

## COLONEL RAMESHWAR GUPTA

| P: +91 7032861806 | [colrameshwar1991@Gmail.com](mailto:colrameshwar1991@Gmail.com)  
[www.linkedin.com/in/col-rameshwar-gupta-a96aa3193](https://www.linkedin.com/in/col-rameshwar-gupta-a96aa3193)  
DOB: 03 MARCH 1966, LOCATION: HYDERABAD



### HEAD - HUMAN RESOURCES

Achievement-driven, Critical thinker, **Ex-Colonel of Indian Army** having 31 years of diverse experience, coupled with excellent Communication skills and having Goal oriented leadership skills. Possessing cross functional experience of Defence forces & Corporate, in the field of **Strategic planning, Creative Problem solving, Operation Management, Project Management, Administration** & having extensive experience of **Team building & Team Management**.

### ACADEMIC ACHIEVEMENTS

Degrees/Certifications	Institute	Year	Specialization
Business Management course	IIM Lucknow	2020	Human Resource Mgt & Talent Acquisition
Lean Six Sigma, BLACK Belt	ISEL INDIA	2019	
Lean Six Sigma, Green Belt	KPMG	2019	
MBA (HR)	Osmania University	2016	Human Resource Mgt
MBA (SCM)	Rani Durgavati University, Jabalpur	2012	Supply Chain Mgt
PG in HR Management	Symbiosis Institute Management, Pune	2004	IR

### WORK EXPERIENCE

#### MATRUSRI EDUCATION SOCIETY (May 2024 – Till now)

##### VICE PRESIDENT – HR & Admin:

Responsible for HR & Administration of corporate and 02 Engineering college of Matrusri Educational,

- (a) Strategic Management of all HR functions, aligned with the Vision, Mission & goals, of the Society.
- (b) Develop and implement the HR department's strategic plan aligned with the overall corporate goals and objectives. Drive HR Transformation with respect to Business Strategies.
- (c) Managing the entire gamut of Administration of corporate and 02 Engineering college.

#### GLAND PHARM LTD (Mar 2023 – Dec 2023)

##### DGM – HR & Admin:

Responsible for Pan India HR & Administration of 07 plants of Gland Pharma Ltd,

- (a) Strategic Management of all HR functions, aligned with the Vision, Mission, objectives and corporate goals, of the company.
- (b) Provide HR leadership and guidance to the executive team and Heads.
- (c) Develop and manage yearly man-power plan and budget across all the departments.
- (d) Develop and implement strategies to enhance employee engagement, morale, and well-being.
- (e) Ensuring and driving HR Transformation with respect to existing Business Strategies.
- (f) Responsible for HR activities in all 07 plants such as Talent Acquisition • Recruitment and selection process for all corporate-level positions, ensuring the organization attracts and retains top talent. – End to end & cost effective, Training, Performance management, Talant Management, Budgeting & Succession planning.

- (g) Organising activities such as Empowering leaders, strengthening companies' culture & employee experience, being a Coach, and Optimize all HR processes and systems to improve efficiency thereby building a competitive organisation.
- (h) Develop and implement strategies to enhance employee engagement, morale, and well-being.
- (i) Training & Development - Create and implement employee training and development programs to enhance skills and capabilities. Ensuring employee are imparted training & optimizing the T&D activities by forecasting training schedules, preparing suitable pedagogy, and executing the same in training sessions. With an aim to implement training and development programs to enhance skills and capabilities.
- (j) Organising all statutory compliances such ESI & PF for regular employees & casual workers.
- (k) Implementing Security regulations & compliances at all plants & Corporate locations.
- (l) Improvement of work culture, Professional ethics and ensuring congenial working atmosphere by implementing principals of lean Six Sigma.

#### **VIMTA LABS LTD (Dec 2021 – Oct 2022)**

**VICE PRESIDENT – Administration & HR:** Responsible for Pan India Facilities & Administration of Vimta Labs Ltd spanning at 20 Locations. Headed a team of 26 Engineers & 138 technicians, who were responsible for all technical functioning & Maintenance. Responsible for the following:

- (a) Responsible for all HR activities in all 20 labs located Pan India.
- (b) Responsible for Recruitment – End to end, Performance management, and Talent Management.
- (c) Maintenance of International standards of Testing Labs at all times.
- (d) Ensuring functionality of all equipment's & Instruments installed.
- (e) Maintaining all administrative functions at all facilities.
- (f) Responsible for formulation SOPs and regulations in the facility.
- (g) Ensuring all Regulatory clearance are obtained & followed.
- (h) Implementation of optimal levels of EHS in all labs.
- (i) Ensured the availability of all supporting materials, i.e., Gases, UPS & all emergency system.
- (j) Maintained canteen (Food services) at all locations.
- (k) Maintained Fleet of Buses & other Vehicles for transportation of employees & materials.

