

SANDEEP PADOSHI

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OPERATIONS & SUPPLY CHAIN - CXO

Technology First Mindset ~ Supply Chain and Operations Management ~ Leadership
~ Strategic Planning ~ Inventory & Warehouse management ~ Procurement ~ Distribution
~ First Mile to Last Mile ~ Customer Service ~ Efficiency and Productivity Gains ~ Team Building ~ Admin & Infrastructure

Identifying, Implementing and Accelerating Strategic Processes using an entrepreneurial Mindset to Achieve Sustained & Measurable Results

An astute business leader and an accomplished Operations and Startup Evangelist with 20+ years of hands-on experience in Operations, Supply Chain, Business strategy, warehousing, and Customer Service. Proven expertise in establishing Operations across multiple industries from Retail, Health & Beauty, Ecommerce, Commodity, F&B, 3PL, Publishing and Textiles. Also, an expert in vendor management, team management, process improvements and cost savings.

Focus on Profitability and Cost Savings:

Achieved cost savings / profits in diverse Leadership roles identifying areas of maximum ROI and increasing accountability.

Implementing Sustainable Solutions:

Accomplished and highly recommended operations expert - developing solutions nationwide, turning around order to ship practices and overall operations restructuring.

Signature Revenue and Operational Improvements Highlights

- Set up the Textile market place www.yarnbiz.com from the scratch and scaled it to US\$ 3 Million GMV in just one year.
- Led Strategy for Wow Express from zero to a USD10 Million business. Built Wow Health Express from the scratch. Managed HR and Culture Building for nearly 2000 resources.
- Doubled Revenues of the Direct-to-Consumer Business at ACK Media between 2012 to 2014.
- Improved lead times by more than 80% at ACK Media.
- Achieved more than 60% improvement in Cash on Delivery (COD) shipments in 2010-2011 at Guthy Renker LLC.
- Consistently achieved \$ 100K+ per annum cost savings for Reader's Digest during the period 2006-2010.

Recommendations :

1. “I have known Sandeep for 5 years and was directly working with him 4 years on most critical processes and businesses at ACK. Sandeep was not only leading our entire supply chain operations, but he was also parallel heading the fastest growing e-Commerce business vertical. In addition, Sandeep was also heading a few other businesses. During these years Sandeep was among the top 3 executives in the company, co-creating value and leading many critical initiatives. His functional knowledge of supply chain management domain, calm and cool management style, integrity, and commitment to all stakeholders, makes him an exceptional business partner, colleague, and friend.”
 - Vijay Sampat, CEO- ACK Media

2. “At Reader's Digest India, Sandeep played a key role, not only in Operations, but also in setting up a wholly owned legal entity in India. His ability to work with customers and vendors is demonstrated by the tightly run ship that he manages in India.”
 - Jin Kiat Koh, Operations Director - Asia at Reader's Digest.

3. “Sandeep is one of the most resourceful persons I have had the occasion to work with. He's bursting with positive energy and uses imagination to implement ideas. His skill at logistics is truly amazing. At Readers' Digest where we worked together, he designed and set up from scratch, a complete warehousing, packing, and shipping unit that handled millions of book shipments every year all with a handful of staff! His relationship building with shippers, especially with India Post, ensured that we shipped our books and merchandise safely and yet at the lowest cost in the business! He also supervised the customer service center that smoothly handled queries and requests from RD's hundreds of thousands of clients in India. Amazing guy!”
 - Ashutosh Bishnoi, Publishing Director & Head, RD India.

Source: LinkedIn
[linkedin.com/in/sandeep-p-a9b1923](https://www.linkedin.com/in/sandeep-p-a9b1923)

PROFESSIONAL JOURNEY

1. Independent Consultant :

March 2023 till Date

Various Companies - Part Truck Load Transportation Platform www.weeple.in
- Textile Startup www.YarnBiz.com
- Precious Metal & Refining company Hades Global

Consulting these companies in the areas of Supply Chain, Operations Strategy & Digital transformation

2. YarnBiz - A B2B Ecommerce Market Place:

Feb 2022 till Feb 2023

Business Head / CEO

Span of Control - All Departments, 4 Direct Reports, Total Resources in the Co: 15 +

Was mandated by an established Textiles company with the task of setting up a B2B E-commerce marketplace for Textiles. Was responsible for end-to-end aspects of this new age technology business.

