



NITIE Mumbai
National Institute of
Industrial Engineering
(Ministry of Education, Govt. of India)

LEADERS • THINKERS • INNOVATORS



General Management Program

FOR DEFENCE OFFICERS-04

PLACEMENT BROCHURE



NITIE Mumbai
National Institute of
Industrial Engineering

Life at NITIE





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National Institute of Industrial Engineering and Director General Resettlement

The National Institute of Industrial Engineering (NITIE), since its inception in 1963, has gradually transformed itself into a Centre of Excellence for Business Studies. As per the NIRF rankings of 2022, the institute is Ranked 9th amongst the Top Management Institutions in the country and Ranked 4th in the field of Production by Economics Times India's Preferred B-Schools in 2020. It is a progressive testimony to its state-of-the-art facilities, rigorous curriculum, and above all, its country's renowned and dedicated faculties, who hold experience in regularly contributing to national-level projects, planning and policy formulation with NITI Aayog.

Always looking to create proficient and worthy Business Leaders, NITIE has partnered with the Indian Armed Forces to tap the enormous talent

and leadership potential of these Officers from the Army, Navy and Air Force. The General Management Programm (GMP) for Defence Officers is a coming-together of these two great institutions to re-skill and re-arm the defence officers transitioning to the Corporate world. Irrespective of the domain specialisation, these officers developed innate leadership skills and team building capabilities due to the rigors of their everyday work in the service of the Nation. These officers looking forward to a mid-career transition may require minor re-moulding which the NITIE faculty, like skilled sculptors, skilfully craft in ample measure during the intensive course.

NITIE'S CORE VALUES STAND FOR "PRAGATIE"

PASSION

RESPECT

AGILITY

GENUINENESS

ACCOUNTABILITY

TRUSTWORTHINESS

INTEGRITY
AND EMPATHY





NITIE in Ranking



Career 360 B-School
Ranking 2023



IIRF Best B-School
2023



NIRF Ranking 2023
Ministry of Education,
Govt. of India



Times Higher Education
(THE) Ranking (Global)
2022



Times Higher Education
(THE) Ranking (Indian)
2022



GENERAL MANAGEMENT PROGRAM FOR DEFENCE OFFICERS

The General Management Programme for Defence Officers at NITIE is a fully residential, rigorous 24 weeks management course. It comprises of 50 officers with diverse backgrounds, professional expertise, educational qualifications, and fields of service. The course curriculum for DGMP is designed contemporarily and distributed into two semesters. The Core and Elective courses equip the participants with the fundamental concepts and analytical skills necessary for corporate governance and leadership. The elective courses impart a profound understanding of focused functional areas to the participants and enable them to specialise in areas of their preference. Further, the unique blend of elective and core subjects helps them acquire a detailed insight into the intricate

interrelationships in business management. The framework assists them to be more efficacious in the jobs they embrace during their transition to the corporate world and helps them incisively comprehend the challenges in associated domains of the organisation. At NITIE, the predominant pedagogic tool used is case studies, projects, assignments, analyses, and discussions in applied learning labs and seminars based on industry and firm-specific challenges. Industry-relevant projects focus on industrial applications (tools and techniques) to solve real-time business problems. In addition, regular visits to various industries generate first-hand understanding and a deeper comprehension of the work environment.





MESSAGE FROM DIRECTOR GENERAL, RESETTLEMENT

Maj Gen Sharad Kapur, YSM, SM



“

DGR has collaborated with premier management institutes to prepare the veteran officers of the Indian Armed Forces for a smooth transition to a corporate career.

”

Dear Recruiters,

I am proud to introduce the 4th Batch of the Defence General Management Programme (DGMP), being held at the National Institute of Industrial Engineering (NITIE), Mumbai, in association with the Directorate General Resettlement (DGR). This unique programme aims to provide retiring/retired service personnel from the Indian Army, Indian Navy and

Indian Air Force with the necessary skills to make a successful transition to the corporate world.

As the Director General, Resettlement, my team and I are committed to empowering our veterans with the skills and knowledge they need to embark on a second career post-retirement. The DGMP is a part of this endeavor,

designed to provide a comprehensive education in management concepts and practical experience through case studies and experiential learning.

At DGR, we recognize the immense value that our veterans bring to the table. The years of service in the defence forces have equipped our veterans with unique skills in leadership, decision-making, crisis management, and teamwork, which are unmatched and invaluable in the corporate world. The DGMP will build on this foundation, equipping our veterans with the additional skills they need to succeed in the corporate world. The talent pool of the batch encompasses the fields of Operations, Administration, Project Management, IT, SCM, Logistics, Security, Cybersecurity, and Human Resource Management.

We invite you to consider the graduates of this programme for placement opportunities in your esteemed organizations. We are proud to be associated with the DGMP, and with the support of organizations like yours, we hope to empower many more veterans in the future.

Sincerely,

Maj Gen Sharad Kapur, YSM, SM
Director General, Resettlement



MESSAGE FROM DIRECTOR

Prof. Manoj K Tiwari



“

We at NITIE Mumbai are sanguine that the corporate elite world benefit immensely by employing these multi-skilled, multifarious and multi-dimensional Officers.

”

Dear Recruiters,
Greetings from NITIE, Mumbai!!

It is my pleasure to introduce you to the 4th batch of the Defence General Management Programme (DGMP), an exclusive initiative by the National Institute of Industrial Engineering (NITIE) for veterans from the Indian Defence Forces. The programme is designed to equip these esteemed

veterans with management skills that will enable them to smoothly transition into the corporate world and make significant contributions to their organizations.

NITIE recognizes the immense value that veterans bring to the table - their experience in leadership, resilience, decision-making, crisis management, and teamwork is

unparalleled. Through this programme, we aim to channelize their exceptional skill to deliver sustained growth in the corporate world.

The programme curriculum is structured to provide the necessary knowledge and skills required for veterans to succeed in the corporate world. We have included practical case studies and experiential learning to ensure that our students receive a comprehensive education that will serve them well in their future endeavours.

We are proud to be associated with the Director General, Resettlement and look forward to your continued support. I am confident that the graduates of this programme will prove to be a valuable asset to any organization they choose to join. We invite you to consider them for placement opportunities in your esteemed organizations.

My best wishes to them for all their future endeavours.

Sincerely,

Prof Manoj K Tiwari
Director, National Institute of
Industrial Engineering, Mumbai



DEAN'S INVITES

Prof. Vivekanand Khanapuri (Dean- SRIC)

“

These officers of the Indian Armed Forces are a group of highly committed professionals with significant experience working in varied domains such as Operations, Supply Chain Management, Engineering, Administration and Human Resource Management. ”



During the program, the highly experienced faculty at NITIE have adequately exposed these officers with various theoretical concepts and strengthened their understanding through various experiential learning opportunities. Thus, these officers bring exceptional leadership with rich practical experience coupled with perseverance and dedication. I am confident that these officers can contribute towards making an organisation agile and lean. The corporate community will benefit immensely by utilizing their skills, ability, and commitment.

It gives me immense pleasure to introduce the fourth batch of officers from the Indian Armed Forces undergoing the Defence General Management Programme (DGMP) 2023 -24 in Business Management at NITIE, Mumbai. These officers of the Indian Armed Forces are a group of highly committed professionals with rich experience of working in varied

domains of Project Management, Operations, Supply Chain Management, Enterprise Asset Management, Administration and Human Resource Management. These officers have worked in extremely challenging environments and performed exceedingly well all the tasks under impossible situations and delivering excellent results.

I urge you, as recruiters, to collaborate with us at NITIE, Mumbai, and benefit by harnessing their skills and translating their potential towards the nation's socio-economic growth. I wish the batch the very best in all their future endeavours.

Prof. Rauf Iqbal (Dean- Students Affairs & Program Chair)

NITIE, as an institute, focuses on education that strengthens the knowledge base, and is aimed at bringing out world-class professionals who would be the guiding light for the development of businesses and industry.

Our industry-oriented courses open a plethora of diverse mindsets and inculcate managerial skills in our students, keeping them updated and industry ready for the ever-changing market scenario. The students develop a sense of ownership, coupled with analytical and problem-solving skills. Being cognizant of everchanging needs of the dynamic business environment, students at

“

Being cognizant of ever-changing needs of the dynamic business environment, students at NITIE are exposed to the academic rigor and practical know-how that matches the benchmarks set by the industry. ”

”



NITIE are exposed to the academic rigor and practical know-how that matches the benchmarks set by the industry. This has enabled them to provide solutions to the complex problems of enterprises. We take

immense pride in hosting the General Management Programme for the Defence Officers (DGMP) at NITIE to facilitate the smooth transition of these invictus leaders from uniform services to the corporate world.

Prof. Vivek Khanzode (Dean- Planning & Coordination)

“

The participants throughout the tailor-made course are exposed to the current business scenarios, armed with state-of-the-art concepts and analytical tools enabling them to be ready for industry challenges.”



The participants of the course are given exposure to various nuances of management which is further bolstered through projections, case studies, analytical assignments, and interactions, with guest speakers from the industry quotations.

The present batch of 50 participants of DGMP-04 from the Armed Forces are undergoing this programme. Each officer participating in this

programme has rich experience and possess expertise in specific areas. Across the batch, these areas range from Project Management, Operations, Supply Chain Management, Finance, Accounting, Information Technology, Law, Human Resource Management, and Security. With the eclectic mix of rich experience, widespread exposure to technology and proven expertise in their respective domains each

participant has the value systems that they have imbibed in terms of leadership, dedication to duty, perseverance and loyalty. This tailor-made course in management has provided them an opportunity to get an inside view of the contemporary business environment. The Armed Forces' experience with focus on quality and timely delivery of tasks - varying roles, necessitating with exceptional tactical and strategic decision making and implementation in complex situations, has been adequately bolstered by this course and synergized their tacit knowledge training imparted at this Institute have sharpened their skills and have equipped them further to take on challenges of business and corporate world.

Prof. Neeraj Pandey (Associated Dean- Placement & Branding)

This wonderful group of 50 selected participants ranges from young enthusiasts to experienced officers with significant experience attained during their careers in the Forces.

With immense pride, we present the fourth batch of Defence Forces Officers undergoing the 24 weeks full-time Management Programme in Business Management at NITIE, Mumbai. An interdisciplinary and accomplished team of highly experienced faculty members of our institute is delivering the curriculum and embracing the challenges of the corporate business environment. The faculty give these Officers a simulated experience and understanding of the contemporary trends in the corporate. Also, they made ready for the

“

This wonderful group of 50 selected participants ranges from young enthusiasts to experienced officers with significant experience attained during their careers in the Forces.”



challenges of the corporate world's unspoken yet mandated expectations. The dynamic professional officers are given the exposure to the complex business situations at NITIE, they will surely make an invaluable resource for corporate houses. Their enthusiasm, desire to perform, positive attitude and result-oriented approach

adequately bridges in towards a solid entry into corporate experience. I assure you that this batch has demonstrated tremendous commitment, dedication with keen spirit and zeal to excel and we are confident that this dynamic group would be an asset to any organization in the future. I wish them the very best in their future endeavours.

MESSAGE FROM PROF-IN-CHARGE

Prof. Vartika Srivastava

“

Leadership, ownership and accountability, strong work ethics and a “Can do” attitude are something which is developed in the armed forces.”



It's my proud privilege in presenting the bravest, most adaptable, keen learner and most talented Armed Forces Officers who have served the country with highest level of sincerity and commitment. Being a Commissioned Officer in the Armed

Forces is a certificate in itself, of having tremendous OLQs (Officer like Qualities) for which these Bravehearts are chosen through a tough assessment (by the Services Selection Board). Leadership, ownership and accountability, strong work ethics and

a “Can do” attitude are something which is foundational in the armed forces. NITIE Mumbai programme in Business Management for these Officers provides the requisite knowledge, hones their skills in corporate subjects and build analytical skills. Just as the nation is proud of these officers, I am sure your organization will be more than proud to hire them to serve the corporate houses with the highest level of unparalleled commitment. I strongly recommend the batch for consideration as the officers are capable of taking the corporate to newer & higher trajectories.




LIST OF PROFESSORS



MANOJ K. TIWARI
Director NITIE
Areas of Interest:
Modelling Manufacturing Processes, Operations Analysis of Supply Chain Networks, Optimization, Simulation & Computational Intelligence



KHANAPURI V.B.
Professor & Dean-SRIC Fellow (NITIE)
Areas of Interest:
Project Mgmt, Maintenance Mgmt, BPR, & IT



IQBAL RAUF, S.M.
Professor & Dean-Student Affairs
Areas of Interest:
Ergonomics & Human Factors Engineering, Work System Design



KHANZODE VIVEK
Professor & Dean - Planning & Co-ordination
Areas of Interest:
Operations Mgmt, Lean Manufacturing



DATE HEMA A
Professor & Dean-Alumni & Internal Affairs
Areas of Interest:
Software Engg, Business Intelligence, DSS, e-Business, IT Consulting, AI, Data Mining, Business Analytics, Knowledge Mgmt, IT Applications



SANGLE SHIRISH
Professor & Dean - Faculty Affairs
Areas of Interest:
Business Strategies for Sustainability, Adoption & Diffusion of Cleaner Technologies, Stakeholder Engagement and Strategic CSR



VARTIKA SRIVASTAVA
Assistant Prof.
Areas of Interest:
Consumer Behaviour Analytics



VIJAY MANUPATI
Assistant Professor
Areas of Interest:
Supply chain-Network Design, Intelligent Manufacturing System



ROFIN T. M.
Assistant Professor
Areas of Interest:
Operation Management, Service Operations Revenue Management



RAUT RAKESH D.
Associate Professor
Areas of Interest:
Managing Supplier Relations, Partner Selections, Collaborative Network Organization, Logistic Management



VERMA PRIYANKA
Associate Professor
Areas of Interest:
Supply Chain, Operations, Quantitative Techniques



NAIK KOTESWARA RAO
Professor
Areas of Interest:
Management of Intellectual Property, Managing Creativity & Innovation, Technology Mgmt, Entrepreneurship & Project Mgmt



AGHALAYA, SUSHMITA NARAYANA
Associate Professor
Areas of Interest:
Supply Chain Mgmt, Systems Thinking, Healthcare



AKARTE MILIND M.
Professor
Areas of Interest:
Industrial Engineering, Operations & Supply Chain Mgmt, Manufacturing Strategy, MCDM, Additive Manufacturing



GOKHALE RAVINDRA S.
Associate Professor
Areas of Interest:
Operations Mgmt, Business Statistics, Applied Multivariate Analysis, Supply Chain Mgmt



ACHARYA PADMANAV
Professor
Areas of Interest:
Industrial Engg, System Dynamics, Project Mgmt, Logistics Supply Chain



DEBABARATA DAS
Associate Professor
Areas of Interest:
System Dynamic & Supply Chain Modelling



SANGLE S. PURNIMA
Professor
Areas of Interest:
Business Analytics, Data Mining, Multi Channel CRM, ERP, Business Value of IT



LIST OF PROFESSORS



BINIL KUMAR
Associate Professor
Areas of Interest:
Environmental &
Natural Resource
Economics, Industrial
Organization, Business
Environment Public
Policy & Systems



**CHATTOPADHYAY
UTPAL**
Professor
Areas of Interest:
Economics,
Globalization &
Global
Competitiveness



GUPTA VIJAYA
Professor
Areas of Interest:
Business Economics,
Agriculture Economics,
Environmental
Economics



**VENKATESHWARLU
M.**
Professor
Areas of Interest:
Accounting &
Finance



**SINGH
POONAM**
Associate Professor
Areas of Interest:
Corp. Finance, Corp.
Governance, Competition
Policy, Financial
Regulations, Industrial
Organization, Applied
Econometrics



**PANDA
AJAYA KUMAR**
Associate Professor
Areas of Interest:
International Finance,
Financial Economics,
Applied Econometrics,
Time Series Analysis




**RANJANI
K. S.**
Associate Professor
Areas of Interest:
Accounting &
Finance



**SINGH
VIPUL**
Associate Professor
Areas of Interest:
Financial
Engineering



**AGARWAL
UPASNA**
Professor
Areas of Interest:
Organisation
Behaviour, Human
Resource Mgmt



JHA SUMI
Professor
Areas of Interest:
Competency
Mapping Assessment
Centre, HR Analytics



**PANDEY
NEERAJ**
Professor
Areas of Interest:
Pricing, Digital
Marketing, B2B
Marketing,
Services Marketing



JHA M. K.
Professor
Areas of Interest:
Marketing,
Marketing Strategy,
Software
Engineering, MIS



**VERMA
SANJEEV**
Professor
Areas of Interest:
Marketing Research,
Marketing Analytics,
Consumer Behavior
Services Marketing



**DIWAN
HEMA**
Associate Professor
Areas of Interest:
Environmental
& Sustainability
Management, Pollution
Control & Mgmt



**GEDAM
VIDYADHAR V.**
Assistant Professor
Areas of Interest:
Water quality &
waste management,
Sustainable
Development



GUPTA RUCHITA
Associate Professor
Areas of Interest:
Mgmt of Technology,
Tech Diffusion &
Adoption, Technology
Transfer &
Commercialization,
Technology,
Entrepreneurship



SINGH ANJU
Professor
Areas of Interest:
Sustainable Business
Development, Life Cycle
Assessment, Design for
Environment,
Corporate Social
Responsibility



**UNNIKRISHNAN
SEEMA**
Professor
Areas of Interest:
Environmental
Management,
Environmental Legislation,
Air Quality Mgmt



CORE & ELECTIVE COURSES

Core Modules



1

Operations and Supply Chain Management

A broad area that covers both, manufacturing and service industries, involving the functions of sourcing, materials management, operations planning, distribution, logistics, retail, demand forecasting, order fulfilment, from suppliers to eventual consumers.



2

Project Management


The application of processes, methods, skills, knowledge and experience to achieve specific project objectives according to the project acceptance criteria within agreed parameters.



3

Managerial Economics


A stream of management studies that emphasizes primarily on solving business problems and decision-making by applying the theories and principles of micro economics and macroeconomics.



4

Strategic Marketing

Strategic marketing integrates a business with a marketing plan through specific and strategic processes which dictate the direction of the entire organisation in order to maximize its current marketing plan.



5

Managerial Accounting & Finance


A stream which uses accounting techniques to create statements, reports, and documents that help management in making better business decisions and further analyses the impact of various financial techniques on business management.



6

Human Resource Management

A strategic approach to the efficient management of people in a company or organization such that they help their business gain a competitive advantage. It is designed to maximize employee performance in service of an employer's strategic objectives.



7

Information & Decision Support Systems

Study of information systems that aid business managers in quick decision-making by analysing huge volumes of unstructured data and synthesising information that can help to solve problems and help in decision-making.



8

Sustainability Development

Sustainable development is an organizing principle for meeting human development goals while also sustaining the ability of natural systems to provide the natural resources and ecosystem services on which the economy and society depend.



9

Innovation Management

The process of managing an organization's innovation procedure, starting from ideation to its successful implementation. It encompasses the decisions, activities and practices of devising and implementing an innovation strategy.

