

Col Harmandeep Singh Baidwan, Shaurya Chakra

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Professional Summary

An Indian Army Veteran with 22 years of proven ability in **leadership** of cross functional teams, **operations**, **strategic planning** and hands on experience of **project management** with excellent **problem solving** and **communication skills**.

Core Competencies

Leadership and Operations	<ul style="list-style-type: none"><li>Conducted sustained counter infiltration and counter terrorist operations in Jammu and Kashmir (<b>J&amp;K</b>) with upto 150 troops.</li><li>Enforced peace in Democratic Republic of Congo (<b>DRC</b>) with upto 300 troops.</li><li>Maintained sanctity of International Borders in Sikkim Sector with 850 troops.</li></ul>
Strategic Analysis and Planning	<ul style="list-style-type: none"><li>Initiated and monitored execution of several military diplomatic ventures with neighbouring countries by analyzing strategic developments.</li><li>Drafted and promulgated policy w.r.t. conduct of operations in J&amp;K.</li><li>Single point advisor to the General Officer Commanding on all matters impacting operations in three districts of J&amp;K.</li></ul>
HR, Training and Skill Development	<ul style="list-style-type: none"><li>Responsible for all HR functions of approximately 850 men to include induction, documentation, training, welfare and performance appraisals.</li><li>Planned and conducted training of approximately 1500 mid level executives in professional subjects, leadership and soft skills at Army War College.</li><li>Planned skill training of unemployed youth leveraging various government and Army initiatives in three districts of J&amp;K.</li><li>Planned selection and deployment of 150 Indian Army officers for training in institutions abroad, planned and coordinated training of 5000 foreign army personnel from 73 countries in India.</li></ul>
Security	<ul style="list-style-type: none"><li>Analysed threat, developed strategies and reviewed security plans in close coordination with civil administration and local police for 20,000 personnel deployed in J&amp;K.</li><li>Ensured security of 300 personnel of Indian Army contingent and locals in rebel action prone areas of DRC to include assistance to various NGOs.</li><li>Prepared standard operating procedures, response and contingency plans for actions along the Line of Control.</li></ul>
Project Management	<ul style="list-style-type: none"><li>Recruited, administered, employed and de-rostered 1000 casual labourers for infrastructure development in High Altitude Area of Sikkim.</li><li>Analyzed own defence potential employing decision tools and executed operational and administrative infrastructure projects for 850 personnel in Sikkim.</li><li>Budgeted, planned and oversaw development of administrative, operational and security infrastructure for 20,000 troops over 11,000 sq km area in J&amp;K.</li><li>Budgeted, planned and executed tailor made training for foreign armies in India.</li></ul>

Professional Experience

- Director Foreign Training.
- VP Operations Counter Insurgency Force.
- Training Manager Army War College.
- Head Infantry Battalion in Sikkim.
- Joint Director Military Operations Army HQ.
- Senior Manager operations J&K.
- Senior Manager operations DRC.

Educational Qualifications

- Higher Defence Mgt Course / Masters in Mgt Studies – College of Defence Management Secunderabad
- DSSC / Masters in Defence and Strategic Studies - Wellington
- Advance Course in Combating Terrorism – Special operations University, Tampa, USA.
- Comprehensive Security Response to Terrorism – Asia Pacific Centre, Hawaii, USA.
- Project Mgt Associate – IPMA.

Special Achievements

- Shaurya Chakra for operations in Kashmir Valley.
- Chief of Army Staff Commendation Card during tenure in Military Operations Directorate.
- Army Commander Unit Appreciation.
- 850 personnel under command adjudged best in professional aspects and sports for three consecutive years.