



# **CERTIFICATE PROGRAMME IN BUSINESS MANAGEMENT (DGR BATCH - 2)**







## *Director's Message*

Over the years, FORE School of Management, New Delhi has been moving from strength to strength and it is with tremendous pride that I share with you that since its inception, major focus at FORE has been on channelizing the energies of students to acquire strategic knowledge, analytical thinking and managerial and leadership skills. In this journey of excellence, my heartfelt thanks to patrons and partners like the Armed Forces, who have supported and helped us grow over the years.

In the fast moving global economy, the only constant is change and we at FORE have changed our curriculum and up skilled our faculty, so that our to be Armed Forces veterans gain industry relevant re-orientation and are well versed with the latest in management and leadership.

As our duty towards the nation and the noble Defence Services, since last year ,we have along with Directorate General of Resettlement (DGR) commenced conduct of the six month Certificate Course in Business Management for the to be Defence Forces Veterans.

With the second batch of DGR Officers undergoing training with us, we have earnestly strived to construct a firm foundation for their second career innings.

I wish to complement them for their efforts and commitment in the course and on behalf of self and my faculty, wish them god-speed in their future endeavors.

Thanking you.

**Dr. Jitendra K. Das**

*Director*



## **MESSAGE BY OFFICIATING DIRECTOR (TRAINING)**

Greatly buoyed by the success of the pilot certificate course in Business Management, FORE School of Management, Delhi is on the way to take out the second batch of Armed Forces Officers in to the new territory of business. In a short span of time, this finishing school for retired or retiring armed forces officers of varying age groups have readily found acceptance in many well established and leading business concerns.

Backed by their varied experience in man-management and logistics through enriching years in the Armed Forces, these officers form a rich repository of proven leadership skills, combat experience and managerial ability. Combined this with discipline, dedication, ethical values ingrained in them and the “never say die” attitude, makes them capable for any field, be it defence or the Corporate world. I am sure the present batch too is raring to go under the adept guidance of the esteemed faculty at Fore School of Management-Delhi.

No strangers to concepts of strategic planning, the end of the course would undoubtedly see them transformed into invaluable assets to the Corporate world. Considering their unique combination of diligence, sincerity and absolute commitment to the job at hand, juxtaposed with multi-tasking abilities I strongly believe, that the unique opportunity offered by FSM-Delhi these officers would give them a cutting edge in the Civil Sector.

I sincerely hope, that the Corporate elite would be the first in unleashing the fiery potential within this select lot for exponential growth of their respective organizations.

( D S Rathore )  
Col  
Offg Director (Training)

# THE EXECUTIVE BOARD



**Dr. G.V.G. Krishnamurthy**  
Chief Patron  
Former Election Commissioner  
of India



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Former Chairman & Managing Director  
EXIM Bank of India



**Dr. Jitendra K. Das**  
Director - FORE  
Ex-Officio Member  
Former Dean (Noida Campus, IIM  
Lucknow)

# Accreditations & Linkages

## **Accreditations**

- The Courses at FORE are AICTE approved (All India Council for Technical Education).
- Association of Indian Universities (AIU), New Delhi.
- National Board of Accreditation (NBA).
- FORE is rated as A\*\*\* which is the highest rating given by CRISIL Ltd., Mumbai.

## **Institutional Membership**

- India Habitat Centre, New Delhi.
- The Indus Entrepreneurs (TiE), Delhi-NCR.
- Education Promotion Society for India (EPSI), New Delhi.
- Asian Regional Training and Development Organization (ARTDO) International, Philippines.
- Association of Indian Management Schools (AIMS), Hyderabad.
- National HRD Network (Delhi Chapter), New Delhi.
- Association of Management Development Institutions in South Asia (AMDISA).
- Indian Society for Training & Development (ISTD), New Delhi.
- All India Management Association (AIMA), New Delhi.
- Associated Chambers of Commerce and Industry of India (ASSOCHAM), New Delhi.
- DELNET, New Delhi.
- BRICS Chamber of Commerce & Industry, New Delhi.
- National Institute of Science Communication and Information Resources (NISCAIR), New Delhi.
- The American Library, New Delhi.
- Management Libraries Network (MANLIBNET).

## **Appeared in Renowned Publications**

FSM Features in the Asian Directory produced by the EMD, Amsterdam, the Netherlands.

## **Academic Partners / Collaboration**

- ESC Rennes School of Business, Rennes, France.
- Northampton University, United Kingdom.
- ESCE International Business School, Paris, France.
- College of Business Administration, Savannah State University, USA.
- Asian Institute of Technology (AIT), Thailand.
- The University of New Brunswick (UNB), Canada.
- Anglia Ruskin University, United Kingdom.
- Jamia Hamdard University for Ph.D. Programme.

## **International Immersion Program Partners**

- Nanyang Business School, Nanyang Technological University, Singapore.
- Hong Kong Polytechnic University, Hong Kong.

## **National/International Recognition**

- FORE School of Management has received “Global League-Indian Institutes” certificate and award for ‘Maintaining Global Standards in Contributing to the Growth of the Indian Education System’ at the Skill Tree Great Place to Study, India Edition 2014-16, organized by Skill Tree Knowledge Consortium on June 24, 2014 at the House of Commons, London, United Kingdom. The award was received by Dr. Jitendra K. Das, Director, FORE School of Management from Mr. Bob Blackman, Hon’ble Member of Parliament, Conservative Party, U.K. FSM is one of the few Indian leading institutions to receive this Award.
- Dr. Jitendra K. Das, Director, FORE School of Management has been awarded “India Education Excellence Award 2014” for “Outstanding Contribution to Leadership Development” by Worldwide Achievers and Headlines Today on April 14, 2014 at New Delhi.
- Dr. Jitendra K. Das, Director, FORE School of Management has been awarded “Best Director Award” in the Asian Education Leadership Awards 2013 held on September 24, 2013 at Dubai.



Front row - Prof. Freda Swaminathan, Prof. Rajneesh Chauhan, Prof. Jitendra K. Das (Director), Prof. V.K. Dutta, Prof. A.K. Puri

Middle row - Prof. Mohita G. Sharma, Prof. Reeta Raina, Prof. Neeti Shikha, Prof. Rakhi Tripathi, Prof. Savita Gautam, Prof. Sanghamitra Buddhapriya, Prof. Anita Tripathy Lal

Standing - Prof. Shallini S. Taneja, Prof. Sumeet Kaur, Prof. Himanshu Joshi, Prof. Subhasis Bera, Prof. Qazi Asif Zameer, Prof. Alok Kumar, Prof. Hitesh Arora, Prof. Anil Kumar Singh, Prof. Muqbil Burhan, Prof. Anupam Narula, Prof. Neeraj Kumar, Prof. Faisal Ahmed, Prof. Ambrish Gupta

Other faculty - Prof. Kanhaiya Singh, Prof. Raman Sethi, Prof. Upendra Kachru, Prof. Mohit Anand, Prof. Prachi Bhatt, Prof. Vandana Gupta, Prof. Vikas Chandra, Prof. Bhalender Singh Nayyar, Prof. D.K. Batra, Prof. K.L. Chawla, Prof. Mathew Joseph, Prof. Ravikesh Srivastava, Prof. Neetu Jain

***Our Distinguished Faculty***

# Infrastructure @ FORE

## Library Resources

The FSM Library is the backbone of academic and research activities at FORE School of Management. It is designed to meet the information needs of the FSM fraternity, i.e., students, faculty and staff members. The library offers context-based services from time to time on the current activities and needs for on-going programs.

FSM Library is one of the best managed libraries with the collection of more than 24,500 documents on all areas of knowledge focused on business, management and other allied subject areas. Library has been receiving 15 national and international newspapers, more than 115 national and international print journals and magazines.

- To extend in-depth and exhaustive information focused to research, learning and teaching activities, library have the access of following specialized electronic journals, databases and online software's:
  1. EBSCO-Business Source Elite
  2. EBSCO-Business Source Premier
  3. ABI/INFORM Proquest Complete
  4. CAPITALINE Plus
  5. CMIE Prowess
  6. Sage Journals Online
  7. Indiastat.com
  8. DELNET
  9. Pressdisplay.com
  10. Ephorus
- Institutional Library and Professional Membership.
  1. American Center Library
  2. NISCAIR Library
  3. Management Libraries Network (MANLIBNET)
- The library is well equipped with latest IT tools and equipments to collect, store, retrieve, and disseminate information, a sufficient number of computer systems are installed to access the library resources and services. All major functions of the library are computerized by using leading, web-enabled, multiuser, integrated library management software, which creates a fully computerized library environment. It provides single-window search facility to access the information resources available in library. The users may access their library account and search the OPAC (library catalogue) at their desktop.
- The library has signed an agreement with The Case Center, Harvard Business School Publishing, IIM Ahmedabad, Richard Ivey School of Business Foundation, etc., for procurement of cases and simulations for making class room lively.
- Library is facilitating networked environment, connectivity through internet, Wi-Fi, and campus wide intranet.

E-Archives of Daily News Clipping: The FORE Library is collecting the News on Management Education from subscribed leading Newspapers. Now library has compiled the Archive of these news clippings and started “e-News Archive Service” through library website.

## IT Infrastructure

The institute has a well equipped central computing facility housed in three computer labs and all includes branded PCs/ Laptops and Servers which are connected through LAN.

The Institute has 14 Mbps dedicated leased line, 24-hour high-speed internet connectivity on Fibre Optics with redundant bandwidth from TATA Communications and Spectranet.



The Campus is fully Wi-Fi enabled with 24 x 7 by Ruckus wireless consisting of ZoneFlex 2942 (802.11g) Smart Wi-Fi access points with Zone Director 1000 controlling the Access Points.

The entire network is protected with Cyberoam CR300i UTM (6 Port) in combination with Antivirus, Anti-Spam and Bandwidth Management and multiple gateway with Auto Fail-over feature. All the notes are secured from virus, spyware/malware with Symantec Endpoint Protection, centrally monitored from the Antivirus server.