#### **ICC MEN'S T20 CRICKET WORLD CUP (UAE 2021) (Oct 21– Nov 21)**

##### **LEAD MANAGER – BIOLOGICAL BUBBLE INTEGRITY MANAGER**

- **Role:** To integrate with various stakeholder at the Venue, Viz ICC Management, Teams, Broadcasters, Venue Management, Local Medical authorities, Local Police, Vendors and all other agencies involved in the conduct of T20 Men's World cup, so that entire activities at venue could be carried out in covid free environment, thereby keeping everyone healthy & Safe from covid. Specifically, an HR related task as it involved managing high profile International Players.

#### **BCCI (IPL 2021) (Apr 2021 – Oct 2021)**

##### **HEAD MANAGER – BIOLOGICAL BUBBLE INTEGRITY MANAGER**

- This appointment was created to ensure that all sporting activity of VIVO IPL 2021 were organized in the biological bubble created for the protection of all stake Holders involved in VIVO IPL 2021.
- **Role:** To integrate with various stakeholder Viz BCCI, IPL Management, Franchise Teams, Broadcasters, Venue Management, Local Medical authorities, Local Police, Vendors and other agencies involved in the conduct of IPL 2021, so that entire sporting activities could be carried out in covid free environment. An HR related task as it involved interaction and management of high profile National & International Players.

#### **INDIAN ARMY (March 1991 – March 2020)**

##### **HEAD HUMAN RESOURCE**

Directed the *entire spectrum of HR operations, which included Recruitment, training, learning & Development, Employee engagement, compensation, reward & recognition, pay & Allowances, Talent Acquisition, Talent Management, Employee retention, Change Management and resolving conflicts.*

##### **TALENT ACQUISITION & TALENT MANAGEMENT (Including DIVERSITY & INCLUSION)**

As Administrative Commandant was responsible for Talent Acquisition. Carried out recruitment of Army personnel, Civil Defence staff and other Contractual & Permanent appointments, Viz Engineers, Architects, Doctors, Nurses, Para Medics, Teachers, Technicians and Drivers.

### **L & D and TRAINING**

- As Team Head, devised the training plans, schedules & pedagogy for all employees. It included preparation of training Directives, thereby ensuring enhancement of skills and capabilities.
- Conducted intra organization meetings to implement innovative training strategies & used latest technology as training implements. Organised On board training, Induction/orientation training, OJT, Internship training, Refresher training and conducted Promotional training and IT training.

### **PAY, ALLOWANCES, COMPENSATION & REWARDS**

- As Administrative Officer of COD Agra headed the team for Pay & Allowances distribution through an ERP based Program, for Civil Defence Persons (6500 Approx), as per Worker compensation Act.

### **PERFORMANCE APPRAISAL & SUCCESSION PLANNING**

Every year managed performance appraisal for a team size of 6500 & Rewards & Recognition. Identified and nurtured high-potential employees as part of succession planning.

### **CHANGE MANAGEMENT**

Created conducive organizational culture and implemented Change Management, while commanding NCVD. Also, resolved work place conflict, discipline, and functional issues.

**TEAM BUILDING & MANAGEMENT** Actively involved in Team Building & Management Activities

### **EMPLOYEE ENGAGEMENT ACTIVITIES**

Organised effective employee engagement activities, such as *Skip level meetings, open communication, Rewards & Recognition programs, 1on1 meets, transparent feedbacks, Exit interviews.*

### **UNION MANAGEMENT**

Effectively handled Unions of Government employees in Central Ordnance Depot, Agra (employee strength – 6500) and COD Dehu Road (employee strength – 4700) as Administrative & HR Head.

### **ENQUIRY AND INVESTIGATION**

Headed all enquiries & investigations that included one man enquiry, and Court of Inquiry's

### **OUTSTANDING ASSIGNMENTS**

- Conceptualized and implemented formulation of an **AMMUNITION DEPOT** in of Rajasthan. This included accusation of land, Infrastructural development, implementation of Security & Safety process
- **TEAM LEADER OF SUPPLY OPERATIONS IN KARGIL WAR** – During the **Kargil WAR**, performed the **ONCE IN A LIFE TIME TASK** of segregating, loading and moving with a convoy of 70 ARMY trucks, loaded with **BOFORS AMMUNITION**, up to the **GUN POINTS** in the **WAR ZONE** and delivered them. This entailed our ARMY to continue artillery fire on the enemy.

### **ACCOLADES**

- Awarded **13 Medals** in 29 Years of service in Army for **Distinguished Service**.
- Represented India in **WORLD MILITARY GAMES 2007** as **Member of Organizing Committee**.
- Adjudged as **BEST SUPPLY CHAIN MANAGER** in the year 2006, in the Insurgency prone area of North east by the **GENERAL OFFICER COMMANDING OF DIVISON**.

### **SKILLS & CORE COMPETENCIES**

Analytical Acumen and Problem-Solving Leadership & Change Management  
Project & Operation Management Lean Methodologies. Initiative development  
Process Improvement and Efficiency Strategic Planning and implementation Budget Management.  
Team Building & Stakeholder Management Risk Management  
Collaboration and Conflict Resolution Strategic and Operational Leadership.