- Advance Weapon Course -Israel
- Advance Radar Course -Russia
- Brahmos Missile Operation and Maintenance Course - Brahmos Aerospace

## KEY SKILLS

- Operations
- Projects
- Crisis Management
- Program Management
- Process Improvement
- Resource Planning
- Leadership & Team Building

## AWARDS & ACHIEVEMENTS

- Chief of Naval Staff Commendation - 2019
- Flag Officer Commanding-in-Chief Commendation - 2014
- OHSMS 45001:2018 certification for Unit - 2018

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 [linkedin.com/in/nikhil-dhulia-6289bb243](https://www.linkedin.com/in/nikhil-dhulia-6289bb243)

## Operations Management

- Led a cross functional team of 200+ civilian and Naval personnel towards optimum operational efficiency of 40+ Naval Platforms and increased efficiency by 15%. Planned and executed refits and specialised upgradations of 15+ ships in resource constrained environment.
- Ensured 100% serviceability of a Warship while leading a multidisciplinary team of 20+ service personnel through effective planning and execution of periodic maintenance with available resources.
- Selected to lead teams to Israel and Russia for professional courses and based on the learnings designed and implemented a framework reference system for modern Missile and Radar systems for Indian Navy.
- Ensured business continuity by performing scheduled operations, root cause analysis of defects and oversaw the restoration of operations during breakdown and improvement of existing systems.

## Project Management

- Planned and executed project worth 20+ Cr for maintenance of weapons and sensors of ASW Warship in partnership with various stakeholders. Ensured Warship to be seaworthy within stringent timelines.
- Saved 2+ Cr to ex-chequer by conceptualizing indigenous method and executing replacement of weapon system on Warship via in house assembly and integration with fire control system followed by successful trials thereby reducing cost and dependency.
- Steered and successfully completed projects worth 120+ Cr for installation of technologically advanced systems onboard ships in collaboration with OEMs and further trained personnel for future projects.

## Program Management/ Quality Analysis

- Monitored, refined and evaluated quality inspection and performance analysis of newly inducted weapons in collaboration with Indian and foreign OEMs.
- Conceptualized, promulgated and steered planned preventive maintenance schedules for ASW and gunnery systems onboard Ships.
- Spearheaded and concluded user evaluation trials of indigenously developed DRDO SONAR system for fitment on future warships of Indian Navy.
- Initiated and implemented a revamped analysis process for ship fitted weapons and sensors for high operational availability and low MTBF.

## HRM, Logistics and Administration

- Analysed and categorized spare consumption patterns thereby forecasted demands and organized inventory of spares, tools and equipment for the effective working of ship.
- Directed management of a full spectrum of HR operations, systems and programs including training, welfare & incentive programs, payroll, examined proficiency & trained personnel for career progression; ensured job rotation & dual trade concept.
- Shouldered the responsibilities of IT Officer, Landing Safety Officer, Sports Officer, NBCP Officer and Mess Secretary; effectively utilized the funds and established processes and systems that resulted in better facilities along with improvement in employee morale.



## NISHANT SINGH



An effective result-oriented, motivated and dynamic Cyber professional with two decades of experience in Indian Army and Govt of India. Rich experience in the areas of Information Security, Digital Transformation, Product and Program Management in multi-disciplinary environment. Led multiple cross functional teams for handling Cyber Security operations, Data Privacy, Governance, Risk & Compliance (GRC) and Policy Formulation. Looking for a leadership and strategic role in GRC or Learning & Development.

AGE - 42

Experience - 20 Yrs

### EDUCATION

- M.Tech (Computer Science), IIT Delhi
- B.Tech (IT & Telecom) JNU Delhi
- B.Sc. (Computer Sci), Lucknow University
- Business Management, MDI Gurgaon

### CERTIFICATIONS

- Certified in Risk & Information System Control (CRISC)
- Certified Hacking Forensic Investigator (CHFI)
- Advance Course in Cyber Laws
- Network Security, IIT Delhi
- Cyber Diplomacy, UNODA

### KEY SKILLS

- Enterprise Risk Management (ISO 31000)
- Information Security (ISO27001)
- Incident Response Management
- Cyber Audit & Compliance
- Capacity Building and Training
- Project Management
- Leadership & Strategy
- Team Building and Mentoring
- C-level Communication skills
- Analytical and Logical Thinking
- Complex Problem Solver

### Experience




Jan 2020 - June 2022 (2.6 Yrs.): **Director e-Governance & IT, Ministry of External Affairs (MEA, Govt of India)**

Dec 2001 - Dec 2019 (18 Yrs.): **Joint Director, Signals Indian Army (On various designations and locations)**

- Oversaw the Cyber Security operations and Cyber Security Audit of the Ministry and Indian Missions abroad in 208 locations outside India. Had zero cyber breach in 2.6 years.
- Designed, developed and implemented cyber security strategies and programs for the Ministry and Indian Army and drastically brought down the policy violation to almost negligible
- Formulated & promulgated Security policies, Risk-management Plan, BCP, best practices & audited clients/networks to ensure process & procedure compliance.
- Developed effective processes associated with risk management, environmental, physical and logical security, access control, data backup and restoration, business continuity and disaster recovery management.
- Successfully steered turn-key projects worth INR 500 Cr involving technical deliverables at global level.
- Led complex, multi-disciplinary projects end to end. Achieved smooth and timely roll out of extensive ICT projects in a cost-effective manner
- Conceptualised, designed and conducted Cyber Capacity building programs for officials of Ministry of External Affairs. Trained 2000 Govt officials.
- Has been an Instructor for Cyber Security in a premier institute of defences services, delivered approx 800 hours of training thereby creating a skilled workforce to be effectively deployed in cyber defence roles in various govt establishments
- Trained more than 1000 defence personnel including foreign Armies
- Have provided strategic and operational advice in the areas of safeguarding critical information, preventing identity theft, privacy etc.
- Handled Operation and Management of PAN India Defence Data Network. Managed a cross functional team of 300 persons.
- Proven capability to build strong relationship across stakeholder groups with the expertise to effectively influence and communicate across various business lines and units and at senior levels

### Achievements:

- Imparted Cyber Security Training to Officers and Staff of Indian Foreign Services deployed in more than 200 countries.
- Awarded as 'National Cyber Warrior 2021' by one of the leading Cyber Organizations
- Nominated as Technical Advisor to South Asian University

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## PALLAVI RAWAL



Performance driven professional with 11 years of experience in multifaceted roles of Operations management, project management, vendor engagement and team leadership in Indian Army. Pivotal in enhancing organizational efficiency with optimal utilization of resources and excellent cross functional team management. A highly motivated team player with strong work ethics. A constant learner with innovative ideas.

AGE - 33

Experience - 11 Yrs



### EDUCATION

- Executive Program in Business Management, AFP-27 (MDI, Gurgaon)
- B Tech (IT), Aug 2010



### CERTIFICATIONS

- Lean Six Sigma Green Belt (KPMG)
- Certified Scrum Master®
- PMP (Pursuing)



### KEY SKILLS

- Operations Management
- Project Management
- Team Leadership
- Employee Relations
- Performance Management
- Cross-Functional Team management
- Facility Management
- Crisis Management
- Liaison & Negotiation
- Security & Loss Prevention

### Operations & Project Management

- Revamped Standard Operating Procedures (SOP) for waste management and timely execution of capital projects.
- Planned & executed equipment procurement and maintenance projects worth INR 30 Cr to enhance operational efficiency and automation.
- Spearheaded habitat improvement projects worth INR 5 Cr in the VUCA environment to raise the motivation level of the team.
- Established liaison with stakeholders including BEL, and DRDO, for faster budgeting, procurement and completing projects within stipulated timelines.
- Optimized resource allocation for effective inventory management in support of military operations.
- Effected strong vendor management processes to improve product quality and reduce costs by 30%.

### Supply Chain Management

- Forecasted critical resource requirements to minimize repair time by 30%.
- Restructured logistics, warehousing and safe transportation of critical stores & supplies for last-mile delivery in inhospitable terrain, achieving a 100% functional state.
- Accelerated secure delivery of critical inventory worth INR 300 Cr from Hyderabad to Srinagar.

### Human Resource Management & Administration

- Trained and mentored over 300+ officers in career progression, to improve employee satisfaction.
- Led a team of 250 personnel under stressful and inclement weather conditions.
- Adopted the "Right man for the right job" strategy and carried out their performance appraisal, discipline, and grievance handling with a focus on increasing motivation.
- Displayed cross-functional approach to lead Multi Operations subunits with over 300 personnel.
- Guided and conducted training workshops for 200+ personnel for continuous growth in professional and interpersonal skills, improving the learning curve by 25%.
- Planned resources and carried out budgeting of Army School for smooth functioning.
- Optimized resources and functioning of a Station News Channel incorporating young talent as part of talent acquisition and team building.

### Achievements

- Army Commander, Southern Command Commendation Card in July 2020 for effectively planning and utilising organisational resources in support of military operations.





## PRAKUL ANOS PETER



A highly committed, result oriented & dependable professional who always strives to achieve the highest standards of deliverables with 11½ years of proven track record in Operations, Project management, Vendor development & General administration.

AGE - 35

Experience - 11 ½ Yrs

### EDUCATION

- Executive Programme in Business Management, MDI Gurugram.
- PGD in Advance Weapon System, Savitribai Phule Pune University.
- PGD in Weapon System, University of Pune.
- PGD in Defence management and Strategic Studies, University of Madras.
- B.E ECE, Rajiv Gandhi Technical University

### CERTIFICATIONS

- Certified Scrum Master

### KEY SKILLS

- Operations
- Project Management
- Vendor Development
- Administration
- Risk Management
- Security

### AWARDS & ACHIEVEMENTS

- Gallantry Commendation Card in 2018.
- Felicitated by General Officer Commanding for outstanding contribution at Higher Headquarter in year 2019
- Participated at All India Inter University Football Competition held at Goa in year 2008
- Led school football team various competitions and was adjudged the best football player at school in year 2005

### OPERATION & PROJECT MANAGEMENT

- Designed and established an effective intelligence network and led a team (120+) in counter-insurgency operations, successfully achieving an incident-free environment for 60 months.
- Undertook joint operations with Narcotics Control Bureau for the destruction of Opium Cultivation and combating drug trafficking as well as creating awareness amongst locals for illegal substances.
- Responsible for carrying out re-signing of Suspension of Operation agreement between the centre, the state and militant outfits as well as ensuring the militant outfits adhere to the guidelines of the agreement.
- Managed real estate of 65 sq km utilized for Field firing and training events which included administration and security and ensured no untoward incident occurs.
- Coordinated and managed VIP reception and movement at Jolly Grant Airport, Dehradun which included the President of India, Defence Minister and other VIP dignitaries.
- Integrated surveillance devices such as sensor-based fences, night vision devices and radar to create a surveillance grid monitoring 20 km of the border area.

### ADMINISTRATION & TRAINING




- Responsible for efficient function of Army Canteen by ensuring effective inventory management, smooth functioning of the supply chain & integration of real-time accountancy procedures.
- Streamlined manning, deployment and rotation of over 150+ personnel to ensure seamless operation readiness all year round in sensitive northern and eastern border areas.
- Responsible for safety & security during Joint Integration Exercise with over 2000 troops participating ensuring incident-free exercise.
- Supervised security, maintenance & upliftment of Housing Society with over 1050 residents.
- Prepared annual training instructions, supervised training of troops, conducted courses, evaluated periodic validation of training and prepared annual training reports.
- Responsible for Army Rafting and Army MTB teams which included participation at International and National competitions, procurement of equipment and conduct of courses.

### VENDOR DEVELOPMENT

- Responsible for sourcing, negotiating and buying various electronics components and instruments to meet the company's requirements at Calcom Electronics Ltd, Greater Noida.
- Interfaced with R&D and Operations team to prioritize development needs to improve cost competitiveness and supply constraints
- Developed positive relationships and worked closely with sourcing leaders to manage, implement and track supplier, design changes and new product introductions.

### SECURITY

- Maintained a safe and secure environment by assigning patrolling duties to 150+troops for a perimeter of 15 km and monitoring premises via CCTV/ other equipment as the Senior Security Officer of Higher Headquarters
- Prepared standard operating procedures to control entry and exit of manpower and resources from security installations.
- Spearheaded joint high value intelligence-based operations with civil law enforcement agencies, which resulted in apprehension of numerous militants.

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# PRASHANT AGRAWAL



Indian Army Officer with over 20 years of hands-on experience in Leadership, Operations Management & successfully heading numerous outfits of varying sizes in challenging assignments.