Each student is allotted a mail-id besides faculty and staff members. The mail server and web server are hosted in the computer centre itself. Facilities for printing through high speed Color/Mono Laser Jet Network printers and Scanning are available. Sun storage has been installed for back up purpose.

The modern class rooms in new block, both the theatre style and classic learning centers, are furnished with specially designed desks for the comfort of students. Recently, 180 thin clients machines and 3 high end servers have been procured to cater to the new class rooms cum labs.

Faculty-students interaction is done through e-learning/ e-working software Claroline.

Application software like SPSS, Minitab, Rational Suite Enterprise, MS-Project, Crystal Ball, Oracle SQL Server, Visual Studio, and Rational Suite Enterprise etc. are extensively used. Company database Prowess & Capitaline are used for Market Research and Data Analysis.

Implementation process for Integrated Education Management System (IEMS) has started.

## IT Resources

- Computer centre with 8 branded servers & 400 plus Desktops, Laptops, Thin clients, Scanners, standalone/network LaserJet printers; Network Attached Storage provides backup space for data and applications.
- Entire campus is connected to the internet through Cable & Wireless LAN.
- Fully secured Wi-Fi with Firewall, Antivirus & Antispam.
- 14 Mbps bandwidth from Spectranet & TATA Communications.
- Capitaline plus & Prowess, database package (for Company/ Industry Data).
- Specialized analysis packages like SPSS, SPSS AMOS, Systat, Solver Suite & Minitab, Simulation: Crystal Ball.
- Business Intelligence/Data mining Tools-COGNOS.
- Project Management tools MS Project.
- Designing and Publishing Software Corel Draw, Photoshop & Acrobat Writer, C++, Visual Studio.Net, Java, MSDN Academic Alliance subscriber.
- Database package like Oracle SQL Server and My SQL.
- Software Design Tool - IBM Rational Rose for Object Oriented Unified Modeling Language (UML).
- SAP Software.
- Capstone Business Simulation Software.
- E-learning & e-working software for academic use – Claroline.
- Microsoft Dynamics CRM.

## Infrastructure

- Fully air conditioned, well furnished classrooms with state of the art audio-visual facilities.
- New classrooms in theatrical style with state of the art facilities with computer facility for each student in the classroom.
- Air conditioned auditorium (Virajam) with seating capacity of 300 persons.
- A well furnished and very spacious fully air conditioned Conference Hall (Pragya) with state of the art audio, video facilities with a capacity to accommodate more than 100 participants/ students.
- Leased hostel facility available.

- Excellent canteen facilities.
- Reprographics, Fax, STD/ISD and Internet facilities.

## **Centers of Excellence**

We have opened Centers of Excellence at FORE in various areas of expertise so that our alumina can perform multi-faceted roles in the corporate world. These Centers are as follows:

1. Centre for Psychometric Testing and Research - The objective is to develop the centre into an estimable intellectual space in psychometric testing and research. It aims at promoting education, research and training in this area.
2. Centre for Sustainable Development - It aims to achieve and sustain leadership in Management Education, Research, Consultancy and Development.
3. Centre for Entrepreneurship Development - It aims to promote Entrepreneurship amongst the management students by creating a conducive ecosystem for the students to develop their creative ideas into brilliant business plans such that they are motivated to come up with their own Start-ups.
4. Centre for Customer Management- It endeavours to promote research, consulting and training in the critical areas of customer understanding, attraction, retention and loyalty, etc. The centre achieves its objectives through organizing conferences, panel discussions, guest lectures and producing research papers / cases in the domain of customer management. It organized a very successful FORE International Marketing Conference (FIMC) 2013: Reinventing Marketing for Emerging Markets on 28-30th Nov. 2013.
5. Centre for Operation & Supply Chain Management - It fosters research education and consultancy par excellence in the area of operations especially in supply chain.
6. Centre for Emerging Markets - It was created in 2012 with a focus on both international trade and international business. The objective is to analyze and develop management perspectives on emerging economies for research, education and practice in areas such as: rural & BOP markets, international trade system, innovation, public policy etc.

## **Publications at FORE**

FORE publishes its in-house journal Abhigyan and newsletter FOREprints.

Abhigyan a refereed research journal is being published for more than last thirty years. It is devoted to disseminating findings from research work and exploration of original ideas concerning organizations and management. It also seeks to address issues of interest to managers and academicians equally.

FOREprints is a newsletter published quarterly, reflecting the happenings at FORE to the corporate, alumni, students and academicians. FORE launched its working papers series during 2011-12. It has published 35 working papers from the faculty so far.

## Message from Programme Coordinator



These Defence professionals have created a unique niche in their professional careers with varied years of experience in the Defence Forces. Powered by their rich operational and administration experience in varied circumstances and situations, they are raring to make a mark in their second innings.

They have come together at FORE, to be oriented and groomed by the elite faculty at FORE in order to meet the challenges in the corporate world.

A multifaceted and well oriented batch of Defence Officers who possess an unfailing ability to deliver under challenging conditions. Their continued exposure to extreme physical as well as psychological conditions to the extent of near death, gives them a formidable edge of survivability in the environment. Discipline and leadership skills are their bedrocks and now having gained corporate management skills, will hold them in good stead in the future, which the corporate world can benefit.

Though only the second batch at FORE, they have all the skills, knowledge and capabilities to create success stories in the corporate world.

Wishing them best of luck in all their future endeavours.

**Dr. Subhasis Bera**

*Programme Coordinator*



# DGR-2 Alumina



Brigadier Chander Kant Sood

Indian Army

Experience of 35 years in Corps of Electronics & Mechanical Engineers

Core Competency : HR | SCM | Operations Management | Administration

Geographic Preference : In and around Delhi/ NCR



Brigadier Rajiv Chopra

Indian Army

Experience of 35 years in Regiment of Artillery

Core Competency : HR| CSR | SCM | Operations Management | Administration

Geographic Preference : In and around Delhi/ NCR



Colonel Brijesh Kumar

Indian Army

Experience of 28 years in Army Ordnance Corps

Core Competency : HR | SCM | Logistics| Administration

Geographic Preference : In and around Delhi/ NCR



Colonel Anand Kumar Singh

Indian Army

Experience of 29 years in Corps of Engineers

Core Competency : HR | SCM | Project Management | Administration

Geographic Preference : In and around Delhi/ NCR



Colonel Sanjay Gangwar

Indian Army

Experience of 28 years in Corps of Electronics & Mechanical Engineers

Core Competency : HR | Training

Geographic Preference : In and around Delhi/ NCR



Lieutenant Colonel Suresh Kalalia

Indian Army

Experience of 37 years in Logistics & Supply Chain

Core Competency : HR | SCM | Logistics Management | Administration

Geographic Preference : In and around Delhi/ NCR



Commander R Rajagopal

Indian Navy

Experience of 26 years

Core Competency : HR | CSR | Project Management | Administration

Geographic Preference : In and around Delhi/ NCR



Commander Y V Joshi

Indian Navy

Experience of 23 years in Naval Aviation

Core Competency : HR | SCM | Operations Management | Administration

Geographic Preference : In and around Delhi/ NCR



Commander Sandeep Bali

Indian Navy

Experience of 23 years in Naval Aviation

Core Competency : HR | SCM | Operations Management | Administration

Geographic Preference : In and around Delhi/ NCR



Lieutenant Colonel Ateendra Ashok Godbole

Indian Army

Experience of 21 years in Corps of Electronics & Mechanical Engineers

Core Competency : HR | SCM | Operations Management | Administration

Geographic Preference : In and around Nagpur (Maharashtra)



Lieutenant Colonel R K Choubey

Indian Army

Experience of 16 years. M D (Specialisation in Anesthesia)

Core Competency : Anesthesiologist | Administration

Geographic Preference : In and around Delhi/ NCR



Lieutenant Commander Vikas Sood

Indian Navy

Experience of 14 years in Logistics & Supply Chain

Core Competency : HR | SCM | Logistics | Operations Management | Administration

Geographic Preference : In and around Delhi/ NCR



Squadron Leader S D Narvekar

Indian Air Force

Experience of 10 years as Fighter Aircraft Controller

Core Competency : HR | Administration

Geographic Preference : No restrictions

# *DGR-2 Curriculum*

## Term 1

- **MARKETING MANAGEMENT**
- **HUMAN BEHAVIOUR IN ORGANISATION**
- **FINANCIAL ACCOUNTING - REPORTING AND ANALYSIS**
- **INTRODUCTION TO BUSINESS INFO TECHNOLOGY**
- **DECISION MAKING MODELS**
- **MANAGERIAL COMMUNICATION**

**Duration - 06 weeks      Sessions - 120 (pedagogy, case studies, role plays, assignments, projects, quiz and evaluation)**

## Term 2

- **ADVANCED MARKETING MANAGEMENT**
- **HUMAN RESOURCE MANAGEMENT**
- **MANAGEMENT ACCOUNTING AND COSTING DECISIONS**
- **BUSINESS STATISTICS AND ITS APPLICATION**
- **MACROECONOMICS**
- **ADVANCED COMMUNICATION SKILLS**

**Duration - 06 weeks      Sessions - 120 (pedagogy, case studies, role plays, assignments, projects, quiz and evaluation)**

## Term 3

- **SALES, DISRIBUTION AND RETAIL MANAGEMENT**
- **TRAINING AND DEVELOPMENT**
- **CORPORATE FINANCE**
- **OPERATIONS MANAGEMENT**
- **GLOBAL AND INTERNATIONAL BUSINESS MANAGEMENT**
- MANAGERIAL ECONOMICS**

**Duration - 06 weeks      Sessions - 120 (pedagogy, case studies, role plays, assignments, projects, quiz and evaluation)**

## Term 4

- **CONSUMER BEHAVIOUR AND SERVICES MANAGEMENT**
- **ENTREPRENEURSHIP DEVELOPMENT**
- **BANKING AND FINANCIAL SERVICES**
- **E COMMERCE AND NETWORKING**
- **STRATEGIC MANAGEMENT**
- LOGISTIC AND SUPPLY CHAIN MANAGEMENT**

**Duration - 06 weeks      Sessions - 120 (pedagogy, case studies, role plays, assignments, projects, quiz and evaluation)**

# ***RESUMES***





## **Chander Kant Sood**

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### Contact details:

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Mobile :08902428849



**Objective:** Seeking senior level placement in Academia/Industry as HR and administration specialist as a motivated and committed capacity builder.

