



VIPUL SAXENA - "Top Leadership Development Voice" on LinkedIn

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Summary

A well rounded Techno- Commercial & Legal, HR Leader having hands-on experience on Strategic & Functional role, with significant Human Resource aspects of experience in new project development- Iron Ore , Chromite, Coal, Bauxite, Bentonite, Kaolin, Clays in India & Overseas and Integrated Steel, Ferro Alloys, Coke Oven, Forged/Cast Rolls, Fused Alumina, GCC, Silica Sand, Refractory Raw Material, Textile, Textile Chemical, Garments, Pharma intermediary Chemicals manufacturing Plants in India & Overseas ((US, UK, Europe, Philippines, Libya, Nigeria, Bosnia, Belgium, Oman & Malaysia, Dubai, China etc).

Using sharp Techno-Commercial & Legal skills, ensured Operational excellence (Over 25000+ Multinational employees Mine & Plant operation alone). Global experience spans from India, US , UK, Europe, Africa, APAC, South East Asia, Gulf and China etc. Deftly dealt with critical legal matters pertaining to Techno Commercial, Wage agreements, statutory matters, Labour unrests globally. Played significant role in Certifications e.g ISO, GOTs, SA-8000, Reach, FLO-CERT, API, GMP etc

Being Technically qualified and hands on experience in handling business as Executive Director made his role strategically more accurate & productive as Team Player in Top Management & as Leader in HR Domain at CXO level, who can quickly understand Business Process and Market dynamics aligning his HR strategy to Organisational Goals.

Well recognized for his innovative style of managing Human Resource and smoothly managing Change in the Organisations. Proven leader in the delivery of bottom-line results achieved through organizational efficiency & effectiveness implementing proactive & strategically focused HR solutions for multi national, multi cultural expatriates ensuring employee engagement, diversity & inclusion and equal opportunity policies. Being continuous learner, introduced Learning culture in all the Organisations served through motivating & facilitating learning options.

As part of Top Management team he was involved in Strategic planning and decision making for the Group served. As Executive Director/Director of 650 Cr SBU – Global O & M (P & L Responsibility) of Mittal Group / Khatau Group handled Operations including Banking role too for Working capital management, OTS and CDR. Turned around loss making INR 350 Cr Turn Over Pharma grade Chemical manufacturing plant into profit making through strategic changes using Best Practices e.g Lean Six Sigma etc.

Has been Member Kutch Industry for FOKIA (Federation of Kutch Industrial Area) for developing synergy between Industry in Kutch and Academia. Been Regular visitor to top colleges including IIM as Guest lecturer, Panelist, MBA Project Evaluator etc

Initiated Skill development / Skill validation of blue collared employees for career growth and also inhouse training centers at par with ITI; the Scheme was inaugurated by the then CM of Gujrat, Shri Narendra Modi.

A qualified Pilot having over 2000 hours of flying experience in all kinds of terrains & VVIP Operations. Headed Unit flying Operations & maintenance of over 10 Aircrafts including Helicopters. Managed Operations of Civil Defence Airports. **Been effective & successful Instructor for Pilots & Aviation Engineers.**

Regular participant of Seminars / Webinars by ICAO /FAA / EASA/ IATA / MOCA / DGCA. Posses good knowledge on Drone Flying Operations, Completed Online Training and passed Theoretical knowledge examination for Drone Flying under **Open A1 A3 Category Drone**, from EASA (European Union Aviation Safety).

Well known Aviation Expert for Print media & TV for incredible Analysis of various critical Accidents and Aviation Policy matters, being ex Pilot, Aviation Engineer and qualified Journalism & Mass Communication Professional and Columns in Leading Print Media e.g Times of India, Rajasthan Patrika etc.

Wrote National Award Winning Aviation Technical Research Paper on "Structural Fatigue and its Remedies".

Author of 02 well researched Books “Employee Engagement-A recipe to boost Organisational Performance” and “Decode personality for Organisational Success- a Cosmo-Psycho Tool”.

Consulting Editor for “Market for Textiles & Clothing (based on household survey 2020), a Comprehensive Research & Predictive Report” by Textile Committee (Ministry of Textiles, Govt of India).

Has hands on experience in Psychometry & Behavioral Counselling, Certified in Neuroscience (Harvard), Certified in Cognitive Behavioral Therapy (Udemy, USA) and Certified in Existential Well-being Therapy (KU Leuven, Belgium).