AGE - 43

Experience - 20+ Yrs

## EDUCATION

- Executive MBA (Pursuing)
- MSc Strategic Studies
- BSc Physics (3<sup>rd</sup> Rank)

## CERTIFICATIONS

- LSSBB (Pursuing)
- SSGB
- GCPP, Defence & Foreign Affairs

## KEY SKILLS

- Leadership
- Team Building
- Mentoring & Motivation
- Operations Management
- Project Management
- Training & Development
- Business Administration
- Diplomatic Assignments

## AWARDS & ACHIEVEMENTS

- Leader of the Indian Delegation to Russia to participate in a multi-national professional event
- Appreciation by General Officer Commanding-in-Chief, Russia
- Commendation by General Officer Commanding-in-Chief, India
- Selected to be part of the UN Peace Keeping Force

### Director, Training & Development - 2020 to 2022

- Prepared Biennial Training Directives and managed training & development activities of more than 30,000 personnel at the regional level.
- Controlled Budget of approximately Rs 100 Crores (YOY) basis, towards Training and Infrastructure Development activities spread over seven states. Saved 15% of the total cost of the projects with meticulous planning & ensuring compliance of strict timelines.
- Planned and coordinated activities of Multi-Functional Teams at Strategic level.

### Commanding Officer/ Second in Command - 2015 to 2020

- Led a motivated team of 850 plus personnel with 12 Direct Reports. During my command, the outfit was selected to represent the country for a multi-national professional event at Russia.
- Responsible for execution of combat operations by multiple cross functional teams of varying sizes in an area of 4000 square kms.
- As head of the establishment, strategically planned & supervised the operational and administrative functions and achieved 98% operational efficiency.
- Ensured effective Inventory and Budget Management worth an amount of approximately INR 500 Crs (YOY).
- Achieved an 89% operational readiness rate on all material and equipment. Implemented a major modernization project involving induction of new equipment, conceptualizing and implementing changes in the organizational structure and processes.

### Instructional Tenure at Indian Military Training Team in Foreign Country - 2013 to 2015




- Steered and planned training activities for Foreign Army in multiple domains.
- Prepared a Budgetary Support plan of over 2000 Crores.
- Achieved 100% results in training and guiding officers for the prestigious Defence Services Staff College Exams (organisational average being less than 30%).
- Planned and successfully executed joint operations at strategic levels.

### Joint Director Operations - 2011 to 2013

- Planned and executed combat operations in adverse terrain and climatic conditions over 5000 square kilometres with multiple task-oriented teams comprising of 100 to 5000 personnel.
- Directly responsible for collection, holding, maintenance, distribution and last mile delivery of inventory worth more than INR 500 Cr.
- Formulated SOPs and approach papers to improve the operational efficiency of the organisation.

### Commander of Medium Sized Outfits - 2002 to 2012

- Led a team of 120 persons from culturally & ethnically diverse work force to include their physical, psychological and mental well-being.
- Undertook preventive Safety & Budgetary Audits of the outfit and the workforce to eliminate possibility of mishaps and enhance performance.
- Participated in United Nations Peace Keeping Mission, 2005-2006.

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## PRIYANKA MEHTA



A diligent and versatile professional, I have an experience of 11 years in the Indian Army along with a prior corporate experience of 01 year as a Software Developer in Cognizant Technology Solutions (2010-11). Upon my re-entry to the corporate world, I offer an unmatched mix of combat tested leadership skills, exceptional interpersonal and people management skills, logistics management and general administration backed by proven instructional and training capabilities.

AGE - 34

Experience - 12 Yrs



### EDUCATION

- Executive Programme in Business Management, MDI Gurugram (Pursuing)
- B.E in Electronics & Telecommunication, Goa Engineering College
- Class 12<sup>th</sup> : 85%
- Class 10<sup>th</sup> : 89%



### CERTIFICATIONS

- Operational Logistics Course, IA(Shillong)
- Electronic Warfare Course, Military College of Telecommunication Engineering
- Certificate Course in C & C++ Programming, C- LIBZ Division, Goa
- Certificate Course in Software Applications, Microchip Computers, Goa



### KEY SKILLS

- HR Management
- Communication & Soft Skills Trainer
- Training & Development
- General Administration
- Logistics & Inventory Management
- Team building & Supervision



### AWARDS & ACHIEVEMENTS

- Gold Medalist for Academic Excellence in Military Strategic Studies during Military Training at Officers Training Academy, Chennai (2013).
- General-Officer-Commanding-in - Chief (Army Commander) Commendation Medal for professional excellence and devotion to duty (2016).

### HR Management, Administration & Training

- Prior to the Army, gained exposure to the Corporate Culture as a Systems Associate at Cognizant Technology Solutions and was associated with developing a Corporate Claims Processing Application based on the Dotnet framework for Reliance Communications at Mumbai in 2010.
- Will be a valuable CSR resource by virtue of being an active part of Army Outreach Programmes and involved in execution of extensive welfare initiatives for Veterans, War Widows and their dependents.
- Managed performance appraisals, career progression, training, administrative issues and policy implementation for 105 civilian professionals.
- Performed Instructional Duties to impart quality training and coaching to newly inducted troops in the Army including curriculum planning and validation techniques, besides managing their complete administrative and logistic aspects over a period of 2 years.
- Managed and trained raw manpower coming from a culturally widespread spectrum by employing effective team building and trust exercises resulting in a coherent team product.
- Experienced in planning and execution of recruitment rallies of both combatants and civilian professionals of varied trades & portfolios.
- Possessing good oratory and presenting skills, have lent voice-over to multiple e-learning modules within the Army and informative audio guides for Western Army Command War Museum.
- A Leader with strong interpersonal and collaborative skills, have earned multiple nominations and performed the duties of Protocol Officer to prominent Defence Delegators.

### Logistics & Inventory Management

- As Officer Commanding Rear Battalion Headquarters, put effective measures and action plans in place to ensure timely and unhindered logistic support to troops deployed in forward operational areas.
- Ensured efficient operational continuity in strategic military operations during the pandemic exhibiting resource planning and problem-solving skills.
- Supervision and management of central institutes such as Area Level welfare centers and vocational centers involving an exhaustive combination of inventory management and related accounting.
- Successfully led and managed the Cyber security Team in Command level wargames (attended by the Chief of Army Staff) by supervising complete inventory management of classified IT hardware & software thereby ensuring comprehensive data security and prevention of sensitive data loss to the external environment.
- Played a key role as the Operations Officer in the insurgency affected Assam region involving meticulous planning, coordination and strategizing hierarchy specific operations accompanied with substantial data commutation and processing.

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# RACHIT MATHUR



Cross-functional leader in India & abroad with 21 years' experience in Army, possessing strong analytical & communication skills in amalgamating people, processes & technology to convert challenges into opportunity with firm belief to find better ways to perform tasks & anticipate impediments for organizational growth & BCM. Techno-managerial expertise in successfully managing programs, projects & teams across geographies, cultures & diverse business landscape. Skilful to learn, un-learn & re-learn in varied roles as per needs.

AGE - 42

Experience - 21 Yrs

## EDUCATION

- M Tech, IIT Delhi, 2012
- B Tech (Silver Medalist) (IT & Tele Comm), MCTE, Mhow, 2008

## CERTIFICATIONS

- Executive Program in Business Management, MDI Gurgaon
- CISSP
- Lean Six Sigma Black Belt
- CEH V11 Certification
- AWS Solution Architect Associate
- PMP (pursuing)

## KEY SKILLS

- Governance Risk Management and Compliance
- Information Security (IS) Architecture, Planning & Consulting
- Disaster Recovery and Contingency Planning
- Program Management
- Project Management
- Internal Audit Assurance & RFP Process
- Team Management & Leadership

## Profile Summary

- Persuasive & influential professional, **with over 21+** years of rich & diversified experience in the areas of **Information Security, Digital Transformation, Product and Program Management** in multi-disciplinary environment.
- Developed effective processes associated with **risk management, environmental, physical and logical security, access control, data backup and restoration, business continuity and disaster recovery management.**
- **Professional expertise** in the design and implementation of **strategic security programs that provide operational excellence.**
- **Champion with a strong focus on quality & governance**, and acts a catalyst for change, facilitating continuous process improvements for transformative results and delivering peak-performing teams & improved frameworks.
- **International Exposure**; selected as Officer Commanding and G6 Chief in the North Kivu Brigade deployed in Congo as part of UN Peace keeping force MONUSCO, despite being Greenfield UN Mission in Congo, with no roads, engineered Satellite Comm & IT infra, controlled Radio network, operated as CITS staff and as a cohesive Peacekeeping Team with 50+ international staff.
- **Proven capability to build strong relationship across stakeholder** groups with the expertise to effectively influence and communicate across various business lines and units and at senior levels within the organization

## Key Result Areas Across Career & Significant Achievements

- Led a Signal Regiment of Info Warriors of 300+ junior engineers with a team of 15 officers under direct command, in unforgiving terrain of NE India to execute projects to establish & maintain Telecom, Satellite, Network & IT services from multi-site on varied media, monitor NFS project & ensure BCM, to support 20,000+ customers for Counter Insurgency & LAC/IB operations with China/Myanmar in approx. 60,000 sq. km. Achieved integration of legacy T1 systems with modern ones
- Collaborated with Ministries/Departments, Integrated Finance and consultation with Public/Private Sector undertakings for finalization of Project ASCON Phase IV
- Managed HR and administrative functions of over 600 personnel including man management, documentation, performance appraisal, formulation of SOPs, policies and its implementation, discipline, motivation, promotions, grievance and welfare
- Directed RFI & RFP formulation and vetting, fielding equipment for acquisition and attending PNC/CNC, acquisition committees of ASCON Phase IV project worth Rs 10000 Crore

## HONOURS & AWARDS

- Felicitated with "Army Commander Commendation Medal" in Jan'10
- Recognized by "Government of Democratic Republic of Congo" for singular contribution in establishing ICT infrastructure at North Kivu Region amid civil war



# RAMAN KUMAR SHARMA



A diligent and industrious professional, I have over 31 years' experience in overall management experience having procured & managed successful Projects, expertise in Business Development, Supervision of Formulation & Submission of Techno-commercial proposals, Strategic Planning, Techno-Commercial feasibility, Design Coordination, Project Planning & Scheduling, project Coordination, Procurement, New Material Research, Execution & Billing, Project & Contract Management, Value Engineering, Facility Management, Land Acquisitions & Liasioning, Preparing Approach & Methodology and Presentations, Implementation of New Technologies, Various SOPs, LEED Rating, Team management & Self initiative Management & Self-Initiatives.

AGE - 53

Experience - 31 Yrs

## EDUCATION

- B.Tech (Civil Engineering)/1998  
From Jawaharlal Nehru University
- BSC From MLN COLLEGE,  
YAMUNNAGAR IN 1988
- Associate Degree of Engineer  
Works Procedure From CME, PUNE
- Associate Degree of Nuclear,  
Biological, Chemical Warfare From  
CME, PUNE

## CERTIFICATIONS

- Course in Business Management,  
MDI
- LEED (Leadership in Energy and  
Environmental Design)
- Concrete innovations
- Business Analysis Planning &  
Monitoring
- International Humanitarian Law  
(Ongoing, started from July 2022)

## KEY SKILLS

- Business Development
- Supervision of Formulation &  
Submission of Techno-commercial  
proposals, Techno Commercial  
feasibility
- Strategic Planning
- Procurement & supply chain mgmt
- Project Planning & Scheduling
- Financial management

## AWARDS & ACHIEVEMENTS

- Chief of Army Staff  
commendation card for  
Distinguish services
- Execution of bilateral nature  
construction works on Pakistan,  
Bangladesh, Nepal, Myanmar  
borders

## Project Management (Strategic Development)

- Strategic assessment, planning, policy development and implementation advisory services, personnel and project management, and security-related projects. Have in-depth experience in conceptualising the detailed project reports and assessments of various strategic projects of bilateral as well as international interest i.e., infrastructure development, planning, maintenance, and operationalisation to ensure the in-depth study of long supply chain management at these infrastructures.
- A proficient strategist in creating military assets, training frameworks and maintaining relationships with various stakeholders on a wide array of matters such as maintaining relations with politicians and bureaucrats of various states in India as well as neighbouring countries especially regarding governance, planning and development of border infrastructures and management of the highest level of national operations including management of complex emergencies especially handling trade and cargoes at border check posts.

## Technical Lead -Projects & Operations

- Have the ability of a military procurement specialist with strong skill in conceptualising procurement policies and operating governance models in electronic form in tune with changing needs of e-organisation
- Conceptualised the projects for full body truck scanners and Radiological detection eqpts for Integrated check posts at international borders worth 1000 crores
- Have done Planning and monitoring of infrastructures (Tech Sites) Works of Capital and Revenue Natures worth 10000 crores, for Indian armed forces, Execution of Work of Sophisticated Labs, clean rooms etc

## Financial management, budget and Audit as well as Risk management

- Effectively coordinated projects budget, financial planning of projects as well as operation matters
- Having sufficient knowledge and understanding of financial management, have ensured full proof strategies at various levels of the organisation for efficient and smooth budget expenditure. I have experience in handling the e-budget management system and trained teams and subordinates very professionally to control the financial planning in various appointments, which were made during my entire service.

