



Rajashekar Venkat

C-2010, Maple Leaf, Raheja Vihar, Powai, Mumbai – 400072. Cell: 91 9833029897. Mail: vrshekar1974@gmail.com . June 1974(47yrs).
<https://www.linkedin.com/in/rajashekarvenkat824525b/>

Professional Summary

- A senior leadership professional with +27 years of accomplished career track. +12 years in leadership role heading India, SAARC, South Asia operations, for multiple business verticals with full P&L responsibility. Few personality insights are:
 - Seasoned Professional with deep experience and corporate culture understanding of American Conglomerates, European Global Organizations, Japanese Corporations & Indian Corporates
 - Combines entrepreneurial drive with business-management skills to drive growth in revenue, market share and profit performance.
 - Communicates clear strategic vision & effectively manages multiple businesses & functions spanning across Sales & Marketing, Service Operations, HR, Finance, Factory, SCM, and Engineering/R&D.
 - In-depth knowledge of Compliance & Regulatory framework. Well established Industry Network/Connect.
 - Have consistently produced & sustained profitable sales revenues and improved OP in dynamic and changing market
 - Believes that happy and motivated employees are key to Organization growth and hence invests in continuous training and skill development.
- Few recognized key strengths are in Sales, Marketing & AfterSales Business Management, Business Transformations, establishing New Businesses, Turning around Lagging businesses, leading Organizational Changes, Improving Financial KPI's of Business, Managing a Matrix environment. Has relevant exposure towards SCM & Factory Operations.
- Has significant knowledge of Industrial Applications & Solution of various Market Segments viz., manufacturing, chemical, automotive, textile, food and beverage, pharma, PPP(Paper, Printing & Packaging), electrical-electronic-cable-wire, material handling, petrochemical etc.,
 - Has deep understanding of Industrial Solutions, Factory Automation, IoT, SaaS, Software Solutions in Manufacturing space: Cloud Computing/MES/PLC/Scada/Serialization/Track & Trace etc.
- Some key highlights of Professional Journey:
 - Has significant knowledge of FMCG Business environment, Industrial & Manufacturing Goods Sales Domain, B2B & B2C Domain.
 - Worked in various Segments: Manufacturing & Industrial Machinery, Packaging Machinery, Telecom & Office Automation
 - Rich experience of Corporate Sales, Key Account Management, OEM, managing vast Dealer network of +60 and EPC Business/Govt.Tenders
 - International exposure - Managing India & SAARC Countries along with South Asia via Distribution model
 - Rich experience in generating revenue & profitability from Aftermarket Sales(parts, service, labor etc.,)
 - Managed Sales Revenue up-to \$80mn and has potential to manage more, based on the Industry and Scope
 - Established 3 manufacturing sites from Ground Zero in India, including seamless transition/relocation of People & Process within Statutory Framework
 - Exemplary Organization Management during Covid Pandemic. Seamless Operations, consistent delivery of Topline & Profits with Empathetic approach to Staff, led from Front on all business topics and customer interactions. Established Hybrid Work Environment in June 2020.
- Have achieved continuous success, with agility in identifying/developing new market opportunities, growth avenues for short-midterm growth of the organization with effective management of Country Leadership Team. Mentoring Business/Function Heads to achieve Strategic Business Goals & improve Profitability of Operations.
- Have successfully established new businesses and technologies in Indian market, for MNC's

Functional Areas of Expertise

- | | | |
|--|------------------------------|----------------------------|
| · Revenue/OPEX Budgeting & Forecasting | · P&L Management | · Human Capital Management |
| · Business development | · Data Analytics & Reasoning | · Marketing Strategies |
| · Strategy Development & Execution | · Organizational Development | · Key Accounts Management |

Education & Professional Development

Certified Corporate Director. Institute of Directors. 2018

Post-Graduation in Business Administration (MBA) - Sales & Marketing. University of Madras. 1997

Bachelor's in Mathematics. University of Madras. 1995

Post-Graduation in Computer Applications. Aptech Computers. 1995

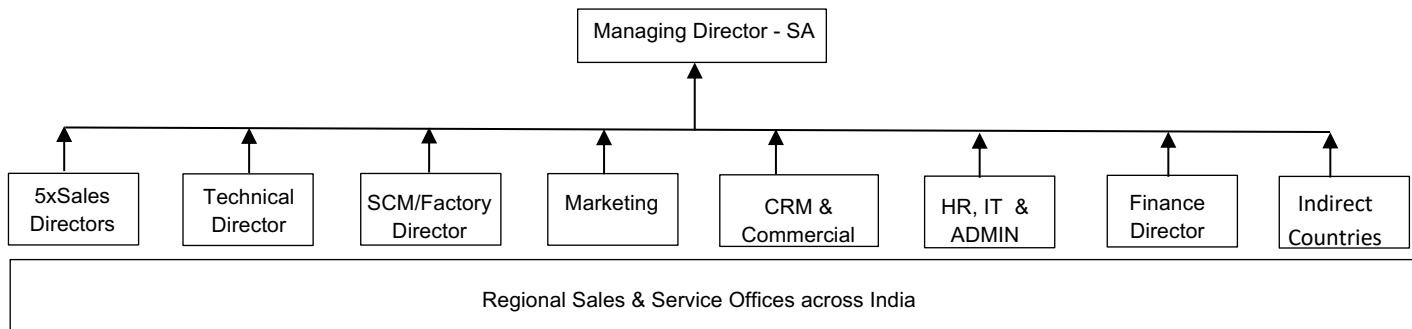
Professional Development Courses & Certifications:

a) Finance for Non-Finance, b) SCM & Factory Operations, c) Developing Organizational Excellence, d) Digital Marketing, e) Strategy & Leadership in VUCA World, f) Change Management & Agent, h) Inspirational Leadership, i) Coaching, Mentoring & Counselling

Professional Experience

Nov 2018 – Present. Managing Director – South Asia (Based at Delhi).

Markem-Imaje India OpCo of Dover Corporation www.markem-imaje.com . NYSE: DOV



Key Responsibilities - High level summary:

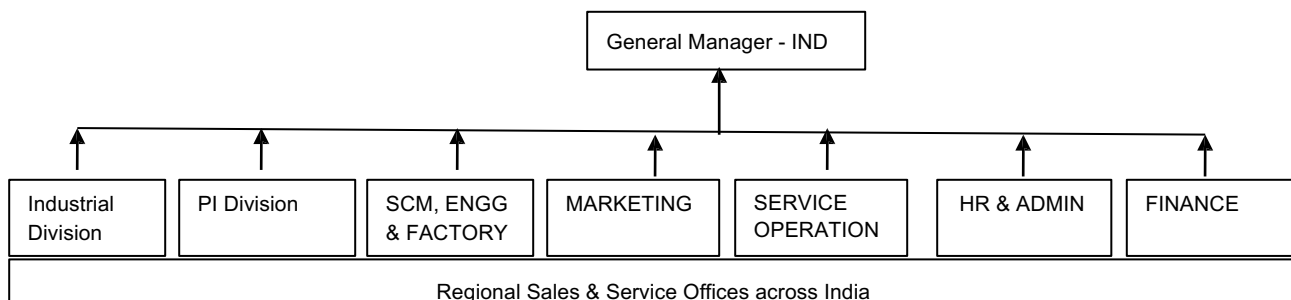
- Lead, direct and control the activities of South Asia Zone to achieve its short, mid and long term Commercial, Financial and Operating objectives (Top-line and P&L). Responsible for all Commercial activities of multiple direct and indirect countries within the Zone, including Manufacturing Site Operations. Drive topline of \$47mn, Improve GM & Deliver OP Qtr-on-Qtr.
- Manage & coordinate the Leadership team amidst a Matrix Structure. Ensure that all functions are optimized and well-coordinated across the organization. Develop Strategic Roadmap, Growth Plans, & Execute them through the Management team.
- Develop AOP, Business strategies, Customer Retention Plans, Market Expansion Plans, Technical Service Automation etc., Preparation of the budget and proposals (investment, equipment, resources) to support business plan.
- Look constantly for business opportunities, competition and market needs to develop strategy plan to acquire/ gain market share (including strategic business plan, organization review/ transformation to ensure business continuity and sustainability).
- Provide periodic updates and strategic advice to the OpCo COO, CFO and Global functional leaders – Market updates, competitive paradigms, industry environment, policy changes etc.,
- Be a face of the organization by establishing ground relations with Corporates, Dealers, Govt Body, Industrial Associations, for Sales growth.
- Drive and Track the Zone Operations performance month on month with Qtrly Financial delivery of Top-line & EBIT.
- Responsible for Organization achievement of financial results – P&L, Cash Flow, DSO, Inventory, Productivity.
- Oversee Manufacturing Site, with focus on manufacturing quality, OTDP, ITO, GMROI, EHS, PP, LOM etc.,
- Ensure Social, Environmental, Safety & Compliance rules implemented as per the Country Operations. Ensure local and company obligations are properly fulfilled, in line with Global Business Process.
- Motivate, manage, coach, and develop the team to best managerial practices. Promote a culture of empowerment, personal integrity and accountability. Develop outstanding people and strong relationships between functions while building a solid organization.

Accomplishments 2019-2021:

- Successfully managed an investment of \$12mn in India. Oversaw / set up a new Corporate Office and Manufacturing site near Delhi.
- Went live with the new factory, April 2021 amidst Covid. Transitioned seamlessly Staff & Operations without disrupting Commercial Org.
- Business Transformation & Turnaround:
 - Delivered double digit topline growth during Covid Period of 2020 and 2021. CAGR of 8.5% over 3 years.
 - Grew absolute EBIT 4% YoY, GM 10% YoY & Market-share by 2.4%. Expanded to New Markets and Verticals
 - Improved key Financial KPI's: DSO 64 to 37, Freight Recovery from 31% to 64%, Price Increase 6% YoY, favorable SGA & COGS.