Set up the business from the scratch, hired a stellar team, had complete P&L responsibility of this venture including Leadership, Technology, HR, Sales, Supply Chain, Business Expansion, Finance and Accounting and Customer Delight.

3. Wow Express - Ecommerce Logistics

March 2015 till Dec 2021

Cofounder & CCO of the company, CEO of Health Care Logistics & Warehousing Divisions

Span of Control - 5 Departments, 6 Direct Reports, Total Resources in the Co: 2000 +

WOW Express was one of India's leading technology enabled Ecommerce Logistics startups. With its presence in over 55 Cities spread over 19 states WOW Express provides its customers with innovative solutions that are driven by technology.

As co-founder I have been involved in the management of the following:

1. 150 Delivery Centers spread across 55 cities and 19 states.
2. 350 On roll Staff
3. 1500 + Bikers

4. 500 + Vans
5. 500 + Vendor Partners
6. 20+ Seater Customer Service Center
7. 50000 sq ft + of warehousing & processing space

Apart from helping manage a volume of 50K+ daily parcels, we set up multiple distribution centers for Amazon as a client where we manage more than 40K parcels for Amazon every single day. This includes a sustainable delivery center complete with Solar Power & Electric Vehicles to manage deliveries.

Specifically, I headed Business strategy, Investor Pitches, New Business Development, Marketing & PR, HR & Culture building and customer service of the entire organization, I was also the CEO/ Business Head of Wow Health Express, which is an innovative solution launched by the company to move bodily fluid samples from one location to another in a temperature-controlled environment. The company collects and delivers 5000+ samples every single day. We have implemented a homegrown app and technology along with coldchain technology for seamless management.

I headed this vertical along with the Warehousing division as a business head where we managed more than 100000 sq ft of warehousing space. I held the responsibility of growing these businesses across the country.

4. ACK Media Group, Mumbai (Part of Future Group): Sep 2011 till March 2015.

Senior VP - Operations & Business Head - Ecommerce & Subscriptions

Span of Control - 8 Departments, 9 Direct Reports, Total Team Size: 100 +

ACK Media is a part of the Future Group and owns iconic brands such as AmarChitraKatha, Tinkle and Brainwave. The group companies include IBH - India Book House, Karadi Tales, and Ideas Box. ACK is also the publisher of National Geographic Magazine & National Geographic Traveller in India.

Improved and streamlined multiple processes.

- Reduced the production lead times from 3 weeks to 3 days.
- Reduced transportation / distribution expenses by 30%.
- Reduced replacement copies by more than 50%.
- Achieved annualized cost savings of more than INR 10 million.
- Improved Delivery related SLAs across the board by 50%.
- Increased subscriber base by 30% YOY.
- Set up brand new warehouse for the company in line with best of class inventory management and fulfillment standards
- Also provided leadership to these departments -Admin, IT Support, Customer Service

5. Guthy Renker LLC, New Delhi: Oct 2010 till Sep 2011 (Proactiv, Meaningful Beauty)

VP - Consumer Operations (Direct Response Television Business)

Span of Control - 3 Direct Reports, Total Team Size: 12

Guthy-Renker LLC is a US\$2 Billion Beauty products focused Teleshopping Company based out of Santa Monica, USA. It has operations in more than 60 countries with more than 30 million customers worldwide. Had end-to-end operations responsibility, from import to break bulk to distribution.

- Improved Cash on delivery success rate by more than 80%.
- Set Up a bike delivery network in Metros.
- Established a central warehouse and kitting & order-processing center in Delhi.
- Established a distribution network for the Northeast markets.
- Reduced overall product delivery costs by 20%.
- Significantly improved customer service to achieve 98% c-sat scores while reducing the team size by 20%.

6. Reader's Digest Books & Home Entertainment Pvt. Ltd, Mumbai: June 2005 till Oct 2010

General Manager / Head -India Operations (Catalog & Subscription Business)

Span of Control - 6 Direct Reports, Total Team Size: 106

The company is a Wholly Owned Subsidiary of Reader's Digest Association, USA. Reporting to the VP of Operations for APAC this position provided leadership to the production, operations, and customer service teams in India. I was the first employee to be hired by RDA in India and I helped establish RDA's WOS here.

