

## Contact

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## Top Skills

Semiconductor Supply Chain

Strategy

Operational Excellence (SCM)

APAC Market Expansion

## Certifications

Data Science Analytics

Copilot AI-Driven Data Analysis

Adding Value through Diversity

Microsoft Azure AI Essentials

Professional Certificate

Fellowship (F.I.E.) C.Eng. (I) - Govt.

Approved Valuer

## Honors-Awards

Best Speaker

Ranked III for Review Paper

Presentation

Class of 59' Scholarship

Placement Coordinator

Got Selected in MBA Program

2006-08 IIT, Kanpur

# Vashist Specialty Chemicals Agentic AI

Commercial Excellence | Supply & Governance Architect | Executive (Top-Tier Global Talent)

Singapore, Singapore

## Summary

Transformation architect with 20 years in chemicals, semiconductor supply chains, and logistics optimization. Managed \$150M+ portfolios across BASF, DSM, and 3M, consistently delivering 25%+ CAGR and operational excellence. Expert in compressing cycles by 30–90% and driving \$50M+ uplift via SAP/Salesforce.

ONE Pass eligible, globally mobile, and focused on senior leadership mandates in Singapore. Experienced in governance, ESG stewardship, and APAC expansion, with a proven record of building compliant, scalable operations across regulated industries.

Currently exploring the role of GenAI and Agentic AI in regulated industries to accelerate transformation and governance depth.

## Experience

BASF

14 years 11 months

Head South Asia P&L and Business Excellence (Focus: Semiconductor, Grade Polymers & APAC SCM)

July 2024 - Present (1 year 6 months)

Mumbai, Maharashtra, India

Driving Business Excellence in the Chemical Industry

- Transforming operations to drive significant growth and innovation in India's chemical sector
- Developing and executing plans to enhance significant efficiency, productivity, and profitability using SAP S/4HANA/ERP/ Salesforce
- Driving digital initiatives to improve AA+ customer experience and operational efficiency

- Collaborating with cross-functional teams to develop and implement digital solutions using Salesforce, increasing sales by significant numbers
- Building strategic partnerships to increase significant brand visibility and thought leadership

**Key Expertise:**

- Digital Transformation Strategy
- Business Process Optimization
- Operational Efficiency Improvement
- Strategic Partnerships Development
- SAP S/4HANA/ERP/ Salesforce Implementation
- Salesforce Solution Development

#DigitalTransformation, #BusinessExcellence, #OperationalEfficiency, #StrategicPartnerships, #SAP, #Salesforce, #ChemicalIndustry, #India, #Leadership, #Innovation

Sales & Marketing Head Industrial Business, South Asia

July 2023 - July 2024 (1 year 1 month)

Maharashtra, India

**Transformational Sales Leader & Business Growth Strategist:**

- Spearheaded profitability in unprofitable accounts and Strategic Business Units (SBUs) through strategic planning and process optimization
- Drove year-over-year growth and profitability via automation, process improvements, and team reenergization
- Successfully convinced customers to adopt regular buy-ups, fostering long-term trust and multiplying business growth with high profitability
- Consistently met or exceeded quotas and expectations in sales positions at BASF India and earlier roles
- Developed and executed go-to-market strategies from plant inception to market saturation, driving sales growth and market penetration
- Achieved AA+ Mio Euro business with 25+% CAGR in Performance Materials Division for Engineering Plastics & Polyurethanes (Automotive Segment)

**Expertise:**

- Materials: Switch Gears RM, Sustainability, Flame Retardants, Low VOC, Medical & Food Grade plastics

- Business Growth Strategy
- Sales Leadership
- Process Optimization
- Team Training and Development
- Customer Relationship Management
- Financial Analysis and Planning

#SalesLeadership, #BusinessGrowth, #Profitability, #ProcessOptimization, #TeamTraining, #CustomerRelationshipManagement, #FinancialAnalysis, #MaterialsScience, #Sustainability, #FlameRetardants, #LowVOC, #MedicalPlastics, #FoodGradePlastics, #EngineeringPlastics, #Polyurethanes, #AutomotiveSegment, #PerformanceMaterials, #BusinessStrategy, #GrowthHacking, #SalesGrowth, #MarketPenetration

Sales, Commercials & lot more

August 2020 - July 2023 (3 years)

Delhi, India

Business Growth & Development Leader - Polyurethane (PU) & Engineering Plastics

Responsibilities:

- Spearhead business growth, development, management, and strategy for Polyurethane (PU) & Engineering Plastics (Polyamides, PBT, Polyacetals)
- Drive profitability and sustainable business practices for BASF SE, the world's largest diversified chemical company
- Develop and execute strategic plans to expand market share and revenue growth

Skills:

- Business Development & Growth Strategy
- Profit & Loss Management & Optimization
- Sustainable Business Practices & Leadership
- Business Management & Operations
- Profit Margin Enhancement & Management
- Sales Management & Processes
- Analytical & Problem-Solving Skills
- Sales & Marketing Strategy & Execution