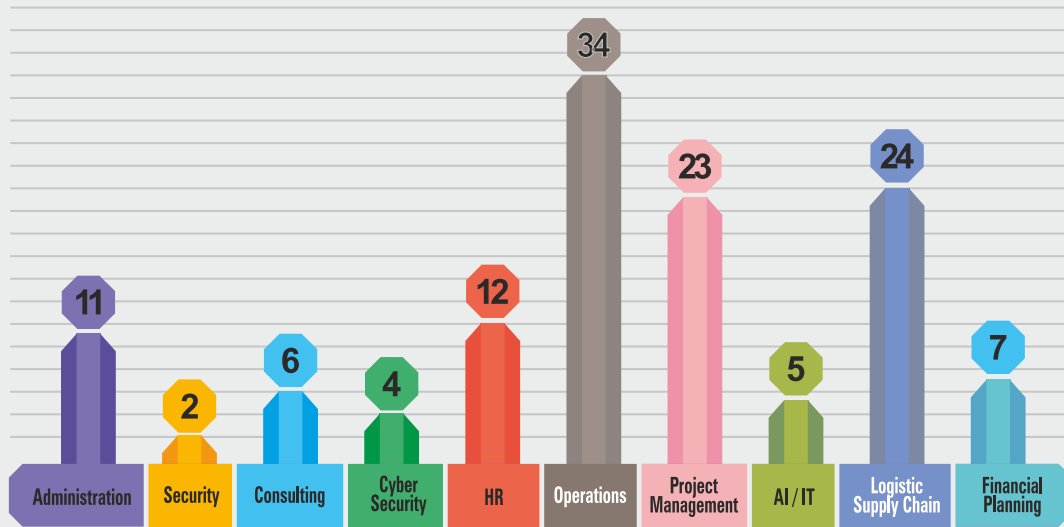


Elective Modules

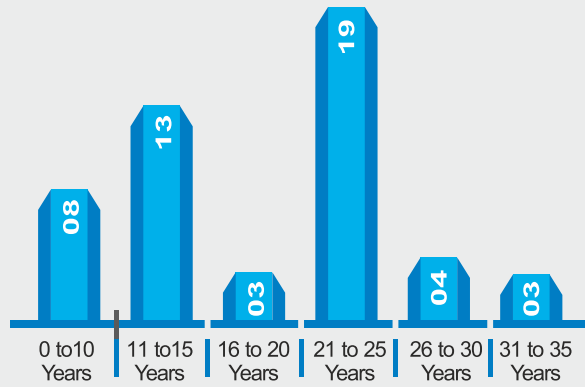




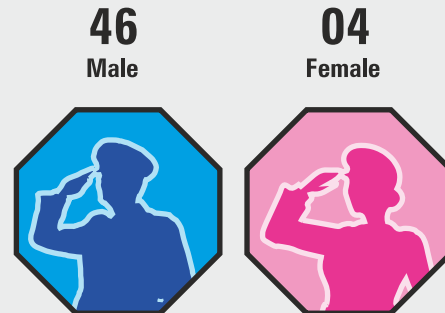
Domain Specialisation



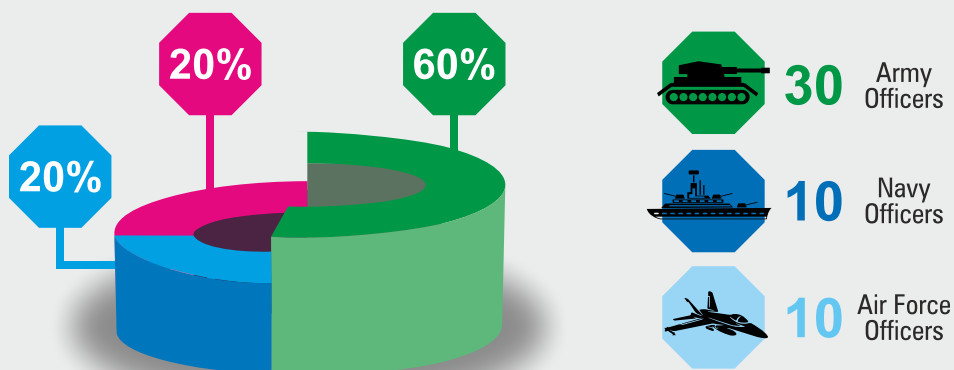
Experience Profile



Diversity



Service

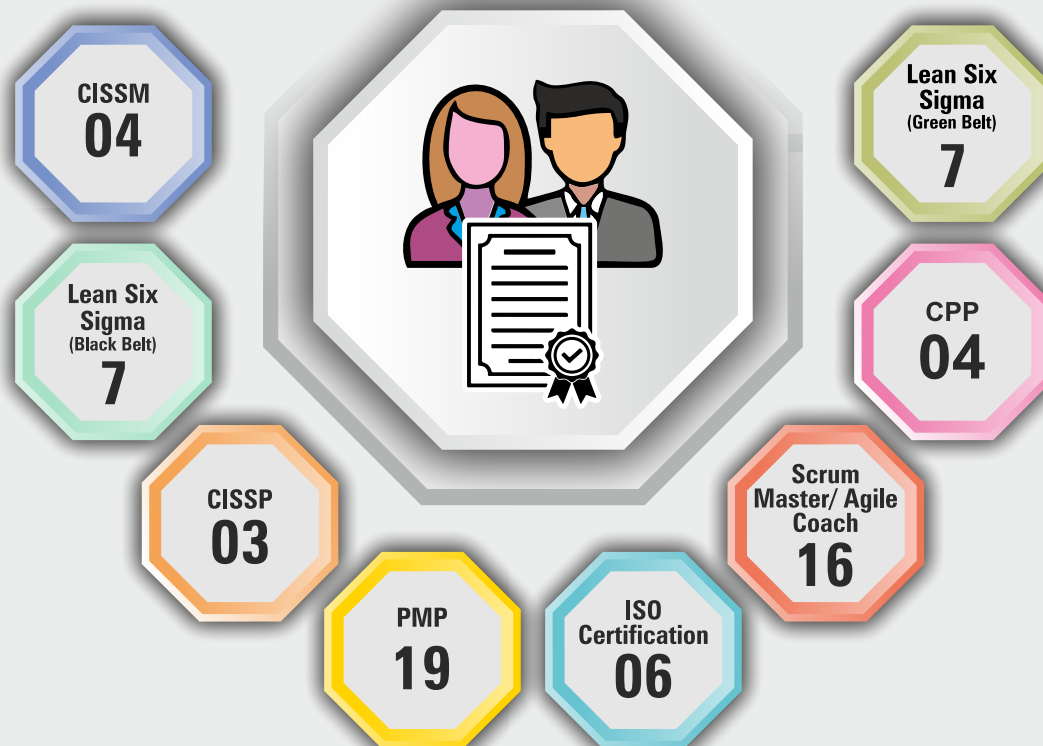




Qualifications



Certifications





CANDIDATE PROFILES





FUNCTIONAL PREFERENCE

Sr. No.	Rank	Name	Operations	Project / Program Management	Logistics & SCM	HRM	Administration/ Facility Management	Aircraft/ Ship Maintenance	Port/ Airport Operations	Cyber/ Information Security	IT/ Networking/ Cloud Engineering	AI/ Data Analytics/ Geo Informatics	Public relations/ CSR/ ESG	Security/ Vigilance	Banking/ Finance/ Insurance	Marketing	Strategy/ Business Development	Quality Assurance/ Control	General Management	Construction/ Real Estate Management	Disaster/ Risk Management
			1	COL	ABHAY KUMAR	☑	☑	☑	☑		☑					☑		☑		☑	☑
2	COL	AJAY PRAKASH SHARMA	☑	☑	☑		☑							☑			☑		☑		☑
3	WG CDR	AKHIL MAHAJAN	☑	☑	☑	☑			☑						☑		☑		☑		☑
4	CDR	AMRUT DILIP GODBOLE	☑	☑	☑	☑		☑	☑		☑					☑	☑		☑		
5	MAJ	ANIRUDH SRIDHARAN	☑	☑	☑					☑									☑	☑	☑
6	CDR	AS MULAY	☑	☑	☑				☑								☑	☑	☑		
7	LT COL	ASHISH CHAUHAN	☑	☑													☑		☑	☑	☑
8	MAJ	AVI GEORGE VARGHESE	☑	☑						☑	☑	☑	☑				☑	☑	☑		☑
9	MAJ	BASANT CHAUHAN	☑	☑	☑	☑			☑	☑	☑	☑		☑	☑	☑	☑	☑	☑		☑
10	LT COL	BHONSALE ADITI AJITSINGH		☑						☑	☑										
11	WG CDR	DEEPAK KAUSHIK		☑	☑	☑	☑		☑				☑	☑						☑	☑
12	LT COL	JACOB PHILIP	☑	☑	☑	☑	☑		☑					☑	☑					☑	☑
13	LT COL	JAGDEEP SINGH	☑	☑	☑	☑								☑	☑		☑		☑		☑
14	LT COL	LALIT TAHARABADKAR		☑						☑			☑		☑	☑					
15	MAJ	M AISHWARYA	☑		☑	☑							☑		☑	☑	☑		☑		
16	MAJ	MANDEEP SINGH	☑	☑	☑	☑	☑				☑		☑	☑	☑		☑	☑	☑		☑
17	CMDE	MANEESH SINGH	☑	☑	☑	☑	☑		☑				☑	☑	☑		☑		☑	☑	☑
18	CDR	MILTON SHARMA				☑							☑								
19	LT COL	NARENDRA SINGH NEGI	☑	☑	☑	☑	☑		☑					☑			☑	☑	☑		
20	CDR	NARIN KATOCH	☑	☑		☑	☑			☑			☑	☑	☑		☑	☑	☑		☑
21	LT COL	NIKHIL PRADHAN	☑	☑	☑		☑						☑	☑			☑	☑	☑		☑
22	LT COL	PALDE SOMNATH PUNJA	☑	☑	☑	☑	☑	☑	☑			☑	☑	☑		☑	☑	☑	☑	☑	☑
23	GP CAPT	PKC PRASAD	☑	☑	☑		☑	☑	☑				☑				☑	☑	☑		
24	WG CDR	RANJIT DESAI	☑	☑	☑	☑						☑	☑		☑		☑		☑		☑
25	WG CDR	R JAMAL ABDUL NASIR				☑	☑						☑	☑					☑	☑	☑



FUNCTIONAL PREFERENCE

Sr. No.	Rank	Name	Operations	Project / Program Management	Logistics & SCM	HRM	Administration/ Facility Management	Aircraft/ Ship Maintenance	Port/ Airport Operations	Cyber/ Information Security	IT/ Networking/ Cloud Engineering	AI/ Data Analytics/ Geo Informatics	Public relations/ CSR/ ESG	Security/ Vigilance	Banking/ Finance/ Insurance	Marketing	Strategy/ Business Development	Quality Assurance/ Control	General Management	Construction/ Real Estate Management	Disaster/ Risk Management	
26	COL	RAJENDRA SINGH RAWAT	☑	☑	☑	☑	☑						☑	☑					☑	☑	☑	☑
27	COL	RAJESH GUPTA	☑	☑	☑		☑			☑	☑				☑		☑		☑		☑	☑
28	LT COL	RAJESH SHARMA	☑	☑	☑	☑	☑					☑			☑		☑	☑	☑	☑	☑	☑
29	LT COL	RANJITH G NAIR	☑	☑	☑	☑							☑			☑	☑	☑	☑	☑		☑
30	SQN LDR	SACHIN S BORKAR	☑	☑	☑																	
31	LT CDR	SANJAY NEGI	☑	☑	☑	☑	☑		☑				☑	☑		☑		☑	☑			
32	SQN LDR	SANJEEV BHATT	☑	☑	☑	☑	☑		☑	☑		☑	☑	☑	☑	☑	☑	☑	☑	☑		☑
33	LT COL	SATINDER SINGH	☑		☑	☑	☑						☑	☑	☑	☑	☑	☑	☑	☑	☑	☑
34	LT COL	SAURABH KAPOOR	☑	☑	☑		☑							☑		☑		☑	☑	☑	☑	☑
35	LT COL	SERVEJEET SINGH	☑	☑			☑	☑	☑	☑					☑			☑	☑			
36	CDR	SG NILKUND	☑	☑	☑			☑									☑		☑			
37	MAJ	SHAIL K SACHAN	☑	☑	☑		☑		☑		☑	☑	☑		☑	☑	☑	☑	☑	☑	☑	☑
38	COL	SHAILESH K SINGH				☑	☑		☑					☑						☑		☑
39	CDR	SIVAKUMAR P								☑	☑	☑			☑			☑				☑
40	CDR	SHRAWAN KAPILA	☑		☑	☑	☑		☑					☑						☑		
41	CDR	SR DINESH	☑	☑	☑				☑			☑		☑						☑		
42	MAJ	TEJAS P NAIR	☑	☑	☑	☑	☑						☑	☑	☑		☑	☑	☑	☑	☑	☑
43	MAJ	TUSHAR	☑	☑		☑	☑		☑					☑								
44	SQN LDR	VIBHA HARIT SHARMA		☑		☑	☑		☑				☑							☑		
45	MAJ	VIJAY C BHARGAVAN	☑	☑	☑											☑	☑		☑			☑
46	LT COL	VIVEK S NAIR	☑	☑	☑	☑	☑															
47	LT COL	SHIBU SL	☑	☑	☑	☑	☑		☑					☑	☑	☑				☑	☑	☑
48	SQN LDR	NEHA DHAWALE	☑	☑	☑	☑	☑	☑				☑	☑				☑		☑			
49	SQN LDR	ELSTON RYAN MONTERIO	☑		☑														☑			☑
50	LT COL	VIMAL G NAIR	☑	☑	☑	☑	☑		☑				☑	☑			☑	☑	☑			☑



ABHAY KUMAR

**Colonel
Indian Army**

OPERATIONS & PROJECT MANAGEMENT

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● **Service: 30 Years**

Profile Summary:

A self-motivated accomplished Indian Army Officer, with 30 years of experience in leading multicultural and cross-functional teams. A passionate & collaborative officer with excellence in **Project Management, Operations & Supply Chain Management & Leadership & Team Building, HR Management & General Administration.**

Project Management

- Led cross-functional teams for capital acquisition projects and collaborated with OEMs, Defence PSUs and other stakeholders.
- Provided subject matter expertise to design and production agencies and proactively participated in weapon system integration and live firing.
- Formulated and vetted QRs, RFPs, servicing schedules & equipment management policy statement.
- Spearheaded the crafting engineering support package worth Rs 2400 Cr.
- Led and successfully completed the maintainability evaluation trials of Army Akash Launcher, K-9 Vajra and Artillery Guns fielded by Nexter in collaboration with L&T Defence and Athos in collaboration with Bharat Forge.

Operations and Supply Chain Management

- Commanded a team of 50+ soldier craftsman to upkeep and maintain military hardware worth approximately Rs 200 Cr, ensuring operational readiness & achieving over 90% availability by minimizing downtime.
- Proactively liaised with various echelons of supply chain, vendors and OEMs to ensure requisite level of inventory.
- Successfully planned and executed the logistics management of mobilisation of weapon systems to International Border and LOC.
- As a Joint Director in DGQA ensured that equipment and material used by stakeholders met the necessary quality standards and fit for use in combat situation.
- Successfully participated in mission oriented electronic warfare and electronic intelligence.

HR Management and General Administration

- Demonstrated proficiency in manpower planning, performance appraisal, discipline and career progression.
- Trained and mentored over 400+ men for technical, physical, tactical and operational purpose.
- Skillfully managed the teams and annual budget of Rs. 15Cr for healthcare programs and services for 70,000 Ex-servicemen and their dependents.
- Successfully overseen the administrative activities, personal management with excellent analytical abilities and exceptional interpersonal skills that enabled effective engagement with individuals at all levels of business.

CORE COMPETENCIES

- Leadership and Team Building
- Project Management
- Operations and Supply Chain Management
- Trials and Evaluations
- Quality Management
- Maintenance Forecasting

EDUCATION

- General Management Programme, NITIE (2023)
- MBA, SIMSREE Mumbai
- PG Diploma in Communication Engineering, MCEME Secunderabad.
- Post Graduate Diploma in Cyber Forensic and Related Law, Institute of Forensic Science Mumbai
- B.Tech Electronic, JNU Delhi



CERTIFICATIONS

- Quality manager in "Internal audit uncertainty in measurement in line with ISO/IEC 17025:2005"
- Lean Six Sigma Green Belt (Pursuing)



ACHIEVEMENTS

- VCOAS Commendation Card.
- Half Marathoner
- Volunteered with NGO Naari Gunjan with a mission to serve the community.



AKHIL MAHAJAN

**Wing Commander
Indian Air Force**

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● **Service: 13 Years**

PROJECT AND OPERATIONS MANAGEMENT

Profile Summary:

Dynamic and result oriented Indian Air Force Officer with 13+ years of experience across diverse functions in leadership roles. Expert in Operations, resource planning of various high-end systems and experienced in execution, inventory and contract management with proven testimony of operational risk management for strategic projects. Handled high volume of training, administration and personnel management in a fast paced and uncertain environment, adhering to strict tight deadlines and aggressive goals

Project and Operations Management

- As a Flight Safety Officer, authoritative position to check & train in safety, documents upkeep related to flight safety, internal audits, co-ordination between external agencies.
- Undertook and executed innovative plans in air during Pan India Exercises by in-depth analysis of the missions to be undertaken.
- Responsible for operation and maintenance of CCTV cameras around the fighter squadron perimeter, leader of the team to resolve issues on the spot and ensure maintenance practices do not get hampered.
- Performed CPM analysis for planning, co-ordination, scheduling and monitoring as Presiding Officer of critical infrastructure for aircraft.
- Led independent fighter operations with over 50 ground/support crew during Galwan clashes, co-ordinated safe and smooth flight operations while ensuring resource optimisation. Achieved consistent high degree of planning, training, safety and serviceability of men and material.
- Responsible for efficient functioning of cadet cafeteria and a Fighter Sqn cafeteria by ensuring effective inventory management, smooth functioning of supply chain and integrating real time accountancy procedures.

General Management

- Created a strong team presence with consistent achievement in motivating and engaging employees, built up top performing teams in the organization by improving cross-functional working.
- Responsible for making financial business decisions, strategic planning for use of public funds forecasting & budgeting.
- Presented various status reports at senior management reviews to realign policy decisions and ensure operational readiness.
- As a team leader during Pan India Exercise, motivated men & achieved mission objectives by effective communication, planning & execution.

Learning and Development

- As Instructor redesigned the curriculum with a thorough understanding of policies, regulations & risk management activities for 100+ trainees.
- Developed and incorporated innovative techniques like using flight simulators to effectively inculcate skills for real-time operations.
- Responsible for delivering training courses, leading teams of trainers and directing enterprise initiatives.
- Conducted intra-organization meetings to implement training strategies for flying related activities.
- Designed & implemented an effective training feedback mechanism resulting in an overall increase in training effectiveness.

CORE COMPETENCIES

- Leadership
- Training
- Operations management
- Project Management
- Problem solving
- Critical Thinking
- Human Resource Management
- Interpersonal Skills
- Flight Operations
- Communication

EDUCATION

- Certificate Programme in Business Management, NITIE, Mumbai (Pursuing).
- PG Diploma in Applied Aeronautics, JMIU.
- Bachelors in Technology, PTU: 2008.



CERTIFICATIONS

- PMP, PMI.
- SCM, Scrum alliance.
- QFIC-Flying instructor.



ACHIEVEMENTS

- Commended by AOC-in-C CAC.
 - Awarded second highest 2 Star Flight Safety badge.
 - Awarded Master Green, highest flying skill assessment category.



AMRUT DILIP GODBOLE

**Commander
Indian Navy**

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- **Service: 23 Years**

PROJECT MANAGEMENT | OPERATIONS | RESEARCH ANALYST

Profile Summary:

As a Naval Officer & Mechanical Engineer, I have developed unique skill sets that combines technical expertise with leadership & management experience. My deep understanding of mechanical engineering principles, coupled with extensive experience in mission-critical operations, positions me as a versatile 'technology generalist', committed to analytical & collaborative problem-solving. Driven by a passion for innovation & a relentless pursuit to succeed, I thrive on new challenges that test my skills & experiences. I am determined to leverage my skills and experience to drive innovation and maximise professional growth in Industry 4.0.

Project Management:

- Delivered an 18-month major ship refit and upgrade project on schedule by leading a team of 30 cross-functional engineers.
- Led a team of 50 engineers to deliver QA compliance for overhaul, repairs & testing of Gas Turbines (GTs), Gas Turbine Generators (GTGs) & Gear Boxes.
- As lead engineer, achieved 'accident free' operations of more than 75 sea-going combatant platforms (over a span of 10 years) while operating in multi-threat and risk environment.
- Currently, leading a project team of 30 cross-functional engineers for development of data-driven decision support system use cases for over 130 warships.

Technology Adoption & Innovation:

- Delivered 10X forex savings by leading a technology upgrade project from RLC to PLC for a 1MW Gas Turbine Generator (GTG).
- Implemented incremental innovation project on vintage shipborne power generators to enhance platform safety.
- Improved calibration compliance of over 1000 measuring instruments from 75% to 100% through frugal QR-based solutions.

Operations and Safety Audit & Process Improvement:

- Mentored 40 cross-functional engineers to win 'Best Engineering Team' award, & highest grades in 3rd-party audit.
- Audited 70+ ships for material readiness & 3000 personnel for functional & safety competences.
- Identified 100+ design deficiencies affecting safety. Provided technical consultancy on remedial engineering solutions.

Industry 4.0 Research & Framing Transformation Strategies:

- Authored EXIM India sponsored research paper on Digital Manufacturing in India with 10 industry case studies.
- Authored research paper on AI and Machine Learning for the Indian Navy.
- Authored paper on PLC based controllers for GTGs was published by ASME.
- Provided technical, strategic & change management consultancy for adoption of AI & digital transformation by Indian Navy.

CORE COMPETENCIES

- Project Management
- Technology Adoption & Innovation
- Operational & Safety Audit
- Process Improvement
- Technical and Strategic Research
- Data Analytics
- Risk Management
- Collaborative Leadership
- Budget & Contract Management

EDUCATION

- B Tech (ME), NCE
- M Tech (ME), IIT Bombay
- Business Management, NITIE (Ongoing)



CERTIFICATIONS

- Chartered Engineer, IEl
- Advanced Data Analytics for Managers, IIM(K)
- Marine Propulsion Controls Technology, DIAT
- Marine Engineering Specialization, CMET
 - Power BI, Udemy
 - Lean Six Sigma Black Belt
 - Business Consultancy, AIMA (Ongoing)

OTHER MAJOR PUBLICATIONS

- Book: A Decade of Transformation: Signalling Power & Partnerships
- Article: 'Scale up MeghRaj Cloud for AI in defence'
- Article: 'India in the WEF Lighthouse Network'
- Research Paper: 'Submarine Cable Security in the Indian Ocean'



AJAY PRAKASH SHARMA

**Colonel
Indian Army**

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● **Service: 24 Years**

SUPPLY CHAIN AND OPERATIONS MANAGEMENT

Profile Summary:

An accomplished Indian Army Colonel, offering chronicled success of nearly 24 years with cross-functional leadership, managerial experience and a proven track record of stamping success across the entire gamut of **Supply Chain Management, Strategic Planning, Security Management, Operations and Administration.**

Supply Chain and Operations Management

- Planned, executed & spearheaded various projects for army establishments across supply chain, warehousing & distribution, and logistics operations.
- Proficient in managing procurement of material, consumables & equipment; ensuring correct forecasting of supplies to maintain optimum inventory & maintaining relations with vendors to get competitive rates.
- Spearheaded International Supply Chain Logistics while serving in United Nations Peace Keeping Mission in Africa in collaboration with internal & external teams.
- Chalked out plans for suppliers, capacity utilization & warehousing. Also monitored all aspects of delivery station operations to achieve safety, security, quality & productivity.
- Collaborated with shipping companies & vendors to ensure seamless distribution operations while maintaining high standards & compliance to KPIs.

Administration and Security

- Headed three large logistics establishments of Indian Army with more than 1000 employees (both defence as well as civilian).
- Carried out effective budget planning to ensure timely availability of resources for uninterrupted operations.
- Carried out efficient utilization of scarce human resources through meaningful employee engagement, effective communication and training.
- Established controls and frameworks for security operations and emergency management in establishment spread over 1300 acres holding strategic defence equipment.
- Established state of the art processes utilizing latest technologies to ensure loss prevention and surveillance of key locations.
- Liaised with various state and central government authorities on governance, compliance and audit issues to ensure optimum performance of the organisation.

CORE COMPETENCIES

- Supply Chain Management
- Operations Management
- Warehouse Management
- Procurement & Inventory Management
- Vendor Management
- Leadership & People Management
- Loss Prevention
- Administration & Security

EDUCATION

- General Management Programme, NITIE, Mumbai.
- MBA (SCM & Logistics), CMM, RDVV, Jabalpur
- MSc (Defence & Strategic Studies), DSSC, University of Madras
- PGDBM (Operations Management), NMIMS, Mumbai
- BSc, NDA, JNU



CERTIFICATIONS

- Project Management Professional (PMP) from PMI
- Lean Six Sigma Green Belt (LSSGB) from KPMG
- Diploma in Senior Level Defence Management from Army War College, DAVV, Indore



ACHIEVEMENTS

- Awarded with Chief of Army Staff Commendation Card



ANIRUDH SRIVATHSA

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**Major
Indian Army**

- **Service: 11 Years**

LOGISTICS & SCM, PROJECT & OPERATIONS MANAGEMENT

Profile Summary:

A transitioning army officer with 11 years of experience in **Logistics Management, Projects & Operations Management, Risk Management and Cyber Security, Policies and Governance** with a sustainable approach. Possess **excellent communication skills, adaptability and tolerance to ambiguity** and experience in leading a **Cross Functional Team** in a **VUCA** environment. Endeavour to enhance and diversify **Supply Chain, Operations, Project Management and Cyber Security domains** with my **skill sets, problem solving abilities and out of the box thinking.**

Logistics & Supply Chain Management

- Conducted **logistic planning** and **risk assessment** for **5 successful rescue operations.**
- Ensured **last mile connectivity** and **logistic reach** to forward posts spread **across over 450 kms.**
- Effectively **forecasted demands, negotiated** with suppliers and **maintained supply lines** during the COVID-19 pandemic.
- **Planned logistics** and **supplies** for a bilateral, tri services operational validation **exercise with Russian Armed Forces.**
- **Managed logistics** and executed simultaneous **de-induction** of over **700 troops** from operational area to peace location **over 600 kms,** via multiple modes of transport.

Operations & Risk Management

- **Optimised** existing **processes by 20%** and ensured effectiveness by developing **operational and logistics strategy** and validating it via an exercise.
- **Risk analysis** and **operations management** of **rescue operations** during **floods** and **rescuing** more than **70 people.**
- **Collaborated** across the **organisation** and carried out **operations** in an insurgency prone, **VUCA environment** of Assam and Arunachal Pradesh, **protecting citizens** and preserving **public support** for the Army.
- Independently **assessed risks** and **ensured preparedness** during protests in Assam against **CAA/ NRC** and ensured **incident-free elections** during the 2019 General Elections.

Project Management

- Timely executed **9 housing projects** and **1 water supply project** amounting to **INR 50 lakhs,** duly **analysing and mitigating** the risks involved.
- **Reduced** incident response **time by 15%** to **strengthen** the **security** infrastructure of a **military base** by timely executing **2 projects** worth **INR 10 lakhs.**
- Improved standard of living of troops by **timely executing 4 projects** worth **INR 20 lakhs.**
- Executed an **eco-friendly project** amounting to **INR 20 lakhs** to provide **solar electricity** to a **village.**
- Established & managed a 3000 bed quarantine facility during COVID-19 pandemic.

Cyber Security

- **Established** and **secured** office **LAN** setup, contributing to **long-term viability** & sustainability, reducing paper consumption by 10%.
- **Created** and **enforced security** and **governance policies** resulting in **ZERO incidents** in the battalion.
- Instituted mechanism of **regular audit** of **all IT assets** in the organisation, **maintaining cyber hygiene.**
- Created a system on "Role Based Access Control Mechanism" at CAIR, DRDO.