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### Academic Credentials

#### Degrees:

- PhD (pursuing) in Political Science and International Relations, Pondicherry University.
- ME, Aerospace Engineering, 1991, Indian Institute of Science, Bangalore (Gold Medalist).
- B. Tech, Electronics Engineering, 1985, JNU.
- B. Sc, 1980, National Defence Academy, JNU.

#### Certifications and Training:

- Certificate course in Business Management, FORE School of Management, 2015.
- QAI, Lead Assessor Course, 1996.
- Technical staff course, DIAT, Girinagar, Pune, 1994.
- Financial management, Indian Institute of Science (IISc), Continuing Education Program, 1990.
- Systems Analysis and Programming, IISc, CEP, 1990.
- Flight Safety and Accident Investigation, 1989.
- Aviation Technology course, Air Force Technical College, Bangalore, 1988.

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#### Work Experience:

**Brigadier, Electronics and Mechanical Engineers (EME), 2014 till date at Kolkata with more than three decades of service to the nation in various ranks.**

#### **Job Responsibilities:**

- Manpower coordination and supervision over 300 officers and 12000 soldiers.
- Planning, forecasting, procurement, and contract negotiations (vast sums ranging up to Rs 50 crores per contract).
- Financial Management, including forecasting, budgeting, allocation and monitoring.

#### **Contribution:**

- Maintenance and service contract negotiations, implementing and monitoring for high technology equipment like aircrafts and unmanned aerial vehicles operating on Chinese borders.

**Brigadier, Group Commander, National Cadet Corps (NCC), Haryana from 2012 till 2014 at Ambala**

#### **Job Responsibilities:**

- Youth empowerment; revised syllabus for NCC.
- Conducted NCC National Youth Games in 2013 and 2014.

#### **Contribution:**

- Enhanced the cadet numbers and girl enrolment; used NCC to promote social causes in backward areas of Haryana.

## **Brigadier, from 2009 till 2011 at Pune**

### **Job Responsibilities:**

- Managed retail outlet of FMCG goods (CSD) with Rs 50 crore turnover.
- Purchases, vendor and contract management for procurement of construction and equipment worth nearly Rs 500 crores.
- Maintenance and service contract enforcement with vendors and OEMs for IT, automotive and aerospace equipment for Southern Army.

*Colonel, Director Army Recruiting, from 2007 till 2009 at Siliguri*

### **Job Responsibilities:**

- Managed the recruitment and selection of candidates from West Bengal, Orissa and Sikkim.

### **Contribution:**

- Introduced biometrics and on-line written examination systems for soldiers.

*Colonel, Land and Estates, 2005 till 2007 at Lucknow*

### **Job Responsibilities:**

- Estate management and town planning function for 25 cantonments in eight States.
- Budgeting and allotment of funds, including from JNNURM, to all cantonment boards (akin to Municipal Corporations).

*Colonel, Commanding Officer, from 2002 till 2005 at Udhampur*

### **Job Responsibilities:**

- Controlled a vast workforce from Pathankot till Leh.
- Modernized workshops including ISO 9001 certification.

**Various ranks up to Colonel, from 1981 till 2001**

### **Job Responsibilities:**

- Junior and middle level management functions

### **Contribution:**

- ISO 9001 certification for Military College of EME, Secunderabad

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### **Awards/Recognition:**

- Army Commanders Commendation for Kargil War.
- Awarded Commendations of Northern and Central Army Commands.

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### **Key Strengths:**

- Expertise in Strategic HRM and IR.
- HR development to include technical skilling and behavioral modification.
- Candidate selection and empowerment through training.
- Operations, maintenance and Quality Control.
- Team Building and communication skills of exceptional order to build excellence based upon a very sound foundation of transparency and integrity.
- Expertise in Government Financial Management.

### **Additional Details:**

- Good on hands on knowledge of computers including MS Office and Internet.
- Social abilities and soft skills.
- Served in various field and peace units in various regions of the country.

- Project management.
- Equipment procurement and acquisition.

**Personal Details:**

- Married.
- Children, two daughters and one son, are well settled.

**References**

[Can be provided if required]

**Brigadier Rajiv  
Chopra**

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**35 Years of Work Experience (Indian Army)**

**Objective:** Primary goal is to bring business for the organization, Strategic planning, and Management of Human Resource, CSR activities and role as an Independent Director.

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**Academic Credentials**

**Degrees:**

- 1996 - MBA (International Marketing & HR) from IGNOU. Project was on Media Management.
- 1992-93 - MSc (Defence & Strategic Studies) from Defence Services Staff College, Wellington.
- 1977-80 - BSc (Science Stream) JNU, NDA, Kharakvasla.
- 1976-77 – BSc Part I, St Stephens College, Delhi University.
- 1965-76 – AIIHS, Delhi Public School, Mathura Road, New Delhi.

**Certifications and Trainings:**

- 2015-16; Certificate Course in Management for Defence Officers at FORE School of Management, New Delhi.
- 2009; Senior Officers Orientation Programme at College of Air Warfare, Bengaluru.
- 1989-90; Attended Long Gunnery Staff Course at prestigious School of Artillery, Devlali and awarded Diploma in Weapon Systems. Trained as an Instructor and trained young officers from India as well as abroad as part of cross cultural training.
- Tools. Trained in Business statistics, Advanced Excel, Tableau, Pivot, Solvent, DATA analysis and SPSS. Worked in Ubuntu OS.

**Work Experience:**

**Professional Brief (Key Positions Held)**

**Presently Deputy General Officer Commanding** of Meerut Garrison (one of the oldest & largest Army stations).

- **Job Description.** Responsible for forecasting, budgeting and planning the infrastructure development of cantonment costing approx ₹1000 crores. Budgeting and procurement of ration and supplies of the stations of ₹200-300 crores annually.
- Chairman of the Army Public School of 4400 students, supervised the financial, operational management and functioning of the School.
- Chairman of prestigious Whelers Club, Meerut Race Club and Golf Club. Supervised Promotional / Event Calendars to achieve Organizational Objectives and business to the institution.

**Contributions**

- Carried out CSR activities in the rural areas for ex-servicemen welfare.
- Management of Ex Serviceman Health Scheme (ECHS) costing ₹100 crores.

**2012-14 - Brigadier Quartermaster of Newly Raised Officers Training Academy.**

**Job description.** Headed the logistic department and raised the new Officers Training Academy at Gaya. Did budgeting, forecasting, planning, provisioning and procurement of ration supplies, clothing, equipment, weapons and ammunition costing approximately ₹100 crores annually.

- Felicitated by Army Commander for smooth raising of OTA in 2013.

**Contributions.**

- Coordinated Passing out Parade activities where Reviewing Officer were foreign dignitaries.
- Planning for new infrastructural development costing ₹1300 crores.
- Close liaison with Civil Administration for setting up of a new academy.

**2009-12. Brigade Commander in Arunachal Pradesh & Deserts.**

**Job Description.** Management and command of 3500 troops and 700 vehicles which included administration, maintenance and operational aspect. Challenge was to organize logistics particularly the supply chain in High altitude and deserts. Equipment management of equipment worth ₹1000 crores in difficult terrain.

**Contribution.**

- Economic and military analysis of China and Pakistan.
- Extensively carried out CSR activities in remote regions of Arunachal Pradesh & Rajasthan under Operation Sadhbhavna.
- Carried out disaster relief in Arunachal Pradesh during flash floods.
- Carried out trials of equipment in Mountains and deserts.

**2005-08. Director, Military Intelligence (MI 5) in Army HQs.**

**Job Description.** Net Assessment (country analysis pertaining economic and military capabilities) and relevance of strategic importance of Central Asian Republics, Afghanistan, Iran, Iraq, West Asia, Africa, Europe and Americas to India.

- Awarded Chief of Army Staff Commendation card for exemplary performance.
- Travelled to Turkey, Russia, Kazakhstan, Kyrgyzstan and Tajikistan as part of government delegations.

**Contribution.**

- **Evaluation of Indian security and economic interests** in these regions. Primarily ice breaking tasks.
- **Preparation of Country Briefs** for State visit of VVIPs
- Maintaining liaison and shared intelligence with NSCS, MEA and other agencies.
- Had close interaction with own and external intelligence agencies particularly in individual training and joint training exercises with foreign countries.

**Seminars**

- Participated in number of seminars in Think Tanks at USI, IDSA, ORF, Centre for Strategic Studies and other forums as part of MI duties.
- Spoke and commented on number of strategic issues pertaining to Indo Afghan, Indo- Central Asian and West Asian issues.
- Organised a Media Management Seminar at Palampur in 1996.

**2001-05. Commanding Officer in J&K.**

**Job Description.** Management and command of 500 troops, 100 vehicles, equipment worth ₹250 crores which included administration and operational aspect. Challenge was to organize logistics particularly the supply chain in Counter Insurgency & High altitude.

**Contribution.**

- Extensively carried out CSR activities in remote & disturbed regions under Operation Sadhbhavna.
- Carried out disaster relief in J&K during floods and Snow conditions.
- Carried out trials of equipment in mountains.

**1993-95. Staff Officer (Weapons & Equipment) in Army HQs.**

**Job Description.** Made the Vision Statement, Long Term Planning and Strategy for the future. Orchestrated conceptualisation, development, trials and evaluation of Artillery and surveillance equipment. Worked closely with DRDO, DGQA, Ordnance Factory Board and foreign vendors from Israel, USSR, France and other countries.