- Set up the entire operations team, customer service team and processes.
- International exposure - was involved in regional operations of APAC.
- Representing the company with the Govt. Agencies - Customs Authorities, Postal authorities. Have sound understanding of the concept of Special Valuation Branch, arms length pricing, other customs rules and regulations.
- Involved in setting up of the DHL control tower as a part of the regional freight forwarder deal.
- Consistently achieved \$ 100K per annum cost savings for Reader's Digest during the period 2006-2010.
- Winner of "Super Star Performer" award.

Facilities & Volumes managed:

- A 50,000 sq ft National Distribution Center.
- 10-15 inbound container load every month.
- 500000 + dispatches every month.
- A 50-seater customer service and Transaction processing center.
- State of the art ERP (Oracle Financials) systems & Print Production Facilities.

7. Australia on Display Pvt.Ltd (Australian Food Company LLC): June 2004 till May 2005

Head / Manager Operations - India

Span of Control - 3 Direct Reports, Total Team Size: 6

P&L responsibility for the Indian operations of an Australian food and beverage trading company. This company was head quartered at Perth, Australia.

- Key business included - Procurement and distribution of several Australian farm produce and food products in India.
- Imported Australian Oats and distributed in India.
- Launched brands such as “Aussie Gold” Honey. “Aussie Sparkle” Sparkling Juice, Health Bars, pasta, honey, coffee etc.
- Set up the Indian operations - An office in Mumbai, got in all the licenses and permissions, set up a Warehouse and the import procurement function.
- Also set up a robust retail distribution network.

8. Reliance Webstore Pvt Ltd. - a part of Reliance Industries: Jan 2003 till June 2004

Product Manager - Java Green (F&B)

Span of Control - 10 indirect reports

- Was involved in the project management and roll out of 300+ outlets across the country with a plan to roll out 500+ in all.
- Program managed the dispatch of equipment and material to outlets across the country. Coordinated with warehouses in different states, and outlets to ensure a timely and coordinated dispatch.
- Franchisee and Sales staff training - preparing training modules
- Implementing customer service standards across all outlets.

9. www.fabmart.com - Also known as Fabmall 2000 till Jan 2003

Manager Merchandising / Category Management

Span of Control - 8 direct reports

The pioneers in Ecommerce in India, fabmart.com were an online shoppers delight in the late 90s and early 2000s.

- Was responsible for the P&L of the Grocery Business in the western region (Mumbai).
- Setting up systems and processes for Buying and Merchandising Function to optimize the inventory at the stores and warehouse.
- Building Backward Linkages with farmers and mills in key provision and Fresh Produce Categories.
- Managing active relationships with the 20% vendors in FMCG category who contribute to 80% of sales.
- Started a Private Labels Initiative targeted towards launching Private Labels in leading categories.
- Implemented route mapping across the cities of Bombay, Bangalore and Hyderabad to ensure timely and speedy delivery.

10. RPG Group's Food World Supermarkets, Bangalore: May 1998 till April 2000

Management Trainee & then Assistant Manager-Retail Category Management

Span of Control - 2 direct reports

A JV between RPG enterprises and Dairy farm international of Hong Kong. Was campus recruited as a trainee and was promoted to manage the Procurement & Category Management of two major Categories as Profit centers (Food & Beverage)

- Responsible for the buying function and merchandising function - including food, beverage and dairy products. Deciding on the Product Mix and Promotional mix.
- Started a Private Labels Initiative targeted towards launching Private Labels in leading categories.
- Building and Managing Plan-o-grams & Active competitor benchmarking

Education & Specialized Training

- Senior Leaders Program - IIM Ahmadabad, 2015.
A high intensity course to train senior business managers to become CXOs. Permanent Alumni of IIM-A. Alumni Code: 2015700055
- Six-Sigma Black Belt certification from Benchmark Six Sigma Pvt Ltd, 2008.
- Six -Sigma Green Belt certification from Benchmark Six Sigma Pvt Ltd, 2006.
- **MBA / PGDM from SDM - IMD, Mysore, India (www.sdmimd.net).**
(2-year full time program affiliated to AICTE) 1996 - 1998.

SDM-IMD is one of India's premier MBA institutes that offers a 2 Year residential Post Graduate Management program with 100% placement record.
- Bachelor's Degree (First Class) in commerce from the Karnataka University, Karnataka, India. 1993-1996