CORE COMPETENCIES

- Logistics & SCM
- Project & Operations Management
- Risk Analysis, Management & Mitigation
- Cyber Security

EDUCATION

- Business Management, NITIE, Mumbai (2023)
- Diploma in Defence Management, Devi Ahilya Vishwavidyalaya, Indore (2020)
- Post Graduate Diploma in Defence Management & Strategic Studies University of Madras (2013)
- BE (Computer Science Engineering) Sri Chandrasekarendra Saraswathi Viswa Mahavidyalaya, Kanchipuram (2012)



CERTIFICATIONS

- LSSBB & LSSGB
- CISSP (pursuing) • PMP (pursuing)
- CCNA Level 1 (2011)
- DELF A1 for French (2011)



ACHIEVEMENTS

- Gold Medallist in Mid Level IT Course in Army
- Second Best Speaker : Inter Company English Debate, OTA Chennai
- Two internships in "Information Security" in Centre for Artificial Intelligence & Robotics (CAIR), DRDO



ABHIJEET S MULAY

**Commander
Indian Navy**

OPERATIONS MANAGEMENT

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● **Service: 20 Years**

Profile Summary:

Naval Aviation Technical specialist with 20 years of experience in operations, maintenance and logistics functions of numerous aircraft types. Result oriented approach enabled setting up of airframe repair facilities, commencement of scheduled aircraft inspections (wean away from foreign OEM) and efficient material management. With decision making, logical thinking and drive for achieving organisational goals as skill sets, seeking opportunities at operations/ project management at large enterprise and aviation sector lead roles

Operations Management

- As technical head, ensured meticulous overhaul of aircraft as per contract terms and undertook acceptance ex **OEM, at Moscow Russia** on three different occasions.
- Within a span of one year, as Engineer Officer enabled Short Refit of three months and **Off Shore Deployment to eight countries** on-board a Cadet's training ship of Indian Navy.
- As HoD of the largest Naval Air Station, shouldered the responsibilities of Crash and Salvage emergency runway operations of Goa International airport.
- Innovatively designed, fabricated and installed Covid protection shields on-board Helicopters and smaller transport aircraft to enable air transportation of patients, medicines and blood bottles/samples during initial phases of Covid 19.
- Steered frontline operations of aircraft for more than 1000 flying hours and effectively/ innovatively turned around approx. 20 aircraft post servicing (including engine replacement) from rearline organisations.

Project Management

- In consonance with Atmanirbhar Bharat Abhiyan, conceptualised and executed setting up of airframe composite repair, aircraft air intake grill repair facility and aircraft pipe fabrication facility.
- As Board President, ensured meticulous layout proposal, civil work plan and approval for construction of three high rises to cater for 108 dwelling units (costing approx. Rs 11 Crore) for Defence civilian personnel at Goa.

Supply Chain Management

- Efficient material management through analysis of demands, indenting, procurement, warehousing and distribution of aviation spares pertaining to inventory of eight different types of aircraft.
- Meticulously undertook seamless Joint Receipt Inspection (JRI) of **Boeing (P-8I) aircraft spares at Phoenix, USA.**
- Work experience on QA, product improvement and preparation of technical documentation of Ship equipment at DGQA organisation.

CORE COMPETENCIES

- Leadership & Team Building
- Operation Management
- Project Management
- Strategic Planning
- Airfield and Establishment Emergency Resource Management
- Material Management (Procurement, Stocking and Distribution)
- Overhaul/ Major Servicing Operations of Aircraft

EDUCATION

- B. Sc (National Defence Academy)
- B. Tech (Mechanical), JNU
- M Tech (Aeronautical), Cochin University of Sc and Technology



CERTIFICATIONS

- Aviation Engineer Course
- Flight Safety Course on HFACS
 - General Management Program, NITIE Mumbai
- Lean Six Sigma Green Belt 2023



ACHIEVEMENTS

- Commander in Chief Commendation 2011
- Best Naval Air Squadron 2017-18



ASHISH CHAUHAN

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**Lt Colonel
Indian Army**

- **Service: 22 Years**

PROJECT MANAGEMENT / OPERATIONS MANAGEMENT / STRATEGIC PLANNING

Profile Summary:

An accomplished army officer with over two decades of management skills and competence in Project Management, Operations, Strategic Planning and execution and an expert in accomplishing varied tasks under challenging terrains.

Project Management

- **Ideated, planned and implemented** infrastructure projects including renewable energy projects worth approx **300 crores** using innovative **tools and techniques** and allocated project resources to schedule tasks.
- Determined **budgets, identify** risks and construct a work breakdown structure.
- **Monitored progress of all the projects by revisiting the project plans and measuring** key performance indicators.
- **Completed and handed over** two **major and critical projects** of external water supply and external electrification in **High Altitude terrain** for sustainability of approx. **two thousand troops**.

Operations Management

- Managed the **8 Ms** of operations- management, material, machine, manpower, method, money, measurement, minutes; the external 2 Ms: market and ministry.
- **Steered operations of high-level infra and renewable energy projects** amounting to a few 100 crores.
- **Facilitated site planning and operations** meetings, tracking company resource usage, identifying project risks and proposing solutions to client satisfaction.
- Managed **Pre & Post contract administration**, technical & commercial proposals and handling tender/contracts and negotiations.

Strategic Planning and Execution

- **Achieved strategic business process excellence** in planning and coordinating **infrastructure and solar projects** worth approx. 300 crores.
- Deft in strategic planning, **budgeting, MIS & Target Achievement Strategies, Team Building, Human Resource Management and organizational Re-Engineering** with minimum lead time.
- Supreme in value engineering, alternate **material sourcing, cost cutting & control measures** w. r. t. initial budget.
- Devising and executing procurement strategies and plans with skills in **negotiating prices** with vendors without compromising quality and increasing growth.
- **Cross-functional coordination** across verticals to overcome complex business challenges and deliver high-impact decisions.
- **Growth expert** in formulating and executing revenue-generating strategies.

CORE COMPETENCIES

- Project Management
- Process Management
- Operations Management
- Business Development
- Strategic Planning and Execution
- People Management
- Vendor Management
- Conceptualization
- Implementation skills

EDUCATION

- 2023 | General Management Program, NITIE, MUMBAI
- 2015 | Diploma in Defence Financial Management, IDFM, Pune
- 2011 | Diploma in UN Peace Keeping, CUNPK, New Delhi
- 2008 | B. Tech, JNU, Delhi
- 1998 | B.Sc from K.K.D.C.



CERTIFICATIONS

- PMP(Pursuing)



ACHIEVEMENTS

- Director General Commendation Card, 2021
 - Planning and implementation of Infra and solar projects worth 380 cr in North East India.
- C-in-C, SFC Commendation Card, 2020
 - Planning and implementation of Sports Infra Projects worth 300 cr, 2018
 - GOC-in-C Northern Command Commendation Card, 2014
- Planning, processing and revival of sick projects worth 200 cr, 2012
- Saving 84 lives in Gujarat Floods-2004



AVI GEORGE VARGHESE

Major
Indian Army

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● Service: 10 Years

CYBER SECURITY / INFORMATION SECURITY

Profile Summary:

9+ years of experience with the Indian Army in supervising daily operations, administrative management, and project management. Executed numerous military assignments in a time-critical and resource-constrained environment in some of the most challenging terrains.

Cyber Security / Information Security

- Ensured cyber hygiene for 250+ clients and was in charge of the Network Operations Centre monitoring 20+ communication links during active deployments.
- As a Network Administrator with a team of 20 personnel, providing network connectivity and ensuring cyber security for 500+ clients.

Telecommunication / Project Management

- Led separate teams of 10-15 people each, involving multiple stakeholders, and established two communication towers at heights of 12000+ ft in active conflict zones which provided communication to 2000+ military personnel.
- Formulated logistical plan for induction of technical equipment and stores for 25 communication towers spread over an area of 3000+ square kilometres.
- Led teams of 10-20 military personnel in active conflict zones to complete different operational goals with core emphasis on maintenance of communication.

Administration / HR

- Handled administration and disciplinary aspects of 1100+ personnel.
- Responsible for the health, welfare, training, discipline, and professional development of 150+ employees and well-being of their families at various junctures in Jammu & Kashmir, Punjab and West Bengal.
- Established a 200-bed quarantine facility for COVID-19 positive service personnel management in coordination with healthcare professionals during the first wave of COVID-19.
- CSR Activity: Organised outreach program for the under privileged in the villages of Jammu & Kashmir and old age homes/ orphanages in West Bengal.

CORE COMPETENCIES

- Problem solving skills
- Leadership
- Interpersonal skills
- Flexibility
- Dependability
- Critical thinking
- Conflict
- Resolution
- Communication skills
- Adaptability
- Ability to work under pressure

EDUCATION

- Defence General Management Program (National Institute of Industrial Engineering)
- Post Graduate Diploma in Defence Management and Strategic Studies Officers Training Academy (University of Madras)
- Bachelor of Engineering (University of Pune)



CERTIFICATIONS

- Certificate in Technical Resource Management (Devi Ahilya Vishwavidyalaya)
- Mid-Level Commanders Course (Army War College)
- Middle Level Information Technology Course (Military College of Telecommunication Engineering)



BASANT CHAUHAN

**Major
Indian Army**

CYBER SECURITY/ INFORMATION SECURITY

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● **Service:12 Years**

Profile Summary:

An **enthusiast learner & a technophile** Indian Army Officer having 12 yrs of experience with core competence in **information & cyber security**, conceptualising security & architecture of pan Indian Army IT networks. Trained & led multiple cross functional teams under VUCA environment by synergising people, process & technology. A technical administrator with prowess and assorted experience in domains of **Software Development, Vulnerability Assessment, Database Management and Information Security**. Delivered results under complex and critical situations using analytical judgement and **teamwork**.

Senior Operations Manager

- Formulated and Implemented Standard Operating Procedures for Information Security through executing Security Operations, Risk Management, Training over 1500 people, Surveillance, Investigations and Cyber Security Audits.
- Led a cross functional team of 200 people to provide communication and IT support during pan Indian Army level exercise in Ladakh to a complete Corps through meticulous planning, resource mapping and optimization, critical thinking, forecasting, budgeting, and effective leadership.
- Provided secure, seamless, infallible data and voice communications with 98% uptime to over 2000 people in Mathura by Planning & Scheduling, Strategy Development, Resource Optimization, Training and Executing.
- Designing a library for the complete Division using Visual Studio and My SQL while safeguarding resources on the ground by Process Optimization, Timely Information Dissemination and Risk Management.

Technical Operations Manager

- Enhanced the Cyber Security posture by deploying and monitoring terminal network equipments and softwares such as Firewall, WhatsUp Gold, Nmap and Mail Server.
- Effectively training over 500 people in Risk Assessment and Management, Vulnerability & Threat Assessment, Encryption, and Audits.
- Mitigation of vulnerabilities over the LAN after conducting Cyber Security Audits.

Network & Information Security Manager

- Awarded by GOC in C Commendation Card for planning and deployment of communication resources and establishment of Brigade Surveillance Centre in harsh terrain of Poonch.
- Deployed three 1500 users each UTM to Safeguard the cyber assets in a critical data centre and trained 200 people in Cyber Security, Information Security, Threat Analysis, Vulnerability Assessment, Risk Management, Encryption, and Cyber Assets Management for enhancing Cyber Security.

CORE COMPETENCIES

- Cross Functional Leadership
- Risk Management
- Vulnerability Assessment
- Cyber Security
- Team Management
- Information Security
- Project Management
- Software Developer
- Network Administrator

EDUCATION

- Business Management Program, NITIE Mumbai
- B-tech (Electronics & Communication), Ajay Kumar Garg Engineering College, UPTU



CERTIFICATIONS

- CISSP, ISC² (Pursuing)
 - ISO 27001
 - CEH, EC Council
- Security +, CompTIA
- Cyber Security, ISC²
- Network Security, MCTE
- IT Management, MCTE



ACHIEVEMENTS

- Awarded by GOC in C Commendation Card for planning and deployment of communication resources and establishment of Brigade Surveillance Centre in J&K



ADITI BHONSALE

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**Lt Colonel
Indian Army**

- **Service: 14 Years**

INFORMATION SECURITY (IT GOVERNANCE, RISK AND COMPLIANCE)

Profile Summary:

- A Technology driven Military Leader with 13+ years of experience in IT Governance, Information Security, Risk Management and Compliance Assessment.
- Excellent communication skills and proficient in leading cross functional teams to develop and deliver aggressive project deadlines on schedule.
- Passionate Agilist.

Information Security (IT Governance, Risk and Compliance)

- Managed Cyber security posture and **conducted cyber audits in compliance to ISO 27001** standards and Army cyber security policies.
- Have a working knowledge and understanding of information security and risk frameworks & standard. **(NIST 800-53 and COBIT)**
- Managed IT assets including system upgrades, patch updates, IT security audits, and **Risk & Vulnerability assessment.**
- Facilitated the processes necessary to ensure **effective DR & business continuity** to overcome technology disruptions.
- **Updated security risk registers** reflecting learnings and opportunities identified.
- Planned and conducted periodic simulation exercises to rehearse **Risk Assessments and Incidence Response.**
- Provided leadership and guidance on Compliance with Army Cyber security policies.
- Acted as the focal point for external auditor activity/ assessments and end user security reviews.
- Imparted training to approx 5000 Army officers and troops on **Cybersecurity Best Practices.**

Senior Risk Analyst & Threat Intelligence

- Led a Red team for continuous **Cyberspace monitoring** of anti-national activities by adversaries and later neutralize them through **social engineering efforts** and law enforcement agencies.
- **Maintained awareness of the cyber threat landscape** and leveraged automation to build better detection capabilities with help of Threat Intel and Monitoring Platform.
- **Presented daily briefings to key stakeholders** to provide credible intelligence on operations.

Project Management

- Played a vital role in carrying out peacekeeping and stabilisation operations in the highly volatile North Kivu province in the Democratic Republic of Congo during the conflict.
- Collaborated with 20+ International key Stakeholders leading to the successful CIMIC (Civil-Military coordination) projects with a budget of 5 Million USD.
- Directed the successful demobilisation and disarmament of nearly 2,000 armed militia, including 530 child soldiers and women.

CORE COMPETENCIES

- Governance Risk Compliance
- Information Security
- ISO 27001/2 • INIST, COBIT
- GDPR, PCI DSS
- Cyber Threat and Risk Analyses
- Incidence Response
- Project Management
- Agile
- Leadership & Team Building

EDUCATION

- **General Management Programme-** NITIE 2023
- **Advance Cyber Security-** Military College of Telecommunication Engineering (MCTE) 2015
- **BE (Electronics & Telecom)** - MGM College of Engineering and Tech, Mumbai University 2008



CERTIFICATIONS

- **Certified Information Security Manager (CISM)** - ISACA
- **Cyber Threat Intelligence Analyst (C|TIA)** - EC COUNCIL
- **PMP** - PMI
- **Certified Data Protection Officer (CDPO)**
- **Certified Scrum Master (CSM)** - Scrum Alliance
- **ISO27001 Lead Auditor**- IRCA
- **Leadership and General Management** - IIM Indore
- **CISSP** - (ISC)2 (Pursuing)



ACHIEVEMENTS

- **Army Commander's Commendation Card** - Distinguished Service in IT Project Management.
- **Army Commander's Certificate of Appreciation** - Outstanding Performance in Intelligence Analyst
- **United Nations Force Commander Citation** - Best Team Leader



DEEPAK KAUSHIK

**Wing Commander
Indian Air Force**

SECURITY OPERATIONS

- 9559979787
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● **Service: 20+ Years**

Profile Summary:

- Result oriented professional with experience in leadership positions in the areas of Security, HR management, Administration, Project management and Operations.
- A highly motivated, dependable, performance driven and adoptable professional.
- Motivated to take up challenges with sound decision making and goal oriented approach.
- Affluent in effective utilization of 3Ms (Men, Material and Money) with 3Es (Economy, Efficiency and Effectiveness).
- An avid learner, willing and pursuing opportunities to grow in the corporate world by leveraging experience and skills.
- A passionate half marathoner, Qualified Parachute Jump Instructor and Skydiving instructor, who has represented Indian Air Force in World Military Games and various events in India and abroad.

CORE COMPETENCIES

- Security Management
- HR and Administration
- Aviation and Airport Management
- Project Management
- Resource Management
- Team building and Leadership
- Policy Formulation

EDUCATION

- M.A(Security and Defence Law) in Progress - NALSAR, Secundrabad
- Advance Security and Intelligence Course, AFIS, Pune
- Business Management Programme, NITIE Mumbai
- Personal Security Officer Course, NSG Manesar, Gurgaon
- PG Diploma in Disaster Management, IGNOU
- Comprehensive Disaster Risk Management, NIDM
- Parachute Jump Instructor, PTS Agra
- Skydiving Instructor, PTS Agra
- M.A. Karnataka University
- B.A. Osmania University

Security Operations

- Ensuring Physical security while conceptualizing security plans, identifying vulnerabilities, exposures and risk. Preparing disaster response policy, safeguarding assets and coordination with law enforcing agencies.
- Conducted a comprehensive security audit to identify critical points in an Air Force establishment and implemented the full security set up in and around the earmarked area including monitoring and access control of all personnel.
- Successfully implemented an integration project of high resolution, monitoring, scanning, surveillance equipment for enhancing safety of vital installations.
- Handpicked as instructor for one of the premier Security Training School for the appointment of OIC outdoor training. Enforced constant assessment and effective time bound training resulted in the unit being adjudged best by the inspecting team.
- Refined and revalidated SOPs by consistent drills with sister services and state agencies for better coordination which resulted reduction in response time of QRT team by 10%.

Administrative & Human Resource Management

- Effectively handled HR functions viz., recruitment, training and development, performance reviews, appraisal counselling, grievances, redressal, discipline, rewards, welfare, conflict resolutions for Organisation Development.
- Coordinated and conducted various team building activities, knowledge workshops, social gatherings, guest lectures for over 500+ personnel towards team building, employee relations and esprit de corps.
- Imparted regular on job training and continuity training to meet professional need and achieve skill upgradation for the career progression.
- Effectively motivated, mentored and counselled air warriors from diverse ethnic background and ensured a positive environment to facilitate high performance for talent development.
- Formulated, implemented, regulated and evaluated training schedule, HR policies for manpower planning and procedures for 200 officers/1500 Air warriors annually after thorough analysis of assets and limitations.
- Carried out effective training of special forces (Garud, MARCOS, PBG, PARA SF) including NCC Cadets and troops from friendly countries without compromising safety standards, SOPs and ensuring high morale of the troops.

Operations and Stakeholder Management

- Administered multiple Strategic Projects worth 100 cr. including initiation, evaluation, execution, effective monitoring and quality control.
- Budgeted, procured and managed training items, office equipment and aerospace safety items worth Rs 10 Cr. annually.
- Accomplished runway resurfacing and Modernisation of Airfield Infrastructure projects as per contract agreement worth Rs 300 cr.
- Optimally utilized the financial resources at unit level for undertaking refurbishment, repairs, renewal of infrastructure and eqpt.
- Increased the revenue of AFWWA ventures liaising with diverse product dealers, selection, user feedback and product management.
- Ensured effective monitoring and maintenance of Airfield Infrastructure including runway and critical safety equipment and special safety vehicles by coordinating and liaising with various stakeholders.
- Enabled safe and seamless flying operations 10000+hrs, through effective ATS management, coordination with different agencies scrutinizing data, flight plans and air traffic flow management.
- Planned preventive and scheduled maintenance of assets including forecasting spares parts availability and manpower requirement.
- Led multiple cross functional and multicultural teams of 100+ personnel to be ready for mission critical and emergency situation.
- Administered radar and surveillance services for various missions and radar approaches as per ICAO procedures to reduce TAT of mission and cost in terms of aviation fuel and emissions.
- Effectively managed unhindered Air operations by providing critical safety services support for military flying as well as scheduled/non-scheduled civil operations.



CERTIFICATIONS

- Aviation Security and Safety Management, Udemy
- Project Management Professional, MSME, Firozabad
- Air Traffic Management & Air Law
 - Basic and Advance Service Professional Knowledge Course in Human Resource, Administration and Security
- Basic and Intermediate Air Staff Course
 - Capsule Course on leadership and Behavioural Science



ACHIEVEMENTS

- Appreciation by AOP
- Letter of appreciation by President (AFWWA(L)) – Diversity & Inclusion
 - Appreciated by Air Officer Commanding (CAS Citation Nomination)



JACOB PHILIP

**Lt Colonel
Indian Army**

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● **Service: 21 Years**

PROJECT MANAGEMENT, OPERATIONS, SECURITY & RISK MANAGEMENT

Profile Summary:

Resourceful leader with **21 years** of cross functional experience and demonstrated leadership and delivery skills in **Operations, Risk Mitigation & Asset Management, Supply Chain Management, Program Management, Security & Admin** and **CapEx Management**, while leading diverse large teams in high stress contested environment, with stipulated timelines and budgets, Exhibited strategic planning and effective execution in the Indian Army, and also as a **United Nations** peacekeeper involved in **greenfield projects, negotiations** and rehabilitation activities. Zealous about **building talented and high performing teams** keeping the vision of the organisation supreme, through the practice of Influential Leadership.

Operations, Security & Risk Management

- Commanded a team of **800 plus personnels** of various seniority and skill sets in various greenfield projects of national importance, **negated physical risks and zero security/info violations**.
- Strategized and executed **capital budget planning & procurement** for various units of the Indian Army for eight years involving public fund of INR 5 Crores on an average annually.
- Planned and executed the **transportation strategy** roadmap for mobilization of critical stocks through effective management of indented transport through route, capacity, and **contingency planning in a time-critical mode**.
- Acted pivotal to initiatives to collaborate with cross-functional and allied teams to safeguard assets and mechanisms in place, act as source of guidance to ensure a risk-free environment to deliver long lasting impacts.
- Applied concepts of Operations Research to improve the **equipment and inventory management** practices among various operational units in **complex business settings**.

Supply Chain Management & Logistics

- Mobilised and established a **greenfield logistics node** in a challenging environment under a **tight timeline for end-to-end logistics management**, thereby enabled operational readiness for over 5000 customers.
- Led improvement of logistical processes to support the **sustenance** of over 15,000 customers in desert sector of India, Central Africa (under **United Nations** peacekeeping mission) & J&K, in challenging weather & terrain conditions marred with **acute resource crunch** leading to cost savings of INR ~1 Cr annually.

HR Mgt & Administration

- Mapped **retrospective data** to identify training gaps and implemented measures to improve **training efficiency** of 800 combatants from Aug 2015 to July 2019, **redesigned trg modules**, introduced niche trg tech at a trg centre.
- Led a team of 300 highly skilled combatants of **multi-national ethnicities**, during Peacekeeping Operation in Central Africa, for end-to-end projects including local diaspora & rebel factions, in a province of unrest and maintained **safety and readiness** & mitigated risks to UN equipment over vast categories.

CORE COMPETENCIES

- Team Leadership
- HR Mgt & Administrator
- Asset Mgt & Security
- Project Mgt
- Operations & Facilities Mgt
- SCM & Greenfield Lgs
- Training Enabler
- Risk Mitigation
- Loss Prevention
- Negotiations
- Budgeting & Procurement
- Cross-functional & Multi-disciplinary Environment

EDUCATION

- **Gen Mgt Pgme** (NITIE-2023)
- **B.Com** (Hons) – MSU of Baroda (1995-1998)



CERTIFICATIONS

- **Lean 6-Sigma Green Belt** | KPMG | Aug'2022.
- **Certified Scrum Mgr (CSM)** | Scrum Alliance | Nov – 2022.
- **Diploma in Multimodal Tpt, Containerisation & Lgs** | Institute of Rail Tpt | Oct 2022.
- **Graduate Certificate in Public Policy** – Takshashila Institute.
- **Mgt Devp Pgme – IIMI** – Oct 2018.
- **PMP** (pursuing)



ACHIEVEMENTS

- **Army Chief** Commendation for Gallantry (**N1 Level**).
- **Army Commander** Commendation for distinguished service (**N2 Level**).
- **UN Brigade** Appreciation for exemplary service in UN Mission Area (**DRC**)



JAGDEEP SINGH GREWAL
Lt Colonel
Indian Army

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- **Service: 22 Years**

Profile Summary:

- A performance driven Special Forces officer with 22 years of expertise in Operations, Project Management, and Logistics.
- Expertise in Crisis Management; leading Cross Functional Teams; possess exemplary communication skills, and problem-solving abilities.