**Contribution.** Carried out General Staff Evaluation of New equipment ex import and indigenous.

**1990-91 - Instructor in Gunnery in School of Artillery, Deolali.**

**Job Description.** Trained Young Officers from India and abroad in Gunnery which was a challenge. Also trained middle level officers in gunnery with live firing.

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**Awards/Recognition:**

- Awarded Chief of Army Staff Commendation Card for Net Assessment of CARs, Afghanistan, China and West Asia.
- Felicitated by GOC in C Army Training Command for Raising Officers Training Academy.

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**Key Strengths:**

- Net Assessment and Strategic Country Analysis from Economic and Military point of view.
- Procurement of equipment ex import.
- Development and General Staff Evaluation of new Equipment.
- CSR activities in remote areas.
- Training and motivating of young officers.

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**Interests:**

- Keen Sportsman, represented Delhi State in Junior National Hockey in 1976-77.
- Represented St Stephens College in Hockey in 1977
- Represented NDA in Hockey & Football
- Played Squash at Command level
- Now actively pursuing Golf.
- Fond of reading fiction and current affairs

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**Membership and Affiliation:**

- United Services Institution of India (life member), New Delhi( Think Tank)
- Chairman of Wheler Club & Meerut Race Club.
- Member of Country Club, Sainik Farms, Delhi.
- Member of Defence Services Officers Institute, Dhaura Kuan, Delhi.
- Member of Qutab Golf Course, Army Golf Course, New Delhi and DDA Sports Complex, Saket, New Delhi.

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**Personal Details:**

- Date of Birth : 19 Mar 1960.
- Wife (Date of Birth : 12 Sep 64) is Principal of a school in Meerut since Jan 2015. Before that she as Principal, raised Army Public School, Gaya in 2012 -14. In addition total of 17 years teaching experience.
- Married with two Sons aged 29 and 25 years.

## **Brijesh Kumar**

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### **Contact Details:**

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Mobile-9899173159



### **Objective:**

To pursue a career in the field of General administration and Human Resource Management by utilising capability to function in a multicultural and multi generational work environment using adaptation gained by serving in Indian Army.

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### **Academic Credentials:**

#### **Degrees:**

- B.A. Meerut University- 1984
- PGD Industrial Relations and Personnel management- 2011, Bhartiya Vidya Bhawan, Mumbai

#### **Certifications and Training:**

- Higher, Middle and Junior Level courses from various Defence institutes:( 1990-2008)
    - General Administration
    - Leadership
    - Industrial Relations and Personnel Management
    - Security and Fire Fighting
    - Disaster Management
    - Facility Management
    - Logistics
- 

### **Work Experience:**

- Mar 88 to Jan 89 - Trincomallee , Sri Lanka as Officer in charge Transit Stores.
- Feb 89 to Jun 93 - Avadi (Chennai) Officer In charge –Administration Military Personnel. Handled Accommodation management, Catering, Training, Finance, Health and education of approx 1400 personnel and families.
- Jul 93 to Sep 95 - Kupwara, J&K . Provided logistics support to vehicles and equipments repair echelons in challenging environment.
- Oct 95 to Dec 97 - Guwahati, Officer In charge Administration in a counter insurgency area.
- Jan 98 to Nov 2001 - Mumbai, As Staff Officer Docks in Embarkation HQ. Successfully lead a team responsible to liaise and co-ordinate amongst all stake holders Customs, shipping agents, CONCOR, Port trust and transporters for clearance of stores ex import for defence forces and further distribution of stores through rail, road and by air to consignees all over the country in a time bound manner.
- Dec 01 to Dec 03 – Bhatinda, as Administrative Officer in a highly sensitive defence installation. Responsible for planning and execution of security, fire fighting arrangements. Maintenance and operation of buildings spread across in an area of 1200 acres. Recruitment, training, discipline of 1200 personnel including 700 civilians under CCS rules.
- Dec 2003 to Nov 2006- Pathankot, Successfully commanded an ammunition holding echelon, monthly turnover approx 8000 MT. Cost of total inventory approx Rs 28000 crores.
- Dec 06 to Jun 2009 - Delhi Cantt, as senior manager responsible for receipt, inspection, stocking and further distribution of various types of vehicles(trucks to motor cycles) from trade i.e. Maruti, TATA, Mahindra, Ashok Leyland, Hero Honda, Royal Enfield. Yearly turnover of approx 8000 vehicles.
- Jun 2009 to May 2012 . Jalandhar, as assistant director in a corps HQ. Responsible for rendering advice related to effective logistics support in the corps zone.

- Jun 12 to May 14- Kanpur, Senior Administrative Officer in a central depot under factory act, responsible for providing clothing , hospital and kitchen items to the whole Indian army. Successfully planned and executed security, fire fighting, maintenance of buildings, transportation and Recruitment, training, discipline of 1400 personnel including 800 civilians under CCS rules. Dealt with highly active workers unions, JCM, court cases other related issues.
- Jun 14 Till date- Pulgaon, Senior Administrative Officer in one of the most sensitive Indian army installation, (an area of 12000 acres) a central depot under factory act, responsible for providing Ammunition, explosives to the whole Indian army. Successfully planned and executed plans for security, fire fighting, and maintenance of buildings and transportation. Recruitment, training, discipline of 1800 personnel including 1000 civilians under CCS rules. Dealt with highly active workers unions, JCM, court cases other related issues. Operation of standalone township spread across 1200 acres, comprising hospital, Kendriya Vidyalaya, primary schools, 800 staff quarters and other amenities like clubs, shopping centres, religious places etc.

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### **Key Strengths:**

- Admin and HR.
- Experience in administering the work force up to 3000 personnel including 2000 industrial and non industrial personnel under CCS rules .
- Administration of large scale stand alone townships involving running and maintenance of living and office accommodation, schools, hospital ,community centres and transport.
- Active involvement in Planning and execution most modern security and fire fighting facilities in one of the most sensitive, large scale establishment of the Indian Army.
- Induction training plan for officers and staff as well as Formulation of technical syllabi for training needs.
- Performance mapping and Mid level training plan formulation.
- Discipline and vigilance of personnel.
- Well versed with establishment of new facilities in Greenfield ventures and their subsequent upkeep.
- Extensive liaison and interaction with police, press and regulatory authorities at higher levels.
- Infrastructure management.
- Plan infrastructure needs for manpower and stores as well as monitor functional needs.
- In house safety audit as well as maintenance needs.
- Plan and procure equipment as per procurement procedure manual.
- Inventory management at units and directorates.

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### **Interests:**

- A keen golfer. Lifetime member Indian Golf Union (IGU)
- Played squash and Hockey

### **Membership and Affiliation:**

- Lifetime member Ordnance Club Kolkata, DSOI Dhaula Kuan Delhi

### **Personal details:**

- Date of Birth :14 Jan 1962
- Married
- Child :One daughter



## **Anand Kumar Singh**

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### **Contact details:**

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Mail : [colonel.anand@gmail.com](mailto:colonel.anand@gmail.com) 



### **Objective:**

Seeking top/senior management position in a growth oriented organization to contribute towards profitability, performance & quality management.

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### **Academic Credentials:**

#### **Degrees:**

- M Tech in Civil(Structures), IIT Madras, 1995
- B Sc Civil Engg, BCE Bhagalpur, 1986
- Executive MBA(Marketing), Nirma University, 2008
- Certificate in MBA at FSM Delhi, 2015

#### **Certifications and Training:**

- Design & Construction Airfield Pavements, NITHE Noida, 2006
  - Primavera V6.0 from KLG SYSTEL, 2007
  - PMP from AstroWix Corporation, 2008
  - Material & Transport management courses from Army Institutes
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### **Work experience:**

29 years of exceptional experience in Corps of Engineers of Indian Army as senior commissioned officer in construction, planning, design, quality assurance, financial management, logistic & administration of large civil projects in Military Engineering Services and Married Accommodation Projects of Army

#### **Planning & Administration of Projects - 3 Years**

- Director, Land, Works & Environment, MoD(Army) ( Sep 14 to till date )
- Joint Director, Chief Engineer Northern Command ( Feb 02 to Jun 04 )
  - Financial and technical planning of works
  - Management of financial and technical progress of works
  - Coordination with different agencies of Army and State

#### **Executive Head Projects - 7 Years**

- Project Manager, Married Accommodation Project ( May 09 to Jun 12 )
- Garrison Engineer Projects, MES ( Aug 98 to Jan 02 )
  - Planning, administration, progress, quality assurance of the projects as Head of the Projects
  - Financial and technical management of the projects
  - Integrated development of different services of water supply, electricity, sewage, drainage, roads etc.
  - Liaison with different agencies of the state
  - Procurements of material, approval of works and payments.
  - Sanction of sub projects as per requirements

#### **Planning & Design of Projects - 7 Years**

- Director (Design), Chief Engineer Air Force, Ahmedabad ( Mar 07 to Apr 09 )
- Director (Design), Chief Engineer Air Force, Delhi ( Jul 04 to Feb 07 )
- Joint Director (Design), Chief Engineer Army Siliguri ( Jan 95 to Jan 97 )
  - Planning & structural design of projects
  - Quality control during progress of the works
  - Coordination with different agencies of Army and State
  - Rehabilitation of old or distressed structures/services

## **Administration, Management & Leadership - 10 years**

- Administrative Officer Engineer Regiment ONGC(TA) (Jul 12 to Aug 14)
- Commander in Army Combat Units (Jun 87 to Jun 93 & Feb 97 to Jul 98)
- Commanding, Leadership, Management men, material, and resources
- Training, Employment, Welfare, Motivation and Upkeep of morale of men in difficult times in combat units of Army
- Provision of services water supply & electric supply in op areas. All operational works as Army Combat Engineers
- Served under trying conditions of Sri Lanka (Op Pawan), J&K and in Deserts
- Recruitment, Training and Administration of ONGC Personnel in ONGC TA

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## **Awards/Recognition:**

- GOC-in-C's Command Commendation Card (2013) for sustained professional excellence.

