

**NAME** : ANIRUDDHA A PANCHAL

**DATE OF BIRTH** : November 15, 1969.

**ADDRESS FOR**

**CORRESPONDENCE** : “ASHA”, Plot no 29, Pramukhdarshan 1, Atul-Valsad Road, Vashier,  
Valsad – 396 001

**Phone** : **MOBILE : 9924096969**

**EDUCATIONAL QUALIFICATIONS:**

**SCHOOL** : CBSE board scored 71% in standard XII – Rank 1<sup>st</sup>.

**GRADUATION** :

1. **Bachelor of Engineering in Mechanical**, passed with distinction (75%) in June 1991 from Sardar Vallabhbhai Regional College of Engineering and Technology, Surat.
2. II Class **Boiler Proficiency** in October 1995.
3. **Diploma in HRD** with First Class from South Gujarat University, Surat.
4. **Diploma in training and development** with ISTD. Have achieved 2nd position in batch XLVII at all India Level and have won **Silver Medal**.

**PERSONAL MISSION**

**To make a positive difference in the lives of people around me.**

**PROFESSIONAL MISSION**

**To contribute through creativity and innovation.**

**MY CAREER SNAPSHOT:**

I joined Atul in September 1991 as a Maintenance Engineer. Within three years I was given the charge of Utilities and then was given an opportunity to coordinate the Organisation development activities in erstwhile Cibatul, in 1995. I was promoted as Manager HR in 1996. Between 1996 and 1999 I established the HR function at Cibatul. From April 1999, I was given the charge of the personnel and administration function additionally and handled Industrial Relations activities. From April 2000 till October 21, 2004, I handled the training function for Atul in addition to the other functions. I joined Alembic Limited on October 22, 2004. After a short stint of 9 months, I was invited to join Transmetal Ltd. that offered me a career in which I saw good opportunities professionally. I joined Transmetal Ltd. as DGM HR on August 1, 2005. In the brief period I introduced many useful HR Concepts at Transmetal Ltd. I was then offered an assignment by Micro Inks Limited to lead the entire HR function for a now 2000 crore company. I joined Micro Inks on May 3, 2006 as Deputy General Manager HR. Currently I head the function and lead a team of 15 towards excellence in the area of Administration, Organisation Development, Compliance and Policy Deployment, Manufacturing excellence.

### **JOB PROFILE - At Micro Inks Ltd.:**

My career at Micro Inks started with the focus on observing and auditing the HR Systems and procedures. My initial actions has been around establishing and communicating HR related processes and systems.

I am responsible for the management of Five Manufacturing Units in all HR and statutory related matters.

Currently the focus area is upgrading the competency levels of the employees through training and development. More than 80% of my time is being utilized to design and deliver training programmes. I am actively involved as a change agent to institutionalize **Manufacturing Excellence** as a way of life.

Currently Heading the Human Resources function, that includes Learning and development, HR Systems, Organisation Development, Manufacturing Excellence initiatives, administration, employee relations and security.

### **JOB PROFILE - At Transmetal Ltd.:**

I was invited to join Transmetal to **establish the HR function** from the foundation. My deliverables included establishment of Recruitment Strategy and processes followed by an effective **induction system**. Transmetal being a small organization in a remote place with less than modern operating systems had a challenge of attracting and retaining performers.

I established the **Training system** that catered to the requirements under the ISO 9000 and 14000.

Of the many, one exciting role that I played, was that of **Process Observation** at the meetings and providing a feedback on the functional and dysfunctional aspects of the processes in the group decision making. I also played the role of a **counselor** to help the employees enhance their effectiveness. Apart from these, other initiatives include guiding the organization on the staffing, facilitating training programmes and recruitment.

### **JOB PROFILE - At ALEMBIC:**

I was responsible for the HR activities of an Active Pharmaceutical Intermediates Division of Baroda and four manufacturing units at a place called Panelav, 45 kms off Baroda. I was also given the charge of the Training and Development Activities for the Alembic Group Companies.

Alembic gave me unique experience to work with the **balance scorecard** in the area of **Performance Management**. My job included helping the employees develop their scorecards and the metrics to measure the performance in the four different areas.

Another area where I played a pioneering role was **manpower right sizing**. I introduced the concept of Business Unit wide organogram and the use of **internal benchmarking**. The uniqueness of this approach was that the affected parties themselves took initiatives towards rightsizing.

