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| Assistant Vice President : HR (P&A) (HR Strategy, Vision, Competency Enhancement)  Dinesh  [Dinesh.95644@2freemail.com](mailto:Dinesh.95644@2freemail.com)  Objective  I am seeking a challenging HR leadership position, where my broad range of business focused skills and capabilities can convert business strategy into best-in-class operational HR delivery. I have a preference for building an HR capability rather than running a department and a role offering challenging project related objectives. | | | | | Untitled |
| Profile |  | Key experience |  | Profession | |
| HR professional with 18yrs. Experience in Strategic HR, Talent Acquisition & Management, Business Partner HR, HR Operations and Change Management.  Gained experience in Corporate, Manufacturing, Pharmaceuticals, Pre Engineering Buildings, Logistics and Glass & Ceramics with Japanese, Americans MNC’s.  Industrial Relations & Compliances: Expertise in handling issues related to Employee Discipline, Factories, Shop Floor, Contract, PF, Minimum Wages.  Drafted Wage policy, wage structure & Incentive schemes.  Communication meetings & Open houses for grievance redressal.  Inculcation of Team spirit via Sports & Cultural Events.  Successful HR Manager with demonstrable record in project delivery and business focus. | * Senior Leadership Team Member * Business HR Partner * Talent Management * PMS * Grievance handling. * Succession Planning * Remuneration and Reward * Learning & Development * Change Management * HR & IR Strategy * Policy Development and Implementation * Organization Development * Projects * Compliances * HR function set-up * Effective handling disciplinary cases | Human Resources Professional | |
| Nationality | |
| Indian | |
| Qualifications | |
| **MBA : HR** - MDU, Rohtak  **PGDBM (HRM)** IIMT, Chennai  **BSc –** T.M Bhagalpur University  **Diploma in Java Programming and E-Commerce –** Loyola, Chennai | |
| Professional Activities | |
| Guest lecturer for delivering experiential learning at leading Business Institutions. | |

Experience with Mangalam Cement Limited (Dec 2016 – date) RMA, Rajasthan

Mangalam Cement Limited, the ISO 9001:2000, IS/ISO 14001:2004 and ISO 18001:2007 certified company was incorporated on 27th October 1976. The company was promoted by Kesoram Industries & Cotton Mills Ltd., The Century Spinning & Mfg. Co. Ltd., The Gwalior Rayon Silk Mfg. (Wvg.) Co. Ltd., and Pilani Investment Corporation Ltd. Rajasthan State Industrial & Mineral Development Corporation Ltd. (RIMC) also participated in the promoters capital. As a **B.K. Birla Group** wing, the company is producing cement in 43 grades, 53 grades and Portland Pozzolana Cement (PPC) using the dry process and marketing under the brand name of "Birla Uttam".

Current Role :Assistant Vice President – HR (P&A) **:** Member of the Senior Leadership Team, reporting to the President & Director. Have established entire HR Department from zero level.   
Prepared Best HR practices, policies, manual, compensation, appraisal systems and strategized the HR in terms of short and long term plans. Leading the HR Capability for Mangalam Cement operations in region, working directly with the leadership and the local HR Capability teams. Driving the overall HR vision of being a true business partner in all people-related matters – a coach for leaders, a catalyst for change and strategic expert in HR matters.

Experience with Gujarat Guardian Limited (April 2015 – Nov’ 2016) Ankleshwar, Gujarat

(US MNC) Guardian Glass is part of Guardian Industries. Headquartered in Auburn Hills, Michigan, Guardian Glass is one of the world's largest glass manufacturers with leading positions in float and fabricated glass products for commercial, residential and transportation applications.A joint venture between Guardian Industries Corporation of USA, the world leaders into the Float Glass, Automotive and Building materials.Locations on five continents, in more than 25 countries with 29 Plants.In Gujarat there are around 800 Employees Strength (440 on roll and rest under Contract Management).

Current Role :**Head HR :**Member of the Senior Leadership Team, reporting to the Plant Head.My focus is on Value Creation framework, Culture, Change Management and strive to advance MBM© Guiding Principles in the company, Responsible for the full range of HR services at the Float Glass Plant.Designed and implemented business focused HR& IR Policies and Employment Handbook.Leading the Talent Management and Succession Planning exercise. Driving Employee engagement activities across the organisation like open houses, celebrations. Introduced the concept of Business HR in Company and created HR Road Map & Strategy. Managed end to end HR delivery in the role of Business partner. Initiated formation of different committees for harmonious Industrial Relations, which acted as a catalyst in arriving at peaceful wage settlement of Non Managementin July 2016. Enhanced variable contribution margin of the company by conducting DAC (Development Assessment Centre) of Marketing & Sales force.

