

MANOJ MADHAVAN

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Place: Ahmedabad, GJ

Accomplished and goal driven executive with an overall experience of 18 plus years in with organisations of repute (Automotive OEM & Tier1). Offers expertise in Managing the entire Manufacturing Operations with hands on experience in driving Safety & Quality Systems. Passionate about building and leading teams for driving results of high performance.

EXECUTIVE SUMMARY

Currently designated as **Assistant General Manager – Operations (Head - Heat Treatment & Metallurgy)** with **Dana Inc., Ahmedabad**

- » Established state of the art Heat Treatment facility including Metallurgical Laboratory (Greenfield Project) & start manufacturing of Synchronizers/ Gears in record time
- » Strong experience of erection & commissioning of Furnaces and Equipment
- » Leading successfully a team of about 200 + employees
- » Expertise in Heat Treatment (Case carburising & Hardening, Induction hardening, Plug quenching)
- » Hands on experience on Sealed Quench Furnace, Continuous Carburising & Hardening furnace, Vacuum furnace, Phosphating, Thermal Spray process/ technology
- » Successfully established critical Thermal Spray process and development of parts as part of localisation
- » Hands on experience of the various raw materials and customer standards for automotive components
- » Driving and leading the Steel and Forging processes to ensure best quality
- » Proficient in streamlining processes/procedures to facilitate smooth production process
- » Supporting various Plants/ Corporate / Supplier Quality/ Development teams for technical issues
- » Driving Safety Initiatives to achieve zero Lost Time incidents and Recordable Incidents
- » Achieving zero Customer Complaints through strong quality systems
- » Establishing Zero incident, Zero Defect, Zero Breakdown mindset among teams
- » Driving Operational Excellence through Lean Manufacturing – Dana Operating System
- » Practising TQM methodology with systematic approach of problem solving
- » Leading Quality Management Systems and Safety Systems (ISO/TS16949, CQI9, ISO 45000, ISO14000)
- » An effective communicator with exceptional teambuilding and relationship management skills with ability to relate to people at any level of business.

AREAS OF EXPOSURE

Heat Treatment & Metallurgy:

- ⇒ Establishing a state of the art **Heat Treatment Plant** along with **Metallurgical Laboratory**
- ⇒ Hands on experience in **Continuous Carburising and Hardening furnaces, Rotary Furnaces and Sealed Quench furnaces**
- ⇒ **Leading the Heat Treatment** function – Successfully handling a team of about 200+ employees with responsibility of Production, Maintenance & Quality function
- ⇒ Responsible for achieving **SQPCME** targets of heat treatment shop

- ⇒ Developing strong systems for **Process monitoring** of the Heat Treatment processes (Case carburising and Hardening, Robotic & Manual Rotary, Phosphating etc)
- ⇒ Leading **Heat Treatment Laboratory** with established systems to achieve best in class results
- ⇒ **Metallurgical inspection** of Bought Out components for the Automotive Assemblies.
- ⇒ Conducting **Process and Product audits** and taking corrective actions for better and strong process.
- ⇒ **Failure analysis** of gears/ synchronizers and assembly components
- ⇒ Periodic **furnace checks / validation** study as per CQI9/ TS 16949
- ⇒ **Technical support** to other Dana Plants for any technical queries as well Safety concerns.
- ⇒ Technical support to **Supplier Quality & Supplier Development** team to stabilise the vendor processes/ resolve issues/ development of new products.
- ⇒ **Customer complaint** handling and CA/PA for recurrence prevention
- ⇒ Handled **Customers** efficiently during project & series production (all major OEMs - M&M, AL, ZF, CNH, VECV, TAFE, FML, JCB, John Deere & Exports)
- ⇒ **Steel Mill** visits and audits for approval for the Dana India
- ⇒ **Supplier visit and supplier audits** - Heat Treatment & Forging suppliers
- ⇒ Formulating **Forging** standards for better clarity and quality assurance from the suppliers
- ⇒ Breakdown handling and **why-why analysis** to find the root cause
- ⇒ **Rejection analysis** with corrective & preventive actions
- ⇒ Monitoring, implementing and improving various systems viz. **ISO 9001, TS 16949, ISO 14001, OHSAS 18001**
- ⇒ Setting and periodically reviewing the **KPIs** to enhance the performance
- ⇒ Planning & Conducting regular **training** for team members
- ⇒ Responsible for **CAPEX** and **OPEX**
- ⇒ **Cost saving initiatives** to reduce cost of Power, Fuel, Spares etc
- ⇒ Formulation of **PFD, PFMEA, Work Instructions and Control Plans** of Heat Treatment processes.
- ⇒ Good knowledge of **auto components manufacturing** processes
- ⇒ Driving **World Class Quality** (Standardisation, Visual management, Built in quality etc)