AVP Projects And Operations, 2020 - 2023

- Collaborated with multi domain service organizations and local administration to ensure smooth conduct of Operational capabilities and Training Demonstration to foreign delegation.
- Conducted operational audit of 11 vital installations to ensure adherence to policies, to boost the operational preparedness.
- Revisited and framed the joint doctrine of critical operational aspects to negate any effects of VUCA.
- Undertook a project for creation of Advanced Skill Lab Complex costing INR 70 lakhs which enhanced the operational capability of 3600 troops.

GM Projects and Operations, 2018 - 2020

- Reinvigorated training deliverables of work ethics, team building, risk analysis and security audits, for 2000 transitioning mid level special forces operatives.
- Insightfully negotiated and executed SLA of INR 65 Lakhs for creation of Advanced Skilling Centre for transitional operatives, enabling them with certified training in soft skill, IT, Financial management and Sustainability Aspects.
- As administer of the high school being run by the Army, executed a solar power project costing INR 10 Lakhs, saving the school INR 63,000 in electricity costs annually.
- During COVID-19, established quarantine facilities for 3000 transiting troops and dependents.
- Ensured uninterrupted supplies of basic and medical amenities to 840 families of the military station through effective supply chain management.

AGM Projects and Operations, 2006 - 2018

- Controlled administration, training and security derivatives of a 600 strong special forces unit to meet requisite standards for operating in VUCA environment.
- Chaired a team of 27 professional logistic personnel for supporting approximately 14,000 individuals deployed at altitudes ranging from 16,000 to 18,000 feet.
- Negotiated with vendors and suppliers to procure inventory of critical rations and stores worth INR 25 crores to ensure maximum value.
- Optimized existing supply chain setup by 20% in an international multi domain environment as part part of UN forces via innovative strategies with stakeholders to align policies and enforced timelines to ensure continued improvement.

Manager Projects and Operations, 2000 - 2005

- Administrated training and operational deliverables for 200 Multi domain special forces unit to meet requisite standards critical for 24 x 7 mission ready teams operating in VUCA environment.

CORE COMPETENCIES

- Project Management Skills
- Operations
- Lean
- Negotiation
- Risk Management
- Critical Thinking
- Active Listening
- Communication Skills

EDUCATION

- National Institute of Industrial Engineering, Mumbai (Business Management 2023)
- National Institute of Disaster Management, Supply Chain Management for Natural Disaster in Pandemic Situations 2020



CERTIFICATIONS

- LSSGB
- The Takshashila Institution Graduate Certificate of Public Policy (Defence & Foreign Affairs) 2020
- Certified Civil Instructor of Krav Maga 2019
- PMP (Pursuing)



ACHIEVEMENTS

- MONUSCO Force Commanders Certificate of Appreciation.
- Revered Balidan and Maroon Beret holder.
- Sky Diver and Paramotor Pilot.



LALIT TAHARABADKAR

**Lt Colonel
Indian Army**

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● **Service: 20 Years**

PROJECT MANAGEMENT : DEFENCE TECH

Profile Summary:

A **Battle Hardened and Technically Qualified** Veteran Officer seeking Opportunities in domain of **Defence Tech (R&D and Productionization)** to innovate and implement **solutions for problem statements** identified during service and to achieve **maximum indigenization** in the solutions.

Project Management : Defence Tech

Project Coord, PMG, MPATGM at DRDL, Hyderabad

- Part of R&D project in Def Tech executed with Waterfall model in a balanced matrix system.
- Designed & realised Tripod and battery for the weapon system (Implemented in Final System Config).
- Designed ergonomic form factor of the sighting cum fire control system (being implemented in Final System Config).
- Key role in development of UI for MPATGM to ensure quick deployment and firer safety (Implemented in Final System Config).
- Conceptualised Embedded Simulator (being implemented in Final System Config).
- First hand experience & theoretical knowledge of DAP 2020.

Staff Officer : Planning

- Planned, monitored & ensured execution of construction & maintenance of Operational Works in the Division Area along Line of Control (revenue **expenditure of more than Rs 90 Cr**) including monitoring of road works of BRO (more than 25 vital stretches of road exceeding 250 km length).
- Planned & executed procurement of '**Smart LC Fence**' (pilot project for implementation of Battlefield transparency along the Line of Control – was bestowed with **GOC's Appreciation certificate**).
- Gained first hand experience of e-Procurement (now **defproc**), **Operational Works Procedure, DPM 2009** (duly amended), **DFPDS 2016** & GFR 2017 (**implementation of GeM**) while monitoring budgetary expenditure of close to Rs 100 Cr without any Audit Observation.

Project Management

- Successfully executed following Projects
 - Procurement and Installation of Security Infrastructure in second largest military garrison of the country.
 - Creation of 'Archival History Hall' from scratch at one of the oldest military cantonments of the country.
 - Several Projects and Events over three years as secretary of prestigious Officer's institute in the second largest military garrison of the country.
 - Several Projects for creation of Training infrastructure in the regimental training centre, a Corps battle School, the Infantry School and at Unit Level.
 - Creation of new Training Program for Recruits of the regiment to improve overall training standards (appreciated by Infantry Directorate).
- Always achieved Scope with good Quality output within the constraints of Time & Resources.

CORE COMPETENCIES

- Project & People Management
- Defence Tech Knowledge & Innovative mind
- Technology adaption & Innovation
- Problem Solving abilities & Resilience to reach the solution
- Urge & Ability to Learn
- Crisis Management
- Tolerance to Ambiguity

EDUCATION

- Bsc (Computer Sci) JNU (NDA)
- MSc (Def Tech), Pune University
- PG Diploma in Patents Law, NALSAR University of Law (Pursuing)



CERTIFICATIONS

- PMI Certified PMP® (Project Management Professional)
 - Cert in Def Finance Management (NIFM, Faridabad).
 - Training for ToT & Productionisation at DRDL, Hyderabad.
 - Technical Staff Officer's Course (TSOC – 40)



ACHIEVEMENTS

- Sena Medal (Gallantry) for Zero Casualty high dividend operation.
- First Infantry Officer to work with DRDO in Project Management role due to unique blend of practical experience & theoretical knowledge.
- General Officers' Appreciations on several occasions for execution of various projects



M AISHWARYA

**Major
Indian Army**

OPERATIONS MANAGEMENT

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● **Service: 11 Years**

Profile Summary:

As an accomplished leader, I have a proven track record of success in managing high-risk environments and leading diverse teams to deliver fast and accurate results. Have managed assets worth over 300 Cr in a variety of terrains across the country. Adept in training and mentoring a diverse workforce; I bring strong problem-solving skills and collaborative leadership style fostering a culture of innovation and continuous improvement.

Operations Management

- Enabled a diverse team of 700+ cross cultural persons to be battle ready, with limited resources.
- Controlling inventory, material management and resource planning of specialised equipment.
- Formulated Standard Operating Procedures, policies, guidelines and implemented numerous mobilizations of specialised Army Air Defence and Military Intelligence resources.
- Undertook Intelligence management by real time handling of electro-magnetic signatures, analysing, recording and synthesizing electronic intelligence inputs.
- Strategized and successfully executed COVID prevention in 6 sq km area with 1000+ individuals in a high-risk Counter Insurgency area.
- Enabled servicing schedules, planned and organized inspections to ensure quality assurance and assess the overall serviceability state of the equipment.
- As Anti Money Laundering Analyst investigated financial transactions in real time, preventing penalties to the organisation (RBS Business Services Pvt Ltd).

Human Resource Management

- Managed and led diverse cross-cultural teams of 150+ persons in combat and non-combat environment.
- Undertook employee engagement to ensure social and psychological well-being of team members and dependants to improve effectiveness & overall quality of life.
- Implemented professional skill development of team by upskilling of diversified team members from 0 to 20 years of service experience.
- Streamlined documentation procedures to provide correct and timely opportunities and benefits.
- As part of social responsibility, ensured allocation and timely execution of multiple developmental projects, aimed to improve the standard of living and create a better future for the community in insurgency infested areas of Manipur.
- Undertook perception management activities in most populous districts of Manipur (over 1000 sq km area).

CORE COMPETENCIES

- Agility
- Cross functional collaboration
- Decision making
- People Management
- Problem solving
- Project Management
- Risk Management
- Strategic Planning

EDUCATION

- Business Management, NITIE, Mumbai
- M.Sc Bioinformatics
Jamia Millia Islamia, New Delhi
- PG Diploma in Defence Management and Strategic Studies, Madras University
- Diploma In Weapon System Management, Behrampur University
- Diploma in Junior Level Defence Management, Devi Ahilyabai Vishwavidyalaya, Indore
- B.Sc Bioinformatics, MDU, Rohtak



CERTIFICATIONS

- Executive Development Program in Operations Management & Six Sigma, IIM Raipur
- Lean Six Sigma Black Belt (pursuing)



ACHIEVEMENTS

- Participated in Republic Day Parade 2015
- Precision shooter of air rifle & air pistol
- Volunteered in Bharat Scouts & Guides
- Qualified Basic Paragliding course
- Qualified in military CBRN capsule
Qualified in Electronic Warfare (non-communication)



MANDEEP SINGH (RETD)

**Major
Indian Army**

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● **Service: 12 Years**

OPERATIONS AND SUPPLY CHAIN MANAGEMENT

Profile Summary:

More than 10 Years of experience in the Indian Army having demonstrated capabilities as a Strategist & planner with skills in conceptualizing & taking initiative to enhance productivity & maintaining reduced inventory level to achieve max. cost saving without hampering the production process.

Operations and Supply Chain Management

- Commando Platoon Commander (2010-12). Conducted operations on Pakistan Borders.
- Captain in the Supply Chain Unit at Bareilly, UP. Managed transport and various stores of the Indian Army.
- Vendor management up to Rs 50 lakh per annum.
- Diploma in Material Management from Indian Army.
- Transport traffic Manager at Jodhpur. Managed approx 4-5 tonnes store on a daily basis.
- Procurement officer, with budget of approx. 25 Cr per annum.
- Senior Consultant for EY GDS in SAP Materials Management.
- Technical Procurement Officer at Ambala for Specialized/Confidential Equipment for 2Yrs.

Administration & Human Resource Management

- Administration Officer at Arunachal Pradesh. Managed more than 700 pers for two years.
- Security In charge of SUNRISERS HYDERABAD IPL Team.
- General Staff Officer 1 at Saugor MP for two years. Managed stores for approx 7000 pers.

CORE COMPETENCIES

- Leadership & Teamwork
- Attention to detail
- Operations
- Supply Chain Management
- Vendor Management
- Problem Solving
- Negotiations

EDUCATION

- Business Management – NITIE Mumbai
- BA in Law- HPU, Shimla
- Diploma in Materials Management- Rani Durgavati University Jabalpur



CERTIFICATIONS

- Junior Command
- OTMC
- CBRN
- BOM
- SAP MM- Henry Harvin



ACHIEVEMENTS

- GOC IN C (NC), Commendation Card



MANEESH SINGH

**Commodore
Indian Navy**

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● **Service: 29 Years**

OPERATIONS, SUPPLY CHAIN MANAGEMENT & ADMINISTRATION

Profile Summary:

Result oriented and customer focused strategic leader with strong organisational and people skills, accomplished at handling pressure situations, setting-up greenfield projects, formulating go-to strategies, turning around under-performing organisations, building strategic alliances and delivering rapid growth through effective P&L management, tight budgeting and cost control. An avid travel, photography & history enthusiast and champion of **mission first, people always** philosophy with passion for innovation, focus on continuous improvement and 25+ years of experience in the fields of **Strategic Leadership, Operations, Logistics, Supply Chain Management, Administration and HR Management.**

Operations & Supply Chain Management

- Designed flexible supply chains to sustain global operations of a fleet of 125 ships and 10,000 personnel, leading to 20% increase in operational efficiency and 15% reduction in logistics costs.
- Orchestrated seamless procurement and distribution of bulk provisions and uniforms to 100+ ships and 25,000 personnel spread across six states; resulted in improved crew morale.
- Ensured 100% operational readiness of complex high technology platforms in compliance with benchmarked strategic objectives by optimising budgets of upto INR 3000 Cr.
- Steered transformation & change management initiatives across organisations, leading to 30% increase in demand compliance and 75% improvement in delivery performance.
- Administered inventories of upto 65,000 items worth INR 12000 Cr and achieved 30% reduction in inventory carrying cost by focusing on inventory refinement and rationalisation.
- Achieved a 10% reduction in procurement costs while managing global procurement activities worth INR 1350 Cr, accelerated refits of ships & improved operational availability of platforms.
- Operationalised a greenfield project for setting up a large logistics supply hub; increased team efficiency by 35% and shortened project timelines by 20%.
- Pioneered automation of warehouses through installation of AS & RS & Conveyor Loading Systems, resulting in 40% increase in efficiency and 50% reduction in manpower hiring.

Project Management

- Spearheaded planning of strategic infrastructure projects worth INR 1200 Cr and execution of projects worth INR 375 Cr; delivered projects on-time and within budget.
- Planned and executed complete logistics for International Fleet Review 2016 with participation of 100 Ships, 48 Countries and 20000 Personnel.
- Developed risk and crisis management plans for high VUCA project execution; delivered the event under budget by 5% against a budget outlay of INR 150 Cr.

Administration & HR Management

- Led HR operations for 1000+ employees, streamlining induction, training, appraisal and reporting processes; resulted in 25% reduction in onboarding time.
- Spearheaded strategic human resource planning for entire logistics cadre of the Navy; created a strategic vision document outlining the future of logistics in the form of a Long-Term Capability Development and Manpower Induction Plan (2012-2027).
- Headed facility management operations of six office complexes, a departmental store and a hospitality centre with guest rooms and F&B operations, spread over 1.5 Lakh Sqft.
- Directed the administration and facility management organisation onboard 04 large warships with crew of up to 550 personnel, ensuring highest standard of catering, hygiene, habitability, security, safety and customer satisfaction.

CORE COMPETENCIES

- Strategic Planning & Leadership
- Logistics & Operations
- Supply Chain & Procurement
- Sourcing & Negotiations
- Administration & Facility Management
- Vendor & Stakeholder Management
- Turnaround & Change Management
- People Management
- Team Building & Talent Management
- Budgeting & Cost Control
- Risk & Crisis Management
- KPI Monitoring, Business Reviews & Board Presentations
- Conflict Resolution
- Programme Management

EDUCATION

- M Phil (Humanities)
- MSC (Def & Strategic Studies)
- BSc
- Diploma in Management of Defence & Strategy
- Naval Higher Command Course
- Defence Services Staff Course
- PGDM (Logistics & SCM)



CERTIFICATIONS

- LSSGB
- CSM



ACHIEVEMENTS

- Winner of ENC Environment Trophy -2017 & 2018
- Letter of Appreciation by Commander-in-Chief -2016
- Commendation by Chief of the Naval Staff - 2015 & 2005
- 2nd in Overall Order of Merit in Professional Course - 2002
- Commendation by Commander-in-Chief - 2001



MILTON SHARMA

Commander-At-Arms Indian Navy

SECURITY MANAGEMENT

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- Service: 25 Years

Profile Summary:

- Senior management leader and security strategist, with 25+ years of commissioned service and specialised as **Naval Provost Marshal** (Naval Police officer)
- Skilled in creating and implementing the strategic vision for Fire Safety & Security including SOPs for physical security, utilising **access control systems**, security guards, and technology (**CCTV, scanners, sensors, etc.**) efficiently and cost-effectively to mitigate risk in large-scale operations.
- Expertise in training **agile teams of 300+ people** and managing strong customer and stakeholder relationships at multiple levels.

Security Management

- **Strategized security and safety plans** for vital national assets worth **10,000+ crore INR** in leadership roles, protecting up to **780+ acres of land and 25,000+ people** with large teams; managed operations and led projects to upgrade security infrastructure.
- **Led procurement with budget** of around **10 crore INR** to enhance perimeter security (watch towers, IP-based CCTV surveillance networks, etc.) and access control systems at a strategic naval base.
- Proficiently augmented physical & electronics-based security & fire safety protocols of vital installations **Naval Dockyards, Air Stations & Armament Depots**
- **Managed strategic security coverage** for the **Prime Minister and the President of India** with fool proof interface with local law enforcing agencies and Special Protection Group (SPG) during VVIP visits to Naval installations.
- **Provided incident management support** with a team of 60+ members, including Security of Naval Residential Area for 35000+ residents.
- **Set up security measure checkpoints, barricades, scanners and metal detectors & fire safety** as part of arrangements for the Navy Week event (**5000+ footfalls every day for 4 days**).
- **Boosted security controls** and streamlined management of incidents and preliminary investigations by leveraging knowledge of the **Indian Penal Code, Criminal Procedure Code, Indian Evidence Act and the Official Secrets Act.**

HR and Administration

- **Trained and mentored** capable teams, ensuring performance and operations effectiveness by leading initiatives for employee welfare and career growth.
- **Improved skills and efficiency** of security personnel and the firefighting crew by planning, coordinating and practicing targeted simulation drills (Security, Fire Prevention and Accident Response).
- **Established synergy with** Government officials, NGOs and Paramilitary Forces to improve coordination of **relief efforts** and provide support for Humanitarian Aid and Disaster Relief (HADR) to the Bhuj Earthquake Relief Missions in 2001.

Project Management

- **Directed project management** to augment security and firefighting infrastructure, ensuring execution within schedules and budgets; drove programs from planning, RFPs, tenders and bids to **negotiation, procurement, installation and commissioning.**
- **Planned and implemented** the project to rebuild perimeter wall, set up alternative power supply, watch towers, CCTV system & troops accommodation.
- **Refined SOPs based** on changing needs and reduced equipment downtime by negotiating comprehensive maintenance contracts with vendors.

CORE COMPETENCIES

- Industrial & Material Security Planning & Execution
- Disaster & Risk Management
- Firefighting & Fire Safety
- Crisis & Incident Management
- Training & Development
- Stakeholder Management
- Project Management
- Facilities Management

EDUCATION

- General Management Program for Defence Officers | NITIE, Mumbai, 2023
- Provost Marshal Course | Naval Police & Regulating School, Mumbai, 2003 – 2004
- Bachelor of Science (Special) | Naval Academy, Goa, 1993 – 1996



CERTIFICATIONS

- Cyber Forensics – Centre for Development & Advanced Computing, Trivandrum
- Fire Prevention & Fire Fighting – Centre for Fire Explosives & Environment Safety, New Delhi
- Special Training on Fire Arms, Riots & Disturbance Control – INS Dronacharya
- Security Officer – Military Intelligence School & Depot, Pune
- Forensic Science in Investigation of Crime – Gujarat Forensic Sciences University
- Workshop on prevention of Human Rights Violation – National Institute of Criminology & Forensics Science, Delhi



ACHIEVEMENTS

- Kargil War Veteran | Recipient of Operation Vijay Medal



NARENDRA SINGH NEGI

Lt Colonel
Indian Army

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● **Service: 13.5 Years**

PROGRAM / PROJECT / OPERATIONS MANAGEMENT

Profile Summary:

A swift learner, **mission oriented and multifaceted Military Veteran** with **13.5 years** of proven leadership in the **Operations, Program & Project Management** Indian as Functional Manager thrives on **Servant-Leadership, Problem Solving, Team Management and Communication** Offering qualitative experience in leading end-to-end projects delivery in coordination with multiple partners to arrive at integrated project plans incorporating agile as well as traditional approaches. A resourceful **Team Player & Force Multiplier** with career goal to keep the learning curve and value driven attitude. An Enterprising Leader with strong work ethics, honed in problem solving and **organisational skills** towards enhanced efficiency and customer satisfaction. Nurturing ability to adapt to dynamic challenges. Spearhead challenging appointments and leading a **cross-functional team**.

CORE COMPETENCIES

- Project Management
- Team Leadership
- Operations Management
- Communication, Interpersonal, Negotiation skills
- Problem Solving
- Stakeholders Management
- Agile & Scrum
- Program/Portfolio Management
- Handling Emergencies
- Training and Development
- Strategy and leadership
- Telecom network operations Centre
- Security and vigilance

EDUCATION

- Defence General Management Programme, NITIE Mumbai, 2023
- B.E. (ECE), University of Rajasthan, 2023

Program/Project / Operations Management

- Led the team for formulating **Project Network for Spectrum (NFS)**, the master manual for communications of Indian Army and steered implementation projects **worth INR 100 crore** from global and Indian vendors.
- Managed end to end procurement of 10 projects worth approximately INR 50M, starting from feasibility studies, survey, preparation of RFP, conduct of trials, commercial negotiations, finalisation of contracts and implementation.
- Owned and executed **Migration project in a High Altitude terrain 14000ft, 21 ft snow** which included relocation of regiment, **450** personals, infrastructure, equipment and stores worth **110 crores** across **2500 km**.
- Planned set up a **700 km OFC basket project** for carrier network.

Operations Management

- Validated annual exercises **mobilised 1000 persons, 250+ vehicles & equipment, 500 tons** of ammunition deployed them over **100 sq km, engaged 500+ targets**, increased operational efficiency by **15%**.
- Improved overall, **cyber security of large scale data centres** with fortnightly audits and implementation which resulted in **zero violations** in a year.
- Saved **1560 lives** during flash flood operations of 2014 in J&K.
- Ensure seamless supplies for **3000+ personal** creation of **250+ bed** isolation centre & QRTs as Head of Crisis Management Cell.

Security & Administration

- Spearheaded team of **500+ personnel** executed security management for **5000** personnel and equipment worth 10,000+ crore recalibrating threat assessment.
- Refined and revalidated as office by consistent drills with Army and state agencies, ensuring hundred percent involvement, enhanced civil military, lysin and reducing response time by **20** minutes.
- **Developed and implemented** security strategies, policies, standards and guidelines for protecting physical assets and employees.



CERTIFICATIONS

- PMP (Project Management Professional) PMI | 2023
- LGSSGB LGSSBB, 2021
- Google Project Management 2023
- PSM1 (Professional Scrum Master 1) scrum.org, 2023
- PSM2, (Professional Scrum Master 1) scrum.org, 2023
- CSPO (Scrum Alliance) 2023
- JIRA (User & Admin)



ACHIEVEMENTS

- Army Commander Medal, Army Day, 2020
- COAS citation, 2022
- Corps Commander, Innovation Award, 2021
- Author of book "Life Is Beautiful"



NARIN KATOCH

**Commander
Indian Navy**

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- www.linkedin.com/in/narinkatoch
- Service: 14 Years

PROJECT, OPERATION AND LOGISTICS MANAGEMENT

Profile Summary:

A perseverant, adaptable and goal-oriented Surface Naval Officer with 14 years of rich and diversified experience in Telecommunication, Electronic Warfare, Maritime Operations, Project Management, Policy Formulation, Risk Management, HR, Mentoring, Administration and Training. Multifaceted leader with good interpersonal skills, and ability to build and mentor teams to achieve organisational goals.