## Procurement and supply chain management

- Have carried out effective Provisioning, supply, stocking and maintenance of logistics essential stores as well as Stores for Road Construction Works in High Altitude areas
- Initiation of timely forecast of stores and regular provisioning of technical eqpts and stores
- Coordination of all logistics units under command as well ensure timely demands of stores for construction materials
- Planning of land ports community system for better and smooth supply management

## Human Resources management and training

- Have adequate experience in creating integrated program plans especially relating to various aspects of HR management, cost, schedule, requirement, risk, overseeing and participating in content development, e-learning, and other training events based on operational needs.
- As an administrator with deep knowledge and experience, have handled personnel in difficult working conditions during peace and field locations. Have led my commands and



## RAVI SHARMA



A dynamic, principled and innovative team leader with 30+ years of experience in Strategic Planning, Operations, Contingency Planning, Security Management, Supply Chain Management and Human Resource Management with a flair for self-assessment and continuous professional development to synchronise with best practices of corporate world. Now seeking to transit in General Management/ HR Management role on superannuation on 31 December 2022.

AGE - 53

Experience - 31 Yrs

### EDUCATION

- EPBM, MDI, Gurugram (2022)
- PGDHM, IIMR, Delhi (2015)
- PGD PM&IR, Symbiosis, Pune (1997)
- BSc (Hons) Physics, Delhi University (1989)

### ARMY COURSES

- Junior Def Management Course, AWC (1999)
- TSOC (MTech Equivalent), IAT, Pune (2003)
- Senior Def Management Course, AWC (2008)

### KEY SKILLS

- General Management
- Human Resource Management
- Hospital Management (Internships at BLK Hospital & Saket City Hosp)
- Land and Works Management

### AWARDS & ACHIEVEMENTS

- COAS Commendation Card (2013)
- Force Cdr CC, UNIFIL (2007)

### General Management

- As Deputy Commander/ Commanding Officer/Company Commander led and controlled operations with 1000-5000 personnel in J&K by constant application of practical innovations ensuring Zero infiltration and awarded Unit Citation
- As Coy Cdr (150 personnel) lead and controlled operations in Super High-Altitude Area (15400 feet above MSL) without any casualties
- As Senior Operations Officer in United Nations Interim Force in Lebanon during Israel-Lebanon War (2006), overlooked expansion of the Force from 2000 personnel from 07 nations to 15000 personnel from 33 nations
- Trained 200 personnel in Certified Computer Course
- As Instructor, trained 400 Infantry Officers in Tactics
- Innovated "Cub of the Khel Concept" for grooming the Officers and "Golden Rhino Concept" for Personnel Below Officers' Rank for professional training and implementation of "Honour Code" as part of Human Resource Development
- Logistics Management for 1000 personnel to include Accommodation and its maintenance, Procurement, Supply Chain Management

### Land & Works Management

- As Director Land and Works (South) looked after 14 States
- Processed cases for land acquisition of 2 Lakh acres. Exchanged Land for various infrastructure projects of NHAI, AAI, Metro Rails etc
- Looked after Court Cases pertaining to land
- Processed landmark budgetary ceiling for Administrative Approval of Rs.2,500 crores including Command Hospital, Southern Command (Pune), 08 Military Hospitals, 10 Schools, living accommodation etc

### Event Management and Social Service & Community Development

- As Second in Command of Rashtrapati Bhawan Battalion participated in many important events at highest level
- Trained 2500 NCC Cadets in Unity and Discipline for 5 years
- Participated in Prime Minister Rally 2022
- Conducted events for community development under Swachh Bharat Abhiyan, Environment Protection etc

### Internships

- BLK-Max Super Speciality Hospital in Non-Medical Departments (Feb-Apr2014)
- Saket City Hospital (Max Smart Hospital) in "Quality" Department (Mar-May2015)

### Published Article (shared)

- Universal Health Coverage in India: Prospect and Way Forward- A Review. IJMSS Vol 4 Issue-01 (January 2016) ISSN 2321-1784





# SANTOSH NAINWAL



Success is a state of mind. If you want success, start thinking of yourself as a success." My progressive track record of 21 years & transformational leadership in large-scale Operations and Program Management, I bring along extensive cross-cultural exposure of having led delegations to Foreign Countries and liaised with MEA, MHA, MoD & Foreign Embassies. Bringing an open minded & positive approach to each role, I evaluate strengths & vulnerabilities & believe it is critical to take on challenges, learn from failures to reveal untapped potential and influence high-impact results in long run.

AGE - 42  
Experience - 21.5 Yrs

## EDUCATION

- Business Management Program, MDI Gurgaon
- EMBA in Project & Operations Management, NIBM Global
- M Phil & MSc in Defence & Strategic Studies, MADRAS University
- B Tech Civil Engineering, JNU Delhi

## CERTIFICATIONS

- Pursuing PMP
- Lean Six Sigma Green Belt, KPMG
- Registered Scrum Master, Scrum Inc
- Advance Excel, Udemy
- Fundamentals of Financial & Management Accounting, Coursera
- Agile, Microsoft Word and Excel Certificates, LinkedIn

## KEY SKILLS

- Program Management
- Governance & Compliance
- Quality Control
- Minitab & Kanban Board
- Waterfall Technique
- Mural Software
- GIS

## AWARDS & ACHIEVEMENTS




- Chief of Army Staff Commendation Card

## Senior Project Manager

- Managed a technical staff of over 1100 members and procurement of specialized equipment. Construction of highly technical buildings like Igloos with laced reinforcements, roads and Helipads.
- Sustained effective liaison with civil counterparts of District Administration & Foreign Affairs.
- Functioned as a Superintendent Engineer of the entire Kutch region in Military Engineering Services, handled Finance, Contract Draft, Bid & Tenders Presentation, Commercial Negotiations, Rate Analysis, Budget Control, Market Survey, and Awarding of Tender.
- Steered operations as Sr. Project Manager; conducted quality checks of raw material and casted work - ultrasonic pulse velocity meter & rebound hammer.
- Successfully executed Bhuj Runway from designing, costing, construction quality checks, dry & wet mix, and core cuttings after laying of surface
- Effectively resolved all outstanding issues with labour unions leveraging relevant labour laws to ensure continuity in critical works, thereby maintaining harmonious industrial relations. Maintaining discipline and taking disciplinary actions as necessary.
- Stellar in managing Pay of Group C and D employees of MES of 3 bases comprising of 1000 men each.
- Instrumental in Construction of Hangar for Parking of Fighter Aircraft. Facilitated cross-functional training and managed daily maintenance of critical infrastructure base.
- Focused on promoting in Renewable Energy Sector and played a crucial role in setting-up up Two Megawatts Of Solar Power Plants
- Exhibited excellence in driving large-scale CSR activities - providing electricity and water in remote areas and ensuring that all activities are in line with the Army's policies & vision of community outreach & support

## Senior Operations Manager

- Appointed as Operations Head for internationally renowned institute, National Defence College in New Delhi
- Involved in daily operations with Home, External and Defence Ministries and of the institute involving 400 senior IAS, IPS and Foreign Officers
- Visited Foreign Countries as part of M.Phil in Defence and Strategic Studies, along with the delegation, to gain an insight into the strategic perspective, industrial and business relations with India. Met prominent personalities, including the Governor-General of Australia.
- Front-led planned and managed daily operations of visiting foreign delegations including interaction with Embassies, Indian High Commissions, Home and Defence Ministry and Ministry of Finance
- Addressed all budget-related issues in consultation with MOD Finance
- Awarded Chief of Army Staff Commendation Card for the successful organization of an International Event comprising 27 Senior Foreign Defence Universities Heads, Senior Indian & Overseas Officers, including a 3- days Seminar from detailed planning of attendees, reception, arrival forms, arranging bilateral discussions with a selection of topics, invites for the opening ceremony - Chief Guest as Defence Minister, Late Shri Arun Jaitley, and Dispersals
- Successfully piloted strategic planning and execution operations for over 3000 people in inhospitable terrain.

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# SAWAN TALUJA



Being in the uniform was by choice and the transformation to the corporate a dream lived, here I am after 21 years in the Olive Green, criss-crossing the length and breadth of the country with a rich and enriching experience in the Technical and the Management domain and a decade experience in executing Projects from conceptualising to delivery | Business continuity whilst planning e2e delivery including procurements in limited time frame, managing key resources were the indelible tasks performed | Effective relationship with the Govt and Private sectors|

AGE - 48

Experience - 21 Yrs

## EDUCATION

- Business Management Programme, MDI Gurgaon
- MBA Consultancy Management, BITS Pilani
- BE Mechanical, Nagpur University

## CERTIFICATIONS

- Pursuing PMP
- Certified Scrum Master, Scrum Alliance
- MS Word, Agile Certificate, LinkedIn

## KEY SKILLS

- Programme Management
- Financial Planning CapEx
- Compliance & Risk Mgt
- Bids & Negotiations
- Procurements
- Vendor Mgt

## AWARDS & ACHIEVEMENTS

- Army Commanders Citation

## Programme/Project Management

- Planned and Executed diverse high valued Govt Infra projects in the Eastern and Northern sectors worth INR 125-150 Cr annually leading a team of 250 personals, planning processes, contingencies in coordination with external agencies and vendors.
- Project Turnaround and Stakeholder Management with the DRDO at its missile launch complex under MAKE IN INDIA initiative programme worth INR 1200 Cr, revitalised the relationship between the DRDO and the works agency, demonstrating commitment and ensured timely completion of prestigious Infra Projects worth INR 175 Cr while reducing delays, mitigating risk, utilising the best in industry practises and tools, effective resource allocation, vendor management, financial prudence and closure upon delivery. Revitalised the business vertical and brought WORK TRANSFORMATION.
- Lead Contract management team building with extensive bidding of projects for 7 yrs. Preparation of RFI, seeking RFP and RFQ was my forte for the projects. Technical and Commercial evaluation, extensive negotiations with the OEM's were resorted instead of limiting to with only third-party negotiations. The efforts brought in financial savings on the overall amount by up to 10%.
- Compliances and risks are inherent to projects. Regular audits Pre, ongoing and Post completion of financial, scope and structural parameters were judiciously adopted to ensure meeting stakeholder expectations while maintaining transparency.
- Govt liaison and coordination with various ministries (Finance, Defence, Environment etc) for the purpose of acquiring land, environmental clearances, funding of the projects(CapEx) were carried out for smooth and timely execution of Projects.
- Industrial Relations is an integral and most challenging thread of any project. Besides managing 350 industrial staff, managing the labour unions, 600+labourers employed on-site ensuring minimum wages carrying out liaison with the state Labour commissioner office

## Operations Manager

- As an Operations lead in the operational areas carried out financial planning, calculated the yearly budgetary allocations, for technical and security related stores, compilation of requirements from different areas, procurement of stores and ensured last mile delivery
- Implementation of GeM (Govt e-marketing) with the change in power corridors in 2014 effective utilisation with orders worth INR 4000.00 Cr placed on GeM in the year 2019-20 for procurement of operational stores.
- Planning of transport for logistic movement while also working out the turnaround time ensuring the movement of the resources (men and material), rationalising resources resulted in completion of work in the limited window with time constraints.
- The entire process helped 15000+ personals.
- The operation gave an opportunity to various MSME's by way of GeM. Fair bidding ensured savings in the overall allocations to the department.

## Supply Chain Managemnt/Business Continuity

- Undertook procurement of Engineering stores for Earth movers from OEM's like BEML, BEL for the purpose of ensuring business continuity in the forward areas (J&K) throughout the year to maintain sustainability of the personals deployed.
- Movement of the stores and e2e (last mile) delivery was ensured.
- Carried out delivery of Engineering stores up to 1000 T truck load during operational preparedness in the deserts from 5-6 different locations. Concerted and coordinated effort



## SEEMA CHAUDHARY

An accomplished legal background professional of 14 years work experience with core competency in Operations and HR, with proficiency in leading cross functional teams in diverse and challenging environment. As a problem solver and an influential communicator have not only executed successful negotiations for Govt of India but have also steered and resolved contractual, arbitration and legal cases while advising senior hierarchy in Navy and Govt of India on Government affairs and policies.

AGE - 38

Experience:

- Indian Navy - 14 Yrs
- CyberPeace Foundation, Internship (Pursuing), New Delhi



### EDUCATION

- Bachelor of Laws, 2006
- Bachelor of Arts, 2004



### CERTIFICATIONS

- Executive Business Management, MDI Gurgaon
- Certified HR Course
- United Nations Peacekeeping Course, 2014, USI, New Delhi
- JAAC Course, 2013, Inter-Services Institute, Nagpur
- JABC Course, 2011, Inter-Services Institute, Nagpur
- Base Logistics & Management Course, 2008, Mumbai



### KEY SKILLS

- Legal Affairs
- Advisory
- Statutory Compliance
- Interpretation of Statutes
- Consultancy
- Corporate Social Responsibility
- Contract Management
- Operational Risk Management
- Operations Excellence
- Root Cause Problem Solving
- Human Resource Operations

### Legal Management and Consulting

- Demonstrated success in winning legal strategies for civil and commercial cases argued before all levels of judiciary, including the Supreme Court effecting swift and out-of-court resolution of approximately 2000 similar cases.
- Adept at advising senior hierarchy on interpretation of statutes, policies & procedures, whilst liaising with Govt officials to protect the interest of UOI.
- Spearheaded and ensured diverse legal, regulatory and contractual compliance at the largest operational Command with 9000+civilians resulting in loss prevention to projects worth Rs 500 Crores.
- Aligned preparation of contract agreements and led multiple negotiations with stakeholders worth Rs 100 Crore and resolved contract disputes.