#BusinessDevelopment, #Polyurethane, #EngineeringPlastics, #BASF, #ChemicalIndustry, #SustainableBusiness, #ProfitAndLossManagement, #BusinessGrowth, #StrategyDevelopment, #SalesManagement, #AnalyticalSkills, #SalesAndMarketing

Japanese Transplant Manager, South Asia  
February 2011 - June 2023 (12 years 5 months)  
South Asia

International Business Leader - Japanese Transplant & South Asia Expansion

Responsibilities:

- Spearheaded Japanese Transplant business growth in South Asia, driving international partnerships and collaborations through business development, technology transfer, and strategic alliances
- Fostered knowledge exchange, joint research projects, and best practice sharing across borders, enhancing business growth and regional development
- Successfully bridged cultural divides, navigating "death valley" challenges to establish thriving partnerships and collaborations

Skills:

- Global Business Leadership & Expansion
- Cross-Cultural Management & Collaboration
- International Partnerships & Alliances
- Business Development & Growth Strategy
- Technology Transfer & Innovation
- Joint Research Projects & Knowledge Sharing
- Strategic Alliance Building & Management

#GlobalBusinessLeader, #JapaneseTransplant, #SouthAsiaExpansion, #InternationalPartnerships, #CrossCulturalManagement, #BusinessDevelopment, #TechnologyTransfer, #Innovation, #StrategicAlliances, #GlobalLeadership, #AsiaPacific, #BusinessGrowth

Manager Automotive - Engineering Plastics & Polyurethanes  
October 2018 - July 2020 (1 year 10 months)  
Delhi, India

Deputy Manager- Automotives - Engineering Plastics & Polyurethanes

April 2017 - September 2018 (1 year 6 months)

Delhi, India

Business Management, Sales, BD

Deputy Manager - Automotive & Industrial - Engineering Plastics

April 2015 - March 2017 (2 years)

Delhi, India

Business Management, Sales, BD

Assistant Manager- Automotive & Industrial - Engineering Plastics

February 2011 - March 2015 (4 years 2 months)

Delhi, India

Business Management, Sales, BD

Asian Development Bank (ADB)

Independent Consultant

February 2023 - June 2024 (1 year 5 months)

New Delhi, Delhi, India

Registration Number: 221955.

### My Notes.

Ideas before time .....

August 2002 - June 2024 (21 years 11 months)

India

### Innovation Timeline

- 2001: Conceptualized "Silent DJ" for campus parties.

- 2002: Envisioned TV program storing mechanism.

- 2003:

- Introduced music ringtones.

- Proposed dual SIM functionality.

- Suggested video recording of training sessions.

- 2005:

- Designed color-changing water bottles.

- Presented paper on TCP thermal conversion.

- 2009:

- Conceptualized Universal Health ID.

- Introduced 3D/4D virtual imaging tools.

- Proposed crowd management solutions.

- 2012-2013:

- Foreseen need for digital money.
- Identified need for anti-phishing drives.
- Highlighted hygiene needs.
- 2012: Envisioned moveable road dividers.
- 2017: Advocated for simplification and dashboard needs.

#### Contemporaries in Innovation

- 2003: Nokia introduced ringtones.
- 2009: US launched HITECH Act.
- 2012: Bitcoin emerged as virtual currency.

#Innovation, #DigitalTransformation, #AI, #Blockchain, #Cloud, #Leadership, #Entrepreneurship, #FutureOfWork, #Technology

#### 3M

Sales Manager -Ended up being a 3M Ambassador for Quality, Cost & Value.

March 2010 - January 2011 (11 months)

New Delhi Area, India

Regional Business Development Leader - North & East Region

#### Responsibilities:

- Spearhead sales growth and business development in the North & East region for Specialty Chemicals (Fluoropolymers, Glass Beads), FKM Rubber, PTFE, and related products
- Identify and capitalize on potential markets, customers, and partners to drive inorganic growth and expansion
- Develop and execute strategic plans to increase market share and revenue growth in the Auto and Electronics industries
- Led sales of advanced surfactant solutions into electronics and semiconductor manufacturing supply chains, supporting wafer cleaning, etching, and precision coating processes
- Contribute to the company's legacy of innovation and leadership, building on 3M's 104-year history of introducing new products and maintaining consistent profit and dividend growth
- For Universal industries like Electronics, Polymer Processing, Multilayer Films mfg., Wire & Cables, Rubber Industry, Oil & Gas, Automotives for Fluoro Polymers, Surfactants, Glass Bubbles, PPA.

