



PRADEEP CHANDRAN NAIR

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Professional Summary

Distinguished Lt General with 38 years of illustrious service at the forefront of the Indian Army, commanding over 65,000 troops and garnering prestigious accolades including the Param Vishisht Seva Medal, Ati Vishisht Seva Medal, and Yudh Seva Medal for exemplary leadership. As the 21st Director General of Assam Rifles, provided invaluable advisory counsel on esteemed boards. Primed to infuse academia with unparalleled leadership and strategic vision, driving transformative initiatives and fostering operational excellence.

Education

• PhD, IGNOU	2022
• M Phil, Punjab University	2017
• Diploma in Public Administration, Punjab University	2016
• PGDPM, Symbiosis Institute of Management Studies, Pune	2001
• MSc (Def Studies), Madras University	1998
• Bachelor of Arts, JNU	1984

Achievements

• Param Vishisht Seva Medal	2023
• Various Lectures and Educational Talks (List Attached)	2021-2024
• Paper on In-Migration: Identity, Conflicts & Challenges in Manipur	2020
• Ati Vishisht Seva Medal	2020
• Yudh Seva Medal	2014
• COAS Commendation	2013, 2004, 2003

Publications

- Impact of the New Unrest in the North-East of India's Act East Policy-Centre For Joint Warfare Studies (CENJOWS)
- The Naga Talks Deadlock (CENJOWS)
- Demystifying Indo-Myanmar Border: Peculiarities and Challenges
- The Manipur Imbroglio-Chanakya Dialogues, Feb 2025
- The Naga Issue: The Grandstanding by Muivah (Nov 2024), Myanmar: The Fall of Rakhine & Imperatives for India (Dec 2024)- For Vivekananda International Foundation
- The Asian Age Newspaper – **Eight different articles** at link <https://www.asianage.com/pradeep-c.-nair-25755>
- Currently working on a book on North-East as part of Chair of Excellence for the United Services Institute of India (USI-the oldest think tank of Asia)

Work History

LEARNING AND DEVELOPMENT

- Served as an esteemed **Instructor** (Directing Staff) at a premier training college, imparting cutting-edge instructional methodologies and curriculum development, fostering an environment of learning and growth for students across diverse disciplines, thereby enhancing academic performance and career readiness.
- Spearheaded comprehensive **training program** overhauls across multiple military training establishments, significantly enhancing operational readiness, skill proficiency, and leadership qualities among officers and enlisted personnel.
- Authored key **doctrinal publications** and training manuals that have been adopted across the armed forces, driving standardization and excellence in training methodologies and combat preparedness.
- Pioneered the **integration of advanced simulation technologies** and scenario-based training modules, ensuring personnel are adept in navigating complex and volatile environments.
- Demonstrated exceptional leadership in **academic administration**, overseeing faculty development, accreditation processes, and program evaluations, leading to notable improvements in teaching quality and student outcomes.

- Leveraged extensive experience in strategic planning and stakeholder engagement to forge **industry partnerships**, and initiate community outreach programs, significantly enhancing the organisation's profile and contribution to societal development.
- Cultivated partnerships with international **defence training institutions** to facilitate cross-training and exchange programs, broadening the tactical knowledge and strategic perspectives of armed forces personnel, and promoting global military cooperation.
- Orchestrated comprehensive **HR strategies**, seamlessly integrating manpower planning, performance appraisals, and holistic well-being programs, alongside effective grievance and discipline management, significantly nurturing a vibrant, supportive workplace atmosphere for over 65000 personnel.
- **Revolutionized officer training** and development by designing and enforcing a dynamic operations training program, tailoring syllabi to operational needs, and leveraging comprehensive assessments to enhance program effectiveness and meet strategic goals.
- Pioneered an **analytics-based evaluation framework**, meticulously analyzing feedback to refine training processes continuously, ensuring alignment with military excellence and strategic objectives.
- Drove academic excellence, research innovation, and comprehensive development programs, significantly elevating the **institution's reputation and educational standards** on both national and international platforms.
- Introduced an innovative approach by integrating **JEE and PG scores** into the selection process, creating a more attractive and efficient entry point for top candidates, substantially improving recruitment quality.
- Initiated and proposed the policy introduction of a specialized **UPSC-conducted exam** for technical graduates starting in February 2021, a visionary move set to be implemented in 2025, aimed at attracting top-tier technical talent to the armed forces.
- Laid the essential groundwork for the **Agniveer program**, implementing pioneering recruitment reforms and setting a new standard for military enlistment, thereby shaping the future landscape of the Indian Army's recruitment strategy.