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## **Key Strengths:**

- Project/Contract/Consultant Management
- Excellent Leadership, enterprising & communication skills
- Project Planning, Design, Tendering, Execution Quality Management
- Technical audit, Cost optimization, Finance and Administration

## **IT Skills:**

- STAAD Pro V8i
- STAAD foundation 4.0
- AutoCAD 14
- Primavera V6.0
- MS Office Suite
- MS Project

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## **Membership and Affiliation:**

- Associate Member of Indian Geotechnical Society
- Member, United Service Institution of India
- Representation in many technical discussions
- Commendation card by Army Commander for Excellence

## **Interests:**

- Professional discussion
- Travel & interaction
- Social work

## **Personal details:**

- Present Appointment - Colonel, Land Works & Environment, MoD(Army)
- Date of Birth : 24 Jan 1962
- Marital Status : married

## **References**

[Can be provided if required]

## Sanjay Gangwar

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### Contact details:

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Mob- +918860438609



### Objective:

Seeking a challenging assignment at a senior management level in a progressive corporate sector preferably in the fields of Training, Equipment Management including heavy earth moving equipment .

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### Academic Credentials:

#### Degrees:

- Master of Physics | Bachelor of Mechanical Engineering (Dual Degree), BITS, Pilani
- Advanced Course in Armoured Fighting Vehicles, Military College of Electronics & Mechanical Engineers, Secunderabad.
- Technical Staff Officers' Course, Defence Institute of Armament Technology, Pune.

#### Certifications and Training:

- Pursuing Post-graduate Certificate Course in Business Management, FORE School of Management, New Delhi.
  - Systems Analyst & Programmers, EME, Vadodara.
- 

### Work Experience:

#### **Technical Training / Learning & Development**

- **Dean – EME School, for Vehicle Technology:** Headed faculty consisting of 14 officers, 67 supervisors & 56 administrative & other staff, oversaw education & training of multiple batches of 1000 students each.
  - Modernised infrastructure, which improved effectiveness of the teaching staff and the quality of education, and introduced software and training aids for knowledge of existing equipment as well as emerging technologies.
  - Conducted Diploma-level courses, recognised by the AICTE, for all trades.
- **Senior Instructor – College of Military Engineering:** Conducted technical training sessions for officers pursuing bachelor's courses in specialised subjects such as Thermodynamics, IC Engines and Automobile Engineering.

#### **HRM & Administration**

- **Colonel in Corps HQ, North India:** Devised and executed policies and procedures to maximise technical and functional capabilities of 28 senior and junior staff members and 4000+ EME personnel.
  - Prepared and controlled annual budget of INR 2 crore, ensuring optimum utilisation, allocated resources according to skill levels, facilitated execution of all assignments within desired parameters.
  - Planned and implemented multiple training programs, in addition to mentoring personnel, which improved morale, readiness and performance.
- **Problem-solving Skills**
  - Facilitated procurement and movement of new equipment that was both heavy and cumbersome.
  - Created a successful equipment modification solution to transport a large tank to Leh by air.
  - Led the team in activities to convert a defunct runway into an operational one, which involved modification of an army vehicle to function as a dozer.

#### **Equipment Management & Engineering Support**

- **Colonel – General Staff (EM in a Corps):** Introduced and strengthened processes and procedures for management and monitoring of equipment worth INR 4,000 crore, including vehicles, dozers, excavators, weapons systems, air defence equipment, surveillance systems, and communication systems.
  - Advised the CEO on all equipment-related issues, prepared projections for procurement of new requirements, coordinated critical trials, and managed technical manpower planning for repairs and recovery.
  - Laid down qualitative requirements in global and domestic tenders and oversaw procurement.
- **Director – HQ for Upkeep of Equipment of Border Roads:** Formulated policies for new equipment and improved existing ones, covering tender evaluation, procurement, technical specifications and maintenance.
  - Oversaw technical requirements for execution of 18 projects with a 15-member team, ensuring optimum capacity and manpower utilisation at 37 field repair workshops.
  - Coordinated with vendors for warranty matters and training programs of OEM and use of new equipment.
  - Planned and executed complete overhaul of highly complex earth moving equipment.
- **Commanding Officer – EME Battalion:** Developed streamlined strategies, revitalised SOPs and re-engineered processes, which optimised quality of engineering support to an armoured division.
  - **HRM:** Led complete management of training, welfare, performance management and productivity improvement measures for a team of 24 management-level personnel, 400 supervisory staff and 1,400 trained technicians.
  - **Operations & Process Improvement:** Minimised down-time of critical equipment through comprehensive analysis of issues, followed by effective resolution, as well as enhancing resource availability.

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### **Key Strengths:**

- Adaptability to new working and social environment with ease.
- Ability to build positive work environment and be an effective team member.
- Outstanding logical and analytical approach to problem solving.
- Ability to undertake and manage multiple tasks, projects, and assignments simultaneously.
- Capable to quickly identify problems and implement practical solutions.
- Effective leader with skills to build highly motivated, productive, and diverse teams.
- Ability to quickly learn and utilize new methods, systems, and technology.
- Excellent foresight and ability to function effectively under ambiguous situations (fog of war).
- Ability to manage the activities of production including workflow, assembly methods, and work force utilization and training as per staffing norms.

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### **Additional Details:**

- Basic knowledge of computers including MS Office and Internet.
- Social Abilities and soft skills.
- Environmental and energy concerns.

### **Interests:**

- Fond of playing golf, gardening and travelling.
- Played squash and basketball at competitive level within the Army

### **Personal Details:**

- Date of Birth : 19 Sept 1963
- Married to : Ms Reshma Gangwar(Teacher and social work)
- Children : Master Avijit Singh Gangwar,  
: Master Aayushman Singh Gangwar

### **References**

[Can be provided if required]

## **R Rajagopal**

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### **Contact detail:**

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near Janak Cinema,  
New Delhi-110038  
Mob: 9711146852

E mail: [raman\\_rajagopal@hotmail.com](mailto:raman_rajagopal@hotmail.com)



**Objective:** To pursue senior management career, with expertise acquired serving in Indian Navy in a technological, multicultural and multigenerational environment.

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### **Academic Credentials:**

#### **Degrees:**

- B- Tech, Electrical Engineering, University of Calicut.

#### **Certifications and Training:**

- Naval Orientation and course at Indian Naval Academy
  - Gunnery and Anti - Submarine warfare course
  - Leadership and Management course
  - Naval Technical Staff Course, Defence Institute of Armament Technology, Pune
  - Russian Missile Management Course
  - Mid Life update course at DIAT Pune
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### **Work Experience:**

- Jan 92 to Jun 95 - As Lieutenant, posted at Controllerate of Naval Armament Inspection, Mumbai, was responsible for operational inspection and quality assurance of naval armaments including state of art guided weapons in units of western seaboard. Part of team deployed in operational units on western seaboard in joint operational exercises and responsible for execution of weapon trials and evaluations.
- Jun 95 to May 98- Posted at Naval Armament Inspectorate, Kolkatta and responsible for testing and evaluation as well as quality assurance of naval armament stores being indigenised and integrated guided missile development programme systems under manufacture at Ordnance Factories in Kolkatta, Dum Dum, Ichapur and Pvt enterprises. As part of trial teams was associated in evaluation trials of naval armaments at Proof and Experimental Establishment at Balasore, Odisha. Was also responsible for general administration and technical co-ordination of Naval Armament Inspectorate at Kolkatta and liaison with Naval units at Kolkatta.
- May 98 to Jun 01- Posted at Missile System Quality Assurance Agency, Defence Research and Development Laboratory, Hyderabad as Asst Director and was responsible for integration and testing of state of art tactical missiles as per qualitative requirements of Army, Navy and Air Force. Team leader for assembly and testing of missiles at production units in public, private sector as well as co-ordinate with premier defence laboratories.
- Jun 01 to Jun 04 - As Staff Officer Armaments and Gunnery at Headquarters Naval Aviation at Goa, was responsible for monitoring of armament and weapon needs for Naval aviation consisting of fixed wing and rotary wing aircrafts used for surface, air and sub surface warfare. Was also responsible for complete coordination of weapon and armament activities in Joint Naval exercises.
- Jun 06 to Mar 09 - As Chief Inspector of Naval Armament at Mumbai was responsible for complete technical administration, co-ordination and logistic needs of Naval armament inspectorates in western naval command. Indigenisation of naval armaments and co-ordination of induction trials in association with Private Industry, Ordnance factories and Defence Research and Development Organisation.
- April 09 to May 2014 - As Joint Director HRD and Technical Co-ordination at Integrated Headquarters, Ministry of Defence(Navy), Directorate General Naval Armament Inspection was responsible for Complete cadre management of Naval officers, Civilian technical and scientific officers as well as Technical supervisors of Navy's armament inspection and quality assurance organisation operating at 18 locations all over India.

- From May 2014 till date - As Director documentation at Missile System Quality Assurance Agency, Defence Research and Development Laboratory, Hyderabad, responsible for complete vetting and monitoring of all purchase orders of Integrated missile development programme(IGMDP) of DRDO and co-ordinate their development, testing and production related activities in various production units of PSUs as well as Pvt enterprises.
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### **Key Strengths:**

- **Technical.**
    - Technical co-ordination from conceptualisation to user trials for indigenous as well as imported armament and guided weapons.
    - Formulation of test requirements and evaluation criteria as part of procurement of naval armament systems.
    - Inspection and quality assurance for armament stores as per approved quality assurance plan as per Joint Service requirements as well as International Military Specification and implement life cycle management from induction to exploitation.
    - Technical testing infrastructure management
  - **Human resources.**
    - Forecasting and Planning of manpower needs and induction of manpower.
    - Training co-ordination of officers and staff as well as formulation of syllabi for training needs in technical and administrative areas.
    - Performance assessment and mapping of personnel towards career and skill development.
    - Discipline and Vigilance activities.
  - **Personal Attributes.**
    - Adaptability to work in varied work environments.
    - Analytical and logical thinking leading to concrete decision making.
    - Non-judgmental receptivity contributing towards effective decision making.
  - Empathetic, warm, assertive and democratic in approach; effective in leading towards set goals.
  - **Foreign delegation experience.**
    - Technical delegation to Kyrgystan in 2007 for pre delivery inspection of weapon systems.
    - Team leader for delegation to France in 2011 on trials and acquisition of underwater systems.
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### **Interests:**

- Interested in classical and instrumental music, alternate holistic health systems.
- Pursue sports as part of fitness and relaxation.