Skills:

- Regional Business Development & Growth Strategy
- Market Analysis & Identification
- Customer & Partner Development
- Specialty Chemicals & Materials Expertise
- Auto & Electronics Industry Knowledge
- Innovation & Leadership

#BusinessDevelopment, #RegionalGrowth, #SpecialtyChemicals, #3M, #AutoIndustry, #ElectronicsIndustry, #MarketAnalysis, #CustomerDevelopment, #PartnerDevelopment, #InnovationLeadership

**DSM Engineering Plastics**

Business Development - North India: Ended up being a man for Value Selling (Conceptual & Strategic)

August 2007 - February 2010 (2 years 7 months)

Gurgaon, India

Business Development Leader - Engineering Plastics (Automotive, Electrical & Electronics)

Responsibilities:

- Drive business growth and development for Engineering Plastics (Polyamides, PBT, Elastomers/TPEE) in the Automotive, Electrical & Electronics industries
- Focus on identifying new applications and metal-to-plastic conversion opportunities to expand market share and revenue growth
- Collaborate with cross-functional teams to develop and execute strategic plans for business expansion and innovation

Skills:

- Business Development & Growth Strategy
- Engineering Plastics (Polyamides, PBT, Elastomers/TPEE) Expertise
- Automotive, Electrical & Electronics Industry Knowledge
- New Application Development & Metal-to-Plastic Conversions
- Strategic Planning & Execution

#BusinessDevelopment, #EngineeringPlastics, #AutomotiveIndustry, #ElectricalAndElectronics, #NewApplications, #MetalToPlasticConversions,

#GrowthStrategy, #DSM, #MultinationalCompany, #LifeSciences,  
#MaterialsSciences

Avery Dennison

India Plant Operations: Ended up being Operation's Man

June 2006 - August 2007 (1 year 3 months)

Gurgaon, India

Global Operations Leadership Development (GOLD) Associate

Program Achievements:

- Completed the prestigious GOLD program, ranked among the top 20 global leadership development initiatives
- Demonstrated strategic leadership skills and successfully handled key responsibilities across various facets of the company
- Developed expertise through extensive training and hands-on experience in:
- R&D and innovation
- Production and manufacturing
- Inventory management and control
- 5S and EHS (Environmental, Health, and Safety) practices
- Manpower retention and talent development
- Morale and motivation strategies for frontline teams
- Plant maintenance and operations

Skills:

- Global Operations Leadership
- Strategic Planning and Execution
- R&D and Innovation Management
- Production and Manufacturing Excellence
- Inventory Management and Optimization
- 5S and EHS Best Practices
- Talent Development and Retention
- Team Motivation and Leadership

#GOLDProgram, #GlobalOperationsLeadership, #LeadershipDevelopment,  
#StrategicLeadership, #R&D, #Production, #InventoryManagement, #5S,  
#EHS, #TalentDevelopment, #TeamMotivation

Advance Agro Public Co. Ltd.

Indian Coordinator

June 2005 - July 2006 (1 year 2 months)

Thailand

### International Recruitment Project - India

#### Program Details:

- Managed local recruitment efforts in India for international job postings
- Coordinated and conducted various selection processes, including:
  - Group Discussions (GD)
  - Interviews
  - Project-based candidate shortlisting
  - Developed and implemented innovative assessment methods, such as:
  - Engineering architecture model-making
  - On-the-spot testing and evaluation

#### Skills:

- International Recruitment Management
- Selection Process Design and Implementation
- Group Discussion and Interview Facilitation
- Project-Based Assessment and Evaluation
- Engineering Architecture Model-Making and Testing

#InternationalRecruitment, #IndiaRecruitment, #SelectionProcess,  
#GroupDiscussion, #Interviews, #ProjectBasedAssessment,  
#EngineeringArchitecture, #ModelMaking, #OnTheSpotTesting

#### Reliance Industries Limited

Trainee - Technical marketing: Ended up Knowing that all its starts, is from Ground i.e., Shop Floor

November 2005 - February 2006 (4 months)

Delhi, India

#### Polymer Industry Expertise - Reliance Industries

#### Key Responsibilities:

- Collaborated with the Technical Specifications Department at Reliance Industries to develop and implement polymer product specifications
- Partnered with the Technical Services Department to provide expert support and guidance on polymer products
- Conducted market research and analysis on the Indian Polymer Industry, staying up-to-date on market trends and scenarios for Reliance Industries

#### Skills:

- Polymer Product Development and Specification
- Technical Services and Support
- Market Research and Analysis
- Indian Polymer Industry Expertise
- Technical Collaboration and Partnership
- Reliance Industries Experience

#RelianceIndustries, #PolymerIndustry, #TechnicalSpecifications,  
#TechnicalServices, #MarketResearch, #IndianPolymerMarket,  
#PolymerProductDevelopment, #TechnicalCollaboration

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## Education

**Delhi College of Engineering**  
B.E., Engineering & Technology · (2002 - 2006)

**Indira Gandhi National Open University**  
Master of Business Administration - MBA, Business, Management, Marketing,  
and Related Support Services · (August 2020 - December 2024)

**Indian Institute of Technology, Kanpur**  
MBA Program – Admission Secured (2006–2008) , None · (August 2006 - June  
2008)

**Faculty of Law, University of Delhi**  
Bachelor of Laws - LLB, Law · (August 2012 - July 2015)

**Surajmal Institute Delhi**  
Medicines, Healthcare, Pharmacy · (2000 - 2002)