Sept 2012 to Nov 2018. General Manager – IND Ops.

Mettler-Toledo India Pvt Ltd., (Based at Mumbai) www.mt.com . NYSE: MTD



Key Responsibilities - High level summary:

- Responsible for overall P&L of for India, comprising of 8xSBU's with a revenue size in excess of USD 33mn for 2018.
- Work closely with Global SBU's and Global Division Heads to implement Global Initiatives and Strategies to suit India Markets
- Drive business growth in India through Direct & Dealer Sales Channels
- Develop Strategic Roadmap and Business Plans for 3-5 years for the country. Execute on yearly basis to achieve yearly financial targets
- Develop sound strategies to achieve profitable growth, gain market share and maintain market leadership position.
- Explore new opportunities and business potential in terms of markets, segments, territories, customers and products. Special focus on localization to expand market penetration and gain market share.
- Successfully collaborate and influence Cross Functional Teams within the Organization (India & Global) for business goals
- Build Organization capability and capacity for consistent aggressive growth
- Responsible for Strategic Investments in Factory Operations and implementation of Lean Manufacturing
- Build relations with Industry Associations for Strategic Relationship building
- Develop and implement various Marketing Initiatives for Brand Building & business generation
- Coordinate with SCM, Factory, Engineering & R&D to develop customized solutions and products for India Market
- Managing a Team Size of +275 employees spread over HO Functions & 10 Regional Offices.
- Managing a dealer network of +40 across India
- Responsible for Sales Training & Development, Coaching & Identifying Areas of Continuous Improvement for India Team

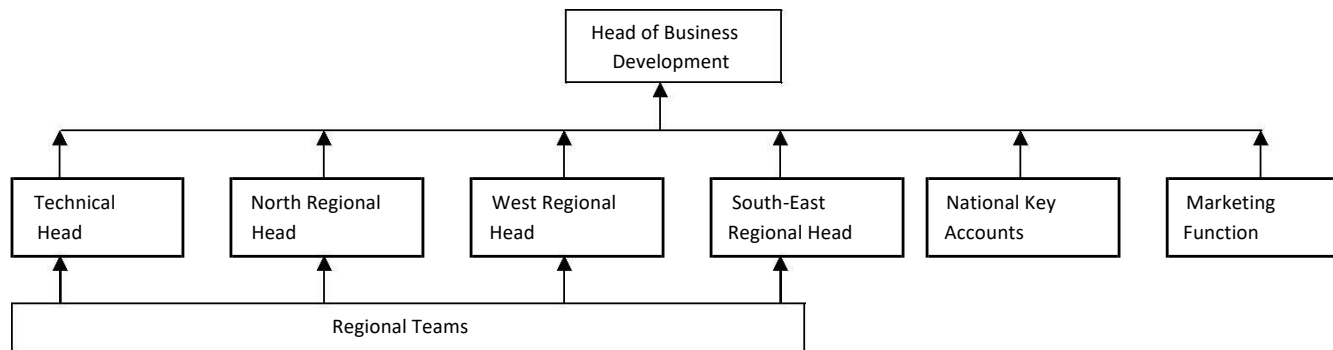
Accomplishments

- Turned around the declining business and grew it by +12% CAGR between 2013 to 2018.
- Improved the OP from 4% to +15% between 2013 to 2018, GM moved from 8% to 42%.
- Opened a new Factory in Nasik for local manufacturing of Weighbridges in 2014
- Successfully Implemented Value Engineering and Cost Reduction programs in factory and SCM
- Launched 16 Global products and 14 Made In India products in Indian Market between 2013 to 2016
- Expanded Distribution Business and developed products for Dealers to cater to Mid/Low markets
- Implemented KAM Program, Professional Sales Trainings, Segment Growth Initiatives etc.,
- Developed and Executed India Growth Strategic 5 Year Plan

Domino Printech India Pvt. Ltd., OpCo of Brother Industries Japan. www.domino-printing.com .

July '11 to August '12. General Manager – Business Development India - Delhi

July '06 to June '11. Head of Business Development India - Delhi



July 2004 – July 2006. Regional Operations Manager – West India (Based at Mumbai)

Domino Printech India Pvt. Ltd., (Subsidiary of Domino- UK). www.domino-printing.com .

July 2002 – June 2004. Branch Manager – Chennai (Heading Operations for T.N, Kerala, & South A.P.)

Feb 1999 – June 2002. Sr. Sales Area Manager - Chennai

Domino Printech India Pvt. Ltd., (Subsidiary of Domino- UK). www.domino-printing.com .

Oct 1996 to Feb 1999. Quickcalls Pvt Ltd., (JV of MOTOROLA) - Hyderabad

Corporate Sales, Industrial Sales, Govt Tenders

May 1995 to Oct 1996. RPG Ricoh Ltd., - Chennai

Corporate Sales. Office Automation.