## **JOB PROFILE AT ATUL:**

I headed the Training and Development function at Atul. Apart from training I was actively involved in other functions at Atul.

Atul is a large chemical complex in Gujarat with a turnover of around Rs. 1000 crores, pioneer in fabric dyes. Other businesses include Epoxy Resins, Pharmaceuticals, Agrochemicals and Aromatics. It is a member of Lalbhai Group.

My role was to develop and implement the training strategy. Major contribution was in the area of working with faculties to get programmes developed to the company's requirements. Develop programmes by myself, deliver them and ensure the payback of the investments.

I also assisted the head HR. Major role was to guide and facilitate the implementation of HR systems, such as **Performance Management, Recruitment and Selection, GMP** related requirements, act as **change agent in major OD interventions** and projects such as **5S, Kaizen & SPACE initiative**. Administering **Internal Customer Surveys, Organisational Structuring & Rationalisation, Induction** happens to be the other routine functions.

## **SIGNIFICANT ACHIEVEMENTS/ATTRIBUTES:**

- **Designed ROI based training module.**
- Designed and institutionalised Computer Based Learning - **Knowledge Warehouse, E-learning and E-coaching.**
- Led Kaizen programmes that have generated saving potential to the extent of a crore of rupees per annum.
- Brought about a change in mindset to **"THINK LEAN"** through interventions.
- Lead manufacturing excellence initiative in all organization where I have worked so far.
- Regular invitee on the Manufacturing Excellence Assessment panel at Frost & Sullivan.
- Created a contractor remuneration scheme helping to reduce polarity and thereby establishing industrial peace
- Pioneered a contract payroll system to ensure full statutory compliance.

Designed and delivered programmes that have brought about job clarity, role clarity, clarity on the purpose of life and learning of how to fill in energy in life.

**My recent achievement includes saving for my company to the tune of Rs. 1 crore per year through Kaizen and 5S efforts.**

**I have developed following modules and have facilitated these programmes :**

- |   |   |
|---|---|
| 1. A Day with myself (introspection and developing a holistic approach to life) | 5. <b>Effective Presentation Skills</b> |
| 2. <b>Goal Setting</b>  | 6. Communication                        |
| 3. <b>Effective Personal Productivity</b>                                       | 7. <b>Train the Trainer</b>             |
| 4. Personal Effectiveness   | 8. ISO 9000, 14000, BS 18000            |

9. **5S (Implementation assistance at the shopfloor)**
10. **Performance Review Discussions and Counseling**
11. **GMP Basics**
12. **Creativity**
13. **Kaizen**
14. **Root Cause Analysis**

15. Interpersonal skills
16. Planning for life
17. Understanding job and role
18. Behavioural Selling Skills
19. Emotional Intelligence
20. Negotiation Skills
21. Critical Reasoning

Apart from above, I have **designed various customized systems/proposals** for uplifting the performance of the company such as,

- Internal Customer Satisfaction Monitoring System
- External Customer Delight System
- Innovative techniques of communication in the areas of Safety and Environment.

#### **TRAINING RECEIVED (SKILL SETS)**

- |   |                                    |
|---|------------------------------------|
| 1. <b>Hay scoring</b> – for Job Evaluation. | 7. Effective Personal Productivity |
| 2. Assertiveness                            | 8. Neuro Linguistic Programming    |
| 3. Coaching & Counseling                    | 9. Train the trainers              |
| 4. Advance Personnel Selection Techniques   | 10. GMP                            |
| 5. Benchmarking.                            | 11. Presentation skills            |
| 6. Assertiveness                            | 12. 16PF                           |

#### **CERTIFICATIONS**

1. Certified In Understanding Behaviour (DISC)
2. Certified in FIRO - B
3. Certified Learning and Development Manager
4. Certified Master Practitioner in NLP
5. Certified Six Sigma Black Belt
6. Certified IELTS trainer
7. Certified Lean Assessor
8. Certified Personal Profile Analysis Practitioner.
9. Certified HR Analytics & Metrics Professional

Proficient in MS Office Word, Power Point, Excel.

#### **PERSONAL MISSION :**

To bring about positive difference in the lives of people.

**A A Panchal.**