Industry Experience

Possess hands on experience in Global industries, having Plants and Offices in India, Europe, Africa, South East Asia, Gulf and China in the domains mentioned below-

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| <p>1. Mining & Mineral Processing
(Iron Ore, Bauxite, Bentonite, Kaolin, Vol-clay, GCC, Silica, Fused Alumina, Refractory raw material, Proppant etc)</p> <p>2. Industrial Instruments and Equipments
(SOLAR Panels, Forged rolls, Cast rolls, Sugar mill castings, Propeller Blades for Ships, Fuel Dispensing Manufacturing etc)</p> <p>3. Fashion Garment & Home Furnishing Manufacturing</p> <p>4. Textile & Textile Chemicals Manufacturing
(Yarn, Weaving Fabric - Grieg & dyed, Dyes - Vat, Direct, Reactive etc)</p> | <p>5. Metal Manufacturing
(Steel , Chrome & other Alloys etc)</p> <p>6. FMCG (Mineral Water and Fruit Juices)</p> <p>7. Consumer Goods (Plywood, Particle Boards, MDF, Veneer etc)</p> <p>8. Chemical Manufacturing
Pharma Inter-mediate e.g Ethyl Acetate and Acetaldehyde</p> |
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Skill Sets and Specialties

Strategic expertise in Enterprise transformation, HR transformation and scaling up operations through enhancement of installed capacities and technological advancement.	Strategic Planning & Execution of new Projects through deep understanding of technology, manufacturing process, HR & people process and ESG.
Member Kutch Industry for FOKIA (Federation of Kutch Industrial Area) for developing synergy between Industry in Kutch and Academia.	Initiated Skill development / Skill validation of blue collared employees for career growth and also inhouse training centers at par with ITI; the Scheme was inaugurated by the then CM of Gujrat, Shri Narendra Modi.
Enterprise & HR Transformation with KPMG of entire Group.	Digitisation – Implementation of SAP-HR, SPINE, HONO, ZOHO and In-house ERP
Instrumental in development of In-house SCM ERP.	Talent acquisition & retention upto CEO, Director and MD levels. Handled upto 1,00,000 work forces
Multi-national & Multi- cultural Human Resources management (Expatriate management, overseas start-ups, cross-cultural matters)	Legal Drafting, handling Statutory and Techno - commercial & labour Legal Matters.
Change Management and Succession planning across Organization.	Policy / program development and implementation.
Diversity, Equity & Inclusion (DEI), Global Mobility, Equal Employment Opportunity (EEO) and Employee Engagement.	Man power cost Optimisation through rationalization, Succession Planning, Restructuring of Organisation in India and overseas.
Innovative Performance based Incentive Model.	Due Diligence & Workforce planning, ramp-up and -down for Projects, Capacity build up/down, Merger & Acquisition, joint Ventures, Demergers etc.
Implementation of 5 S & TPM, TQM, Kaizen, Lean Six Sigma, SAP-HR R3 Module (3 cycles).	Industrial Relations Management in India & Abroad (closure of plants, Assets relocation, settlement of unionized work force, wage agreements, strikes etc).
Introduced Learning Culture and ensured Training & Development of Employees.	Managing PR & Corp Communication (Electronic & Print Media) and Spokesperson.
Business Head for SBU (Global O & M) with P & L Responsibility and Manufacturing Plant Operations	National Bravery Award nomination for Averting “Major Bank Robbery” in a mid night Operation.
Regular contributor to popular knowledge sharing portal www.slideshare.com receiving good response	Effective & Successful Instructors for Pilot & Aviation Engineers. Guide for MBA Students

Publications & Media contributions

National Award Wining “Aviation Technical Research Paper on “Structural Fatigue in Helicopters and its Remedies” ”	Number of Research Papers on HR matters published in top Research Journals
Authored 2 globally popular Books : 1. Employee Engagement- a Recipe for Organisational Performance (2019) 2. Decode Personality for Organisational Success – a Cosmo Psycho Tool (2020)	Consulting Editor for “Market for Textiles & Clothing (based on household survey 2020) – a Comprehensive Research & Predictive Report” by Textile Committee (Ministry of Textiles, Govt of India)
Articles for Times of India and many National & International Print media on Aviation & Astrology	TV Panelist for top Indian & International TV Channels on Aviation and Business

Research Papers

1. Structural Fatigue in Helicopters and its Remedies (National Award Wining Technical Research Paper) - Defence Research Magazine	2. Market for Textiles & Clothing (based on household survey 2020) – a Comprehensive Research & Predictive Report - Ministry of Textiles, Govt of India
3. Impact of Employee Engagement on Employee Performance – Case of Manufacturing Sectors : JMRBDS	4. Study of Employee Engagement –Case of Manufacturing Sectors : IJHRMR
5. Indian Capital Market : An Evaluation (With Special Reference to an overview of the Growth) : RJRID	6. Manage Stress through enchanting Human Relationship : GIJHE
7. Study of Employee Engagement -TJPRC	8. Talent Management is as Critical as Capital Investment – IJBMR

Articles in Business Magazines

One has to be socially intelligent too	Is it going to be Ops normal, immediately after world is out of COVID-19
Performance Management – a real-time challenge for Organisations	Why Psychometry in unable to give conclusive evaluation of candidate in Corporate Talent Management
Training is no longer an aimless continuous process has ROI objectives too.	Reference Check of Candidate is nothing but an eye wash
Exit Interviews can bring out truth only if Organisations have strong will.	