### Operations Management

- Streamlined operation of 50+ commercial outlets and creation of new infrastructure in Naval residential areas (6000+ residents) mitigating legal risks and generating financial benefit of Rs 3,00,000/- per month to Govt Exchequer.
- Planned budgeting & supervised procurement worth 20 Lakhs for facility management of a four storey 34 room Hostel for widows of Naval officers. Involved stakeholder management for provisioning of water supply from Delhi Jal Board & set up of solar power plant.
- Entrusted with responsibility of disaster relief operation during cyclone HUDHUD (Vizag) in year 2014. Handled crisis management, liaison with multiple agencies, stocking/warehousing and distribution of life essential items for 10,000+ personnel & assessment of lost life and infrastructure.

### Human Resource Management

- Administered multifarious disciplinary issues related to Recruitment, Grievances, Promotion, Pension, and Pay and Allowances etc, under the relevant laws.
- Oversaw formulation and implementation of HR Policies and Procedures, recruitment/transfer policies, in line with core organizational objectives.
- Planned and executed training sessions for enhanced legal awareness on regulations, security imperatives and nuances of sexual harassment at work place.
- Supervised, mentored and carried out Performance Appraisals of 20 subordinates. Focused on constructive and inclusive growth of the team.
- Settled Industrial disputes between employers and employees by judicious decision-making capabilities.
- Applied communication skills to maintain harmonious relations with worker representatives (Unions) of 9000 + employees at Dockyard to enhance productivity.

### Key Achievements

- Achieved accelerated promotions over 14 years for outstanding performance & first in batch among 100 peers to be promoted to the rank of Commander
- Selected, as Chief Instructor at Inter Services Institute. Trained 75 officers including foreign national from USA & Democratic Republic of Congo.
- Awarded Para Badge on successful completion of Skydiving Course.
- Automated monitoring of legal operations leading to optimisation of four personnel & reduction in average referral time from 04 hrs to few minutes.



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## SHAILENDRA SHARMA



A passionate technology driven Submarine leader with **21+** yrs experience in **Operations & Programme Management** across varied projects. Proficient in **owning & delivering projects** from concept to completion while effectively managing stakeholders & diverse cross-functional teams. A strong believer of operational ethics with value for interpersonal relationships and customer satisfaction. An agile practitioner with adaptive attitude, analytical capabilities and excellent communication skills. A self-disciplined team player with proven record of delivering **stress-free outcomes** in a **high-risk environment** with focus on Value Creation, maximising profitability and sustained growth.

AGE - 44

Experience - 22 Yrs



### EDUCATION

- EMBA, ISB (Pursuing)
- EPBM, MDI (Pursuing)
- MTech (Controls) IITB
- BTech (Mech), JNU
- BSc (PCM), Dehradun



### CERTIFICATIONS

- PMP
- **LSSBB**
- SAFe 5
- CSM
- Acupressure Therapist



### KEY SKILLS

- Project Management
- Strategy and Planning
- Ops Management
- People's management
- Quality Management
- Risk Management
- Learning & Development / Training
- Contract & Vendor Management
- Supply Chain
- Impact Analysis & Mitigation



### AWARDS & ACHIEVEMENTS

- VPN CNS Award
- CinC Award (Twice)
- DRDO Chairman award
- Nominated - CNS Award
- Awarded Best Instructor
- Elected Student Lead, ISB
- Summited Mt. Stok Kangri > 20000 ft



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### Programme Management

- Developed project plans, executed and controlled **four** large scale maintenance contract of Conventional Submarines amounting to ₹1500 Cr+.
- Steered International Supply Chains for Strategic assets ~ ₹1000Cr over past 6 yrs.
- Planned & executed two infrastructure projects including construction of new training complex and air-conditioning augmentation of the Command Auditorium of seating capacity ~1000 personnel amounting to a gross value of > ₹350Cr.
- As EA, advised Programme Director (**Apex Body**) on various technical & management issues along with resolution with numerous stakeholders.
- Coordinated GRIP (Guest Reception Invitation and Protocol) for over 300+ VVIPs during the International Fleet Review (IFR), Visakhapatnam 2016.
- Executed over 12+ **IT Security Audits** & ensured compliance with InfoSec Policies.

### Operations Management

- Pioneered the methodology and **developed the process** for successful afloat repairs of underwater hull fittings on submarines obviating requirement of docking thus resulting in higher availability of strategic platforms and savings >> ₹20 - 30Cr / annum YoY.
- Led team of **80+** professionals & created functional Critical Supply Chains across Indian and international ports **Operational Turnaround & Replenishment (OTR)** of Submarines by effective stakeholder management.
- Established ERP functionality for procurement & Inventory Management at the Op Command Center resulting in efficiency & reduced downtime ~ 20%.
- Undertook strategic planning, managed resources, and executed **prolonged deployments** for **138 continuous dived days** on strategic platforms with OTRs.
- Led team of **30+** officers and enlisted personnel towards implementation of Six Sigma, Lean tools and agile methodologies.

### Leadership and People Management

- Ensured best of mental & physical fitness and motivation amongst teams onboard submarines especially during prolonged deployments despite environmental challenges, confined spaces & adverse conditions.
- Conducted preventive & compliance **Safety Audits** of submarines & workforce to eliminate risk and enhance performance in combat & operations.
- Fostered Indian diplomacy on **"Look East Policy"** by spearheading training for the Vietnamese Peoples Navy (VPN) & awarded **Best Instructor** by VPN.
- Led 14 members team to successfully summit **Mt. Stok Kangri >20000 Ft.**
- As **Student Lead** at ISB, coordinated & organized regular workshops, webinars, industry visits, team building events, Case Study competitions for the cohort including **fund raising** for these events.

### Crisis Management

- Led a team of **100+** professionals to coordinate rescue efforts on two occasions at A&N Islands during **Tsunami (2004)** and at Visakhapatnam during **Super Cyclone Hud-Hud (2014)**.
- Led team of **25+ Naval personnel** to carry out successful firefighting operations in Mantralaya building, Mumbai in 2012 **ensuring nil casualty/ injury to any team member.**



# SHREYA JAYAPRAKASH



A self-motivated and solution-oriented team player with good organizational skills with 10 year experience in handling cross-functional teams & diverse resources, working with senior stakeholders across different locations, and planning & executing mission-critical projects successfully in the Indian Air Force. Looking forward to working in a new environment, learning new technologies, different working and leadership styles, and growing, both, as a professional and as a person.

AGE - 32

Experience - 11 Yrs

## EDUCATION

- Bachelors in Management Studies, SIES College, Navi Mumbai: 2010
- Executive Program in Business Management, MDI Gurugram: Pursuing

## CERTIFICATIONS

- Certified Life and Executive Coach, Indian leadership Academy: 2021

## KEY SKILLS

- Change Management
- Project Management
- Process Improvement
- Conflict Resolution
- Stakeholder Management

## AWARDS & ACHIEVEMENTS

- Ensured 12000+ hours of accident/incident free flying during my shift.
- Managed Republic Day 2022 flypast that included climb/descent and alignment of 140 aircrafts originating from 8-9 locations across the country.

## Operations Management

- Collaborated with executive-level management in the development of long-term war plans integrating operations, maintenance and administration aspects at different levels.
- Based on long-term war plans, created five new roles, that boosted speed and efficiency while supporting rapidly increasing workload.
- Led coordination and integration of efforts among different teams - operations, technology, and administration divisions to produce a smoother workflow by preparing Integrated monthly planners, aligning all teams as per the plan and fortnightly reviews on bottlenecks
- Worked in 4 different systems in 5 postings.
- Ensured avoidance of collision among aircraft (both civil and military) in my area of responsibility (AOR) (1,86,200 sq km) by pre-planning as well as live coordination with multiple agencies (different air force bases, Air Force Movement Liaison Units, civil and military aircraft operators) across up to 10 different locations in the country.

## Project implementation

- Implemented E-Office (offline to online mode of communication) in an Air Force Station (150-200 personnel) by transferring all documents online, imparting regular training to the personnel on how to use it and assigning mentors to address their roadblocks in implementation.
- Ensured smooth implementation of the AFNET (Air Force Network) upgradation project and NFS (Network for Spectrum) project (worth INR 13000 crores) by coordination and follow-up with 4-5 stakeholders at different locations for implementation as per timelines.
- Implemented new deployment & employment strategy of missile systems for Air Defence.

## Team Management

- Manpower planning of my team of 60 personnel
- Planning and allotment of tasks to the right person based on required skill sets.
- Leave planning to ensure the availability of sufficient manpower for planned tasks.
- Maintained an efficient and positive work environment by implementing regular feedback along with timely grievance redressal.
- Carried out quarterly and annual performance reviews of my team covering their strengths, areas of improvement and feedback.
- Planned and conducted training of personnel of my unit (up to 200 people), assessed level of competence of trainers and trainees to recommend further higher training and larger assignments.
- Investigated a discipline issue with personnel located at 7 different locations across the country including 2 retired personnel.
- Managed quarantine facilities for unit personnel (approx. 200 families) during the Covid-19 pandemic.

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## SHWETA KRISHNA SHARMA

Performance-driven Air Traffic Control Officer with over 14 years of rich & comprehensive experience in strategic and tactical Naval Air Operations involving complex and dynamic situations, seeking roles in Operations, Project Management, HRM, Training and Administration. Inherent quick learning ability with strong analytical skills and eye for detail, adept at developing capable teams, willing to undertake challenging assignments.

AGE - 37

Experience - 15½ Yrs

- 14 Years in Indian Navy
- 1½ Years at Convergys India Services Pvt Ltd

### EDUCATION

- Executive Programme in Business Management, MDI Gurugram
- MA (Aviation Laws and Air Transport Management), NALSAR Hyderabad
- BSc & BEd, RIE Bhubaneswar

### CERTIFICATIONS

- Certified Scrum Master®
- Lean Six Sigma Green Belt, KPMG
- Instrument Procedure Design Course, IAF Palam
- Air Traffic Surveillance Services, IAF Hyderabad
- Leadership Course, Indian Navy
- Basic Air Traffic Controller course, AFA Hyderabad

### KEY SKILLS

- Operational Planning
- Project Management
- Critical Thinking
- Training and Mentoring
- Administration and Liaison
- Human Resource Management
- Effective Communication

### AWARDS & ACHIEVEMENTS

- Awarded Commander-in-Chief (West) Commendation, 2016

### Operations

- Handled complex mixed flying operations of both civil and military including exercises with foreign militaries using STAR 2000 radar systems, ensuring a safe and expeditious flow of air traffic.
- Carried out crisis management of time-critical aircraft and ship emergencies and coordinated live search and rescue missions.
- Played a crucial role in coordinating with civil agencies, for smooth conduct of VVIP/VIP movements.
- Conducted Obstacle assessment study for infrastructure validation around the air base for 1000 buildings.
- Planned, executed and scrutinised air traffic services systems and associated equipment adhering to safety standards.

### Project Management

- Planned and designed Instrument Approach procedures for two IAF runways.
- Coordinated day-to-day operations and formulated SOPs of The National Airspace Management Advisory Cell (NAMAC) in New Delhi in collaboration with AAI and IAF, an initial team for formulating the National Air Space Management policy and tactical airspace usage.
- Spear headed ATS aspects in commissioning of drone squadron at a civil airport worth Rs 2 Crores for initial set up.
- Complete modernisation and refurbishment of Air Traffic Control Tower and Aircrew Rest Room at pioneer Helicopter base of Navy amounting to approximately 60Lakhs.

### Human Resource Management and Training

- Managed HR functions of approx. 30 ATC personnel which included career progression, discipline, service courses, leave, maintaining records and other official and personnel occurrences.
- Liaison with District Collector office, AAI, Airlines, State Police, CISF and other stakeholders for conduct of Mock anti-hijack and aerodrome committee meetings.
- Ab initio and on-job training of approx. 500 Indian naval sailors, 200 ONGC and NMAC personnel including Helo controllers on various aspects of fire-fighting, aircraft search and rescue and Radio telephony.
- Controlled budget and accounting of Non-Profit Funds and Training Funds.

### Pre Navy-Experience

- Worked as a customer care executive with Convergys India Services Pvt Ltd, Gurugram for client Capital One UK.