Project, Operation and Logistics Management

- As Deputy Director, spearheaded team of 07 officers and 35 plus men in formulating Trials methodology, undertaking performance evaluation and sea acceptance of more than 200 state of the art Weapons and Sensors valued over multi thousand crores.
- Prepared Staff Qualitative Requirements and headed project Planning – Scheduling – Budgeting- Execution of Training simulator project worth Rs 5 Cr.
- With efficient resource management and planning foresight, formulated SOPs for functioning and maintenance of SATCOM and EW systems valued over Rs 200 Cr. Thus, ensured seamless connectivity and prolonged maritime operations in Indian Ocean Region.
- Conceptualized, planned and executed the maiden project of revising, drafting and formulating “Electronic Warfare Principles” doctrine of Indian Navy.
- Supervised, coordinated & successfully conducted Information Security, Cipher Operations, Networking, Satellite and Terrestrial Communication onboard ships for over 5 years.
- Coordinated & participated in more than 5 multilateral & bilateral maritime exercises with foreign fleets from USA, Japan, Singapore, Australia & Indonesia to achieve interoperability & military cooperation.
- Successfully planned, coordinated and supervised maintenance of Weapons and Sensors for achieving optimal performance and ensuring 100% combat readiness.
- Meticulously planned, coordinated and conducted more than 100 plus Operational deployments from all the major and minor ports of Western and Eastern Coast of India.
- Planned and executed multi-dimensional maritime operations in VUCA environment by employing effective planning and risk management techniques.

Training and Human Resource Management

- Innovatively and indigenously developed “Communication Interception and Analysis” training kit to train 100 plus foreign officers from 15 different nationalities.
- As head of training for Electronic Warfare, successfully planned and conducted training for more than 1000 officers on Electronic Warfare principles and systems exploitations.
- Collaborated with OEMs and Scientists from BEL(Hyd) and DRDO respectively for overall improvement and enhancement of Training. Thus, enhanced training productivity by 25%.
- Motivated, trained and mentored employees for efficient achievement of strategic objectives through management of team building, continuity training, performance appraisals and timely grievances addressal.

Administration and Security Management

- Ensured safety of men and material during operations at high seas by implementing process improvement, risk mitigation and error proofing techniques.
- Developed contingency plans for prevention of incidents/accidents, implemented strict access control, and placed adequate safety measures for physical and information security of organisations.
- Supervised overall safety of Afloat and Ashore units by undertaking threat assessment, regular audits, security drills and training of Quick Reaction Teams.

CORE COMPETENCIES

- Team Leadership
- Satellite and Radio Communication
- Electronic Warfare
- Instructor and Auditor
- Networking
- Project and Operations Management
- HR, Mentoring and Administration
- Training
- Risk and Stakeholder Management
- Security Management

EDUCATION

- Business Management, NITIE
- MSc (Telecom), CUSAT (KOC) 2014-15
- BSc (Computer Science), St. Edmund’s College, NEHU 2005-08



CERTIFICATIONS

- PMP (PMI), 2023
- LSSGB, 2023
- Microsoft Power BI, 2023
- Frequency and Spectrum Management (Tri-Service)
 - Training Technology, Instructor Course
- Latest Trends in Radar & Electronic Attack Technologies - DRDO
- Next Gen Comm & EW systems - DRDO



ACHIEVEMENTS

- Commended by Flag Officer Commanding - in-Chief for Selfless Devotion to Duty



NIKHIL PRADHAN

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Lt Colonel
Indian Army

- **Service: 20 Years**

OPERATIONS, SUPPLY CHAIN & PROJECT MANAGEMENT

Profile Summary:

A result-driven professional with a judicious insight into leadership, strategy, and execution. Proven track record of streamlining Supply Chain & Logistics and directing Security Operations for Loss Prevention in complex VUCA environments. Passionate in building credible, cohesive teams to deliver consistent and sustainable results.

Operations, Supply Chain Management and Logistics

- Directed functional budget and further allocation of funds to ensure optimal utilisation in compliance with Government regulations for six military stations.
- Spearheaded Civil Hired Transport (CHT) contract of INR 3.5 Cr and provided transportation for crucial operational movement of troops & multimillion worth inventory for 3 military stations.
- Controlled supply chain & logistics support for 10K personnel and supervised movement of classified cargo worth INR 5K Cr through military trains designated for the Army, Navy & Air Force.
- Controlled 6 canteens (retail outlets, end to end) with turnover of INR 5 Cr+ catering to 30K+ personnel, invented safety protocols, implemented SOPs for loss prevention; increased profit by 15% & averted inventory loss by 10%.
- Collaborated & trained movement control teams of the Armed Forces, Indian Railways and Shipping services personnel for removing bottlenecks and ensuring **100%** operational multi-modal transportation, thereby reducing logistics costs by 30%.

Security and Loss Prevention

- As part of the United Nations Mission (MONUSCO) in the Democratic Republic of Congo, performed in foreign VUCA situations, headed security operations with a multi-cultural teams, and resolved local conflicts.
- Executed escorts, and strengthened safety measures to safeguard logistics columns and transportation of personnel and multimillions worth of material.
- Introduced LAN, surveillance, counter-insurgency, and counter-terrorism grid to prevent infiltration across an operationally active line of control & significant International border.
- Led a diverse team of 800+ in a high-risk VUCA environment, planned and executed logistic support for 1500+ personnel, and advised training & upskilling for the teams and ITBP troops in the high-altitude terrain.

Project and Facilities Management

- Organized CSR & ESG projects worth INR 3 Cr+ annually fulfilling sustainability, benefits, and health & welfare requirements for Soldiers, War widows, Ex-servicemen & dependents.
- Oversaw and coordinated cross-functional teams of Indian Railways for an Innovative Project modification of Power Cars for improving the habitability of military rail coaches and effective utilisation of military trains.
- Monitored construction projects worth INR 50 Cr+, managed assets & equipment worth INR 20 Cr by applying preventive maintenance measures, improved individual accountability and overall team performance.

CORE COMPETENCIES

- Leadership & Strategy
- Operations management
- Supply Chain management
- Logistics management
- Project management
- Security operations
- Administration and facilities management

EDUCATION

- General Business management program NITIE Mumbai (2023)
- MBA (WX), Leadership & Strategy, Operations & SCM, NMIMS Mumbai (21-23)
- Executive Diploma in Logistics & Supply Chain management, Loyola Institute of Business Administration, Chennai LIBA (19-20)
- Bachelor of Arts, Economics and Psychology Lucknow University (2001)



CERTIFICATIONS

- PMP, PMI (Expected Jun 23)
- Harvard Business Publishing Education Certificates in
- Writing and Presenting in business
 - Finance
 - Financial accounting
 - Quantitative methods
 - Spreadsheet modelling
 - Maths for management



ACHIEVEMENTS

- Professional excellence -Vice Chief of Army staff commendation (2019)
- Scholastic -Ranked first in course EDLSCM, LIBA, Chennai (2020)



KRISHNA PRASAD P

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Group Captain Indian Air Force

- Service: 26 Years

OPERATIONS & PROJECT MANAGEMENT

Profile Summary:

An IAF Kargil War veteran with 25+ years of demonstrated capability to lead multi-cultural & diverse teams, while effectively managing cross-functional roles in Operations/ Project Management and HR/ Admin management. SOP-driven and well-versed in critical-decision making, have a strategic approach with focus on KRAs / KPIs. Always ensured timely accomplishment of many AF tasks/ projects in VUCA environment. Earned the repute of 'Leader/Manager to work with' from many team-members, across various tenures.

Project Management

- Headed design modification teams of aircraft components to prevent premature failures, saving on foreign OEM imports, worth approx 2 Cr.
- Executed an unprecedented 1.5 cr Test-Rig repair & Calibration, thus preventing production hold-up & also saving MRO expenditure ex-abroad - 30 Cr.
- Played pivotal role in recovering aircraft specific specialist eqpt, saving 45+ lakh.
- During COVID, spearheaded multiple Innovative projects & Solutions, eg: fabrication of modified-ambulance, creation of Isolated Working bays, etc.
- After Floods, Operationalised a fully inundated work place in record 9 months.
- Mentored production teams to learn & implement ISO & QMS concepts.
- Facilitated improved learning through augmentation of training aids.
- Motivated teams to pursue the challenging task of adaptation to e-office (paperless) environment.
- Conceptualised & supervised innovative welfare programs for families.

Operations Management

- Successfully managed Ops & Maint of 130+ fleet of vehicles of 16 varieties.
- Fulfilled 100% transport needs @ avg 8lac km per year, accident free.
- Ensured requisite maint support, facilitated avg flying of 350hr/month by 12 aircraft fleet.
- Streamlined maintenance procedures, enhancing production by 20%.
- Promoted multi-skilling and Quality-performance, thus saving on 15% FTE.
- Focussed on 'Continual Improvement' as well as 'Lean Principles', thereby achieving a reduction of 15% TAT & 20% WIP inventory.
- Incorporated feedback-based improvements, thereby enhancing customer satisfaction.

HR / Admin Management (Concurrent Responsibility)

- Focussed on employees' overall welfare & development, in terms of recognition of good-work, conflict resolution, stress-reduction, redressal of grievances, empathetic/ hand-hold approach and family welfare programs.
- Promoted 'belongingness & collective identity' amongst all team members, and utilised it to enhance team's performance.

CORE COMPETENCIES

- Project Management
- Operations Management
- Leadership Skills
- Managerial Acumen
- Team-Building
- Multi-Task Handling
- Cross-Function Liaison
- Tactical Thinking
- Strategic Approach
- Risk Management
- Conflict Resolution
- Performance Optimisation
- HR/ Admin Management
- Diversity & Inclusion

EDUCATION

- PhD (Design), IITG
- B.Tech (Mech), SV Univ
- GMP, NITIE Mumbai



CERTIFICATIONS

- LSSGB, Grant Thornton
- PMP (PMI) – pursuing
- POL Management, IOC
 - Business Analyst
- OB & HR Mgmt, CLABS



ACHIEVEMENTS

- Kargil War veteran
- 'Best Section' Award twice for op-efficiency
- Successful design for improving Moving Target Firing – vetted by Apex IAF body
 - Conducted pan-IAF Seminar on ABs



RANJIT DESAI

**Wing Commander
Indian Air Force**

PROJECT MANAGEMENT

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● **Service: 14 Years**

Profile Summary:

An accomplished air warrior with 14 years of cross functional experience and proven track record of delivering optimal results in challenging operational and administrative environment. Multifaceted, go-getter who multi tasks within fraction of seconds in Volatile, Uncertain, Complex and Ambiguous (VUCA) environment to take along the team till task accomplishment, within the allotted time. 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. 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.

Project management

An accomplished Helicopter Pilot in the Indian Airforce, having nearly 2500 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, **WHICH REQUIRES** exemplary courage, composure and professionalism in the face of enemy in 2015. Successfully planned, coordinated & spearheaded numerous flying operations for Casualty Evacuation and Humanitarian Aid and Disaster Relief Operations. As a senior pilot and detachment commander in helicopter units was involved in 24 X 7 operations and man-management. Organized, 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.

Leadership, HRM and Training

Handled Security, HRM & operation of large administrative set ups of 250 personnel. Efficiently administered sub-unit, involved in career path planning, training, initiating ACR. Formulating policies, leave planning and grievance redress of around 250 personnel. Built leadership pipelines and improved peoples capabilities that supplemented functional, technical and soft skills of team members. Involved in formulation of SOPs and training programs for sub-groups and their performance evaluation in alignment with organizational objectives. Possess Organizing abilities, Motivational qualities, Leadership traits, tact and Good communication skills. Organized large scale events like

- Golden Jubilee Celebration
- Professional seminars on Aviation Safety and Helicopter Operations
- Social events to enhance team-building and celebrate organizational milestone

Supply Chain Management

Logistics and transportation support via Air Routes for replenishment and stocking of approximate 8 Ton of load on daily basis in the forward bases of Siachen Glacier. Drafted and implemented and improved efficiency of the new logistics policy (SUPPLY CHAIN) for transportation of supply of loads in worlds high altitude terrain.

CORE COMPETENCIES

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

EDUCATION

- B.TECH ELECTRONICS
- Certificate course in business management



CERTIFICATIONS

- Crew Risk Management at Institute of Aerospace safety Delhi
- Project Management Professional Certificate



ACHIEVEMENTS

- Flight Safety Award 2 Stars for nearly 5000, 2500 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



R JAMAL ABDUL NASIR

**Wing Commander
Indian Air Force**

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● **Service: 25 Years**

ADMINISTRATION AND HUMAN RESOURCE MANAGEMENT

Profile Summary:

A seasoned professional from the Administrative branch of Indian Air Force with 25 qualitative years of experience in Administration, Administration of Academic Institutions, Asset Management, Human Resource Management, Talent Acquisition, Training and Security.

Administration and Human Resource Management

Coordinated various administrative related activities for more than 5000+ personnel.

- Undertook employee engagement, Performance management, Promotions, Exits/Termination, discipline, welfare, handling of grievances and RTI, formulated SOPs for HRM and training.
- Executed a project of creating pre-fabricated shelters to accommodate 100+ personnel and oversaw construction of family accommodations, Air Traffic Control Tower and Officers' mess at Bhuj, Gujarat after earthquake from 2003 to 2006 costing 300 Cr and Airfield costing INR 400 Cr.
- As COVID nodal officer strategized and executed a transiting quarantine facility of 150 beds for the entire camp.
- Managed and sustained the growth of commercial ventures like Canteen Stores Department & Gas Agency with over 1.5 Cr turnover.
- Budgeted and oversaw contract management and procured and distributed training items, Office equipment worth INR 2 Cr annually.
- Collaborated with Defence Estates Officer, Land Revenue officials and other agencies to successfully acquire 56 acres of land at a strategic location by excellent networking and liaison skills.

Administration of College and School

- As Joint Director Administration coordinated the entire administration of College of Air Warfare, Secunderabad, from 2019 to 2022 and as Registrar of Sainik School Kunjpura, Karnal, Haryana from 2008 to 2011.
- Executed mega events such as visit of The President of India to Sainik School Kunjpura in 2010 and as Chief coordinator of Republic Day Parade of Telangana in 2020 and 21.

Security and Fire

- As Chief Security Officer of large military bases, managed a team of 50+ personnel, executed security management for 5000+ personnel and equipment worth 10,000+ crores by recalibrating threat assessment.
- As a trained fire fighter from Defense Institute of Fire Research (DIFR), New Delhi ensured regular training of Fire Fighting Personnel and enhanced efficacy thus reduced emergency response time by 15%. Introduced modern firefighting techniques and equipment.

Talent acquisition and on boarding

- As Chief Recruiting Officer of an Airmen Selection Centre was responsible for recruitment of Airmen from the states of West Bengal and Sikkim. Recruited 2500 workforce after screening 9000 candidates.
- The process involved right from publicity, outreach programs, conducting exams, evaluation and declaration of results. The mass recruitment and assessment of candidates was based on established psychological and professional assessment tools.
- Successfully conducted 'end to end' recruitment and "on boarding" of newly recruited personnel.

CORE COMPETENCIES

- Human Resource Management
- Facility Management
- Security Management
- Workforce Planning
- Financial Management
- Recruitment & on boarding
- Performance Appraisal
- Works Services
- Fire Fighting

EDUCATION

- Certificate in Business Management, NITIE, MUMBAI (Pursuing)
- MDBA • 2003 • Symbiosis
- MA • 1996 • Kakatiya University



CERTIFICATIONS

- HR Generalist
- Lean Six Sigma Green Belt
- Certificate In Computing
- Leadership Fundamentals
- General Fire Prevention and Fighting
 - Civilian Administration
 - Photoshop
 - Land Management



ACHIEVEMENTS

- Chief of Air Staff Commendation 2022
- Air Officer Commanding-in-Chief Commendation 2016
- Awarded honour of "Kunjsheree" by Sainik School Kunjpura 2011
 - Station Commander's Appreciation 2006
 - Registrar of Sainik School Kunjpura, Karnal, Haryana 2008 – 2011
 - Joint Director Admin of College of Air Warfare, Secunderabad 2019-2022
 - Chief Recruiting Officer of Airmen Selection Centre Barrackpore 2017-2019



SOMNATH PALDE

**Lt Colonel
Indian Army**

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● **Service: 16 + Years**

CORPORATE SECURITY, ADMINISTRATION AND MANAGEMENT

Profile Summary:

A swift learner, mission oriented and multifaced Military Veteran with 16+ years of proven leadership with ability to managing and building highly motivated large teams and resources in VUCA environment, implementing strategic plans and manage complex projects in Physical Security, Administration, Operation management, Human Resource, Supply Chain Management, Logistics, and certified GIS Analyst. Nurturing ability to adapt to dynamic challenges, spearhead challenging appointments, leading a cross functional team and strong analytical and problem-solving skills.

Organisational Leadership & Training

- Formulation, implementation, regulation and evaluation of training, career & HR development policies and standing operating procedures.
- Defining scope, goals, monitoring performance, identifying skills and facilitating learning & capability building programs on various teams impacting performance.

Human Resource Management

- Successfully implementing career development, succession planning matrix, employee retention strategy and employee engagement data.
- Developing a responsive, robust and multi-dimensional crisis and disaster management strategy and implementation.

Administrative Management

- Creation of 50 operational shelters for troops at the Line of Control improvising living and operational infrastructure in extreme weather condition.
- Siting, planning & construction of transit infrastructure for 1500+ troops in J&K.

Physical Security and Vigilance

- General Staff officer for Intelligence, Security, information and execution at Brigade Headquarters in 2014.
- Protection of territorial integrity as chief security officer in J & K in 2016.

Operations Management

- Planned and executed counter Artillery operations in Poonch Sector in J&K in 2019.
- Insurgency planning, synergising, administration and implementing the operations in coordination with civil administration.
- Induction, trials and operationalisation of New Weapon System (SHARANG GUN) in Artillery in 2021.

Crisis and Disaster Management

- Lead the crisis & Disaster Management Relief and evacuation of 2500+ personnel on the Leh-Manali Axis-2010.

GIS Analyst

- GIS analyst working with Arc GIS and ARDAS software for developing and maintaining GIS database.
- Performing GIS operations for creation, mapping, geo-referencing imageries and maps, digitizing new features, editing geographic data sets and analysing data using geo-special tools.

CORE COMPETENCIES

- Leadership
- Human Resource Management
- Administration/ Facility Management
- Physical Security and Vigilance
- Operation Management
- Logistics
- Supply Chain Management
- Crisis, Disaster and Risk Management
- GIS Analyst

EDUCATION

- Executive Business Management, NITITE Mumbai – 2023
- Advance Diploma in Geographical Information System (Analyst) – 2019
- Diploma in Junior Level Defence Management (Leadership) – 2014
- Advance Diploma in Weapon System (Artillery) – 2012
- Diploma in Geographical Information System – 2010
- Diploma in Weapon System (Artillery) – 2009
- PG Diploma in Military Studies and Defence management – 2007
- Bachelor of Science - 2006



CERTIFICATIONS

- CPP – 2023
- HRBP (Advance) - Pursuing



ACHIEVEMENTS

- Appreciation for outstanding work for disaster management – 2010.
- Chief of Army Staff Citation for the Team for the Operations in J&K - 2022

INTERESTS

- Outdoor Games
- Hiking, camping, travelling.
- Explore new places and new cultures



RAJENDRA SINGH RAWAT (RETD)

**Colonel
Indian Army**

OPERATIONS

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● **Service: 25+ Years**

Profile Summary:

- An accomplished veteran having over 25 plus years of overall cross functional leadership & managerial experience having led and managed successful Projects, Facility & Asset Management, Project Planning & Scheduling, project Coordination, Procurement, Project & Contract Management.
- An enthusiast Mountaineer and adventure sports lover.

Operations

- Led cross- functional team to Upkeep & maintenance of facilities and assets of Naval community in Colaba, Mumbai and Conceptualized / Planned / Executed multiple Infra & development projects with Zero time / cost overruns.
- Planned, coordinated and led Flood relief & rescue operations in South Assam.
- Planned, mobilised, deployed and motivated a team of 250 men to take on enemy, bang on the IB during Op Parakram.
- Conceptualised, planned, mobilised resources and executed construction of 9 Km motorable road on virgin terrain of terrorist infested area of J&K.

Project Management

- Planned, organized and successfully completed Panchachuli Army Mountaineering Expedition in hostile Climatic conditions.
- Organized and provided infrastructural support for the successful conduct of World Military Games at Mumbai.
- Prepared the vision document for Infrastructural development plan of IMA Dehradun.
- Conceptualised, planned, established and supervised vocational training institute for approx. 400 needy Ladakhi women under Op Sadbhawna.
- Planned and executed refurbishing of Army Golf Course at Pune.

Supply Chain Management

- Successfully planned, procured material and constructed habitats for approx. 3000 troops at eastern Ladakh to enhance defence preparedness of the country.
- Planned, mobilised resources and executed Airstrip work in eastern Ladakh at an altitude of 14000 Ft.
- Planned, coordinated and managed upkeep maintenance of Army Infrastructural assets of Five North-Eastern Indian States.

CORE COMPETENCIES

- Supply chain management
- Administration & Facility Management
- Operations Management
- Inventory planning and control
- Training and Welfare
- Leadership
- Teamwork
- Attention to details

EDUCATION

- General Management Program @ NITIE Mumbai
- MBA Supply Chain Management (Pune University)
- BTech (Civil), JNU
- Diploma in Defence Management
- Associate Degree of Engineer Works Procedure From CME, PUNE



CERTIFICATIONS

- Lean Six Sigma Green Belt



ACHIEVEMENTS

- FOC-in-C
- Commendation Card (WNC)
- Summit of Panchachuli Peak
- White Water Rafting



RAJESH GUPTA

**Colonel
Indian Army**

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● **Service: 23 Years**

INFORMATION SECURITY RISK MANAGEMENT

Profile Summary:

A dynamic and proactive military leader delivering sustainable gains with 23+ years of multi domain expertise. Spearheading Information Security Risk Management, Planning, Procurement, Business Strategy, SLP, HRM, Operations & Project Management. Driving cross-cultural teams, controlling multi million worth budgets, delivering exclusive development projects in an inclement VUCA environment and yielding cost savings.

Information Security Risk Management

- Led 5 teams[70+ personnel], 1500+ assets for **governing policy, compliance & life-cycle** support of information systems (INR 5Cr).
- End to End execution of enterprise –wide IT projects with SLAs for assets for 100+ customers reducing downtime by 33%.
- Designed methodologies for access controls, technology resiliency, risk and control governance, vulnerability management across five diverse geographical areas. Reduced overheads by **35%**.
- Undertook risk assessments, security requirements analysis, risk remediation planning along with budgeting and forecasting for internal and hosted systems.
- Created and managed Information Security & **IT risk management awareness training programs** for 1100+ approved system users, reducing security incidents by 25%.

Operations & Stake Holder Management

- Strategized operations of 5 units[1000+ personnel], capitalized multimillion worth resources to support 75+ customers spread over 900kms via comprehensive analysis in VUCA environment.
- Reinvigorated availability of 5000+ equipment worth INR 2500Cr to **90%+** via **Predictive Failure Analysis**, forecasted planning & procurement and saved **30% budget**.
- Facilitated induction of Hi-tech weapon systems and equipment worth INR 5000Cr (Global OEMs). Negotiated for diagnostics feature thereby **saving 10% budget**.
- Coordinated medium reset of weapon systems [INR350 Cr] across 12 assembly lines [1000+ workers]. Downsized inventory by 25% by uncovering slow-moving SKUs.
- Leveraged technology to enhance operational effectiveness by 40%. Steered two innovation projects for Defence Excellence.