CAREER CONTOUR

Dana Inc. (Graziano Trasmissioni India)

Sep '16 – Till date

Noteworthy Attainments:

- ⇒ Erection & Commissioning of Heat Treatment Plant along with Metallurgical Laboratory
- ⇒ Recruiting and effective training to all the team members
- ⇒ Formulation and development of Strong systems and Processes
- ⇒ Achieving Zero Metallurgical Rejection
- ⇒ Achieving Zero Process Rework
- ⇒ Achieving Zero Lost Time Injury
- ⇒ Driving TPM activity successfully
- ⇒ Leading the various Plant Level committees (IR/ Canteen/ Cultural/ Sports)
- ⇒ Productivity improvement in furnace through charge optimisation and cycle modification

Tata Motors Limited, Car Plant, Pune

Feb '08 – Sep '16

Worked in various functions in Tata Motors. Started the career with Production and went on to work in Quality function as well, leading the Manufacturing Quality of Transaxle Division. Also, spent few years in critical position as Executive Assistant to Head Car Plant driving important strategic initiatives related to Safety, Quality, Productivity & Efficiency, Cost and new launches.

Manager - Manufacturing

Profile & Noteworthy Attainments:

- ⇒ Started with **Production** in HT shop with additional responsibilities of Quality Circle and Kaizen

- ⇒ Responsible of SQPDCM of the entire function
- ⇒ Reduction of Heat Treatment rejection to the tune of 80 %
- ⇒ Improved productivity of the function by 25%
- ⇒ Reduced cost by optimizing the process
- ⇒ Supplier audits for improvements and debottlenecking of processes
- ⇒ Leading **Manufacturing Quality** of Transmission Shop
- ⇒ Reduced Warranty complaints related to Transaxles to the tune of 35%
- ⇒ Developing TQM (Total Quality Management) culture in the shop
- ⇒ Driving 2x2 Stability and Capability for the in-house processes.
- ⇒ Failure analysis of Powertrain parts and thus reducing warranty failures
- ⇒ Driving process improvements through Pokayoke and process & product audits.
- ⇒ Leading **Strategic Initiatives** at Plant Level

Bosch Limited, Nashik

Nov '06 – Feb' 08

Engineer - Heat Treatment – Manufacturing

Profile:

- ⇒ Responsible for Production activities
- ⇒ Hands on experience in **Sealed Quench Furnaces**.
- ⇒ Hands on experience in **Vacuum furnaces** (Carburising & Hardening)

Hindalco Industries, Talaja – Navi Mumbai

Nov '05 – Nov '06

Process Engineer (Cold Rolling Mill)

Profile:

- ⇒ Process control of Aluminium cold rolling mill
- ⇒ Product champion for cold mill finished products

Mico - Bosch, Nashik

Sep '04 – Aug '05

Graduate Engineer Trainee – Heat Treatment

Noteworthy Attainments:

- ⇒ Elimination of rejection due to White Patches – Soft Spot issues
- ⇒ **Installation of ALD Vacuum furnace** for common rail parts

SCHOLASTICS

- ⇒ **Executive Program in Operations Management** from *Indian Institute of Management, Calcutta (IIM –C)* in the year 2021.
- ⇒ **B.E in Metallurgical Engineering** with Distinction from *Government College of engineering, Pune (COEP)* in the year 2004

PERSONAL DOSSIER

Date of Birth : 15th September, 1980
 Marital Status : Married
 Languages : Hindi, English, Malayalam, Marathi
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