## SIDHARTHA HANDA



An astute & dynamic leader with a result-oriented approach having a proven track record of over two decades in various capacities in the field of Operations, Program/Project, Compliance & HR management. A highly motivated, performance-driven and adaptable professional with strong interpersonal, conflict resolution, risk management, problem-solving & communication skills who has delivered consistently & successfully by leveraging strong operational acumen & analytical abilities

AGE - 46

Experience - 24 Yrs

### EDUCATION

- Executive Programme in Business Management, MDI Gurgaon
- Graduate of Senior Managerial Leadership School of Royal Thailand Air Force at Bangkok
- Bachelor of Science (JNU), NDA

### CERTIFICATIONS

- Air Transport Pilots License

### KEY SKILLS

- Aerospace
- Strategy/Ops Management
- Project Management
- People & Resource Management
- Problem Solving
- Analytical Thinking
- Risk Analysis, Management & Mitigation
- Team Building & Mentoring

### AWARDS & ACHIEVEMENTS

- Commendation - Org Head
- Commendation - Regional Head
- Awarded special badges for safe & proficient flying
- Fighter Strike Leader course from Tactics & Air Combat Development Establishment
- Domain expert for International Air Exercise Red Flag in the USA
- Expert member for various MoD level meetings of Shanghai Coop Org (SCO) at Tashkent

### Operations and Risk Management

- As Commanding Officer (CEO), strategised & directed successful operations of air defence assets including their facilities, support & testing equipment, explosive stores, & 75+ operation-critical Russian vehicles worth 500+ Cr for multiple locations pan India
- As Flight Commander (Chief Flight Operations Officer) of a fighter unit orchestrated day to day high paced fighter flying operations involving assets worth over 1000 Cr+ by effective risk mitigation, compliance management and synchronisation marked by zero personnel/equipment loss
- As Operations Adjutant (Senior Manager-Planning & Control) of a large Air Force Base undertook end-to-end planning, scheduling, execution & monitoring of complex fast-paced air & ground operations involving 40+ combat elements in a VUCA environment which significantly enhanced the operational efficiency of the base by 20%

### Project/Program Management

- As Project Team Leader steered refurbishment, acceptance and installation of mission-critical air defence systems worth over 200 Cr within stipulated time frames by effective guidance, compliance management & strict quality control
- Key stakeholder in strategic planning for futuristic induction of a state-of-the-art air defence asset worth 1000 Cr+ in a highly challenging and active field area
- As Managing Director of an Officers Mess catering to 500+ personnel for 3 years, identified improvement opportunities and orchestrated innovative, cost-effective, user-centric & growth-oriented efficient processes that increased overall satisfaction metric high and YoY growth by 15%
- As Director of International Defence Cooperation, steered various defence coop projects with 115 countries by successfully implementing & leveraging soft power initiatives, formulating elaborate policies/SOPs & by maintaining a close liaison with various cross-functional departments of MoD, MEA, service headquarters & our missions abroad

### Leadership, HRM & Administration

- As Commanding Officer (CEO) handled a full spectrum of HR functions including policy formulation, career mapping, talent management, appraisals, leadership development, team structuring, performance, rewards and recognition, compliances & conflict resolution and grievance management
- Collaborated on a large cross-disciplinary team of leaders from HR, Administration & Operations and implemented workflow automation which resulted in a 20% increase in operational efficiency of a large Air Force Base with 3000+ personnel

### Training/ Mentoring

- As Commanding Officer (CEO) led and mentored a multi-cultural unit of 15 senior & medium level managers, 35 junior level managers and 300+ personnel of varying skill sets on a continuous journey of sustained improvement
- As a Fighter Strike Leader trained, developed and evaluated 100+ combat pilots of five different units in the areas of operational planning, risk management, and decision making using the OODA loop (Observe, Orient, Decide, Act) approach and stress management.
- As Directing Staff (Mentor & Instructor) of a tri-services Senior Military Leadership School, mentored and evaluated 250+ mid-level officers of the Indian & foreign defence forces undergoing the Senior Leaders Program

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## SUDHIR DUBE



A result oriented professional with 32 years' experience in project management, planning & policy formulation, capability development and administration under high stress environment, who can bring varied perspectives to create and enable teams to further organisational goals, backed by excellent analytical thinking & problem-solving abilities. Looking for a leadership or consultant role in project management, risk assessment & mitigation and CSR fields.

AGE - 53

Experience - 32 Yrs

### EDUCATION

- Executive Programme in Business Management MDI Gurugram (ongoing)
- MSc (Defence & Strategy) University of Madras
- B Tech (Civil) JNU
- BSc St Xavier's College University of Calcutta

### CERTIFICATIONS




- Course in Automated Data Processing (2001)
- Course in Geoinformatics (2006)

### KEY SKILLS

- Strategic Planning and Capability building
- Project Planning and Implementation
- Risk Analysis & Prevention
- Cross Functional Team Building & Coordination
- Policy and Change Management
- People Management, Capability Development
- Crisis Management

### AWARDS & ACHIEVEMENTS

- AIR 1 -UPSC CDS Exam 1989
- Drafted Defence Works Procedure 2020

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### Project Management (Infrastructure)

- As Advisor to Air Command on infrastructure development and maintenance services across North & West India, promoted sustainable infrastructure, amounting to ₹1500 Crores annually, which enhanced the pace of development by 10%. (Jul 22- present)
- Steered Policy & Planning for formulation of works & procurement policies and regulations, affecting Tri-services works of ₹25000 Crores annually, facilitating better monitoring and increased efficiency Pan-India. (2014-17)
- Analysed needs including project plans and delivery schedules, established management strategies and recommended the appropriate level of planning, scheduling and control for multiple projects worth ₹200 Crores, including seismic retrofitting, restoration of over 50 distressed buildings and heritage buildings. (2012-14)
- Head of Engineer Task Forces of Indian Army and Border Roads in planning, execution and maintaining range of infrastructure and road development works, before time in High Altitude Glacier and Border Area, during active operations. (1995-2010)

### Operations and General Administration

- Planning & long-term positioning of resources for their functional efficiency and optimal response time. Standardize procedures, reducing redundancies, refine protocols and promote efficient cross team functioning and communications.
- Led combat engineer teams (800 personnel) and Border Road teams (2000 personnel) in various capacities, handling complete administration and improved training, capability development and operational employment, along with fleet of vehicles, earthmoving plants and sophisticated equipment & stores management of ₹100+ crores.
- Pivotal role in Disaster response, relief & mitigation, and coordination of effort during Bhuj and Nepal earthquakes as well as flood situation & bomb defusal.
- Nominated as Indian Military Representative and Liaison officer in Bhutan as part of Training Team which ensured coordinated cross functioning of both Armies.

### Training and Development

- Part of think tank organisation of Army Engineers. Created formalized and implemented training, development, and evaluation program for officers on capability development, strategic & operational planning and GIS. (2011-12)
- Designed, developed, conducted and audited national level 15+ operational wargame simulations and evaluating their effectiveness with on ground execution. (2004-07)
- Instructor at various levels for officers and troop level training at Technical Staff College, Pune, College of Military Engineering, Pune and Northern Command.

### Human Resource Management

- As the Head-HR of Northern Region, responsible for manpower planning, Appraisal Reports, training, career progression, posting, grievance handling and discipline for 5900+ civilian employees, increasing overall satisfaction level to 98%. (2017-19)
- Created a strong team presence and led cross functional and dedicated engineer teams in various capacities in high risk and stress environments.



## SUDHIR SETIA



Possesses 35 years of experience in handling human resources and material in diverse situations and their optimal utilization towards a focused goal. Hands on experience as head of 4 naval organisations with resultant skills in operations, planning, budgeting and procurement of resources for their running. Experience in formulating policies for execution of training and administration of Navy's premier training establishments including class room teaching. Seeking assignment in senior level management in HR, administration, CSR and operations.

AGE - 55

Experience - 34 Yrs

### EDUCATION

- Executive Program in Business Management, MDI Gurgaon 2022
- MSc Defence & Strategic Studies, University of Madras 2000-01
- MSc Nautical Science & Tactical operations, Cochin University of Science and technology 2007-08
- BSc (Hons), National Defence Academy, JNU 1984-87

### CERTIFICATIONS

- Bridge Resource Management - Standards for Training and Certification '95
- Joint Operations Planning Course

### KEY SKILLS

- Operations Management
- Strategic Planning
- Financial Planning
- Training and Development
- HR Management
- Analytical Thinking

### AWARDS & ACHIEVEMENTS

- Commendation by the Chief of Naval Staff, awarded in the year 2007
- Commendation by the Flag Officer Commanding-in-Chief Southern Naval Command, awarded in the year 2002

### OPERATIONS AND LEADERSHIP




- Headed two sea going units with single point responsibility for their fighting efficiency under adverse conditions with planning for uncertain outcomes, maintaining operational efficiency and material management as main focus
- Led Indian Naval ships in exercises at sea with Singapore navy; led delegations in planning of these exercises' prior execution and shared best learning practice to increase operational effectiveness
- Led Indian contingent in multi-national Joint Operations Command Planning (JOCAP) exercise with UK and US Navies for mid-level Commanders and over 500 personnel in simulated and live conditions; as lead country undertook planning for the exercise, analysed the outcomes and revised SOPs
- Formulated contingency plans for dealing with cyclones and floods in coastal areas and led disaster relief operations during cyclones in Visakhapatnam

### HR AND ADMINISTRATION

- Ensured efficiency, morale, administration and welfare of human resources as **head** of two naval organizations. Carried out planning, budgeting, procurement and inventory management of these organizations
- Drove automation among internal stake holders, which led to saving in man hours and better resource utility.
- Mentored junior level officers, which led to increase in performance
- Ensured efficient administering of Ex Servicemen Contributory Health Scheme (ECHS) for over one lakh personnel with an annual budget of Rs 75cr approximately as **head** of Regional Centre ECHS (Visakhapatnam); achieved 95% satisfaction level of ex-servicemen through optimal resource planning, innovative hospital management, effective conflict management strategies and proactive liaison with corporate hospitals
- Contributed towards improved performance of Indian athletes at national and international levels as **head** of the TEAMS Division ('Training of Elite Athlete Management Support') at Sports Authority of India with support of 100 professionals. Handled a large budget of Rs 100 cr and revamped sports infrastructure, training and medical support over three years

### Training

- Well versed with training needs analysis, design and instructional methods
- Formulated policy and implementation for up-gradation of naval cadets' basic induction training from BSc (Hons) to BTech involving infrastructure up-gradation, manpower enrolment, revision of syllabus, liaison with regulatory authorities etc.
- Carried out instructional duties as Chief Instructor at Navigation and Direction School, an ISO 2000 certified CAT A training establishment of the Indian Navy, involving class room instructions in professional naval subjects

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# SUMIT KUMAR MUNSHI



20+ years of experience in Indian Army as a commissioned officer and demonstrated leadership with excellent communication and interpersonal skills. An efficient & prompt decision-maker with cross-functional leadership abilities, the capability to develop agile action plans and drive Operations, Safety & Security, Human Resources, Logistics, and Project Management. Maintained 100% operational availability of assets/infrastructure through continuous defect monitoring, analysis and structured servicing schedules. 5+ years of experience in Learning and Development for over 10000+ employees as a military instructor. Handled complex real time projects with single minded focus and result oriented approach

AGE - 43

Experience - 20 Yrs



## EDUCATION

- EPBM-MDI Gurgaon, Pursuing
- EDHRM-XLRI, Jamshedpur
- PGDSCM- NMIMS, Mumbai



## CERTIFICATIONS

- LSSGB- KPMG
- Certification in advance Excel
- Certificate in MDP course
- Certification of participation in defence financial management course



## KEY SKILLS

- Organizational skills
- Problem Solving skills
- People Management skill
- Learning and Development
- Talent Management
- HRBP
- Business Process Improvement
- Resource Planning
- Loss Prevention
- Change Management
- Communication and interpersonal skills

## Professional Experience

### Operations and Project Management

- Led a team of 15+ mid-level managers to build stringent processes for cyber audits and ensure compliances.
- Headed entire logistics and supply chain of supplies for 1000+ people in difficult terrain of Ladakh, Siachen Glacier; led & motivated a team of 200+ employees.
- Spearheaded in collecting and collating data in coordination with multiple stakeholders to manage a budget of 100 million USD for procurement of special winter clothing and equipment's essential for survival in Arctic conditions.
- Headed an 850+ team for operation planning, discussions with top management and execution in Bengal and North-eastern states of India. Redesigned a sound disaster management strategy.
- Developed infrastructure in close integration with civil and military administration for creating a positive perception leading to reduced hostile activities.
- Orchestrated felicitation ceremony for 60+ widows of army soldiers for resolution of long pending grievances for value up to 80 million USD achieved 70% success through deliberate intervention of multiple stakeholders.
- Planned & managed budgets worth USD 40 million, 100+ human resources, inventory for creating infrastructure, day to day operations of an HQ.