LEADERSHIP AND ADMINISTRATION

- Pioneered transformative **HR policies**, driving substantial enhancements in employee morale and satisfaction, establishing a dynamic work environment through impactful and enhancing promotion avenues.
- Implemented an effective grievance redressal system, transitioning to online submissions and WhatsApp communications for ex-servicemen issues, achieving a **90% resolution rate**.
- Normalised gender equality by integrating 2430 women into operational roles, providing safe working conditions and equal opportunities, contributing to operational diversity and effectiveness.
- Instituted the **Assam Rifle Veterans Day** on 23rd March 2024, fostering a culture of honour and support for veterans and veterans through dedicated officer and JCO engagement.
- Oversaw the commissioning of officers into the Indian Army and managed the seniority fixation throughout their service, ensuring a seamless and equitable integration of talent into the military hierarchy.
- Led the visionary planning of **The Central Vista complex**, a cornerstone project housing 22 ministries, meticulously planning 14 floors with a focus on sustainability, space optimization, and modern engineering principles, drawing inspiration from global landmarks like the Pentagon for a future-ready strategy.
- Conceptualised the ground-breaking development of the new Army Headquarters, **Thalsena Bhavan**, centralizing operations within a 39-acre, ₹832 crore modern complex at Delhi Cantonment, designed for a century's use, reflecting an exemplary fusion of architecture and functionality.
- Spearheaded the **recruitment of all ranks** within the Indian Army, revolutionizing the officer selection process through the introduction of a holistic evaluation framework, significantly reducing the officer deficit and enhancing the quality of candidates selected.
- Initiated the largest tree plantation drive among the forces, planting 84 lakh saplings over three years, exemplifying commitment to environmental conservation and setting a benchmark for ecological responsibility.
- Facilitated entry for 250 students into **Sainik Schools** and successfully integrated 550 candidates into defence and central armed police forces, significantly enhancing national service participation among the youth.
- Commanded the prestigious **Assam Rifles**, leading over 65,000 personnel in safeguarding border integrity, quelling counter-insurgency, and stabilizing law and order in Northeast India, demonstrating unparalleled leadership in volatile environments.
- Strategically advised the Northeast Security Council, Ministry of Home Affairs, and regional leaders, shaping policies and fostering a **cohesive approach** to peace and stability across the Northeast, reinforcing security frameworks.

Skills

- Strategic Planning & Leadership
- Academic Governance & Policy Development
- Financial Management & Budgeting
- Stakeholder Engagement
- Curriculum Development
- Faculty Recruitment & Development
- Diversity & Inclusion Initiatives
- Change Management
- Crisis Management & Risk Assessment
- Internationalization & Global Engagement
- Technology Integration in Education
- Public Speaking & Communication

Current Assignments

- Adjunct Professor with Naval War College, Goa
- Distinguished Fellow, United Services Institute (USI), New Delhi
- Senior Fellow, Centre for Land Warfare Studies (CLAWS), New Delhi
- Domain Expert for Centre for Joint Warfare Studies (CENJOWS) and Vivekananda International Federation (VIF), New Delhi
- Columnist, Asian Age newspaper
- **Speaker/Talks on Multiple Subjects**

Expertise for Talks

- Leadership in the Defence Forces
- Lessons for Corporate Leadership from Defence Leadership based on real life experiences
- Youth-Identifying life choices as also their role in nation building
- Leadership in high stakes environments
- Strategic thinking and national security
- Counter insurgency and conflict resolution (Northeast India focus)
- Ethics, integrity, and value-based leadership
- Risk management and crisis preparedness
- Veterans' affairs, military civil transition and HR transformation
- Nationalism, patriotism and youth engagement
- Civil-military collaboration and governance
- Defence procurement, modernisation and indigenisation (Make in India)
- Mental toughness, emotional quotient and resilience