

Colonel Maneesh Sharma



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Executive Summary

A seasoned professional and Military Veteran, with >32 yrs of experience, excelled in diverse roles as a People Expert, Administrator, Operations Expert, Consultant, Advisor, Coach, Mentor, and NLP Practitioner. Known for achieving outstanding results, specialising in spearheading Leadership, Administration, Operations, HCM, and Organisational Development initiatives and consistently delivering double-digit enhancements across various strategic functions. Committed to transforming mindsets, propelling continuous improvement, and empowering leaders and individuals, dedicated to fostering organisational excellence. Standing out for transformative change capabilities, exceptional outcomes, and ability to cultivate growth, a trusted professional who consistently powers progress and inspires positive change.

Key Skills

Strategic Leadership | Business Acumen | Organizational Development | HR Operations and Compliance | Talent Management | Ethics and Compliance | Administration | Operations | Communication and Influence | Advisor | Consultant | Security | Hospital Administration & Healthcare Management

Soft Skills

Leadership | Integrity & Confidentiality | Continuous Learning | Attention to Detail | Strategic Thinking | Analytical Thinking | Critical Thinking | Communication | Team Work | Relationship Building | Networking | Collaboration | Active Listening | Negotiation Skills | Conflict Management | Interpersonal Skills | Adaptability | Flexibility | Resilience | Work Ethics & Professional Conduct | Changing Mindsets | Counselling, Coaching & Mentoring | Innovation & Creativity | Emotional Intelligence | Morale & Motivation | Confidence | Empathy & Compassion | Risk Management | Organisation & Time Management | Computer & Presentation Skills | Research & Development | Public Speaking | Presentation Skills | Cultural Intelligence | Corporate Trainer | Client Relationship | Life Skills | Student Interactions | Community Outreach | Possibilitarian

Experience

Banaras Hindu University (BHU), Varanasi (UP), India | Advisor

Dec 2022 - ongoing

Role Summary

Entrusted with a pivotal role in advancing BHU's trajectory towards global recognition as a premier hub for research & edn (IoE), successfully assisting & empowering leadership - transform Mindsets, People & Org by creatively infusing fresh vision/ideas.

Outcomes / Enhancements

Hospital Administration & Operations, conducting Staffing Audits, Scheduling, Work Checklists, Management of Support Staff (HK, MTS & Security), Congestion Management (Patient & Traffic), Inventory and Stores Management, Ward Management, OPD Management, Patient Kitchen and Dietary Services Outsourcing, Outsourcing of Staff & Services, Patient / Caregiver Accommodation & Amenities, Nursing Staff Rounds Management, Ayushman Bharat & other Govt Schemes, Morale & Motivation, Housekeeping Improvements, Maintenance, Renovation & Repairs, Medical Device Management, Facility Management, Doctors & Nurses Hostels Management, Security Management, Refreshment Centres, Cloud Based HIS / HMS, Rewards & Recognition Policy, Precision Public Healthcare Initiative, Revising DPRs, Effective Sign Posting, Finance & Budgeting, Infrastructural Development, Formation & Functioning of Committees, formulating e-Tenders/Tenders/Contracts, SLA & Contract Management, Establishment Matters, Corporate Training, etc.; the process (360° transformation) is ongoing.

Campus Maintenance (visionary counsel for improvement) | Improving Students Quality of Life (Interactive sessions with a background of Life Skills, Mental Health & Wellness utilising Coaching & NLP Practitioner Skills)

Confidential (Logistics & SCM Firm), Delhi NCR, India | Consultant & Advisor

Mar 2022 - Jun 2022

Role Summary

Perfected, revamped, transformed & re-aligned Mindsets, Leadership, Human Capital, Organisation & Administration, bringing synergy and integration to Pan-India (> 42 project sites - Logistics, Storage, Transportation, & SCM solutions) group operations with world-class customers viz Tata Motors, Eicher, Ashok Leyland, Mahindra & Mahindra, Maruti Suzuki India Ltd, Caterpillar, Case New Holland, and others.

Outcomes / Enhancements

- Created and implemented HR solutions, viz strategies, policies, and plans, to effectively communicate and support the organisation's vision, mission, values and overall business goals.
- Redesigned & redefined structure as per Organisation Vision, Mission & Values.
- Pioneered, redesigned and implemented HR Manuals, Policies, and Processes.
- Worked with the MD to create a customised management succession plan in line with the firm's strategy and goals; preparing the organisation for the future.
- Boosted development and helped create a values-based, mission-driven organisation with a culture of psychological safety, openness, and collaboration.
- Established the procedure for continued improvement and cultural change. In turn giving direction and impetus to the transition process for transformation from a business group to a corporate body (IPO in 7-10 yrs).
- Partnered with the leadership to develop policies and procedures that value people, support diversity and inclusion, and are intended to help the business grow while maximising efficiency and effectiveness.
- Employed coaching and mentoring strategies to create a culture of mindful growth, and to integrate leadership and human capital with the transitory process.
- Enhanced Communication & Presentation Skills.
- Developed new positions and redesigned current ones (KRAs, KPIs, PMS) while implementing talent retention and recruitment tactics.
- Listened and made people feel valued (enabled the most priceless asset - resource / capital).
- Assisted each person in doing their best work - happily!

aha!momentzz, Delhi NCR, India | Founder, Coach & NLP Practitioner

Apr 2021 - ongoing

- Utilising >3 decades service, 5 decades (+) life experiences, MBA & diverse education/skills to conduct Coaching, Mentoring & Counselling of Individuals, Teams, Organisations & Families (100s of hrs, spanning all ages/professions).
- Guiding teams and organizations, facilitating talent, personality, leadership, and executive development programs as a Corporate Trainer.
- Seamlessly integrating coaching into everyday life, embodying the belief that coaching is not merely a profession but a way of making a meaningful impact.
- People Specialist with a versatile background, multifarious & rich experience in diverse domains.
- Services - Leadership, Life, Executive, Behavioural, Transition & Career Coaching.
- Uniquely qualified to Coach & Mentor the elite Uniformed Community.