Lastly, worked as **President - Special Projects**, for **Waaree Group No 1 Solar Manufacturer in India**, took a break in May 2023, for daughter's marriage at short notice and ancestral property issues at Kota. Both the assignments are now over in Feb 2024.

EMPLOYMENT CHRONICLE

SI No	Organisation	Designation	Period	Product and Brands
1	Waaree Group	President- Special Projects	Nov '22 – May'24	Special Projects
2	KK Birla Group	Executive Vice President- Group HR	Nov '18 - May '22	Textile & Home Furnishing
3	ABG Group (Essar)	President & CPO—Group	Aug'16- Oct'18	Shipyard, Cement & Marine Shipping
4	Ashapura Group of Industries	Group VP – HR (Global)	Nov'12—Aug'16	Mines and Mineral Process
5	ISPAT Industries Ltd / Global Steel Holdings Ltd (UK)	Group President –HR (Global Head) & Executive Director – SBU – Global O & M (P & L Responsibility)	Jun'10 – Nov'12	Mining, Steel & Alloys Manufacturing
6	WAAREE Group	Group Head – HR	Mar'09 – Jun'10	Industrial Instruments, Solar

7	Mandhana Group of Industries	Group President-HR & Corporate Communications	Oct'07 – Mar'09	Fabric and Garment
8	Khatau Group - Indokem Ltd, Indokem Overseas Ltd & Refnol Ltd	Group VP-HR and Director on Board	Jan'05 – Oct'07	Textile Chemicals - Dyes and Auxiliary Chemicals
9	Uniply Group of Industries Ltd	Group Head - HR & Marketing	Jun'03 – Jan'05	Plywood Brand
10	Parle Group	Group Head -HR	Sep'01 – Jun'03	Mineral Water, Fruit Juices & Carbonated Drinks
11	Defence Forces	Flight Commander	Feb '86 –Sep '01	Pilot, Aeronautical Engineer and Marine Officer. Effective & Successful Instructor for Pilots & Aviation Engineers.

Academic Qualifications

1. Ph.D — Organisational Behaviour	2. Masters -- Human Resource Management
3. PG Diploma -- Journalism and Mass Communications	4. LLB – Member Bar Council of Maharashtra & Goa; COP (Certificate of Practice by Bar Council of India)
5. Executive Program – Advanced Civil Litigation Practice, Procedure and Drafting	6. Bachelor of Aeronautical Engineering
7. B .Com	

Specialisation Courses & Certifications

Black Belt-Lean Six Sigma	TPM & TQM
Piping Engineering (IIT-Mumbai)	Qualified Pilot (Aircraft & Helicopters) Instructor for Pilots & Aviation Engineers
Data Analytics for Process Monitoring, Soft Sensing Controller Performance Assessment (IIT-Mumbai)	Abridged Psychometry Course (Defence)
Abridged Human Resource Management Course (Defence)	Qualified SAP-HR professional
Certified in Competency Mapping	Industrial Fire, Safety & First Aid
Finance for non-Finance Executives	Certified in Neuroscience (Harvard)
Certified Assessor-Psychometric Tools (NAOP,USA)	Certified in Existential Well-being Therapy (KU Leuven, Belgium)
Certified in Cognitive Behavioral Therapy (Udemy, USA)	Integrated Logistics Management Course (ILMS)
Security (including latest Electronic Solutions)	EDP-Solar Energy Technology (Govt of India)
Poultry (Govt of India)	Marine Officer – India Navy Officer with Sea-Experience of Small Ships, Tankers, Aircraft Carrier (upto 50000 MT Ships)

Aviation Specialisation Courses & Certifications

A-CDM Course – EASA	PBN Course -EASA
CAO - Simplified Procedure for Air Traffic Management Collaborative Decision Making	CAO - Overview of ICAO Innovation Workshop
CAO - Management of Aviation Safety Risks related to COVID	CAO - Extending FDTL for COVID
CAO - Licensing in times of COVID	CAO - Introduction to the ICAO Innovation in Aviation Gateway
FAA - COVID Actions and Recovery Planning	DGCA – Drone Chaupal
ATA - Managing Fatigue in COVID for Normal Operations	Indian Navy Officer with Sea time on Small Ships, Tankers, Aircraft Carriers ((upto 50000 MT)

Personal Dossier

- 1. Date of Birth** :29th May, 1964;
- 2. Marital Status** : Wife working as **Director- Operations in DGCA**, soon to be **Deputy Director General, DGCA**
- 3. Children** : Daughter 30 yrs ,
- 4. Address** : O-2/2,New Airport Colony, Vile Parle (East), Mumbai-400099

Countries Traveled : USA, UK, Philippines, Bosnia, Nigeria, Libya, Kenya, Sri Lanka, Maldives, Somalia, UAE, Turkey etc