### Human Resource Manager

- Build 100+ experts through L&D intervention across 50+ organizations reducing audit violations by 30%.
- Led talent acquisition of army troops, closed 1000+ positions annually. Reduced attrition from 12% to 7% in a year by improving end to end hire to exit cycle. Took feedback of past trainees, carrying out exit interviews to understand the issues.
- Managed on-boarding, training, and allocation of army troops across 10+ geographies.
- Build a strong talent pipeline of junior staff by bridging competence gap; enabled 15 staff to attain computer knowledge to increase internal employability & better resource utilisation.
- Delivered functional and behavioural training for 10000+ employees; qualitative feedback.
- Handpicked to represent India in joint military exercise with US army at Seattle, USA as an expert for sharing best practices for handling emerging crisis and operational effectiveness.

### Safety, Security and Vigilance Management

- Led crisis management situations by ensuring smooth military operations in emergent war like environments.
- Led a team of 20 to provide physical security to Prime Minister, Defence Minister and other high dignitaries.
- Led security of information across 50+ organizations by ensuring cyber audits. compliances reducing audit violations by 30%
- Developed a strong intelligence network by leveraging human/electronic intelligence, sharing best practices across multiple stakeholders and carrying out data analysis of historical data



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## SUNITA PAHAL



Astute business leader with expertise in handling Business strategies for new inductions, improving operational stability, efficiency and profitability, leadership experience in handling multiple projects and leading diverse teams. Self-driven with passionate and Innovative approach to achieve organisational objective through all three M's (Man, Machine & Material) by leveraging latest technologies of AI, Robotics, e-offices.

- ✓ Pioneer in inducting e-Procurement & e-Provisioning technologies at various IAF bases
- ✓ Systematic & Structured approach towards induction of new systems, its management, resolution of all initial issues, establishing Supply chain from scratch
- ✓ Expertise in HR, Periodic Review System, Team Building, Project management

AGE – 35

Experience – 14 Yrs

### EDUCATION

- MBA in Logistics & SCM, UPES (Pursuing)
- Business Management Course, MDI
- B.E. (CSE), BCRM CE&T Bahal
- Leadership & Behavioural Science
- Material Management, MMI

### CERTIFICATIONS

- GeM (Government e Marketplace) Gold certification
- Air Staff course (Basic & Advanced)
- Logistics Professional (Basic & Advanced) Knowledge Course
- Abridge course in SCM for Su-30 MKI
- System Administrator
- Appraisal System
- Management Development Programme, NIFM Faridabad

### KEY SKILLS

- Leadership & Team Building
- Project Management
- HR Management
- Public Procurement
- Strategy Planning: New Inductions
- Training & Development

### AWARDS & ACHIEVEMENTS

- Commendation by Air Officer Commanding in Chief, EAC for exceptional professionalism and exemplary leadership
- Appreciation by Station Commander for dynamic approach towards critical problem solving and effective HRM

### Administration

- Administered a station of 300 personnel (both uniformed & civilians) from varied cultural backgrounds and skill sets, evaluated their **performance**, counselled, **motivated** and trained as deemed necessary with due diligence to welfare and **grievance redressal**.
- **Planned & organized** VVIP visits, annual conferences and workshops, ceremonial & social events, sports events & adventure activities.
- Led Quasi-Judicial committees and achieved **conflict resolution**.
- Have also led 10 investigation teams to its **logical conclusions**.
- Administered the URC, Mess and Uniform personnel's wife association and led to improvements at every place through innovative ideas with a budget of INR 50 Cr.

### Project and Facility Management

- Project manager in establishing operations for **Air Force One** through leading and motivating a team of appx 20 personnel in a short span of 10 days and establishing SCM for VVIP aircraft worth INR 50 billion.
- Constructed Gymnasium, Modernized Library, Developed Green Zone, Renovated Unit Canteen, Developed Sports infrastructure resulting in healthy & pleasant working environment with a budget of 10 Cr.
- Experienced in leading the maintenance team and ensuring **85% serviceability status** of organisational assets.
- Implemented **OJAS** (Online Jetfuel Accounting System) for IAF-IOCL transactions at many IAF stations in line with **Government's flagship Digital India Program** resulting in **30% reduction in bills processing time**.
- Planned, designed and constructed Station regimental shops considering acoustics, power requirement, seating comfort, climate control for a station with appx 400 personnel.
- Envisaged, planned and executed the construction of a Logistics warehouse of 50 Cr.
- Executed project of installation and operationalisation of Logistics ERP of IAF including **training** of Appx 500 personnel involved in Operations, Maintenance and Logistics activities

### Operations- Logistics & Vender Management

- Concluded contracts worth **500 Cr** for operations of various fleets of the IAF.
- Formulated contracts with stringent RFP terms, ensured global sourcing & negotiation.
- Built and implemented **country level supply chain network** and warehousing solutions and ensured transportation of men and material by land, air & sea.
- Regulated **vendor management** by working with multiple vendors to determine the best deals for the organisation, introduced **vendor rating system** resulting in 85% availability of spares and no grounded aircrafts.
- Headed 'Repair and Recovery logistic control centre' for PAN IAF vehicles becoming "**Centre of Excellence**"
- Organised '**Just in Time**' (JIT) deliveries through "Transportation model" at strategic locations during various operations.

### Human Resource Management & Training

- As Commanding Officer, executed all the **HR functions** including Employee recruitment, Engagement & Training, Personnel Management, Performance Appraisal, keep them focussed on organisational goal by motivation and regular feedbacks.
- Ensured effective **on job training** and tied up with professional institutions for advance training to the staff on Artifice intelligence, advanced packaging techniques, use of Robotics in warehousing operations making it first of its kind in IAF.

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# SURYA PRAKASH



A dependable and industrious professional with expertise in making data-driven decisions & strategies for improved efficiency, with 11 years of experience as a Senior Supply Chain & Operations Manager in the Indian Air Force and a six-month stint at Accenture India Pvt Ltd as a Software Engineer. Upon my re-entry into the corporate world, I offer an unmatched mix of combat-tested leadership skills, tactical decision making, experience in handling multiple projects and leading diverse teams, in-depth experience in the supply chain, operations, logistics and warehouse management, data analysis-based inventory management abilities, a passion for programming and software development backed up by excellent analytical thinking & problem-solving abilities.

AGE - 33

Experience - 11½ Yrs

- Air Force - 11 Yrs
- Accenture India Pvt Ltd - ½ Year

## EDUCATION

- Exec Prog Business Management, MDI Gurugram (Pursuing)
- PGD SCM, SCDL Pune, (Pursuing)
- MTech (Software Systems), BITS Pilani (2017)
- BTech (Computer Science), LPU

## CERTIFICATIONS

- Data Science, ML & AI, IIT-Madras
- AWS Solutions Architect Associate
- Operations Management & Six Sigma (IIM-Raipur)
- Storage, Transportation & Warehouse Management of High Explosives, Ammunitions & Fuel (Air Force)
- Vendor Capacity verification (OCF)
- Handling & responding to CBRN Emergencies (Air Force)

## TECHNICAL SKILLS

- Data Analysis, SQL
- Programming (Python, ASP.NET, Java and C++)
- Advance Excel & PowerPoint
- Project Management
- Operations Management
- Supply Chain Management
- Warehouse & Logistics Management

## SOFT SKILLS

- Dependable
- Adaptability
- Problem-Solving
- Leadership

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## Supply Chain, Operations and Logistics Management

- As Senior Supply Chain Manager (Regional), managed spare support worth ₹300+ Cr. (receipt, storage & delivery) for 14 squadrons, optimised inventory levels through rigorous data analysis & reduced stock out by 30% & storage life expiry by 80%, managed incident/accident-free warehouse operations over 24,300 Mtr<sup>2</sup> floor area. (2019-2022)
- As Senior Supply Chain Manager, efficiently managed staggered receipts, storage, customer demand, accounting, handling returns and clearing payments with BEL for inventory worth ₹500+ Cr resulting in timely completion of the Radar Integration project. (2017-2019)
- As Senior Logistics Manager, **innovated MHEs** for explosives & formulated SoP that reduced train loading time by 2 Hrs & unloading time by 1 Hr. Formulated exhaustive SoP for quick & safe loading/ unloading of explosives in C-17 & IL-76 transport aircraft. (2016-2017)
- As Senior Warehouse Manager, **optimised the storage layout** in 110 explosives warehouses with a floor area of more than 1,90,000 Mtr<sup>2</sup> resulting in 100% capacity utilization and hinderance free MHE movement and ensuring the safety of workers and stores. (2015-2017)
- Established full supply chain support for a newly inducted helicopter squadron enabling it to become fully operational in record 10 months. Undertook spare management, long-time preservation of components and warranty claim processing directly with OEM. (2013-2015)

## Project Management

- Undertook construction of 12 semi-buried explosives warehouses (19,200 Mtr<sup>2</sup>) 3,84,000 Ton NEQ including preparation of DPR & **SketchUp 3D models**, site clearance, obtaining Govt. & DRDO approvals, layout plans & capacity optimisation based on quantity distances along with air conditioning and fire and lightning protection, costing ₹18 Cr. (2015-2017)
- Undertook construction of 2 railway platforms (90 & 120 Mtr) for handling heavy armament loads during loading & offloading from the train. (2015-2017)
- Prepared Detailed Project Report (DPR) for installation of 160 KL underground aviation fuel storage with hydrant refuelling system costing ₹10 Cr. (2015). Executed installation of 8 underground diesel storage tanks with a total capacity of 176 KL along with all auxiliary systems in hilly terrain costing ₹1.2 Cr. (2017-2019)
- Conceptualised and created camouflaged modular & vertical storage space of 76,800 ft<sup>3</sup> using 30, 40 ft shipping containers to overcome storage space criticality in just 60 days at a mere cost of ₹45 Lakhs generating huge savings to the exchequer. (2018)

## IT Projects & Management

- As **System Administrator** of inhouse material management ERP (IMMOLS) ensured, system security, best system health & round the clock availability to dependent users. Efficiently used SQL to provide custom reports to superiors for strategic decision-making. (2013-2022)
- Prepared **feasibility report for migration** of MFC-based material management application to web-based application in .NET which was implemented throughout the Air Force within a record time of 2 years. (2013). Led a team for testing the .NET web application during the transition phase. (2015-2016)
- Spearheaded the **design team** (phase of SDLC) during the development of **web-based ERP** application for management of high explosives and ammunition pan Air Force. (2016)
- Prepared **interactive excel dashboards** for higher management.

FOR DETAILED CV FOLLOW THE LINK OR SCAN QR

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## VENKATESH V BHAT



Military leader with over 20 years of global experience seeking to transition into Senior level roles in Operations or Project Management. Experienced in steering high value projects in excess of US \$ 2 Billion, lead team of 200 plus in meeting 95 % objectives, enhance combat effectiveness and morale on board ship by 25% through adaptive leadership and controlling capital budget in excess of US \$ 1 Billion. Looking at leveraging the multi-disciplinary experience of Indian Navy to create value in opportunities across the industry.

AGE - 43

Experience - 21 Yrs

### EDUCATION

- Management Development Institute, Business Management Programme
- Indian School of Business, PGP Pro (Strategy and Finance)
- Masters (Defence Strategy), Madras University

### CERTIFICATIONS

- Operational Management, NMIMS
- PMP, PMI
- Lean Six Sigma Black Belt, Grey Campus
- Defence Contract, ICWAI

### KEY SKILLS

- Project Management
- Strategy and Planning
- HR Management
- Risk Management
- Defence Procurement
- Contract Negotiation
- Cross functional Team Management
- Budgeting and Forecasting

### AWARDS & ACHIEVEMENTS

- Commendation by the Chief of Naval Staff
- Commendation by the Flag Officer Commanding in Chief
- Commendation by Government of Mauritius
- Best in Flying and First Overall order of Merit in Aviation training
- Best in Ground Subjects, Best in Flying and First in Overall order of Merit in Aviation training

### Project Management

- Managed a programme for procurement, setting up and establishing maintenance procedures for helicopter fleet from USA with overall valuation of in excess of US \$ 2.1 Billion.
- Undertook mid-life upgrade and modernisation project amounting to US\$ 20 million for 2500 tonnes Off Shore Patrol vessel worth US \$ 340 Million.
- Defined strategic requirements for construction of new runway at Agalega Island, Mauritius, as Indian Navy's representative of Committee formed by Outer Island Development Corporation, Govt of Mauritius; project completed in 2020 meeting all strategic objectives.
- Managed Indian and US stakeholders for integration, testing and certification of new equipment on MH-60R helicopter and Dornier aircraft; resulting in complete installation of 8 new equipment.

### Operations Management

- Planned and executed over 10 operations involving multi-national assets as operations room in charge to attain 100% objectives.
- Supervised up to 12 diverse cross-functional professional teams on to achieve over 40 operations with instances of decision-making under uncertainties.
- Implemented preventive Safety Audits of the ship and the workforce every 6 months and eliminated possibility of mishaps and improved overall safety awareness during operations. Led a team of 200 plus officers and enlisted personnel towards implementation of Six Sigma and Lean methodologies for existing process improvements by 35%.
- Received the Best Unit Award for professional excellence and 100% mission success on multiple occasions in the last 12 years.