### **Personal Details:**

- DOB : 31 May 1965
- Married : Mrs Mahalakshmi Rajagopal
- Daughters : Two, aged 20 and 17 years

### **References**

[Can be provided if required]

## **YV Joshi**

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### **Contact detail:**

Mobile:91-7838920456

Email:yasho.joshi@gmail.com



### **Objective:**

Seeking new opportunities in corporate world

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### **Academic Credentials:**

- MBA (Exe) – Faculty of Management Studies (FMS), Delhi University- 2013-15.
  - MSc (Defense & Strategic Studies) - Defense Services Staff College, Wellington, 2006-07.
  - BSc – Bhopal University – 1988-90.
- 

### **Work Experience:**

#### **Jul 92 – till date INDIAN NAVY**

##### **Sep 12 – till date *Joint Director (Coordination) – Directorate of Aircraft Carrier Projects, Naval HQ***

Responsible for organizational coordination for delivery of billion dollar strategic aircraft carrier projects with team of 8+ Specialist Officers based at HQ and another 350+ personnel spread across locations in India and Russia. Reporting to Principal Director – Aircraft Carrier Projects.

#### **Strategic Project Management**

- Coordinating between cross functional teams for project planning and delivery; ensuring all sub-projects are delivered on-time, within budget, quality and scope
- Forecasting and resolving all possible project issues proactively; ensuring minimal/zero disruptions in the project progress and performance
- Monitoring and overseeing timely development and maintenance of project-related infrastructure and facilities across locations
- Ensuring requisite sanctions/approvals required from the state/central government and ministries are obtained and processed.
- Liaising and coordinating with internal/ external stakeholders like Senior Naval staff, Indian/ Foreign Governmental departments and foreign OEMs and partners to ensure seamless administrative support for project
- Providing technical expertise to the project by monitoring all aviation-specific aspects

#### **Personnel Management, Competency Development & HR-Operations**

- Oversight of personnel teams based globally and of Indian Navy offshore personnel on the project ship with respect to HR matters of leaves, trainings, career planning & more
- Optimizing administrative and HR support; selecting the right employees for project assignments and monitoring teams positioned abroad and in India
- Involved in employee engagement and development activities; defining the entire training framework and personnel development plans and programs
- Ensuring policy compliances by organizing government clearances for all foreign personnel related to the project, by interacting with both Indian/foreign agencies to facilitate timely guarantee support

#### **Aug 11 – Sep 12 *Commanding Officer - Combat Ship***

#### **Leadership & Administration**

- Commanded a team of 150+ personnel; complete and independent responsibility for ship's manpower, operations, budgeting, learning & development, crew morale/motivation and more.
- Handled administration, training & man management of the multi-disciplinary team of Officers & Sailors from varied functional areas of engineering, logistics, operations, weapons & medical

- Conducted various operations in ambiguous & stressful operating conditions including multiple disaster relief operations and diplomatic deployments abroad

### **Operation Planning & Readiness**

- Ensured all resource & operational planning of the ship is completed on-time & in compliance with the operational requirements; planned, forecasted and liaised with HQ & external stakeholders
- Implemented administrative & policy improvements for the ship in incremental phases; implemented key IT initiatives such as deployment of WAN/ LAN to improve operational efficiency

### **Team Management & Personnel Development**

- Trained and mentored all officers under command in terms of performance appraisals, career progression, succession planning, TNA and identification

### **Apr 07 – Aug 11 *Jt Director – Directorate of Aircraft Acquisitions, Naval HQ (Strategic Project Management)***

- Acted as Strategic Planner & Nodal Officer; strategized & planned for the acquisition of multi-million dollar capital investments in aviation platforms as Defence Policy objectives
- Led responsibilities related to contract management, trainings, administration and personnel management of a 15+ member team
- Involved in formulating and finalizing the project qualitative requirements in coordination with internal & external stakeholders
- Facilitated contract management including issuance of RFPs, vendor meets, evaluation of technical specifications, vendor finalization, field trials, techno-commercial negotiations & more
- Developed plans for field trials, trial directives across geographies; created various reports like TEC and FET reports

### **Mar 05 – Apr 06 *Commanding Officer - Patrol Ship (Team Leadership/Planning & Administration/Personnel Management)***

- Commanded a team of 50 officers and sailors from diverse cultural backgrounds and technical functions
- Managed all responsibilities related to material preparation, operations, administration & HR
- Coordinated & delivered a INR 100+ Cr ship refit & structural conversion in a timely manner

### **Jan 03 – Mar 05 *Flight Commander (Operations Planning & Readiness)***

- Commanded a helicopter flight crew onboard a frontline Destroyer of Indian Navy; managed a team of aircrew, technical officers and sailors
- Oversaw the planning & operational readiness related to on-board aircraft; organized various training programs and briefing sessions as required
- Executed multiple maritime air operations amidst highly stressful & mission critical environment

### **Jul 92 – Jan 03 *Specialist Tenures / Appointments (Training & Development, Personnel Management, Administration)***

- Served as a Specialist Warfare Officer during the tenure; handled all types of operational, man management & administrative responsibilities
- Oversaw the training of the department comprising 50+ sailors; facilitated coaching, mentoring and other man management tasks like leaves, appraisals, engagements, motivation & more

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### **Key Strengths:**

- Organizational Administration & Personnel Management
- Managing Large, Cross-functional and Cross-cultural Teams
- Planning & Managing Training and Professional Development Needs
- Maintaining High Operational Readiness & Motivation Levels in Teams
- Operations Planning & Execution
- Strategic Project Management
- Delivering Mission-Critical Projects in High-Stress/ Unstructured Environments



**Personal Details:**

- DOB: 01/03/1971
- Married
- Children: Two

**References**

[Can be provided if required]

## **Sandeep Bali**

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### Contact detail:

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Email : sandeepbali71@gmail.com



### Objective:

Seeking new opportunities in corporate world

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### Academic Credentials

- Certificate in Business Fore School of Management Delhi 2016.
  - Post Graduate Diploma in Human Rights, IIHR Delhi 2012-2014.
  - Qualified as Helicopter Pilot, HTS Arrakonam, TN, 1996.
  - BSc (Defense & Strategic Studies) –JNU (National Defence Academy) , 1989-1991.
- 

### Work Experience:

#### **Jan 93 – till date INDIAN NAVY**

Aug13 – till date *Deputy Director–National Maritime Foundation Delhi*

Responsible for organizational coordination for delivery of long term strategic and perspective planning for the Maritime Think Tank including preparation and controlling budgets of up to INR 15 crore.

#### **Strategic Project Management**

- Coordinating between cross functional teams for International Seminar planning and delivery; ensuring all other sub-projects(publications, periodicals, journals, RTDs ,RTCs, VIP visits and other strategic activities are delivered on-time, within budget, quality and scope
- Forecasting and resolving all possible project issues proactively; ensuring minimal/zero disruptions in the project progress and performance and on time delivery each time.
- Monitoring and overseeing timely development and maintenance of project-related infrastructure and facilities.
- Ensuring requisite sanctions/approvals required from the state/central government and ministries are obtained and processed.
- Liaising and coordinating with internal/ external stakeholders like Senior Naval staff, Indian/ Foreign Governmental departments and foreign DAs and partners to ensure seamless administrative support for all projects (International Conferences. Round Table Discussions / Conferences)
- Providing administrative expertise to the projects optimized financial performance resulting in 15% savings year on year in addition to stream lining control processes as well as administrative procedures

#### **Personnel Management, Competency Development & HR-Operations**

- Oversight of personnel teams based with respect to HR matters of recruitment, leaves, trainings, career planning, mapped competencies.
- Optimizing administrative and HR support; selecting the right employees for project assignments and administrative teams positioned in Delhi and regional Charters.
- Involved in employee engagement and development activities; defining the entire training framework and personnel development plans and programs.
- Ensuring policy compliances by organizing government clearances for all foreign personnel related to the project, by interacting with both Indian/foreign agencies to facilitate timely support.

Aug12 –Aug 13 *Joint Director (Specialist Vehicle Procurements/Coordination) – Directorate of Naval Air Staff, Naval HQ*

Responsible for strategic planning, liaising with multiple stakeholders and negotiating complex purchase agreements delivery of high end specialist vehicles for pan Navy air stations. As an additional charge ensured efficient functioning of the directorate consisting of 5 verticals and cross teams of 20 senior officers . Reported directly to Principal Director –Naval Air Staff.