Role Summary

- Helmed Security & Defence, Operations, General Administration, HCM, Infrastructure & Facility, Logistics & SCM, Hospital Administration & Healthcare Management.
- Established two start-ups as Commanding Officer, leading teams of 500 and executing inventory worth INR 100CR, logistics worth INR 1CR, and operational budget worth INR 250CR. Safeguarded multimillion INR national assets and formulated strategies based on geopolitical risk analysis.
- Facilitated one of the largest NCC Units with 3K girl cadets, overseeing a project budget of INR 50CR and organizing PAN India National Integration Camps and NCC camps.
- Directed vital HQs, managing 25 direct reportees, 1500+ personnel, and an operational budget worth INR 300CR. Oversaw logistics, inventory, and a transport fleet of ~100 vehicles. Handled large public and non-public funds.
- Orchestrated administration for a large Military Station with 35K+ personnel and 1.2L+ families. Streamlined operational procedures, achieved 'Best Military Station Award' twice, and implemented waste management practices.
- Led a team in the operation of the Regional Centre ECHS, reducing issue resolution time by 70%, implementing SOPs, and coordinating medical activities for veterans. Created Brochure and Newsletter.
- Spearheaded rescue operations, including route opening and search and rescue missions, especially after the Malipa Tragedy in Uttarakhand (Aug 1998).
- Experienced in operating in diverse and active VUCA environments.

Outcomes / Enhancements

- Engineered & improved hundreds (+) of SOPs, delivering equal number (+) of presentations at management & above level briefings.
- Implemented real-time inventory targeting, automated procedures saving 50% of man hours, cutting supply time by 50%, and training ~500 employees.
- Optimized bookkeeping, automated systems, and SOPs, saving 25% on annual budgets worth millions INR, and cutting supply durations by 50%.
- Coordinated high-profile events with a project budget of INR 50 lakhs and elite formal gatherings with top officials and VIPs.
- Perfected financial planning for budgets worth millions INR, INR 100CR logistics, and administrative deliverables spanning 100km distances. Successfully mediated with civil administration to address challenges.
- Developed multimedia Computer Aided Training Program for specialized military operations, reducing training time by 30% and expenses by 23% while increasing overall efficiency by 33%.
- Remotely managed training and administration for 4 districts and accreditation of ~6K NCC cadets p.a., and mentored ~40 newly posted officers at the NCC HQ.
- Revived regional URC (CSD) with a hefty turnover, increasing revenue by 25% & customer satisfaction by ~75% through lean & 6 Sigma methodologies.
- Executed wide variety of administrative deliverables for HQs and units spread across 3 locations in 2 districts in the North East, ensuring basic amenities and infrastructure.
- Overhauled RWAs, green military station best practices, and revamped policies and procedures for 10 years & vision for 50 years.
- Championed ECHS deliverables and extended empanelled healthcare facilities across 2 states, providing for 35K+ beneficiaries.
- Managed 66K beneficiaries' healthcare, multimillion INR-worth operational budget, directed 5 ECHS Polyclinics, and harmonized ~20 empanelled hospitals/healthcare organizations.
- Implemented Covid-19 protocols, achieving a 99.99% recovery rate in 354 reported cases. Enforced decontamination drills and duty rosters and provided various health programs and services.
- Pioneered ECHS empanelment with Vizag's Homi Bhabha Cancer Hospital and Research Centre, boosting empanelled facilities by 20%.
- Conceptualized virtual procedures, expediting daily operations by 30% and transforming overall efficiency by 200%.

Education

MBA | Sharda University / Sharda Hospital, Greater Noida, India / Hospital Administration & Healthcare Management

Certificates

- **Grow More Coach** | *Grow More Avenues, Delhi, India*
(International Coach Certification - Approved by ICF (International Coach Federation, USA))
- **NLP Practitioner** | *Insights - Let's Simplify (Success Mantra), Delhi, India*
(Certificate of Practice - Neuro Linguistic Programming, Life Coaching Skills & Basics of Clinical Diagnostics)
- **Comprehensive Disaster Risk Management Framework** | *National Institute of Disaster Management(NIDM), Delhi, India*
- **Emergency Management** | *Open Universities Australia*
- **Negotiation & Conflict Management** | *Open Universities Australia*

Courses

- **Advanced Work Study Course** | *ITM, Defence Research & Development Organisation (DRDO), Mussoorie, Uttarakhand, India*
(Techno-Managerial Skills in System - Development Projects (Technology Management, Project Management, Materials Management and Organizational Behaviour))
- **Operating Systems, MS Office & Networking** | *Defence Computer Lab, India*
(MS Office, Apple iWork OS)
- **Provost Course** | *Defence, India*
(Police Duties, Crime Investigation, and Behavioural Sciences)
- **Transport Management Course** | *Defence, India*

Awards

General Officer Commanding in Chief Commendation Card for ‘Exemplary & Meritorious Service’