### Leadership

- Enhanced combat effectiveness and morale on board ship by 25% through setting strategic direction, fostered best management/ safety practices, continued training, HRM, SCM, Inventory Management and Budget Management for a crew of over 200.
- Ensured immaculate mental health and physical fitness of the personnel onboard ships despite of environment challenges, confined spaces, adverse conditions and separation from family and friends leading to 20% increase in productivity.

### Defence Procurement and Contract Management

- Steered procurement of helicopters from US Government through Foreign Military Sale route following US Government Security Cooperation Acquisition Policy.
- Formulated contractual terms and conditions, assessment of risk and impact to the proposal for two capital contracts worth US \$ 2 Billion and US \$ 300 Million in compliance with government policies and specifications.
- Controlled capital budget in excess of US \$ 1 Billion valuation in FY 2019-20, 2020-21 and 2021-22 for Indian Navy Aviation procurement contacts with Indian and Foreign vendors.





## VINEET MADAN



An enthusiastic learner & a technophile Indian Army Officer with 22 Yrs of service with core competence in Info & cyber security, conceptualising security & architecture of pan India networks. An agile, quality & result oriented professional holding strong leadership experience in conceptualising & driving, high impact complex strategic IT & Telecom programmes worth Rs 2000+ crores. Proficiency in formulating security policies, data privacy, risk management, Common Criteria security evaluation processes, rolling out greenfield 3G & 4G networks, DPR, RFPs, benchmarking, negotiations, contracts, multi-stakeholder & vendor management. Possess expertise & a knack for **streamlining processes through digital and organisational transformation**. Headed a diverse technical unit with 1200+ personnel in J&K.

AGE - 44

Experience - 22 Yrs

### EDUCATION

- M Tech Computer Science and Engineering - IIT Kharagpur (2013)
- B Tech IT & Telecommunications - MCTE, JNU (2006)
- B.Sc. (H) Electronics, Sri Venkateswara College, D.U (1998)
- Executive Program in Business Management, MDI (Jun-Dec 2022)

### CERTIFICATIONS


- Senior Leadership in Strategy Mgt & Governance in IT & Telecom 2018
- Cryptography and Info Security, DRDO (2017)
- CEH, EC Council (2017)
- Security Tools in Cyber Security, IIT Mumbai (2017)
- PMP Trg MSME, Govt of India (2014)


### KEY SKILLS

- GRC Mgmt (ISO 27000, 31000)
- Network Security- IT & Telecom
- Cyber, Info Security & Privacy Mgmt
- Training & Capacity Building
- Architecture Planning for Rollout of Secure Networks- 3G-4G
- Deadline Driven Program Mgmt
- Preparation of DPR, RFP
- Procurement & Negotiations
- Policy Formulation
- Organisational Transformation
- Leadership, Crisis Resolution,

### AWARDS & ACHIEVEMENTS

- Chief of Army Staff Commendation
- Scholar Warrior Award - 2018 - Strategy RoadMap of 5G for Army
- Successful Implementation of Secure 3G Network in Srinagar.

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### Info - Cyber, User Device Security, IT and Capacity Building

- Aided in formulation of org Cyber Security policy & extended data privacy consultancy.
- Role in formulation of Cryptographic Policy for National Security Agencies, impacting handling of classified info (Data at Rest/ In Transit) & procurement of secure equipment.
- Leading SOC, streamlined risk management & vulnerability mitigation processes improving cyber hygiene of 1500+ users and 100+ network devices of a zonal network.
- Introduced Cyber Asset Management process wrt 3000 clients and 5000+ devices improving audit completion time by almost 70%.
- Enhanced Cyber Security posture and security hardening of the zonal network of 800 users, 10 servers, ADCs, SAN, 60 L-2 switches, 4 L-3 switches & 22 VLANs
- Induction & Certification of Secure User Devices. Instrumental in design specifications, procurement, validation & fielding of Secure Mobile Handset & Data Dongle worth 20+ Crore.
- Instructor/ Trainer Network Security & HoD IT, Military College of Telecom Engg (2015-18).
- Knowledge Transfer. Conceptualised & created Lab Manual for Network Security Controls for faster hands-on learning curve for 350 engineers/batch, foreign army students & faculty.
- Planned budget & executed projects wrt procurement of security assets i.e Firewalls, NAC
- Experience in creating and managing new & existing Tier 3 & Tier 4 Data Centres.
- Headed enquiries wrt security incidents investigations and mitigation.

### Telecom, User Device Security & Program Management

- As Director, led SLA based network of IT, Security (UTM, IDS, ADC, SIEM) & Telecom assets (IP MPLS routers, CDMA Network of 50+ BTS, L-1 & L3 Encryptors) **extending communication & cyber security cover** to 5000+ personnel covering area of 13,500 Sq Km in J&K.
- 3G Network Roll-Out. Steered successful roll out of first secure 3G network of Indian Army in Srinagar Valley with 50+ remote locations up to an altitude of 14000 ft (DR & Contingency planning validated during 2014 Srinagar floods) ([tinyurl.com/4a428uwk](https://tinyurl.com/4a428uwk)) / ([tinyurl.com/2s4hrzy5](https://tinyurl.com/2s4hrzy5)). Demonstrated planning of KPIs for UAT, smooth coordination with various Govt agencies, Users, System Integrators & global OEMs.
- Persuaded regulators (DoT) & got successful allotment of 2.5 MHz spectrum for Army in J&K.
- Led Approval of Business Case. As Joint Director, steered approval of Acceptance of Necessity (AoN) & DPR for expansion of 3G network from Defence Acquisition Council. Led network, security & UAT baselining and cost benchmarking - Projects worth Rs 1000+ Crore.
- Authored Detailed Project Report (DPR) for Roll-Out of 4G network. Conceptualised network architecture (DR based) and technical specifications for roll out of 4G network.
- Awarded for engineering Greenfield Secure Mobile Messaging Node ([tinyurl.com/2s4fjxsi](https://tinyurl.com/2s4fjxsi)) for handling crisis communication.
- Led CFR wrt Telepresence Studio & project NFS node (OFC, IP MPLS etc) with BSNL & HFCL.
- Validated Induction of IP PABX. Carried UAT of Siemens IP Exchange in IA

### Leadership & HR

- Organisational Transformation. Planned and completed merger of two large technical establishments with 1400+ personnel in 04 months. Carried staffing & optimised around 200 personnel, saving estimated avg of Rs One Crore per month to Govt. Headed the merged unit which is one of the largest technical units with 1200+ personnel.
- Administered welfare, promotions, training, discipline & appraisal of 18 Senior Managers, more than 900 Junior Engineers & 300 personnel of varied skills. Planned & executed welfare activities for improved quality of living for 700 families.



## VINOD MAHALINGAM



An officer with 21 years of dedicated service to the Indian Navy in the diverse areas of Risk Management, Security, HRD, Operations & Training. Fortunate to be the only serving naval officer qualified in three distinct specializations namely - Special forces (MARCOS), Navigation of warships (including Fighter Aircraft Direction) and CBRN (including Damage Control and Fire Fighting). Highly result-oriented, motivated, and dynamic manager of change with a flair for conceptualizing, developing and implementing innovative practices for organizational improvement.

AGE - 32  
Experience - 11 Yrs

### EDUCATION

- B.Sc National Defence Academy

### CERTIFICATIONS

- Ship Pilot (Navigation)
- Diving Instructor
- Special operations including VIP Protection and Hostage Rescue
- Radiation Safety
- CBRN Defence
- Fire Fighting and Shipborne Damage Control

### KEY SKILLS

- Analytical & Critical Thinking
- Problem Solving
- Team Management

### AWARDS & ACHIEVEMENTS

- Awarded Commander-in-Chief's Commendation

### Operations & Training

- Took part in various offensive and defensive special forces operations in India and abroad as a team member and team leader.
- Planned and undertook humanitarian aid operations as a Diver in various parts of the country.
- As the operations officer of various warships undertook mission planning of task units (ships) to meet the objectives set out in higher directives.
- As a subject matter expert on Disaster Management conducted joint training for Armed Forces officers in dealing with man-made and natural disasters.
- As Senior Instructor (Navy) at College of Military Engineering, Pune was responsible for training Officers and troops in Nuclear, Biological, Chemical & Radiation Defence.
- As Area Safety Officer of Karnataka Naval Area ensured operational safety, disaster reduction and risk mitigation for ships and allied facilities in Naval Harbours.
- As a Joint Director at Indian Navy HQ, was involved in policy, plans and procurement of naval assets ensuring damage control and mitigation measures; safety reviews of ships and shore assets; formulation of Navy-wide policies on Nuclear, Biological, Chemical Defence, Ship Damage Control and Firefighting.

### Logistics and Administration

- As Logistics Officer of a warship oversaw the management of pay & allowances, audit of public and non-public funds, procurement and management of stores and victuals, and vendor management whilst ensuring optimum utilization of funds to the tune of 60 lakhs.



## VISHAL BAKSHY



Senior Army professional with over 33 years' experience in managing cross-functional operations in a multi-site environment with focus on achieving organizational goals at least cost. Commanded two large Army Logistics Units in High Altitude and Counter Insurgency environment of J&K in Army Service Corps, leading SCM of Rations, Fuel, IT (Logistics), Transportation, Inventory/Vendor Management, Contract conclusion & operation. Spearheaded security operations with focus on cost control and performance improvement. Hands on experience in various facets of Human Resource Devp and training. Strong administrative skills with merit of managing large workforce and maintaining peaceful work environment.

AGE - 53

Experience - 33 Yrs

### EDUCATION

- Executive Pgme in Business Mgt from MDI Gurgaon (attending)
- MBA (Marketing) from IGNOU
- BSc from NDA, JNU, New Delhi
- Technical Staff Officers Course from Institute of Armt Tech, Girinagar, Pune
- Diploma in Senior Level Def Mgt from Devi Ahilaya University, Indore
- Diploma in Info Tech from CDAC (ACTS) Pune

### CERTIFICATIONS

- Seminar on Outsourcing at IIM, Bangalore
- Senior Logistics Officers' Course and Senior Logistic Officers' Contracts and Provisioning Seminar at ASC C&C

### KEY SKILLS

- Logistics/Transport Mgt
- Contract and Vendor Mgt
- Supply Chain Mgt
- Human Resource Devp/ Adm
- Facilities and Assets Mgt
- Training plg and Execution
- Procurement/Purchase Mgt

### AWARDS & ACHIEVEMENTS

- Best Student & Winner of all awards on Young Officers, Officers Transport Mgt and Army Pet Tech and Mgt (IOC) Courses
- Qualified Instructor (Faculty of Studies) grading at Senior Commanders Course

### Supply Chain & Contract/Vendor Mgt




- CEO of a large logistics unit of 800 personnel and holding approx INR 800 Cr critical inventory (300 items) incl hazardous stores like FOL (20000 KL), vehicles (400), rations including special rations for glaciated regions (15000 Tons) & Hygiene Chemicals (20 Tons)
- SCM right from base (Chandigarh) to airhead (Leh) and further to border posts scattered over 300 Km along the LOC (Kargil region). Piloted the Warehousing System in subzero temperatures for Ration, and FOL with zero losses thereby ensuring optimum economy of resources, budget and effort.
- Contract Operating Officer (COO) of INR 200 Cr value annual supplies and transport contracts involving complete contract management including resolution of legal disputes.
- CEO of a transport unit in Command Logistic Zone (J&K) of 800 personnel with vast range of transport resources (400 vehicles) incl load carriers of different types (300) and personnel carrying buses (100)
- COO of large value (INR 200 Cr) transport contracts for transportation of transient troops (2 Lakh annually)/military units, and carriage of military logistics supplies.
- Senior manager (Colonel Supplies and Transport) of a logistics vertical under a Corps HQ in arid desert of Southern Rajasthan and Northern Gujarat responsible for formulating logistic plans/policies for provisioning and procurement of essential supplies and FOL for a force of 80000 incl SCM (1000 Tons), transport management (500 vehicles), contract conclusion (INR 500 Cr annually), bulk purchases of FOL from IOC and vendor management (IOC/other Oil PSUs and about 20 Pvt firms)

### Training

- Two tenures as a Senior Manager (Training) cum Instructor Class 'A' (2004-06) and Colonel Instructor cum Head of Junior Leader Wing (2013-15) respectively at a Logistics Officers Training establishment (Army Service Corps Centre and College Bengaluru).
- Planned and coord training directives, curriculum, programs, and training materials for 15 instructional courses attended by approx 800 Army officers annually
- Took instructional classes and directed performance of officer instructors under command
- CEO of a NCC unit (2020-present) involving planning and imparting training to NCC Cadets for career in Armed Forces besides their skill development to turn them into better citizens.
- Conducted Social Service, Disaster management and Community Development activities like Swachhta Abhiyan, Puneet Sagar Abhiyan, traffic awareness, COVID mgt etc in coordination with Civil Administration

### Facility/Asset Mgt and HRD/HRM

- As Senior manager Staff Duties, War Establishment and Equipment Management of a Divisional HQ in Bikaner handled forecasting, demand, movement, warehousing and womb to tomb life management of plethora of heavy military warlike equipment.
- Coord events including approx 20 VIP/VVIP visits and Inspections annually
- Drafted staffing norms and wrote job descriptions for revision of War Establishments of operational military formations and units
- Managed 500 Acres of estate as CEO of a Logistics Unit
- As CEO of two major Logistics Units handled all aspects of HRM with vast experience in various facets of Administration, Training & Development, Welfare and Performance Appraisal of 800 personnel incl Senior and mid-level managers
- Handled Recruitment, Training & Development of civilian employees of Supply Depots
- Directed leadership development, competency mapping, and successful planning of human resources.