## **Strategic Project Management**

- Coordinating between cross functional teams for project planning and delivery; ensuring all sub-projects are delivered on-time, within budget, quality and scope
- Forecasting and resolving all possible project issues proactively; ensuring minimal/zero disruptions in the project progress and performance
- Monitoring and overseeing timely development and maintenance of project-related infrastructure and facilities across locations
- Ensuring requisite sanctions/approvals required from the state/central government and ministries are obtained and processed.
- Liaising and coordinating with internal/ external stakeholders like Senior Naval staff, Indian/ Foreign Governmental departments and foreign OEMs and partners to ensure seamless administrative support for project
- Providing technical expertise to the project by monitoring all aviation-specific aspects

## **Personnel Management, Competency Development & HR-Operations**

- Oversight of personnel teams of the entire directorate personnel HR matters of leaves, trainings, career planning & more
- Involved in employee engagement and development activities; defining the entire training framework and personnel development plans and programs
- Ensuring policy compliances by organizing government clearances for all foreign personnel related to the project, by interacting with both Indian/foreign agencies to facilitate timely guarantee support

Jul 11 –Aug 12 *Executive Officer (Principal warfare officer) – Second Largest IN Warship*

## **Leadership & Administration**

- Selected amongst 100 peers for prestigious Sea time in the Rank of Commander.
- Commanded as Second in Command, a team of 200+ personnel; complete responsibility for ship's manpower, operations, budgeting, learning & development, crew morale/motivation, mission/material preparedness, demand forecasting and more.
- Handled administration, training & man management of the multi-disciplinary team of Officers & Sailors from varied functional areas including engineering, logistics, operations, weapons & medical
- Conducted various operations in ambiguous & stressful operating conditions including multiple disaster relief operations and diplomatic deployments abroad

### **Operation Planning & Readiness**

- Ensured all resource & operational planning of the ship is completed on-time & in compliance with the operational requirements; planned, forecasted and liaised with HQ & external stakeholders
- Implemented administrative & policy improvements for the ship in incremental phases; implemented key IT initiatives such as deployment of WAN/ LAN to improve operational efficiency

## **Team Management & Personnel Development**

- Trained and mentored all officers under command in terms of performance appraisals, career progression, succession planning, TNA and identification
- Developed resource allocation plans for 200+ men across departments, ensuring efficiency of budgets and operations.

Dec 09 –Jul 11 *Aide to the Commandant of the National Defence Academy, Pune*

Selected as Aide to a Senior Naval Commander (C level leader). Acted as an executive and logistic advisor, strategic planner & Nodal Officer responsible for smooth cross functioning of all the verticals in the organisation comprising 2000 +staff and 1800+ Cadets

- Provided support and inputs to the Commandant for policy, critical decision making and synergistic planning related to quality training and HRM.
- Facilitated conduct of very high protocol VIP visits of dignitaries that include Head of States Defence Ministers and Senior tri services Officers including defence Chiefs

Dec 08 –Dec 09 *Aide to the Chief Staff Officer Eastern Naval Command, Vishakhapatnam*

Selected as Aide to a Senior Naval Commander (C level Leader). Acted as an executive and logistic advisor, strategic planner & Nodal Officer responsible for smooth cross functioning of all the verticals in the organisation comprising 5000 +staff and area of responsibility stretching from entire East coast, Bay of Bengal till South China Sea

- Provided support and inputs to the Chief Of Staff for policy, critical decision making and synergistic planning related to Operations, Strategy, Material planning ,Forecasting, Budgets and Contracts, VIP Visits, T&D ,HRM, Major and Minor refits of Ships and more.
- Facilitated conduct of very high protocol VIP visits of dignitaries that included, President of India, Prime Minister, Head of States, Defence Ministers and Senior tri services Officers including Defence Chiefs

**Oct 07 –Dec08 *Fleet Aviation Officer Eastern Fleet, Vishakhapatnam***

Selected as tactical Staff of the Fleet Commander Eastern Fleet (C level Leader). Acted as an advisor on entire gamut of Aviation operations including air logistics, tactical planning, synergising Naval Air operations amongst multi functional operational and administrative entities & Nodal Officer responsible for smooth cross functioning of all aviation verticals in the organisation comprising 30 ships and area of tactical responsibility stretching from entire East coast, Bay of Bengal till South China Sea

- Provided aviation planning support and inputs to the Fleet commander, critical decision making and synergistic planning related to Operations, Strategy, Material planning ,Forecasting Policies and Procedures, Facilitating training and operational readiness of entire Aviation personnel in the Fleet 100+.
- Facilitated material and logistic readiness of all Helicopter carrying ships of the fleet.
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**Apr03 – Mar 05 *Senior Pilot Training Helicopter Squadron (Operations, Training Planning & Readiness)***

- Second in Command of a Training Helicopter Helicopter ; managed a team of 100+ personnel including aircrew, technical officers and sailors
- Oversaw the training, planning & operational readiness related to type aircraft; organized various training programs and briefing sessions as required
- Executed multiple maritime air training operations amidst highly stressful & mission critical environment

**Mar 05 –Mar07 *Commanding Officer - Patrol Ship (Team Leadership/Planning & Administration/Personnel Management)***

- Selected to Command a team of 50 officers and sailors from diverse cultural backgrounds and technical functions
- Managed all responsibilities related to material preparation, operations, administration & HR
- Coordinated & delivered a INR 100+ Cr ship refit & structural conversion in a timely manner

**Jan 03 – Mar 05 *Senior Pilot (Operations Planning & Readiness)***

- Second in Command of a helicopter flight crew onboard a frontline Destroyer of Indian Navy; managed a team of aircrew, technical officers and sailors
- Oversaw the planning & operational readiness related to on-board aircraft; organized various training programs and briefing sessions as required
- Executed multiple maritime air operations amidst highly stressful & mission critical environment

**Jul 92 – Jan 03/ *SeaTenures / Aviation Appointments (Training& Development, Personnel Management, Administration)***

- Served as a gunnery officer/Senior Pilot in different appointments
  - Handled all types of operational, man management & administrative responsibilities
  - Oversaw the training of the department comprising 50+ sailors; facilitated coaching, mentoring and other man management tasks like leaves, appraisals, engagements, motivation & more
-

### **Key Strengths:**

- Organizational Administration & Personnel Management
- Managing Large, Cross-functional and Cross-cultural Teams
- Planning & Managing Training and Professional Development Needs
- Maintaining High Operational Readiness & Motivation Levels in Teams
- Operations Planning & Execution
- Strategic Project Management
- Delivering Mission-Critical Projects in High-Stress/ Unstructured Environments

### **Hobbies:**

- Golf
- Strategic writings
- Music

### **Countries Visited:** On Goodwill Visits and Other Official Capacity

- Germany
- Thailand
- Malaysia
- Cambodia
- Philippines
- Indonesia
- Singapore
- Mauritius
- Seychelles

### **Clubs and Affiliations:**

- Member AEPTA (Army Golf Course Dhaula Kuan)
- Life member DSOI (Dhaulta Kuan)
- Associate Member National Maritime Foundation

### **Personal Details:**

- DOB: 23/02/1971
- Married:
- Children: One

### **References**

[Can be provided if required]

## Ateendra Ashok Godbole

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### Contact details:

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### Objective:

An experienced Army (Lieutenant Colonel) technocrat seeking a challenging assignment at a Senior Management level in a progressive corporate sector in fields of HRM/Techno-HR/SCM/Operations Management/ Administration.

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### Academic Credentials:

#### Degrees:

- Bachelor of Engineering (Mechanical), 1994 from College of Engineering, Pune (COEP).
- M.Tech equivalent Officers Advanced Computer Technology (OACT) course from MCEME, Secundrabad, 1999.

#### Certifications and Training:

- One year in-plant management training in TATA Engineering and Locomotive Company (TELCO) Ltd (now TATA Motors), Pune as part of B.E (Mechanical) course of Pune University.
  - Post Graduate (Executive) Certificate course in Business Management (six months) from FORE School of Management, New Delhi.
  - Young Officers Certificate course in Engineering Support and Technology Maintenance Management course with 'A' Instructor Grading and awarded the Gold Medal for standing first in the order of merit.
  - Certificate course in Automated Data Processing & System Analysis and Programming (ADP SAP).
  - "Professional Management Development Program" recognized by All India Management Association as a professional course of instruction in Industrial Management and Leadership.
  - Equipment oriented specialization in Strategic Missile and UAV maintainability technology.
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### Work Experience:

#### **Indian Army (Corps of Electronics and Mechanical Engineers), Multiple Locations, Jun 95 – Present**

*The EME is the arms and service branch of the Army, with varied responsibilities of design, development, trial, inspection and refit of weapon systems and equipment. It also provides technical advice to units on systems and recovery operations.*

#### **Director, Operations & Engineering Support Management (May 02 – Oct 11)**

- **HR Management:** Directed activities of teams of up to 250 people under challenging and routine conditions, and oversaw operations, budgets, and competency development programs, including manpower planning, recruitment, induction, personal welfare, career growth and training.
  - Drafted and implemented HR policies for recruitment and retention of civilian technical staff, developed frameworks for corrective action, and enabled improvement in performance and well-being.
- **Supply Chain Management:** Improved MTTR and readiness of mission-critical equipment by preparing forecasts, ensuring procurement of optimum spares and stores, and enabling swift transport to remote and difficult regions.
  - Maintained availability of equipment at close to 100% through liaisons with command HQ, the ministries of Finance and Defence, and the Air Force, to eliminate administrative bottlenecks.

- **Engineering Management– Unmanned Aerial Vehicles:** Overcame challenge of maintenance issues by building internal capabilities, involving development and execution of training policies, SOPs, methodologies and programs specific to the technology.

- Planned and implemented TQM measures for swift and efficient repairs in the field, thus ensuring readiness for execution of critical missions; deployed sensitive testing equipment for modular and component-level repairs.

- **Strategic Equipment Programme:** Spearheaded preparation and engineering management operations for a technical demonstration of the equipment’s capabilities in the presence of media professionals, government dignitaries, scientific advisors and army officials.

- **Logistics Coordination:** Organised land transport and security of several critical components situated in different geographical locations for assembly at a pre-defined site.

- Ensured preparedness of the equipment through periodic upkeep initiatives, involving testing, repairs, and procurement and installation of replacement parts.

### **Director, Systems & Networks – IT, Nov 11 – Sep 13**

- Prepared and administered a multi-crore budget for new procurement related to technology enhancement and upgrades in IT infrastructure, covering 35 training establishments across India.

- **HR & Project Management:** Oversaw teams conducting feasibility studies and led planning and execution of 7 large-scale hardware projects in association with internal stakeholders, the Ministry of Defence, the finance representative and the IT partner.

