

Colonel Lokesh Wale (Veteran), National Learning Manager (ATS), Amazon
Overall Governance~ Operations Management~ Technology Leadership (23+ years)

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PROFILE

Qualified business leader with over 23+ years of experience with the Indian Army and corporate. Prompt decision maker with exceptional skills in responding swiftly and reacting calmly while consistently driving mission critical results. Drove initiatives to fuel workforce development and streamlining processes while capitalizing on growth opportunities. Rich experience in governance of transformation programs like sustainability, and application of the latest techs like AI/ML, Blockchain, and IoT.

Expertise in strategizing project plans, performance monitoring, risk mitigation, and control & deployment of business requirement changes. Strong in Employee Relationship, Customer, and Vendor Engagement.

EDUCATION

- M.Sc. from Madras University - Defence and Strategic Studies in Apr'09 (1st Class).
- Master of Military Science from Berhampur University - Air Defence Weapons and Electronic Warfare in Mar'05 (1st Class).
- Diploma in Sr. Level Defence Management from Devi Ahilya University in Jan'15.
- Diploma in Weapon Systems from Berhampur University in Aug'99.
- Bachelor of Science from JNU in Dec'97 (1st Class).

OTHER CREDENTIALS

- MDP in International Business Management from IIFT, Delhi in Feb'20.
- PRINCE2® Foundation & Practitioner in 2019.
- Certified Lean Six Sigma Black Belt in 2019.
- GMAT Score: 700 from Pearson Vue Centre, Atlanta in Jun'19.
- Diploma in IT from C-DAC in Feb'06.
- Languages. English, Hindi, Marathi.

CAREER HIGHLIGHTS

National Learning Manager (ATS), Amazon (Mar '22 – Till date)

- Heading a specialised team of 120+ to enhance and sustain training of 10000+ associates across 37 ATS and 3P sites leveraging tech as an enabler.
- Successfully launched and implemented SBU specific LMS to scale standardised training across network with approx. 1500+ internally prepared content modules.
- Optimised new hires ramp up time across network by; a) Successfully launching and implementing past hires identification tool to help hiring team during critical phases throughout the year. b) Refining and reducing virtual training content for ease of assimilation and quick scaling up. c) Improving contract structure in collaboration with PXT team to stabilise workforce. d) Revising and improving flexibility levers to adapt to short term forecast volatilities.
- Led and initiated new associate hiring strategy, achieving stringent internal goal of effective hiring days, resulting in seven figure ROI throughout the year in hiring alone.
- Instituted a learning project as capability enhancement tool, leveraging expertise of SMEs across functions to upgrade and engage employees.
- Reassessed cross training requirement of associates to optimise training resources and effective output for operations.
- As Sustainability Project Lead of SBU, oversaw execution of sustainable, business efficient, and financially viable processes to achieve reduction in carbon footprint while simultaneously improving profit margins. Instrumental in preparing strategic sustainability blueprint for the SBU.

Territory Manager (Operations), Amazon (Jul '20 – Mar '22)

- Executed efficient remote operational management of 10 upcountry logistic stations during 1st and 2nd Covid wave in a complex territory.
- Successfully launched 5 new logistic stations in last one year.
- Collaborated with cross functional teams for process improvement to achieve approx. 10% improvement in quality metrics across territory.
- Introduced design changes in logistic stations to improve specific speed element up to 75%.
- Winner of 2 prestigious awards in one year.
- As Sustainability Project Lead of SBU, oversaw execution of sustainable, business efficient, and financially viable processes to achieve reduction in carbon footprint while simultaneously improving profit margins. Instrumental in preparing strategic sustainability blueprint for the SBU.

Senior Director, Indian Army Automation Project, New Delhi (Oct'17-Feb'20)

- Responsible for preparing strategic blueprint and execution of automation project worth INR 1000+ Cr (\$150,000,000).
- Coordinated with cross-functional teams (In-house and Industry) to build robust roadmap for the Project with the latest techs including AI/ML, Blockchain, and IoT.
- Obtained industrial, environmental and operational clearances by coordinating with different govt agencies.
- Executed participation of prototype in field for feedback and version improvement.

Commanding Officer (Oct'15-Sep'17)

- Ensured operational readiness and effective border deployment of an Army Unit comprising approx. 800 personnel, 100 vehicles and modern technical equipment.
- Led major projects in support and aid to civil authorities during local and J&K floods.
- As Chairman of Army Placement Cell, facilitated recruitment of over 200 Veterans to industry within a year.
- Instituted innovative operational and administrative solutions (including slithering simulator for heliborne operations and semi-automated cookhouse) to develop a cohesive, motivated and physically fit fighting unit.

Logistic Officer in Un Mission in Sudan and South Sudan (Nov'10-Feb'12)

- Executed logistic resource allocation and distribution. Collated and compiled data for documentation of records of logistic resources including equipment, rations, and vehicles.
- Coordinated with UN observers and multinational contingents to assess and plan for logistic support.
- Ensured forecasting, demand and stocking of critical logistic items and mission critical equipment by road, air and waterways.

Project Manager / Principal Staff Officer, Indian Army Automation Project (Apr'09-Nov'10)

- Instrumental in steering automation project worth INR 2000+ Cr (\$300,000,000).
- Worked in close coordination with the Industry for information on latest technologies for the Project.
- Coordinated all business and project related activities including briefings, meetings and conferences with other branches of Army Headquarters.

Instructor at Army Air Defence College, Gopalpur (Mar'05-Aug'06)

- Planned, organised and conducted training of student officers on state-of-the-art technical equipment.
- Mentored approx. 200 students and guided them in achieving professional growth.
- Pivotal in finalising the blueprint for future expansion of the Institute.