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## VISHNU JAYAN



A result-oriented officer having 10 years' experience and impeccable track record in providing exemplary leadership to a large team of professionals under VUCA environment. Diversified skills include managing a 10-member cross-functional (operations, administration, training, procurement, and logistics) team by resource planning, improving routine processes, organizing and planning projects, managing tasks and delivering 100% results with demonstrated success in meeting organizational goals within timelines.

AGE - 33

Experience - 10 Yrs

### EDUCATION

- BTech Electronics & Communication Engineering (CUSAT) 2007-11
- Executive Program in Business Management (MDI, Gurugram) 2022

### CERTIFICATIONS

- Certified Scrum Master (CSM)<sup>R</sup>
- Agile with Atlassian Jira
- Lean Six Sigma Green Belt
- Lean Six Sigma Black Belt
- Google Project Management
- Information Security- Foundational from UNDSS
- MS Excel & Tableau: LinkedIn Learning
- Preparing and Responding to Active Shooter Incidents: UNDSS

### KEY SKILLS

- Resource Planning
- Process Improvement
- Risk Analysis & Mitigation
- Crisis Response
- Stakeholder Management

### AWARDS & ACHIEVEMENTS

- Chief of Army Staff Commendation for unparalleled professionalism and devotion to duty in a new raising organization resulting in 100% stakeholders' satisfaction.

### Operations Management

- Displayed cross functional approach to lead a team of 1200 from diversified domains to achieve operational goals.
- Developed process improvement methodologies using Kanban board to increase efficiency by 40%.
- Exhibited conflict mediation measures to coordinate and administer compensation and settled accident dispute amicably to save up to Rs 3.5 million to the exchequer.
- Conducted regular employee reviews to track daily processes, which increased productivity by 15%.
- Documented best practice measures, contributing institutionalize memory to team of 120 members.
- Fostered self-organizing culture among the teams for 100% accounting and ownership of processes.

### Project Management

- Administered and scheduled Exercise SAMPRITI 07 program, Indo Bangladesh Joint Exercise and imparted specialized training to 150 men contingent from Bangladesh.
- Accelerated the sprints and leveraged decision making capability of junior leaders by removing barriers enabling team to achieve deliverables faster by 20%.
- Demonstrated communication and liaison between stakeholders for timely completion of projects worth Rs 5 million.
- Allocated budgets and negotiated with vendors to meet financial targets up to Rs 10 million.
- Reviewed metrics of cyber violations to implement new policies, procedures and designed thin client-based server resulting in zero violations.
- Developed situation room to prevent non-operational casualties resulting in zero accidents and enhanced man and inventory management by 60%.
- Redesigned state of art training infrastructure through iterative framework to impart realistic training to over 5000 commandos.
- Planned and managed habitat improvement projects worth Rs 25 million at extreme terrain conditions.

### Risk Analysis & Mitigation

- Transformed conflict addressing capability of National Security Guard (NSG) by 30% with specialised training from UK Metropolitan Police.
- Implemented technology driven access control system in a vital area to address 20% void in the security system.
- Processed metrics in training parameters and presented data-driven recommendations for the 10,000 skilled strong force.
- Imparted training to more than 2000 interns in risk analysis and mitigating measures.
- Improved continuity in surveillance with AI based intrusion detection and quadcopters to address grey areas by 30%.
- Crafted emergency response matrix in the event of crisis and natural calamity minimizing loss to human and critical assets by 50%.
- Enforced 100 % compliance of Standard Operating Procedures (SOP) by audits and surprise checks.





# YAVNIKA TANWAR



A perceptive and agile Administrative Officer of Indian Air Force for 9+ years. Work contribution received a commendation by Air Officer Commanding in Chief, Western Air Command. Skilled in leading operations, managing human resources (HR), handling crises, monitoring subordinate performance and conducting research & training. Studied, worked and lived in over 20 locations in India. With an insight into the discipline of Psychology and work experience involving both Military & Development sector, the intent is to contribute to and grow in the area of HRM in the private sector.

AGE - 35  
Experience - 11+ Yrs

## EDUCATION

- Management Development Institute, Certificate Course in Business Management, 2022
- Bharathiar University, Coimbatore, MA in Military Psychology, 2014-2017
- Tata Institute of Social Sciences (TISS), Mumbai, MA in Disaster Management, 2008-2010
- Kamala Nehru College, Delhi University, BA (Hons) Psychology, 2005-2008

## AWARDS & ACHIEVEMENTS

- Commendation by AOC-in-C, Western Air Command
- Best Student in MA Disaster Management
- Best Research Project in MA Disaster Management

## POWER SKILLS

- Mental Fortitude & Endurance
- Team-Building, Oversight & Leadership

## LIFE SKILLS

- Mountaineering
- Para jumping
- Long Distance Running

## COMPUTER SKILLS

- MS Office & Excel (Basic)

## Administrative Officer: Indian Air Force (Dec 2012- Dec 2022)

### Roles

*Chief Radar Control Officer, Administration In-charge, Treasurer (Officers' Mess), Liaison Officer, Fire Officer, Welfare Officer, Project Manager, Airfield Manager, Aircraft Rescue & Fire Fighting In-charge, Member of Prevention of Sexual Harassment at Workplace Committee*

- Successful Mid-level Supervisor at a Joint User Aerodrome.
  - Directly responsible for overall functioning of section of over 60 personnel.
  - Crisis Management in Daily Air Operations.
  - Preparation and monitoring of duty and training schedules, allotment of tasks.
  - Mentoring and Training of Officers (upto 5) and other ranks (55) at a time.
  - Involved in Performance Review and Rating of personnel.
  - Aided coordination between internal levels of hierarchy and Civil-Military demands.
- Rated highly as a Team leader of 60 personnel during Air Headquarters Inspection.
- Local Level coordinator for Multi-Crore Project of Modernisation of Airfield Infrastructure.
- Principal Manager during the 2022 Assam Floods Rescue and Relief operations which affected almost 30 Lakh people.
- Core Team member during the induction of the premium Rafale fighter Aircraft.
- Independent Commander of over 20 personnel in an isolated location with treacherous terrain & weather conditions at the Arunachal border.
- Actively controlled the massive display of Air Force Day Parades at a strategic base.
- Exceptional performance in Academy Training (First in Order of Merit in IAF Training).

## Program Manager: Wada Na Todo Abhiyan (WNTA), Mumbai (Apr 2011 - Dec 2011)

- Planning, organizing and conducting pan India stakeholders' Conferences & meetings- state and civil society.
- Preparing reports on Millennium Development Goals and Government's 'People's Manifesto'.

## Senior Research Associate: Centre for Enquiry into Health and Allied Themes (CEHAT), Delhi (Apr 2010 - Mar 2011)

- End-to End Survey Management and Co Author of Final report for a study on *Religious Discrimination in Public Health facilities*.  
Report available online  
<https://www.cehat.org/cehat/uploads/files/R%2091%20Exploring%20religion%20based%20discrimination.pdf>
- Conducted Literature Review and organized training of stakeholders on responding to *Violence Against Women*.

## Research papers

- Co-Author of paper presented to International Conference of World Congress for Disaster and Emergency Medicine, Beijing China. *The 2008 Mumbai terror attacks and changing trend of violence in Mumbai*.
- Author of paper presented at Conference of Indian Association of Social Sciences and Health (IASSH), Tirupati, Andhra Pradesh. *Social Determinants of Anaemia: Indian Women*.

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## YOGENDRA KUMAR SHARMA

A motivated and skilled professional with about 14 years of experience in Indian Navy in different roles involving planning & coordination, human resource management, project management, safety & security, fault investigation, training and general administration. Prolonged experience in handling of technologically advanced high-cost assets, data & information analysis and planning & execution at operational and strategic levels. A natural leader and effective communicator with striking soft skills that can be leveraged to the organization's growth. Managed people and handled administration throughout the career.

AGE - 38

Experience - 14 Yrs

### EDUCATION

- Executive Programme in Business Management, MDI Gurugram (Pursuing)
- MBA (Operations) from IGNOU - 2022
- M.Sc. (Naval Weapons) from CUSAT - 2015
- B.Sc. (PCM) from CCS University, Meerut - 2005

### CERTIFICATIONS

- Advanced Excel from UdeMy (Pursuing)
- Certificate in Leadership and Behavioural Studies- Indian Navy - 2010

### KEY SKILLS

- Operations Management
- Data Analysis and Policy Formation
- Project Management
- Human Resource Management
- Resource Planning and Cross-functional Coordination
- Flair for Continuous Learning
- Public Speaking

### AWARDS & ACHIEVEMENTS

- Co-authored editing of a book for Western Naval Command
- Coordinated and conducted three multi agency webinars
- Long service medal - 2018

### Operations, Project Management, Training and Policy

- Planned, coordinated and conducted various multi-agency operations and exercises at sea and ashore.
- Strategized, coordinated and steered firing of six Surface to Air Missiles and more than 50 large gun firings.
- Operated and managed sophisticated and technologically advanced high-cost equipment (radars and weapon systems) onboard various frontline warships.
- Planned and coordinated routine upkeep and repairs on various weapon systems worth 800+ crores thereby reducing failures and saving costs of 10-20 crores on repairs.
- Scheduled and supervised structural repairs of 40+ crores on hull structures of a 5000-tonne warship with close monitoring and handling of internal and external agencies.
- Ensured safe and optimum operation and maintenance of vacuum sanitary system worth about 5 crores.
- Coordinated and directed various operational and tactical level training wargames for Commanding Officers, senior officers and other personnel of the Western Naval Command thereby enhancing personnel competence and preparedness.
- Planned and coordinated operational testing and fine-tuning of latest wargaming software of the Indian Navy with close coordination among internal departments.
- Analysed 40 missile firing exercises and 150+ other weapon firings exercises and recommended remedial and suggestive measures including policy changes thereby improving weapon and crew efficiency of the Navy.
- Presented analysis of various weapon firings of the Indian Navy to the operational and strategic level commanders and also to the participants.

### HRM, Administration and Logistics




- Synchronized and led teams of 20 to 100 personnel during various operations, tasks and events at sea and ashore and ensured efficient conduct of the tasks.
- Supervised and managed various cash accounts amounting from Rs 10 Lakh to 25 Lakhs and presided the audit of accounts worth up to 5 crores.
- Planned and ensured smooth conduct of VIP visits, official events and social functions on various occasions.

### Safety, Security and Investigation

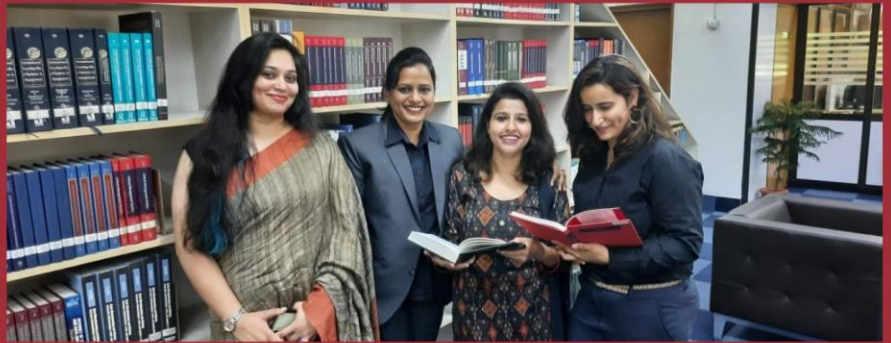
- Ensured safe custody of armament stores worth 500+ crores and other general equipment.
- Ensured security of ships as security officer by planning the deployment along with continuous training of armed and unarmed security personnel.
- Investigated and established reasons behind inadvertent security lapse and recommended remedial measures and corrective actions within very tight timelines.
- Single-handedly conducted inquiry of a fatal accident and put forth recommendations.
- Ensured safe operation and repairs on vacuum toilet system in harmful environment involving poisonous gases (H<sub>2</sub>S) through strict adherence to SOPs and innovative safety measures.

### Miscellaneous Achievements

- Co-authored and edited a book on proceedings of a multi-agency webinar for Indian Navy.
- Conceptualized, coordinated and conducted three multi-agency webinars as part of 'Swarnim Vijay Varsh' and 'Navy Week' celebrations.
- Presented various case studies, operational plans and book reviews to the senior management and general audience with utmost clarity.

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