Project Management, Supply Chain & HR

- During COVID-19, conceptualized and implemented **oxygen distribution plant** within 48 hrs thereby saving precious lives in the family ward of Military Hospital.
- Steered projects worth INR 100+ Cr there by improving efficiency & effectiveness by 25%.
- Conceptualized strategy to undertake turnkey Greenfield project worth **INR 300 Cr** there by improved operational efficiency and living standards by **80%**.
- Formulated customer-centric SOPs for in situ customer support reducing turnaround time by 25%.
- Streamlined supply chain for 10000+ troops, enhanced the **CSAT by over 50%**, reduced **TAT by 12%**, **OPEX by 20%** & **CAPEX by 30%**. Annual savings INR 3 Cr.
- Executed entire HR function including skill-building, talent management & performance appraisals for 1000+ personnel. Mentored 50+ high potential employees for leadership roles achieving career transformation to higher roles.

CORE COMPETENCIES

- Leadership
- Program / Project Management
- Strategic Planning & Collaboration
- Financial Management
- Contract & Vendor Management
- Systems Thinking
- Emotional Tolerance
- Crisis Management
- Information Security Risk Management | NIST CSF
- Internal Audit and Controls | ISO 27001

EDUCATION

- Business Management | NITIE | 2023
- MTECH IT – IIT Kharagpur | 2010
- Diploma in Electronics & Communication Systems | Osmania University, Hyderabad | 2005
- B Tech CS – Jammu University | 2000



CERTIFICATIONS

- CISM (Pursuing)
- SCM | Rani Durgavati University
- Diploma in Senior & Junior Leadership Management | Indore University
- MDP (Logistics) | ICFAI



ACHIEVEMENTS

- Medalist in M Tech
- Spearheaded two specialized unit
- Showcased two projects at PMO



RAJESH SHARMA

Lt Colonel
Indian Army

PROGRAM AND PROJECT MANAGEMENT

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- Service: 21 Years

Profile Summary:

Military Leader with demonstrated experience in executing critical Projects, Operations and associated transitions. Possessing exceptional organizational skills driven by Research & Data Analysis, have constantly delivered value, oriented towards Vision of Organization. An Electrical Engineer, Certified Project Manager and Certified Scrum Master determined to learn strong digital skills with an aim to pivot to Program Management role in the tech domain.

Program and Project Management

- Headed Green Field Projects worth Rs 500 Cr for 1900 Soldiers encompassing 975 dwelling Units & utility projects.
- Delivered critical Projects in Ladakh | Rs 100 Cr | 18k people org.
- Planned and executed multiple Environmentally sustainable projects lowering utility costs by 20%.
- Optimal utilization of waste and uninterrupted water supply with 20% cost saving.
- Converted Off-Grid solar power to On-Grid resulting in 25% savings.
- Led a team of 5 officers and 300 personnel in a Green field project to construct a military base in a remote location.

Finance and Procurement

- Collaborated with multiple stakeholders for Forecasting and Allocation of budget worth Rs 1200 Cr to various projects spanning 5 states.
- Tracked expenditure against budget and project progress resulting in 20% savings.
- Constructed a forecasting model | Decreased cycle time from 2 weeks to 4 days.
- Automated dynamic budget allocation | Data driven decision making | Early project delivery 20%.
- Procured goods and services on GeM portal worth Rs 60 Cr.

Operations Management

- Framed and executed contracts for multi-storeyed buildings, roads, MEP
- Delivered critical operations in Ladakh | Rs 100 Cr | 18k people org.
- Formulated maintenance programme for 2000 plus residential & office complexes worth Rs 16 Cr.
- Ensured efficient operational continuity for on time project delivery during non-working season in Ladakh.
- Pre/Post Contract and Vendor Management
- Digitized Asset Records. Introduced e-tendering, established LAN.
- Achieved incident free execution of high-risk operations.
- Dynamic resource task matching | 20% cost savings.
- Competitive bidding reduced costs by 30%.

CORE COMPETENCIES

- Program Management
- Project management
- Procurement
- Complex problem solver
- Design thinking
- Deft stakeholder management
- Lean expert

EDUCATION

- Business Management, NITIE
- B Tech, College of Military Engineering
- BSc, NDA, JNU, Pune



CERTIFICATIONS

- PMP - PMI
- Certified Scrum Master
- Microsoft Azure – AZ900
- Lean Six Sigma Green Belt
- Data Science Foundation
- IBM Data Analytics professional
- Officers Selection course, DIPR
- Operations Management- IIMB



TOOLS

- Jira Basics • MS Office
- MS Project
- Microsoft Azure • Python basics



ACHIEVEMENTS

- Southern Army Commander's Commendation Award(N-1) for Program Management skills and Delivery Excellence (2015).
- Central Army Commander's Commendation Award(N-1) for Data driven decision making and dynamic budget allocation (2021).



RANJITH G NAIR

**Lt Colonel
Indian Army**

OPERATIONS

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● **Service: 20+ Years**

Profile Summary:

- Versatile, Committed & Mission Oriented Combat Engineer with 20+ years service, gained multi-faceted experience ranging between HR Management, Training & Team Building, Strategic Planning, Time bound Procurement, Vendor Management, Operations & Budget Planning.
- Specialised in Training, Mentoring & Curriculum Management.
- Passionate in building result oriented & long-term customer / vendor relations and ensuring robust association amongst partners and all other stake holders.
- Keen to strive towards Social Causes and Nation Building through CSR and similar verticals.

Operations

- Handled operations in Apex Headquarters, organising events of National stature like NCC Republic Day event at National Capital.
- As Director of a Bomb Disposal Outfit, successfully trained IAF / Navy personnels and PMFs as part of Civil Military joint workmanship and ensured safe / sanitized areas for various National & International Events including clearance of safe houses for PM / Heads of States.
- Proven track record as robust interface between strategy and operations verticals facilitating optimal synergy and target achievement.

Human Resource Management

- Management of HR Resources in acute combat zones, simultaneously handling PTSD and combat related stress environment.
- Experienced in screening and assigning skill set based on aptitude for newly enrolled recruits in army training centre.
- Member of Core Team in Indian Army Recruiting wherein monitored intake patterns & organising of recruitment schedules.

Administration / Facility Management

- Pioneered in transforming a military garrison from captive power to 33KV Power Distribution System thus achieving savings of approx. 10 Crore annually.
- Maintained cumulatively above 20 lakh sq ft of habitat / office spaces / roads / power & water distribution network in assignments in various locations.
- Maintained Quality Control and Regulations overseeing assets spread over Four States in North Eastern Region.

CORE COMPETENCIES

- Leadership & Team Building
- Strategic Planning, Budgeting and time bound procurement.
- Effective and experienced in building long term Customer Relations.
- Human Resource Management.
- Administration & Facility Management.

EDUCATION

- B Tech (Mechanical)
- Pursuing MA in Military Psychology (DIPR)



CERTIFICATIONS

- Business Management @ NITIE Mumbai.



ACHIEVEMENTS

- Awarded Army Chief Commendation Card for combat role.
- Member of Core team which organised Republic Day NCC Parade and PMs Rally 2019.



SACHIN S BORKAR

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Squadron Leader Indian Air Force

- Service: 10 Years

PROJECT & PROGRAM MANAGEMENT

Profile Summary:

- Versatile and enterprising management leader, with a career of 10 years in the Indian Air Force, known for mitigating operations risk, improving supply chain planning for high-tech assets, and driving operations management roadmaps.
- Adept at capitalising on analytical acumen to define project requirements, establish shared goals, manage RFPs, bids and tenders, negotiate technical and commercial terms with vendors, and build consensus on key strategies.
- Expertise in sourcing and managing vendors, dealing with civil authorities and liaising with government officials.

CORE COMPETENCIES

- Servant Leadership
- Operations Management
- People Management
- Team Development
- Conflict Management
- Business Continuity
- Data Analysis & Problem Solving
- Risk Mitigation
- Crisis Management
- Process Improvement
- Budget & Quality Management
- Vendor Management

EDUCATION

- General Management Program, NITIE, Mumbai
- PGD – Aeronautical Engineering, VTU
- B.Tech – Mechanical Engineering, NITK, Surathkal

Project & Program Management

- Planned and executed the project to ensure seamless movement of newly inducted specialist vehicles across 1700 km in 15 days, involving coordination with civil authorities across cities and states, and liaisons with multiple stakeholders; managed relationships with Russian and Indian OEMs including Balmer Lawrie and BEL.
- Headed planning and execution of technical and infrastructure development projects with a team of 100+ professionals, directed at improving operations continuity and reducing costs to support organisational success. Liaised effectively with multiple stakeholders and brought together resources to drive procurement projects for Akash Missiles. Streamlined processes and optimised resource utilisation in coordination with internal teams.
- Directed project planning and implementation to set up defence systems strategically during the stand-off with China in 2020, overcoming multiple challenges, including COVID-19, to gather resources and mitigate risk.

Operation & Supply Chain Management

- Strengthened operations continuity and team performance under both routine and crisis conditions by optimising advance planning for procurement and utilisation of spares, technical supplies, and vital equipment and components required for Akash Missiles. Mobilised resources for execution of high-tech operations, projects and maintenance. Streamlined processes and optimised resource utilisation in coordination with internal teams.
- Enhanced risk management measures to identify faults swiftly and ensure timely maintenance of systems and high-value assets; prevented incidents / accidents and reduced operational downtime.
- Improved operations agility by leading continuity training programs as Head of the Firing Team, streamlining demand forecasting, liaising with the logistics and supply depot teams for prioritised delivery of spare parts, and organising effective schedules to ensure timely availability of equipment.



CERTIFICATIONS

- Certified Scrum Master
- Lean Sigma Six Green Belt
- PMP – PMI (Pursuing)
 - Microsoft Excel



ACHIEVEMENTS



SANJAY NEGI

**Lieutenant Commander
Indian Navy**

PROJECT MANAGEMENT

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- **Service: 33 Years**

Profile Summary:

A versatile, result oriented, professional, capable Naval Officer in handling multi-dimensional processes and adaptive to dynamic environment. Over three decades of experience of leadership in diverse areas including Project Management, Logistics Supply Chain, Quality Control and Human Capital Management.

Project Management

- Executing Refit Management of Indian Naval ships at Visakhapatnam.
- Steered Power Supply Distribution Modification project of Indian Naval ships during Long Refits.
- Performed role of Management Representative (MR) and implemented Integrated Management System for Navy at Visakhapatnam.
- NABL accreditation of Testing & Measuring Labs for Navy at Visakhapatnam.
- Setup Weapon Logistics Management System (WLMS) at Naval Base Karwar for Indian Navy.
- Facilitated indigenised manufacturing of Submarine Shore Supply cables for Indian Navy.

Supply Chain Management

- Inventory Management of weapon spares for Aircraft Carrier and procurement of long lead-time spares from PSU (BEL) worth 30 crores.

HR Management

- Administration, training & promotion of Naval Civilian personnel at Mumbai.
- Handled pension & terminal benefit cases of deceased Naval Civilian personnel.

CORE COMPETENCIES

- Project Management
- Supply Chain Management
- Contract Management
- HR Management
- Training
- Risk and Stakeholder Management
- Security Management

EDUCATION

- Business Management Program (NITIE, Mumbai)
- Bachelor of Science
- PG Diploma in Electronics & Telecommunication
- Diploma in Electrical Engineering



CERTIFICATIONS

- Industrial Relation and Labour Laws- XLRI
- Lead Auditor & Internal Auditor on Integrated Management System (QMS, EMS & OHSAS)
- Missile Officer Course from Indian Air Force Guided Weapon Training Institute-Vadodra
- NBCD & Fire Fighting Course from INS Shivaji-Lonavala
- LSSGB



ACHIEVEMENTS

- Commendation by the Chief of Naval Staff



SANJEEV BHATT

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Squadron Leader Indian Air Force

- Service: 10 Years

PROJECT & PROGRAM MANAGEMENT

Profile Summary:

- Senior leader with an experience of 10 years in the high-tech environment of the Indian Air Force, known for executing time-bound operations, building and motivating diverse teams and leveraging analytical acumen to streamline inventory control and warehousing processes.
- Proven success in adapting to challenging environments, assimilating new concepts swiftly and taking analytical approach in planning and executing projects to induct and test new technology systems.
- Skilled at leading cross-functional teams, managing dependencies, streamlining processes to boost operations efficiency and organising resource scheduling to ensure delivery of projects in line with SLAs.

Project & Program Management

- Handled a project involving receiving, transporting and inducting a strategic asset worth 7000 crore INR from a foreign vendor, ensuring safe transportation over 1700 kms by road in coordination with other security agencies.
- Managed project implementation and user training with Wipro to establish the new e-MMS project for operations and maintenance.
- Defined a project management plan to mitigate Covid-19 risk and handle protocol and arrangements for participation of Defence Ministers of India and France in an event of national importance.
- Sourced and onboarded a vendor to drive the project to convert petrol engine Gypsy car into an electric vehicle to be used by Chief Guest during passing out parade at Air Force Academy.
- Managed transport requirements for 1500+ attendees, including Air Force Chief, Bangladesh, senior defence officers, families and media persons, during Passing Out Parade at Air Force Academy.
- Directed and planned induction of a newly procured combat asset, worth 1 crore INR replacing aging inventory which included functional testing and training of all manpower.

Operation & Supply Chain Management

- Spearheaded transport management with above 90% efficiency in resource allocation, demand planning and procurement from OEMs.
- Eliminated bottlenecks in the spares procurement cycle by building effective teams, improved co-ordination with different agencies and liaising with third party vendors.
- Achieved reduction in servicing costs by leading and implementing cost and manpower analysis covering variable parameters for servicing.
- Achieved incident free movement of vital defence assets across the country by train, followed by its operationalisation, by managing complexities of supply chain and logistics planning.
- Handled administration, logistics and communications to facilitate promotion examination of 150+ personnel from various squadrons, including scheduling of exams, flying exercises and simulator trainings.
- Handled stakeholder management activities as SPOC during a key exercise event for IAF in Rajasthan.

CORE COMPETENCIES

- Resource Management
- Operations Management
- People Management
- Capability Development
- Conflict Management
- Forecasting & Procurement
- Data Analysis & Problem Solving
- Risk Mitigation
- Cross-functional Collaboration
- Process Improvement
- Budget & Quality Management
- Vendor Management

EDUCATION

- General Management Program, NITIE, Mumbai
- M.Tech – Aeronautical Engineering, VTU
- B.Tech – Mechanical Engineering, UTU, Dehradun



CERTIFICATIONS

- Certified Scrum Master
- Lean Sigma Six Green Belt
- PMP – PMI (Pursuing)
- Microsoft Excel



ACHIEVEMENTS

- Successfully conducted missile test firings.
- Awarded CAT B in GW SAM3 Systems



SAURABH KAPOOR

**Lt Colonel
Indian Army**

OPERATIONS MANAGEMENT

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● **Service: 22 Years**

Profile Summary:

A dynamic and inspiring Indian Army Engineer Officer (B Tech Civil) with a career spanning over 22 years, having expertise in planning and execution of high value defence infrastructure projects and operations involving strategic planning and inventory management. A graduate of the prestigious National Defence Academy and College of Military Engineering. An effective, result-oriented, intelligent, organized and motivated leader, who can optimize employee productivity and streamline procedures.

Operations Management

- Effectively analyzed and planned various aspects of engineer support operations in frontline defence locations.
- Collaborated with multiple stakeholders to ensure smooth execution for mobilization of mission critical assets worth Rs 200 Cr, while managing resources, costing and overcoming challenges.
- Enhanced efficiency of operations by raising and motivating a team of 80 professionals in High Altitude region involving adverse weather and terrain conditions.
- Worked as Operations Officer in United Nations Peacekeeping Forces in Sudan, having successfully led missions of critical nature involving Engineer support.

Project Management

- Conceptualization and planning of projects worth 800 Cr to include specialized storage facility for armaments, administrative complex, residential complex and security infrastructure.
- Exhibited skills in planning and executing multiple Environmentally Sustainable Projects including Solar Plants, STPs, Large scale conversion to LEDs and Rain Water Harvesting.
- Managed a team of 8 officers and 150 skilled manpower, including junior engineers and quantity surveyors to provide end-to-end management of projects across civil engineering construction, building repairs & fitouts for an Air Force Base to include officers and staff accommodation, technical accommodation and Specialised storage complex worth 200 Crore.

Administration and Security

- Human Resource Management by effectively leading, managing and guiding teams of around 250 to 550 diverse ethnic personnel, managing and functioning of an Army unit, competitions and events, along with a major focus on individual career planning, training and execution.
- Handled man management issues to include leave management, welfare, policy implementation, legal matters and pension benefits.
- Laid down various Standard Operating Procedures at the unit and Head Quarter level, in terms of Security, Operations and Maintenance of weapons and equipment.

CORE COMPETENCIES

- Strategic Leadership
- Operations
- Project Management
- Civil Engineering
- Quality Control
- Contract Management
- Cost Estimation
- General Administration

EDUCATION

- B Tech (Civil), College of Military Engineering, Pune
- Bachelor of Science, Jawaharlal Nehru University, Pune



CERTIFICATIONS

- Business Management Program (NITIE Mumbai)
- Quantity Survey course (Institutions of Surveyors, New Delhi)



ACHIEVEMENTS

- Vice Chief of Army Staff Commendation for Distinguished Service
- UN Force Commander's Commendation



SATINDER SINGH (RETD)

Lt Colonel
Indian Army

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● **Service: 23 Years**

OPERATIONS AND SUPPLY CHAIN MANAGEMENT

Profile Summary:

An accomplished Indian Army Officer with 23 years of experience, poised to apply a versatile skill set cultivated during service to excel in civilian careers. Demonstrated expertise in diverse domains, including operations & logistics, project management, administration, and training & development.

Operations and Supply Chain Management

- Directing functions of warehousing, storing, controlling, inventory, material management, transport and resource planning.
- Arranged, planned, executed and audited seamless movement of equipment and logistics for 12,000 personals at High-altitude domain (Kargil and Drass).
- Implemented cost saving methods for judicious use of funds, Rs 8 Crore for movement of stores and men.
- Organized, coordinated and managed administration and logistics of 1300 trainees.
- Facilitate the conduct of trails of new generation equipment for Indian Army.
- Managed provisioning of catering, clothing and equipment for 800 personals and maintenance & upkeep of 300 family quarters.
- Spearheaded procurement of essential equipment worth Rs. 10 Cr for 1600 personnel deployed in South Sudan.

Safety and Security Management

- Safe & Secure environment by ensuring security compliance, experience in analysis information pertains to potential threats to provide the best solution to situation.
- As a security officer ensure overall security of 10 Km of perimeter in inhospitable terrain by effectively managing guards, communication systems/CCTV surveillance for protection 2500+ personals and assets.
- Formulated SOPs (Standard Operating Procedure) related to security of material/information.
- Organized training of emergency firefighting drills as firefighting officer.
- Implemented a variety of access control, surveillance & perimeter security measures, including deployment of trained security personnel for 5 km area with 3 exit gates.

HR Management & Administration

- Formulating policies, planning, organizing and reviewing HR requirements in consultation with needs to address.
- Carrying out assessment, evaluation and appraisals of staff and trainees at all levels.
- Trained and mentored 800+ men for physical, tactical and operational purposes.

CORE COMPETENCIES

- Supply chain management
- Inventory planning and control
- Operations Management
- Security Planning
- Training and Mentoring
- Administration
- Strategic Planning
- Team building & Leadership
- Human Resource Management.
- Analytic Thinking
- Crisis Management

EDUCATION

- Bachelor in Arts, Osmania University
- Diploma in Junior Leadership, Devi Ahilya Vishwavidyalaya, Indore.
- PG Diploma in Human Rights, Indian Institute of Human Rights
- MBA in Human Resource



CERTIFICATIONS

- Certificate in General Management, NITIE Mumbai
- Certificate in Automated Data Processing, Military College of Telecom
- Lean Six Sigma green belt certification
- Certificate in Behavioural and Social Sciences, Institute of National Integration
- CPP



ACHIEVEMENTS

- Chief of Army Staff Commendation Card
- United Nation Performance Medal



SERVEJEET SINGH

**Lt Colonel
Indian Army**

CYBER SECURITY

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● **Service: 13+ Years**

Profile Summary:

13+ years of experience in Project Management and IT Security in the Indian Army with a demonstrated record of strong, decisive executive leadership leading large, diverse teams and projects. Planned, developed, implemented, and coordinated various projects for Indian Army in diverse areas ranging from mountainous terrains of Assam and J&K to metros like Mumbai, Chandigarh, and Hyderabad.

Cyber Security

- Developed and implemented cyber security policies, procedures and standards.
- Handled sensitive/confidential matters, situations and data and conducted regular security assessments and audits of systems and networks.
- Provided technical support and guidance to cross sectional teams.
- Monitored and analysed security logs and data to identify potential threats. Implemented and managed security tools and technologies such as firewalls, intrusion detection systems and antivirus software.
- Provided cyber security training and awareness to personals.
- Trained, guided and acted as a resource on security assessment to other departments within the organisation.

Operations

- Led a diverse team of 120+ soldiers to provide engineering solutions to diverse and complex hi-tech equipment effecting 9000+ users.
- Managed the daily/weekly schedule of operations of helicopters and associated systems, including 2400+ sorties, 50+ causality evacuation missions, load delivery and rescue missions.
- Planned the induction and de-induction of 10+ helicopters for the Indian army in the North region to keep the aviation fleet always ready for operation.
- Dared to Jump-Start operations amidst the 2nd wave of the pandemic, meeting original targets with 50% workforce but 100% safety compliance.
- Managed & coordinated the effective implementation of Operational Logistics in terms of spares, rations, fuel, equipment, and transport for a large combat force (9000 men, 36 helicopters and 1000 vehicles).

Project Management

- Worked with the government as part of PMKVY in the Army. Designed, developed and executed an overall plan to implement and operate a skill development initiative for the families of the Indian Army.
- Led and managed project teams to deliver complex projects within time, budget, and quality constraints.
- Collaborated with cross-functional teams to define project scope, timelines, and resource requirements.
- Carried out significant projects, such as installing heavy repair equipment in J&K's rural areas, despite constraints high altitude and lack of road connectivity.

CORE COMPETENCIES

- Leadership
- Strategic management
- Operations management
- Cyber security
- Finance planning
- Supply chain management
- Vendor management

EDUCATION

- B.E (E&C), 2008
- KEY COURSES
- PG Diploma in Operations Management.
- Strategy and Warfare.
- Logistics and supply chain Management.
- Equipment Management.
- Certified Physical Trainer.



CERTIFICATIONS

- CISM
- CISA (pursuing)
- Six sigma green belt



ACHIEVEMENTS

- Ensured highest serviceability of aircrafts for 3 consecutive years
- Appreciation from HQ western command, Army.
 - Achieved 100 percent serviceability of helicopters without any accident/ incident.
 - Supervised the overhaul of major equipment including helicopters of Army ensuring that they were fully functional and combat-ready.



SUDHENDRA NILKUND

Commander Indian Navy

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- **Service: 22 Years**

PROGRAM & RISK MANAGEMENT, OPERATIONS & SUPPLY CHAIN

Profile Summary:

- A **strategist, implementer & highly experienced** Marine Engineer.
- Currently, **Director Acceptance in Equipment Inducting Agency**, conducting machinery evaluations of eqpt worth over **200 Cr.**

- **Proven track record in Commissioning Ops & Maint Project Mgt** of Warships having **state-of-the-art machinery**. Vast experience in:

- Strategic C-level assignments in collaborating with top mgt** for orgn'al governance, vision-setting & alignment to business goals.
- Project & Change Management** in ambiguous environments.
- Risk Mitigation.**

CORE COMPETENCIES

- Leadership
- Program/ Project Mgt
- Operations
- Business & Data Analysis
- Risk & Stakeholder Mgt
- Infrastructure Mgt
- Cross Functional Coord
- Training and Mentoring
- Conflict Management

EDUCATION

- Executive MBA (certification program) from NITIE, Mumbai (pursuing)
- B.Tech (Mech Engg) from BVB CET, Hubli
- Marine Engineering Specialization Course
- MSc. in Defense and Strategic Studies

Operations and Supply Chain: - Chief Engineer (Warships): Feb 03–Apr 06; Aug 11- 13; Jul 17- 18

- Led the Engineering department of more than 250 personnel over four different assignments. Awarded Best Engineering, Electrical, IT & PPM Trophy & **recognised as best all-round officer** for displaying true leadership skills. Made the ship available for all Operations & Deployments. Ship selected for **Op Exercises with French Navy**.
- Identified material gaps & sourced spares with to make ship battle-ready. Reduced **downtime of 02 months with cost savings of over 2 Cr.** Awarded a **commendation by the Area Commander.**
- **Designed a work environment** to engage & encourage team to improve processes/ quality through **active participation, performance coaching & feedback systems.** Provided **incremental & sustainable** efficiency throughout the tenures.