Experience with HONDA Logistics India Pvt. Limited - (April 2011 – March 2015) (TKR) Rajasthan

(Japanese MNC) Since 1960, Honda Logistics has been engaged in the logistics of all types of parts and materials, not to mention finished vehicles, as a logistics company of the Honda Group. Our experience and results obtained through large-scale logistics, called production logistics, of automobiles have been steadily accumulated as precious assets. We currently have a logistics network consisting of 33 corporations as bases in 12 countries including the United States, Canada, Brazil, the United Kingdom, Belgium, the Philippines, Thailand, India, Indonesia, China and Taiwan, not to mention Japan.  
In Rajasthan there are around 2800+ Employees Strength (1000 on roll and rest under Contract Management).

Role :**Head : HR/Admin/IR:**Member of the Senior Leadership Team, reporting to the Director. Member of the Senior Leadership Team, reporting to the Director.   
Accountable for HRD Excellence and imparting Best HR practices within the organization. Aligning HR with Business objectives for conceptualizing and formulating the HR strategy. Have been accountable for attracting talents from the competition, grooming/training and retaining them. Conducted various team building & employee engagement activities.  
Preparing the training budget & training calendar, organizing, coordinating and conducting training programs.  
Designed and implemented Leadership Development framework that facilitates the development of leadership capabilities in line with future business plans through implementation of benchmarked initiatives and structured processes.  
Framed HR Strategy, HR Policy and Organizational (OD). Responsible for Managing HR Budgets and Managing Wage Cost. I designed and successfully implemented a Productivity plan for all departments. Have re-created HR Policy Manual and written SOPs on HR processes. Created HR & IR roadmap and strategy. Implementation of change relating to Organization design and Structure. Designing & Implementing PMS. Responsible for Talent Acquisition across the group. Facilitating the Talent Management and Succession planning exercise for the top 200 executives in the companies. Design of Manpower deployment Matrix for green field project and IR Strategy from new Plant point of view.

Experience with Interarch Building Products Pvt. Ltd., (February 2006 – March 2011) Noida, UP

A market Indian leader in Metal, INFRA Structure Building products manufacturer and integrated Structural, steel construction Solution provider in India.Interarch is a leading turnkey Pre-Engineered Steel Construction Solution provider in India with integrated facilities for design, manufacture, logistics, supply and project execution capabilities for pre-engineered steel buildings.In Noida there are around 2500+ Employees Strength (1500 on roll and rest under Contract Management).

Role : **General Manager – Corporate HR:**My job revolved mostly in the areas of Change management, Business HR including Talent Acquisition and also end to end HR delivery which includes interaction with Director, Sr. VP Operations and HOD’s on regular basis on various HR agenda.Led the Talent Acquisition, Training & Development, PMS and Employee Engagement capabilities for the whole group. Shouldered dual responsibility of managing Plant HR and Corporate function by visiting Plant HR on alternate day.

Experience with Panacea Biotec Ltd.,(March 2000 – January 2006) New Delhi

An [Indian](https://en.wikipedia.org/wiki/India)research based pharmaceutical and health management company involved in research, manufacturing, and marketing of pharmaceutical formulations, vaccines, and natural products. It is one of the three largest biotech companies in India.In Delhi/ NCR there are around 2000+ Employees Strength (800 on roll and rest under Contract Management).

Role :**Manager HR (Personnel):**Reporting to the General Manager. Headed the HR capability for three plants in Delhi, Punjab and Himachal Pradesh. Led the computerization of all HR information. Recruitment Cycle for 3 plant. Organisation restructuring, Team Building and development activities. Green field project exposure.

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| Professional Interests |
| Guest lecturer for delivering experiential learning at leading Business Institutions. |
| Project Achievements |
| * Designed & Implemented HR Manual, SOPs at Gujarat Guardian. * Designed and shared Kaizen & 5’S’ Competition at Gujarat Guardian. * Designed & Implemented Productivity Plan for all respective department at HONDA. * Successfully Designed and Implemented Idea Management System at INTERACH. * An Initiative to provide the needy with basic necessities at INTERARCH. * Performance Appraisal System in Panacea Biotec Ltd, Delhi – a critical evaluation. A study reports on Performance Appraisal Systems. * Supervised and conducted HR/Quality audits for system improvements |
| Training Programmes Attended |
| * Train the trainer by HOLISTIC, Bangalore. * ISO Series Quality System by MDI, Gurgaon. * Training on Safety, Health & Environment, Mumbai. * Time Manager by TMI, Sultanate of Oman, Muscat. * Strategic Management by Monitor Group at Japan. * Coaching Skills Course at Dubai. |

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|  |  | Personal Circumstances |  | Notice Period |
|  | * Married, having 2 sons * Flexible to relocate and travel | 2 months |
| Personal Interests |
| Lawn tennis  Swimming  Chess  Personal Development |