- **Stakeholder Engagement:** Drafted business proposals and influenced investment as well as consensus on requirements, POC evaluation, vendor selection and implementation strategies.

- Facilitated changes in IT-related policies and permissions by presenting a compelling study report.

### **Senior System Manager & Project Director, Army Software Development Centre, Oct 13 – Present**

- Manage and lead a team of 50 project heads and IT specialists for involved in building of software, execution of projects, procurement and maintenance of IT equipment, and administration of networks and systems including implementation cyber security policies, coordinate with IT partners such as Tech Mahindra and HCL, govern contracts and manage outsourced personnel. Liaise with the Indian Defence Accounts Service for budget approval and financial management.

- **HRM:** Improved morale, efficiency and productivity within the team by deploying technical talent and skills optimally, and ensuring knowledge transfer and development of expertise in multiple domains.

- Recommended and achieved implementation of revisions in manpower policies, including retention.

- **Project Management:** Enabled execution of critical projects within time and budget constraints by establishing synergy amongst diverse stakeholders, ensuring availability of IT requirements and optimising resource selection.

- Coordinated closely with several agencies and MOD departments to achieve automation of payroll records encompassing 13 lakh in-service and 27 lakh retired personnel.

- Enabled build of an integrated inventory management solution for 15,000 units across India.

- Facilitated addition of data related to retirees and pensioners under BI and analytics.

### **CSR/ Social Development, 1995 – Present**

- Actively involved in implementation of programs as part of Indian Army initiative for welfare and social development of rural families, including the *Sadbhavna* initiatives in J&K for sustainable livelihood training.

- Mobilized the team and local inhabitants in J&K to rebuild a school washed away in torrential rains, ensuring a disaster-ready structure, and facilitated restart of operations within 6 months through local assistance.
- Initiated a tie-up with government agencies in South Assam to institute a self-employment program for tribal people.

**Aug 00 – Apr 02**, Senior Manager, Production Services Group in Army Base Workshop

**Jun 98 – Jul 99**, Deputy Director, Works & Engineering Support Management

**Jun 97 – Jun 98**, Deputy Director, HR & Administration

**Jun 96 – Dec 96**, Deputy Director, Operations & Engineering Support Management

**Jun 95 – Jun 96**, Deputy Director, Operations and Security

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### **Awards/Recognition:**

- GOC-in-C, Army Training Command Commendation Card (2013) for sustained professional excellence.

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### **Key Strengths:**

- Adaptability to new working and social environment with ease.
- Ability to build positive work environment and be an effective team member.
- Outstanding logical and analytical approach to problem solving.
- Ability to undertake and manage multiple tasks, projects, and assignments simultaneously.
- Capable to quickly identify problems and implement practical solutions.
- Effective leader with skills to build highly motivated, productive, and diverse teams.
- Ability to quickly learn and utilize new methods, systems, and technology.
- Excellent foresight and ability to function effectively under ambiguous situations (fog of war) and ability to manage the activities of production including workflow, assembly methods, and work force utilization and training as per staffing norms.

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### **Additional Details:**

- Good on hands on knowledge of computers including MS Office and Internet.
- Social abilities and soft skills.
- Served in various field and peace units in various regions of the country.
- Project management.
- Equipment procurement and acquisition.

### **Interests:**

- Fond of playing sports, gardening and travelling.
- Played football and hockey at competitive level prior to joining as well as within the Army.

### **Membership and Affiliation:**

- Life membership of United Service Institution of India (USI).

### **Personal Details:**

- Date of Birth : 23 Sept 1973
- Married : Mrs Siddhi Godbole
- Children : Two sons

### **References**

[Can be provided if required]



## **Vikash Sood**

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### **Contact Details:**

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Mobile- 08800092935 / 09711629542



### **Objective:**

Seeking prospering career in a growth-oriented organisation with an aim to contribute to its value and profitability in the domains of HR, Logistics, Supply Chain Management and General Administration using skills and knowledge acquired while serving in Defence.

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### **Academic Credentials:**

#### **Degrees:**

- **Post-graduate Certificate Course in Business Management**, FORE School of Management, N Delhi, 2016
- **Management of Business Administration (MBA) in Logistics** from Goa University, Goa, 2009 – Awarded Distinction
- **Logistics & Supply Chain Management** from Indian Navy's Management School, INS Hamla, Mumbai, 2003 – Distinction and 1<sup>st</sup> in overall order of merit
- **Bachelor of Science (Electronics) viz. BSc (Elec)** from Andhra University, Vizag, 1999 - Distinction
- **Schooling** from KVs

#### **Certifications and Training:**

- **Financial Management** from Controller of Defence Accounts, Pune
  - **Financial Information System** at DNP / IHQ MoD (Navy), Delhi
  - **Budget Management** by PCDA, Mumbai
  - **Macroeconomic Environment Study** at Reserve Bank of India, Pune
  - **Industrial Relations and HR Management** at MO(V), Vizag
  - **Disaster Management** at Naval Dockyard, Mumbai
  - **Security & Fire Fighting** at INS Angre, Mumbai
  - **NBCD Course** at INS Shivaji
  - **Advanced Diploma in Computer Applications (ADCA)** from APTECH, Vizag
  - **Certificate in Computing (CIC)** from IGNOU, New Delhi
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#### **Work Experience:**

- 14 years of varied Military Experience, with expertise in Operational Logistics, Material and Spares Management, Inventory Control and Supply Chain Management.
- Acknowledged for improving personnel productivity and performance, enhancing procurement processes including warehousing and preservation of materials and equipment.
- Proven deft in supporting and sustaining positive work environment fostering best team performance while optimizing utilization of available resources.

### **Deputy Logistics Officer (Jul 09 – Jun 11)**

#### **Supply Chain Management, INS Viraat, Air Craft Career**

- ✓ Ensured timely procurement of critical spares for aircrafts / ships to meet operational commitment including 100% availability of AoG Spares amid seas.
- ✓ Preparing and finalization of a strong database for vendors to ensure best quality within time constraints.
- ✓ Handled workforce of about 200 personnel.
- ✓ Liaised with Headquarters and other agencies for processing of cases under Administrative Authorities including 'Raksha Mantri'.

#### **Notable Highlights**

- ✓ Actively involved in conducting -
  - ❑ Technical and price negotiation with the vendors.
  - ❑ PNC for 100 odd items resulting in savings of approx Rs 2 – 3 crores.
- ✓ Steered process of tender enquiry as regard to procurement by formulation of standard RFP.
- ✓ Singlehandedly supervised bulk procurement of approx 30 crores for "President's Fleet Review".
- ✓ Instrumental in drafting various policies and procedures that have been implemented within Navy.

### **Deputy Controller, Material Plans (Feb 06 – Jun 07)**

#### **Controllerate of Material Planning,**

- ✓ Supply Chain Management of Russian equipments and spares from planning till delivery.
- ✓ Provisioning of critical spares for operational commitment.
- ✓ Timely raising of indent to avoid stock-out situation.
- ✓ Identification of non moving inventory.
- ✓ Consolidation of requirement of spares for foreign procurement to achieve benefit though bulk procurement and discounts.

#### **Notable Highlights**

- ✓ Disposed about 1,200 non moving spares of about Rs 3 - 3.5 crores while preserved about 3,000 spares worth Rs 5 Cr.
- ✓ Rationalized inventory within various Depots across the Navy.
- ✓ Instrumental in:
  - ❑ Achieving material compliance rate of 92% for Operational Ships.
  - ❑ Streamlining supply chain processes thereby reducing lead time for delivery of spares.

#### **Other Notable Appointments:**

- ✓ **Aug 03 – Feb 06**, Asst logistics Officer, INS Viraat, Mumbai
- ✓ **Jun 07– Jul 08**, Logistics Officer, Head of Department, INS Magar, Vizag
- ✓ **Jun 11 – Oct 13**, Deputy Mess Secretary, Second-In-Command, WNC(O) Mess, Mumbai
- ✓ **Oct 13 – till date**, Deputy Director of Naval Works Projects, Second-In-Command, Naval Headquarters, New Delhi

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#### **Awards & Recognition:**

- Commanded by Commander-in-Chief, Western Naval Command for consistently maintaining high compliance rates of Equipment and Spares keeping ships and submarines operational.
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### **Key Strengths:**

- Organizational Administration & Personnel Management
- Managing Large, Cross-functional and Cross-Cultural Teams
- Planning & Managing Professional Development Needs
- Logical and Analytical Approach to Problem Solving
- Maintaining High Operational Readiness & Motivation Levels in Teams
- Operational Logistics Planning & Execution
- Strategic Planning and Project Management
- Multi-Tasking
- Delivering Mission-Critical successes in high-stress / undefined and ambiguous environments viz. Fog and Friction of War.

### **Interests:**

- Cricket, Squash and Badminton
- Listening to Music
- Investing

### **Memberships and Affiliations:**

- Life Member DSOI (Dhaura Kuan), New Delhi
- Life Membership of United Service Institution of India (USI), New Delhi (Think Tank)
- Life Member DSOI (Gurgaon), Haryana
- Life Member US Club, Mumbai

### **Personal Details:**

- Date of Birth: 07 Mar 1979
- Married to : Mrs Tanisha Sood (Entrepreneur)
- Children : Master Taanish Sood (5 years old)

### **References**

[Can be provided if required]

## *Guidelines for Recruiting Organisations*



The FORE placement committee and relationship managers will coordinate streamlining process for recruiters and participants. As required they will schedule visit for presentations and interviews.

Pre-placement presentations shall enrich the participants towards the organisational culture, structure, unique opportunities and challenges of the recruiters. The suggested model is a 15 minutes presentation followed by Q & A session.

Negotiations on compensation and other terms and conditions of employment may be held in strict confidence between the recruiter and the candidate. However, the recruiters need to inform the placement committee at the following stages to ensure effective and efficient hiring:

- Preliminary offer stage
- Final offer stage
- Acceptance/ Rejection by the candidate

### Key Contacts:

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Placement Coordinator

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