Program/ Project Management: - Prog/ Proj Manager (Dockyards) : Apr 15- Aug 17, Aug 07- Aug 11

- **Accomplished complete turnaround** of 02 Warship Refits at M/s L&T Shipbuilding, Kattupalli on **Special Duty as Program Specialist**, achieving major Scope (40%) in 06 weeks by **re-defining planning process & gap analysis.** Special appreciation from L&T Management.
- As Program Manager, undertook **capability and capacity building** of India's Strategic Repair Yard to achieve multiple projects of high value. Laid emphasis on **bridging logistic gaps at islands** & achieved completion of 10 projects. Total savings to ex-chequer over **50 Cr.**
- As Master Strategist, undertook Risk Analysis for all projects along with mitigation strategies as part of KRAs for achieving project deliverables & objectives.
- As Project Officer, steered 20 major projects of 05 to **100 Cr each.** Specialised in MS Project with exp on **PERT/ CPM & 'Critical Chain'**.
- Innovative measures to prove 300 WT & GT integrity sections on frontline Warships, ensuring savings to ex-chequer more than **5 Cr.** Received **spot commendation for dedication and commitment.**



CERTIFICATIONS

- Lean Six Sigma
- Project Management
- ISO: 31000: 2015 Enterprise Risk Management (ERM)
- MS Excel
- AI & ML(Pursuing)
- Data & Business Analytics (Pursuing)



ACHIEVEMENTS

- Three Commendations including 'On the Spot' by the Commander-in-Chiefs.
- Selected for the prestigious 70th Staff Course at DSSC, Wellington during 2014-15



SHAIL KUMAR SACHAN

**Major
Indian Army**

PROJECT MANAGEMENT

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● **Service: 9.5 Years**

Profile Summary:

Dynamic, result oriented and a diligent leader with an invaluable diversified experience of 9+ years in multifarious roles in Army. Self-driven, highly analytical individual having expertise in accomplishing complex tasks and achieving objectives under most challenging conditions with proven risk assessment and mitigation capabilities.

Project Management

- Planned and Established 'Pilot Overhauling Facility' in North-Eastern part of the country for Construction Engineer Heavy Machinery (JCB, Dozer, Plant etc) in 6 months with a budget of 7 Cr, reducing Turn Around Time of such Machinery from 12 months to 5 months.
- Re-vamped Tactical & Deployment Plan of 450+ men by using Lean Methodologies. Plan validated twice in 2020 & 2021 and proved efficient in reducing the additional requirement of Motor Transport by almost 35%. Teams so created also efficiently reduced the Average Vehicle Down Time from 8.5 hrs to 4 hrs.
- Conceptualised and implemented a modification in Acquisition Radar of Weapon System by leading a cross functional team. The modification was validated to reduce the engagement time of the platform from 2.5 mins to 45 secs and has been employed in 100% of such weapon systems in the country.
- CSR. Conceptualised, proposed and prepared a 2 Acre Recreational Institute equipped with Gym, Community Hall, Playing Area, Walking Plaza etc for families of JCOs and Jawans in the North-Easter India by engaging with different Stakeholders in 8 months duration.

Logistics and Supply Chain Management

- Relocated & digitised Inventory (approx. 1075 in range, 76450 in Depth) worth 120 Cr from 8 major Central Warehouses, and created segregated storage facilities for different types of spares (perishables, non-perishables, electricals etc) per industry standards.
- Ensured supply of Spares worth Rs 60 Lacs/Yr to Workshops located in forward areas by collaborating with TATA Motors (East) under Army-Industry Partnership.
- 2 tons of Dead Inventory Recycling carried out in 3 weeks.
- Reduced Lead Time from 80 days to 65 days by proactive consumption pattern-based provisioning. It also ensured optimum inventory level.

Operations Management

- Reduced Preventive Maintenance Cycle of Tank based Air Defence Weapon System from 50 days to 38 days by streamlining Maintenance Actions amongst 6 major Systems, introducing specific Labour-Saving devices, timely resource allocation, incorporation of GANTT Chart etc.
- Formulated and trained a team on Excel for Battalion Data Centre to collect and collate data from 5 verticals located geographically in different locations with an aim to generate decision-oriented data, streamlining the procedures and enhancing productivity of Data Centre.
- Reducing procurement time of specialised defence equipment from 9 months (approx) to 7 months by migrating to then CPP Portal which reduced the document processing time from 3 months to 1 month.
- Prepared Workshop Floor Plan, ensured enhanced maintainability of reported faulty vehicles, 30-40 vehicles daily, rendering seamless resource allocation, improved workmanship and User Satisfaction.

CORE COMPETENCIES

- Project Management
- Operation Management
- Logistics and Supply Chain Management
- Stakeholder Management
- Communications & Interpersonal Skills.

EDUCATION

- Defence General Management Program (NITIE)
- Post Graduate Diploma in Defence Management and Strategic Studies OTA (University of Madras)
- Bachelor of Engineering (RGPV, Bhopal)



CERTIFICATIONS

- PMP (Pursuing)
- LSSGB (Pursuing)
- SME for Tunguska Weapon System
- Advanced Excel



ACHIEVEMENTS

- Subject Matter Expert of High Tech Low Population Weapon System.
- Lead cross functional team in Joint Military Exercise with Foreign Country.
- Development of Excel Based Tool for Data Driven Decision Making for Higher Commanders.
- Graded 'Instructor' in premier Leadership & Tactician Course (Junior Command).



SHAILESH KUMAR SINGH

**Colonel
Indian Army**

AVIATION OPERATIONS MANAGEMENT

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● **Service: 32 Years**

Profile Summary:

Army Colonel with 32 years experience in multi roles in challenging combat environment. Helicopter pilot having 1800 hours flying experience & excellence in Aviation operations management. Dedicate military experience for corporate success. Actions speak, no frills. Passion for work with no liabilities in life.

Aviation Operations Management

- Helicopter flying experience of 1800 hours & Ship Deck Landings.
- Successfully managed Aviation operations in challenging environment.
- Conducted Aviation operations to meet challenging goals.
- Planned & executed operation of 600 chartered flights in a year for three consecutive years.
- Humanitarian Assistance & Disaster Relief.

HR & Administration

- Commanding Officer of Infantry Battalion with 800 fighting soldiers.
- Achieved challenging goals in multi spheres & combat environment.
- Welfare & grievance redressal of Veterans / Veer Naris / Widows.
- Recruitment of personnel.

Security & Vigilance

- Ensured security of men, material & information.
- Coordinated security of vast military areas.
- Risk mitigation & crisis management.
- Investigations & Enquiries.

CORE COMPETENCIES

- Aviation Operations Management
- HR & Administration
- Security & Vigilance

EDUCATION

- Bachelor of Science (JNU)
- M Sc in Defence & Strategic Studies (Madras University)
- Business Management Programme (NITIE, Mumbai)



CERTIFICATIONS

- Diploma in Senior Level Defence Management (Devi Ahilya University, Indore)



ACHIEVEMENTS

- Chief of Army Staff Commendation (2014)
- Excelled in Combat course in USA Army Infantry School (2003)
 - Humanitarian Assistance & Disaster Relief
- Accident & Incident free flying
- Best Young Officer on Army Course (1992)



SIVAKUMAR P

Commander Indian Navy

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- Service: 17 Years

CYBER SECURITY/ CYBER FORENSICS/ IT PROFESSIONAL/ CONSULTANT

Profile Summary:

An ENTJ personality with exceptional competency in Cyber Security/Digital Forensics and IT domain serving in Indian Navy for 14 years and 3 years of ITSM experience in Wipro Technology. A self-motivated multifaceted result-oriented strategist and a cross functional welfare oriented transformational leader who is highly flexible, reliable, ethical and responsible to accomplish objectives in stipulated timelines. Proactive Critical thinking, Critical observation & an eye for detail with Conflict Management capability enables prompt due diligent decision making in VUCA environment towards building a Cyber Resilient Business with a Win-Win policy.

Cyber Security / Cyber Forensics Professional

- Spearheaded defensive and offensive Cyber operations, proactive threat hunting intelligence and sustained Malware analysis through reverse engineering. Enforced policy for Infosec project solutions IDAM, DLP & SIEM.
- Conducted more than 250+ Cyber Security Audits of diverse departments in accordance with ISO 27001/GRC controls and standards.
- Spearheaded Information Security Governance and Risk Management tasks and Investigated 100+ Cyber Security incidents and undertaken the Cyber Forensics of associated digital artefacts.
- Working knowledge in Block Chain, Ethereum Crypto Currency and presented Technical Paper in Blockchain based PKI. Implementation of Machine Learning algorithms for building intelligent Cyber Security Systems.
- Successfully conducted Vulnerability Assessment and Analysis of 50+ networks, applications, web applications for migration into operational network and formulation of connected Technical & Configuration documents.
- Avid researcher pursuing PhD in Management from NIT, Calicut on Cyber Security Deviance Personality behaviour of Employees (weak links) in any Organisation.

Information Technology Management and Training

- Spearheaded 15+ IT/ network projects and achieved time bound optimised results as envisaged.
- Successfully Administered IN Online Examination System in 20 locations across the country, singlehandedly from HQ at New Delhi.
- Setting up of DC/DR sites for Business Continuity operations.
- A transformative leader who trained 5000+ Service Personnel in Information Security skills & awareness, Information Technology applications, Organisational Behaviour and Leadership Skills.
- Judicious utilisation of IT funds for procurement of IT systems and optimal maintenance of 10000+ IT assets in various units.

Database Administrator/ Project Engineer Wipro Technology (Nov 2006 - Dec 2009)

- Handled four separate projects of internationally reputed Clients of Wipro Technology.
- Efficiently co-ordinated offshore operations from onsite (US) as a Team Leader, without any operational interruptions.
- Hands on experience in ITSM projects with ISO 20000 standards.

CORE COMPETENCIES

- Cyber Security
- Blockchain Developer
- Cyber Forensics • Cloud Security
- ISO 27001 Auditor
- Cyber Risk Management
- DC/ DR Management
- Network/DB Admin
- LAMP/Python/ASP.net
- MSSQL/MySQL/Oracle
- RedHat/Kali/Ubuntu
- ITSM ISO Cert 20000
- BCM ISO Cert 22301
- Machine Learning/DS

EDUCATION

- Pursuing PhD in Management from NIT, Calicut
- MTech (CSE), NIT Trichy
- Defence General Management, NITIE
- MBA(HRM), IGNOU
- PG Certificate in Cyber Law, IGNOU, New Delhi
- BTech(CSE), UCE, Kerala



CERTIFICATIONS

- CISSP (pursuing)
- Blockchain Developer
- ISO27001/20000/22301
- CDAC certified Cyber Forensics Professional
- BSNL certified Network Engineer
- Oracle Certified DBA



ACHIEVEMENTS

- FOC-IN-C Commendation
- Feather in My Cap (02 times) by Wipro Technology
- Best Employee Award by Wipro Technology
- Third rank in MTech & BTech
- School Topper in Secondary Examination



DINESH S R

Commander Indian Navy

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- **Service: 20.5 Years**

OPERATIONS AND SUPPLY CHAIN MANAGEMENT

Profile Summary:

- An accomplished senior leader with 20.5 years of diverse work experience in Data Analytics, Operations, Strategy, Supply Chain, Programs, Inventory, Procurement and People Management.
- A result oriented, dynamic and a resilient go-getter with exceptional leadership skills who maximises “Management by Walking Around” and growth of own people.
- Excited for leadership roles in Operations, Supply Chain, Data Analytics and Program Management.

Operations and Supply Chain Management

- Led extremely motivated teams in three different afloat assignments as Chief Engineer Officer (HoD) to provide Operational/ Refit Logistics Support and Engineering Services for Maritime Operations.
- Achieved 100% platform operational availability by efficient spare forecasting, timely procurement and lean onboard inventory management.
- Achieved incident-free execution of high-risk operations displaying exceptional skills in crisis leadership and Operational Logistics.

Data Analytics

- As Joint Director of Engineering Data Analytics Group (Head of Department), provided Authoritative Decision Support to Strategic Leadership, across four years, through intense data-based Analyses to optimise Operational Periods and Refits of 53 ships by 6 months+ and achieved cost savings of approx. Rs 2000 cr+.
- Optimised repair procedures and periodicities of 45 defect prone equipment to reduce failure rate by approx. 20% and achieved cost savings of Rs 700 Cr+ per year.
- Formulated 550+ Maintenance Programmes for 1900+ Engineering Equipment pan Navy based on Defect/ Performance History and collaboration with 20+ Equipment OEMs pan India.
- Undertook 1500+ operational defect analyses over four years based on inputs from historical data, field agencies, platforms and OEMs.

Programs and Stakeholder Management

- Successfully steered and completed three professionally challenging and strategic Program Management roles, as Chief Engineer Officer (HoD), during Major Refits of three capital ships, involving intense stakeholder management, overhaul of 150+ major equipment, innovative modifications, Contracts and Long-Term Logistics Planning, with each refit costing 500 Cr+.
- Successfully steered major repairs of the Main Propulsion Equipment and auxiliaries, costing over 50 Cr+, on a turnkey basis, involving intense stakeholder/ inventory management, and displayed “professional ownership” since early career.
- Planned and executed a successful Project Management role very early in career, involving retro fitment of seven new heavy duty Marine Reverse Osmosis Plants onboard to increase freshwater generation capacity improving ship’s endurance, crew morale and productivity.
- Steered installation of a 5 Cr project to create a “Hands-on Steering Gear Training Facility” for seagoing vessels.

CORE COMPETENCIES

- Strategic Planning • Operations
- Data Analytics • Programs
- Supply Chain
- Procurements & Inventory
- Leadership • Action Orientation
- Critical Thinking
- Data Driven Approach
- Problem Solving
- Flexible & Adaptable
- People Growth
- Empathetic & Compassionate
- Growth Mindset

EDUCATION

- MBA (Executive) / SP Jain Global (2021 - pursuing)
- General Mgmt Pgm, NITIE (2023 - Pursuing)
- MTech, IIT Bombay (2009-11)
- Marine Engg Specialisation Course (2003 - 04)
- BTech, JNU (1999 – 03)



CERTIFICATIONS

- Lean Six Sigma, Black Belt, Grey Campus (May 2021)
- Lean Six Sigma, Green Belt, Grey Campus (May 2021)
- Fellow : Institute of Marine Engineers (India)



ACHIEVEMENTS

- Commendation by Flag Officer Commanding-in-Chief (Western Naval Command) – 2006
- Commendation by Chief of Integrated Defence Staff – 2017
- Unit Citation to the Ship by the Chief of Navy Staff - 2018
- Academy Champion in Cross Country / Marathons (1999 – 2002) and won 25+ medals.



SHRAWAN KAPILA (Retd)

Commander Indian Navy

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- Service: 21 Years

ADMINISTRATION AND FACILITY MANAGEMENT | OPERATIONS

Profile Summary:

An astute veteran with over 21 years of extensive experience in Facilities Management, General Administration, Liaison, Operations & Project Management in Indian Navy and two-time awardee of the Flag Officer Commanding-in-Chief Commendation, Western Naval Command for Professional Competence and Dedication to Duty respectively.

Administration and Facility Management

- Responsible for admin arrangements for nearly 1200 Army and NDRF personnel during Chennai Floods, 2015.
- Responsible for liaison with multiple govt agencies for security arrangements during the visit of the Hon'ble Prime Minister during Chennai Floods 2015. Controlled and coordinated end-to-end airlift-rescue-evacuation of nearly 1500 people from various parts of Chennai.
- Operationalized and handled an armament stowage facility for storing critical assets worth USD 200 Mn, compliant with the International standards of M/s Boeing Defence, Space and Security.
- Setup and managed an industrial laundromat for a capacity of 1000 personnel at a setup & running cost of INR 30,00,000 & 100,000 respectively.
- Managed, maintained & audited critical store, explosive and armament stowage facilities onboard warships in line with the safety & security standards.
- Responsible for end-to-end conduct of 2 seminars and 1 webinar, pitched at the Operational Level, on maritime issues in coordination with the Indian Maritime Foundation & Nautical Institute (India), West.
- Responsible for administration, discipline and security of wargaming simulator facility.

Operations

- Responsible for end-to-end operational availability, optimization and movement of mobile strategic assets worth Rs 200 Cr.
- Responsible for ensuring on-site and off-site connectivity over satellite and radio networks using encrypted systems.
- Responsible for operational readiness of personnel, missile and weapon systems onboard Naval

Training

- Responsible for Training, Learning and Development of over 400 officers in latest Tactics, Operations, Technologies and Trends based on organisational Research and independent Competitor Analysis.

CORE COMPETENCIES

- Leadership
- Administration
- Facility Management
- Crisis Management
- Problem Solving
- Optimisation
- Communication
- Execution

EDUCATION

- Business Management Program, NITIE, Mumbai
- MSc (Surface Warfare Mgt and Radar Systems)
- BSc



CERTIFICATIONS

- Managerial Development Programme (MDP) - Saintgits Institute of Management



ACHIEVEMENTS

- Conceptualized, planned & implemented novel processes, security protocols and SOPs for maiden operations of civil flights from a Naval Air
- Station in coordination with the CISF during the Chennai Floods, 2015
- Co-edited and published Proceedings of Seminar on Maritime Issues.
- Enabled my team with the right work ethics & having a premium work-life balance.



TEJAS NAIR

**Major
Indian Army**

OPERATIONS MANAGEMENT

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● **Service: 10 Years**

Profile Summary:

A passionate, energetic and a highly motivated proactive military leader with a decade of diversified experience in Operations Management, Human Resources Management, Security Management & Crisis Management across the nation. An Agile leader who can translate the organization's long-term goals and strategy into workable plans. A critical thinker, with an eye for detail, who is quick on the uptake, with an innate ability to adapt to any domain and deliver outstanding results, is now looking for opportunities to create value in a challenging environment.

Functional Choice 1 (eg: Operations Management)

- Executed multiple projects concurrently, each with its own operational and logistical requirements, and worked with numerous stakeholders to launch and complete each project in accordance with organisational requirements.
- Formulated and executed plans for the deployment of defence equipment worth \$10 million in the arid deserts of Western India, demonstrating operational preparedness.
- Training and coordination for operational missions were planned, identified, and executed, resulting in highly trained personnel prepared to act quickly in vital positions at any moment.
- Acted as the main planner of daily staff meetings, which covered policy updates, identified initiatives for improvement, and encouraged open communication.
- Tasking, establishing success criteria for individuals and teams, performance reviews, finding flaws and a lack of adherence to best practices and SOPs, and putting remedial and preventative actions in place.
- In Jammu and Kashmir VUCA zones, a formalised and established surveillance grid ensured 100% incident-free voting, enabling stakeholders to carry out the necessary democratic process.
- Led a 120+ personnel infantry company in crucial operations in a high-altitude and anti-terrorism environment while following safe and sound work procedures and also developed departmental cooperation.
- Demonstrated effective communication skills when settling disagreements with the locals and avoiding any conflict.
- Over the course of a year, between Kishtwar and Jammu, managed convoys of more than 50 vehicles per week in difficult counterterrorism conditions without any unfortunate incidents.

Functional Choice 2 (eg: HR Management and Administration)

- Redesigned HR procedures for 120+ men and junior officers to streamline manpower planning, evaluation, training, career development, and wellness activities.
- Created rules and procedures to enhance administrative support systems in order to meet goals with less staff.
- Implemented a people capability maturity model to boost staff morale and the work environment, leading to higher work optimisation levels.
- Structured record-keeping and compliance monitoring for leave, disciplinary action, and office management, including welfare.
- Determined the need for training, gathered training materials, led courses, and assessed the success of programmes to improve employee's knowledge and skill sets.
- Mentoring and counselling to enhance trust in management, work-life balance, and relationships with co-workers.
- Coached leaders to foster the necessary culture within the company, fostering a sense of purpose at work and meeting deadlines, creating a fulfilling and enriching environment, and lowering talent turnover.

Functional Choice 3 (eg: Security Management)

- As the Senior Security Officer in the Line of Control, I led 200+ troops in patrolling a perimeter of 10 km while keeping the area safe and secure. I also kept an eye on the location using CCTV and other surveillance tools.
- Trained Quick Reaction Teams to move quickly and made sure their drills were effective.
- Surprise inspections as per Standard Operating Procedures were used to ensure complete compliance.
- Led collaborative, highly valued intelligence-based operations with civil law enforcement organisations for improved patrol coordination in a counterinsurgency environment.
- Through the use of a core team and a workforce of more than 350 trained security people, successfully conceptualised, coordinated, and carried out the formation of a counter-insurgency & infiltration grid.

CORE COMPETENCIES

- Operations management
- Risk Management
- Leadership
- Security Management
- Facility management
- Asset management
- Human resources management
- Communication
- Team Building

EDUCATION

- Bsc Physics
- PG Diploma Defence and Strategic Studies
- Diploma Weapons System
- Diploma Advance Weapons System
- Diploma Junior level Defence Management
- DGMP- NITIE (Pursuing)



CERTIFICATIONS

- LSSGB
- LSSBB (pursuing)



ACHIEVEMENTS

- Awarded Chief of Army Staff Commendation 2023
- Appreciation medal by General Officer Commanding in 2020 for completion of a project



TUSHAR

**Major
Indian Army**

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● **Service: 11 Years**

PROJECT MANAGEMENT / SECURITY MANAGEMENT

Profile Summary:

An officer of the Indian Armed Forces, who is highly motivated & has a performance-driven profile in the National Security Guards. Expertise in the niche fields such as airport security management, anti-hijacking measures and supply chain management.

Project Management

- Successfully organised and led International Border Personal Meeting with China at the Line of Control.
- Procured specialized equipment valued at 1 crore annually for Home Ministry (Govt of India) for comprehensively assessing operational need.
- Executed a project valued at 30 lakhs, aimed at enhancing the quality of life for personnel residing in the cantonment area.
- Coordinated and executed two infrastructure development projects within armed forces, costing 2.5 and 5 crore each.
- Planned, designed and executed a 20-lakh combat training facility for over 1000 combatants.
- As a project officer, successfully transported 800 troops and 1 crore worth of equipment over 1000 miles at 12000ft.
- Effectively planned, scheduled, and assigned commando flights as a Sky Marshal Officer.
- As a project officer, maintained 1000 crore-worth equipment at 12000ft.

Security Management

- Expertise in VIP Security, Airport Security, Anti-Hijacking, Counterterrorism and Hostage Rescue operations.
- Led the Team of 11 Commandos in Joint Exercise with French Army Special Forces.
- Planned and Coordinated Security Measures during NSG Deployment for a National Event (Republic Day Parade).
- Executed numerous Sky Marshal missions ensuring safety of every individual on board and the aircraft.
- Successfully handled Military Establishment, security for 800 soldiers, including peripheral security.
- Implement operational processes, rules, and procedures for physical security that minimise threats.
- Assessed and regularized, security and firefighting exercises which improved the Security Posture by 50%.
- Developed connections with local Police and Paramilitary Forces for smooth functioning of operations.
- Conducted security assessments, developed corrective actions and monitored results to close gaps.
- Planned, supervised & trained 1000 plus soldiers in Unarmed Combat.

CORE COMPETENCIES

- Leadership
- Team Building
- Physical Security
- Operations Management
- Investigation Strategic Thinker
- Networking Skills
- Servant Leadership
- Resource optimization
- Training & Development

EDUCATION

- General Management Program in Business Mgt for Defence Officers, NITIE Mumbai
- B.A in (Public Administration & Sociology) Govt Degree College, Himachal Pradesh University



CERTIFICATIONS

- Small Team Mgt. & Tactical Operations (Commando School, Belgaum).
- Integrated Strategic Mgt & Weapon training (Infantry School, Mhow)
- Counter Insurgency Jungle Warfare (CIJW School, Vairengte, Mizoram)
- Commando Conversion Course (NSG, Gurugram)
- Integrated course (NIA)
- Sky Marshalling & Airport Security Specialization



ACHIEVEMENTS

- Krav Maga Specialization
- PMP Certification (in progress)



VIBHA HARIT SHARMA

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**Squadron Leader
Indian Air Force**

- **Service: 10 Years**

HR MANAGER / ADMINISTRATION / PROJECT MANAGEMENT

Profile Summary:

A multifaceted professional with a positive attitude and excellent administrative skills. Have successfully managed more than 20 projects in fields of infrastructure development worth INR 300 Cr from inception to execution. A go-getter with effective problem solving and analytical capabilities.

Human Resource Management & Administration

- Led, directed and regulated administration and management of appx. 2000 subordinates in promotions, postings, retirement and pension.
- Developed personalized training programs to support multifaceted growth and encouraged junior leadership for more than 200 airmen.
- Led a team of 50 personnel for national level recruitment of Airforce Civilian employees from invitation of applications till recruitment and training.
- Organised various events, fairs and conferences for welfare of appx 5000 personnel and families. Was SPOC and event coordinator for "President Colours Presentation" Ceremony of unit.
- Spearheaded various CSR activities for women and children involving organization of educational workshops and medical camps.
- As Officer-In-Charge Crisis Management Cell during Covid-19, planned and executed retrieval of over 2000 defence personnel and families, including arrangement of medical, administrative and quarantine facilities.

Project Management

- Headed initiation and execution of annual maintenance project worth INR 100 Cr of base which is required for managing, upkeep and maintenance of facilities at Air Force residential and technical area including 5000 govt accommodation, medical centers, recreational areas and swimming pools.
- Analysed requirements, initiated contracts and executed projects worth over INR 300 Cr for creation and modification of infrastructure.
- As Executive Director of Airforce School analysed requirement and led the project for extension of school from pre-primary to primary involving construction of additional infrastructure and recruitment of technical and non-technical staff.

CORE COMPETENCIES

- Problem solving
- Decision making
- Analytical thinking
- Crisis management
- Leadership
- Multi-tasking
- Portfolio management
- HR management
- Administration

EDUCATION

- DGMP- NITIE Mumbai
- B.Tech(Biotech)-Amity University Rajasthan



CERTIFICATIONS

- HR Generalist & HR Management Course (undergoing)
- LSSGB (Grant Thornton)



ACHIEVEMENTS

- Commendation by Air Officer Commanding in Chief, HQ Western Air Command



VIJAY BHARGAVAN

Major
Indian Army

PROJECT & OPERATIONS MANAGEMENT

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● Service: 11 Years

Profile Summary:

Special Forces Officer with 11 years of experience in strategy & leading cross functional teams. Specialist in risk, change, crisis & innovation management. Experienced Project Manager and problem solver with a track record of achieving organizational objectives through critical analysis, planning, and effective teamwork.

Project Management

- Strategically executed projects worth **INR 25 Cr & 20 Cr** respectively by applying best practices of both **preventive and agile methodologies** to suit the requirements and enhanced the mission reliability to **100%** and reduced **annual maintenance cost by 80%**.
- Strategized, planned and executed the construction of a warehouse project, thereby reducing the logistic chain and cost of **logistics by 60 %**.
- Planned & executed the construction of **6 smart infrastructure projects** worth **INR 18 Cr** with focus on quality & sustainability.
- Planned & executed an **Infrastructure Development project** worth **INR 315 Cr** while ensuring quality standards & regulatory compliance.
- Undertook the Project on **Mission Reliability of Battle Tanks** & implemented the **lessons learnt** to reduce the maintenance cost by **60%**.
- Implemented **Project GeM** & reduced the procurement cost for the Government by **25%**.

Risk & Operations Management

- Used **data analytics** to simplify complex information, reduce risk & used lean methodology to maintain military weapon systems worth **INR 4500 Cr** & cut the maintenance down-time by **50 %**.
- Led a cross-functional team of **250 soldiers** while strategizing, planning & ensuring operations pertaining to about **5000** sophisticated weapon systems in **VUCA environment**.
- Planned & executed the **automation** of maintenance detachment, thereby reducing the **lead time by 50 %** with strong focus on risk management.
- Strategized & implemented **Paperless Procurement System** to reduce stationary cost overheads by **70%**.
- Renovated & improved the quality of the Military Guest House facility, thereby increasing the revenue from it by **200%**.

Logistics & Supply Chain Management

- Undertook **maintenance network optimization** initiative and decommissioned 5 maintenance detachments that led to the reduction of annual logistic cost by **50%**.
- Relocated functional teams to remote locations over a distance of **3500km**, resulting in a **70% reduction** in annual logistics costs.
- Created more than **6 supply chain and logistics partnerships** and established forward operating centres to ensure seamless logistic management and reduced the annual running cost by **70 %** and increased mission readiness by **90%**.
- During COVID-19, ensured **uninterrupted supplies to 450 families** of the military station through effective logistics & supply chain management.
- Strategized, planned & executed the logistics management during mobilization of a military convoy of **400 vehicles** over a distance of **1600km**.

CORE COMPETENCIES

- Risk Management
- Change Management
- Resource Optimization
- Strategic Planning
- Data Analytics
- Innovation Management

SOFT SKILLS

- Problem Solving
- Critical Thinking
- Team Building
- Adaptability
- Leadership
- Negotiation

EDUCATION

- Business Management, NITIE, Mumbai.
- Armament Engineering (Mtech equivalent), Electronics & Mechanical Engineers School, Baroda.
- Automobile Engineering (BE), Anna University, Chennai.
- Diploma in Defence Management & Strategic Studies, University of Madras.



CERTIFICATIONS

- Certified Scrum Master CSM®
- PMP®
- Lean Six Sigma Green Belt
- Defence Management
- Adv Marine Engineering



ACHIEVEMENTS

- Commanding Officer's Meritorious Medal (Special Forces).
- Paratrooper. • Paramotor Pilot.
- PADI® Certified Adv Open Water Diver.



VIVEK S NAIR

**Lt Colonel
Indian Army**

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● **Service: 14 Years**

OPERATIONS, ADMINISTRATION & SUPPLY CHAIN MANAGEMENT

Profile Summary:

A competent professional with 14 years of experience in defence sector with specialisation in Aviation. Offers strength in planning and implementing timelines and optimizing the resources with high standard of integrity and ethics. Highly adaptive mindset with an analytical approach to diverse operational issues. Experienced in challenging environments and well poised for the opportunity to take the next career step with the new team.

Operations Management

- Controlled operations as a Senior Manager and achieved desired output from diverse temporary/permanent resources/teams.
- Involved in planning Air Operations of an Aviation unit and operating 12 Helicopters.
- Planned and operated daily flying operations which included rostering of Pilots, mission briefings and there by achieved best flight safety standards in the unit.
- Effectively communicated with internal and external agencies as one point of contact for coordination of flight plans, parking space and aircraft maintenance activities.
- Provided tactical guidance and mentorship to subordinate leaders, fostering professional development and unit cohesion.

Strategic Planning & Supply Chain Management

- Handled Aviation Logistics for Helicopters, Support Equipment and Supervised Air Traffic Control and Fire Fighting services ensuring the availability of critical resources.
- Assisted Chief Operations Officer to Chair a Team Of 50 Professionals in Controlling Assets Worth 2000 crores Including 12 Helicopters and 50 Plus specialised vehicles.
- Effectively lead a team of (100-150 security officers) and ensured a smooth transition of resources to new places and tasks.
- Collaborated with external stakeholders to coordinate resources, support functions, and achieve operational objectives.

Human Resource Management

- Effectively managed personnel, implemented strategic initiatives, and ensured compliance with regulations. Committed to promoting a positive work environment while achieving organizational goals.
- As a military leader was involved in the performance management of close to 100 personnel. Advised commanders on HR matters, including manpower utilization, personnel readiness, and talent management.
- Oversaw the administration of benefits, including healthcare, leave, and retirement plans, ensuring adherence to regulations.
- Performed the duties of a selection board member for the selection of soldiers and defence civilians. Mentored and trained junior HR personnel, fostering professional growth and enhancing overall team performance.
- Conceptualized learning and development methodologies for the upskilling of soldiers.

CORE COMPETENCIES

- Leadership
- Operations Management
- Supply Chain Management
- HR Management
- Administration / Facility Management
- Crisis and Disaster Management
- Project Management
- Communication
- Teamwork • Flexibility

EDUCATION

- Business Management Programme (NITIE Mumbai)
- Masters in public administration (IGNOU)
- Diploma in Junior Level Defence Management (DAVV Indore)
- Bachelor of Arts (Annamalai University)



CERTIFICATIONS

- CPL(Helicopter's)
- Agile Scrum Mastery, Udemy
- MS Excel, Udemy



ACHIEVEMENTS

- Army Commanders Commendation Card for critical medical evacuation.
- Appreciation for Disaster Relief Operations Nepal Earthquake 2015.
- Appreciation for participation in landslide relief operation Manipur 2015.
- Appreciation for Flood relief operation, Assam 2016-2017



SHIBU SL

Lt Colonel
Indian Army

OPERATIONS, HR, ADMIN AND SECURITY

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● **Service: 22 Years**

Profile Summary:

An Army Officer with **20+ years** of leadership experience in handling critical roles under pressure in **VUCA** milieu. Proven domain expert in **Risk Management, Strategic Planning, Operations & Human Capital Management** with optimal productivity. Leveraging technology to drive operational efficiency & to achieve cost optimization. Have led multiple **cross functional** teams of **800+** workforce in frontier regions & **United Nations**, multiple times to achieve organizational objectives. Critical thinker, dynamic and result oriented team-leader with exceptional **interpersonal skills** & passionate about **building productive relationship** with clients, partners and team members.

Admin and Security

- Directed the **Physical Security** of a Defence Manufacturing Factory, with **3500+ employees** including contract labourers, spread over a span of 3200 acres in **Hyderabad**.
- Successfully stage-managed the **negotiations** and was instrumental in the termination of the **32-day National level strike** against the implementation of **Corporatization**.
- Was influential in realistic **threat assessment & risk mitigation** with the IB and the State Police counterterrorism wings.
- In both National and also as a **UN peacekeeper** handled multinational personnel, successfully coordinated and carried out more than **240 high risk** missions with nix damage or casualties.
- Orchestrated & effectively **conducted the entourage** of the Defence Ministers of **NIGERIA** and **MYANMAR** in mid-2022.

Operations and Logistics

- Successfully led several convoys of up to **250 vehicles** over a diverse terrain with end-to-end transport management with **zero incidents**. Controlled and facilitated the **risk-free movement** of personnel for functional tasks.
- In-charge of horizon scanning, planning, and stock dumping for a 2500 plus customers over a two-year period, including **rationing, FOL, and functional logistics**.
- As part of a **Cost Reduction Committee**, recommended a 30% decrease in overall security costs, **saving INR 30 Cr**.
- Increased customer satisfaction and profits in the Army Facilities Outlet (**turnover of INR 1.7 Cr**) by 15% in one year.

HR and Training

- Handled **end-to-end HR processes** for **800+ personnel** including staffing, training, performance appraisals, counselling /grievance handling, discipline, and dependents welfare, throughout the length of service.
- Improvement of operational efficiency and a **35% reduction** in **HR commitment** as a result of the digitization of security surveillance solutions.
- Incorporated **employee engagement** processes and achieved substantial rise in motivation levels by implementing lucient policies for **performance monitoring**, leave planning, **work scheduling** & delegation, rewards, and appreciation.

CORE COMPETENCIES

- Team Leadership
- Security & Loss Prevention
- Facility Management
- Cross Functional Collaboration
- People Management
- Negotiations
- Operation Management
- Quick Learner & Adaptive Mindset
- Risk Mitigation

EDUCATION

- Graduate Management Programme, **NITIE 2023**.
- **Bachelor of Science (Maths Hons)** | Vartak College, Mumbai | **1998**.



CERTIFICATIONS

- Pursuing Certified Protection Personnel (**CPP**) from ASIS.
- Lean Six Sigma Green Belt (**LSSGB**) | KPMG.
- Certified in **POSH** (Prevention of Sexual Harassment)-Act '13.
- Certified in **Fire & Industrial Safety Audit** – Gol Certified.



ACHIEVEMENTS

- Awarded with **United Nations Force Commanders'** appreciation for exemplary service in **UN** mission area (DR Congo).
- Selected on merit for Mid-level Management Development Program in **IIM-Indore** | Oct-2018.
- Was chosen as the best Young Officer in Team Validation Event | 2002.



NEHA DHAWALE

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Squadron Leader Indian Air Force

- Service: 13.5 Years

HR MANAGEMENT

Profile Summary:

A dynamic, versatile and performance driven helicopter pilot with the skill set of quick decision making and unwavering focus in a dynamic and challenging environment offering over 13 years of diverse experience in the fields of Aviation, Crew Resource Management, Risk Management, Operations Management, Administration, HRM, Training and Mentoring. Leveraging cross-domain knowledge skills and experience to drive multi-functional teams and deliver results.

HR Management

- Commanded force of close to 300 Air Warriors dealing with their behavioral aspects, talent management, discipline, promotions, grievance redressal, appraisal reports and placing the right person at right place at right time.
- Led Air Force Family Welfare Organisation for 4 years contributing towards welfare activities of Air Warriors and their families, applying appropriate issue resolving methods to maintain a balance in their personal and professional life.
- Implementation and successful conduct of recruitment for Non Combatant and civilian posts in the organisation.

Operations

- Officiated as Chief Executive Officer in planning flying operations at a frontline base in Northern & Eastern sector of the country.
- Successfully conducted surprise audits of units in station and ensured timely updates and implementation of SOPs/policies for creating a safe flying environment.
- Collection and analysis of intelligence data gathered through various sources ensuring effective utilisation for benefit of the organisation.

Administration

- Administration of a pre-primary school under the aegis of Air Force Family Welfare Organisation by following proper curriculum for education of close to 45 children, payroll management of teachers and helpers in the school.
- Management of dining-in mess of close to 500 members by supervising different departments. Conducting routine audits and developing new methods to bring it to profitable level.
- Successful conduct and supervision of Adventure Camp for children of 10 to 18 years of age in Eastern sector of the country.
- Overall administration and co-ordination of VIP and VVIP visits in the organisation ensuring that all best possible facilities were provided.

CORE COMPETENCIES

- Leadership
- Human Resource Management
- Operations
- Strategic Planning
- Social Skills
- Risk Analysis and Mitigation
- Administration
- Critical Thinking

EDUCATION

- Bachelor Of Science- Statistics (Devi Ahilya Vishwavidyalaya)
- Masters in Human Resource Management (Jamia Millia Islamia, New Delhi)
- Business Management Program (NITIE, Mumbai)



CERTIFICATIONS

- Basic and Intermediate Administrative Course from Air Force Administrative College
- Basic Professional Course in Aviation from College of Air Warfare
- Leadership Skills Certification from IIM Ahmedabad
- NCC 'C' Certificate



ACHIEVEMENTS

- Carried out close to 50 accident and incident free casualty evacuation and air maintenance operations in various sectors of the country.
- Awarded as best NCC cadet in the year of 2004.
- Attended various National Level camps in NCC.
- Achieved district level awards in the field of drawing and painting.



VIMAL G NAIR

**Lt Colonel
Indian Army**

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- vimninja23@gmail.com
- www.linkedin.com/in/vimal-nair-veteran

● **Service: 21 Years**

OPERATIONS, PROJECT MANAGEMENT, SECURITY & RISK MANAGEMENT

Profile Summary:

Enterprising leader and military professional with 21 years of cross-functional experience and proven delivery skills in Operations and Asset management, Program and Project management, Security and administration. CapEx management while leading diverse, large teams in high stress combat environment. Passionate about building talented and high-performance teams, result oriented and time bound projects in a VUCA world. Risk assessment, governance and compliance in various roles.

Operations and Project Management

- Led a team of 1000 personnel including senior and mid-level managers in various projects spread over geographies and scale.
- Responsible for operational serviceability of a major logistics base including everyday operations and critical infrastructure.
- Spearheaded the complete project management functions including planning, budgeting, creating checklists, cross functional coordination and SOP for running a transshipment complex catering to over 2000 plus personnel every day.
- Oversaw budgeting, planning and expenditure of funds worth INR 500 Crore (CapEx and OpEx) annually at a National level role.
- Over the last decade in various roles spread over multiple domains have managed small to big standalone projects worth 5 to 100 Crores INR, provided onsite expertise and successful deliverables.
- Planned and executed multiple cross functional projects related to setting up of retail stores, increased YoY sales by 15%.

HRM and Administration

- Managed human resource of 15000 personnel spread across 5 states of North East India with challenging topographical spread including setting up of COVID specific infrastructure and daily administration.
- Responsible for Audit of overall Administration, Facilities and ensuring compliance at multiple levels.
- As senior manager led cross functional teams of 800 personnel in challenging hostile environs and handled all HR related matters.

Security and Training

- Planned and oversaw training of 1000 plus personnel annually on basic and advanced military training amounting to 27 lakh manhours, evolving latest techniques and training infrastructure.
- Handled security at various levels and roles in multifarious locations and reduced operating costs by use of labour-saving devices, latest technological advancements and fool proof Asset protection.

CORE COMPETENCIES

- Leadership • Strategy
- Operations • HRM
- Project management
- Facility management
- L & D
- Training and mentoring
- Loss prevention
- Security
- Risk mitigation
- Crisis management
- Administration

EDUCATION

- General Management Programme, NITIE 2023
- PGCBM- XLRI, 2019-20
- Bachelor of Arts-JNU(NDA) 1997-2000



CERTIFICATIONS

- PMP (pursuing)
- Certified Scrum Master (CSM)-Scrum alliance August 2022
- Lean six sigma green belt (LSSGB)-KPMG July 2022
- Graduate Certificate in Public Policy-Takshashila (2023)



ACHIEVEMENTS

- Awarded Chief of Army Staff Commendation Card (N1Level) 2007 and 2016 for operational excellence.
- Team award in 2006 & 2015 (N2 Level)



ELSTON RYAN MONTEIRO

**Squadron Leader
Indian Air Force**

- 8123769990
- elstonryan491@gmail.com
- www.linkedin.com/in/elstonryanmonteiro/

● **Service: 10 Years**

**OPERATIONS | PROJECT MANAGEMENT | SUPPLY CHAIN PLANNING |
PROCESS IMPROVEMENT | AUDIT**

Profile Summary:

Enterprising management leader and influential communicator, skilled at optimising supply planning and improving procurement efficiency in terms of time, cost and operational requirements; develop and execute high-impact project management roadmaps for multi-unit organisations.

Resourceful strategist experience in the highly regulated and high-demand environment of the Indian Air Force. Adept at optimising resource utilisation, auditing, mitigating risk and quality issues across the project lifecycle and improving contract governance.

Experienced at providing leadership to large teams focusing on employee growth and satisfaction.

CORE COMPETENCIES

- Operations and Supply Chain Management
- Project Management
- Aviation Asset Management
- Process and Cost Efficiency
- Contract Administration
- Capacity Planning
- Problem-solving
- Stakeholder Management
- Resource Optimisation
- HR Management
- Audits

EDUCATION

- Executive Management Course for Defence Services | NITIE, Mumbai
- PGDM Aeronautical Engineering, VTU Belgaum
- BE (Electronics & Communication), VTU Belgaum

Operations | Project Management | Supply Chain Planning | Process Improvement | Audit

2014 – 2024 | INDIAN AIR FORCE, India

Jan 2022 – Present | Operations & Engineering Project Manager - Sukhoi-30 MKI (Aviation Asset Management)

- Led a 300-member cross-functional team in maintaining readiness of 16+ aircraft (high-tech inventory worth over 700 million USD) with **standard operational capability of 95%**, implementing risk management initiatives, and improving flight safety. Achieved over **200Hrs of flying** a month.

Aircraft Operations Strategy | Incident Investigation | Team Management

- **Enhanced operational utilisation** of aircraft systems in collaboration with multidisciplinary teams and boosted functioning of specialist vehicles and various support equipment in coordination with internal teams and OEMs. **Handled accident investigations** and incident analysis as the Technical member of the Court of Inquiries team, playing a key role in **recommending corrective actions**.

Problem-solving and Process Improvement

- **Identified inefficiencies** in activities through **root cause analysis** and led a team in improving the process by recycling rejected materials; saved on procurement costs and helped **cut loading time by 49%**.
- **Organised procurement** of spare parts, testers, etc. from the base within stringent timelines in collaboration with key agencies, supporting the Indian contingent participating in Exercise **Pitch Black 2022** in Australia with **4 Su-30 MKI aircraft**.

Jun 2019 – Jan 2022 | General Manager – Technical Operations, Training and Project Management

Headed multiple portfolios while leading a capable team in executing complex activities and managing priorities.

Operations Management | Technical Training | Administration

- **Achieved 100% serviceability** of the aircraft strap-on system (inventory value **15 million USD**) with a team of 22 trained professionals, ensuring performance during flying exercises.
- **Headed planning** and allocation of **funds / grant** for the training function including procurement of office equipment and training aids.
- **Liaised with multiple** stakeholders for planning, operations, logistics, and documentation while executing the project to replace an obsolete SU-30MKI simulator with the Sukhoi-30MKI Full Mission version (12 million USD).

Dec 2015 – Jun 2019 | Manager – Operations, Engineering, and Project Management – Fighter Aircraft Fleet

Planned and executed a project to set up strategic defence capabilities in a remote location after a major defence operation, involving complex **logistics planning** for movement across 500 km; mobilised 4 aircraft, a team of 80 professionals and multiple resources, organised procurement, and **negotiated vehicle lease contracts** with 3rd-party transport providers.



CERTIFICATIONS

- PMP (Pursuing)



ACHIEVEMENTS



PLACEMENT TEAM



Rauf Iqbal
Professor & Dean-
Student Affairs



Neeraj Pandey
Professor &
Associate Dean,
Placement & Branding



Vartika Srivastava
Professor-in-charge
Placements



Maneesh Singh



Philip Jacob



Mandeep Singh



Tushar Thakur



Vibha Sharma

BRANDING TEAM



Shrawan Kapila



Poonam Singh
Professor-in-charge
Branding



Somnath Palde



Amrut Godbole



Ashish Chauhan



Lalit Taharabadkar



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OUR RECRUITERS

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CONSULTING GROUP



McKinsey
& Company



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FMCG



Amul



Bata

bharti



BUNGE



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ESTD 1869



Johnson & Johnson

kaya
clinic

Kellogg's



L'ORÉAL



METRO



PALMOLIVE



scJohnson



हिन्दुस्तान





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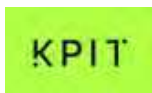


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IT & ITES





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Others





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