

Tasavoor Hussain Khan

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IT SALES, HR, MARKETING & BUSINESS DEVELOPMENT PROFESSIONAL

Having insightful and qualitative experience of 15 years

Top-performing sales, marketing, and business development professional with proven ability to drive business expansion through aggressive sales initiatives that deliver revenue growth, market share, and market penetration. Strategic thinker who can plan as well as implement sales, marketing and business initiatives to support corporate objectives. Particularly strong relationship management, team building, and general business acumen; track record of success driving unprecedented growth and profitability gains within highly competitive organizations, industries, and markets. Ambitious, aggressive and intensely focused on bottom-line results. Versatile HR Generalist with hands-on experience in diverse industries operating over multiple jurisdictions in multiple states. Strategic professional who deploys participative management style in fast-paced, diverse workforce. Proactive change agent who spends time in employee environment encouraging learning and promoting the increased productivity that results in value-added customer service. Excellent team builder & consultant on personnel issues as well as organizational development. Cultivate excellent relationships with new prospects and existing customers. Able to turn around lagging operations & prepare companies for fast growth as well as profitability.

Areas of Expertise

B2B & B2C Sales | IT Sales Cycle Management | Business Development | Channel operations | Retail Sales | Marketing | E-Commerce | Key Account Mgmt. | Sales Forecasting | Strategic Planning | Govt. Sales | Corporate sales | Market Analysis ATL/TTL/BTL | Presentations | Client Relationship | Team management | Exhibitions | Human-resource strategy, objectives, policies, programs | Employee and management training | Succession planning/management practices & programs | Domestic and international recruitment | Real Estate | Property sales | Insurance | Operations | Performance management | State & local compliance | Training

EXPERIENCE & ACCOMPLISHMENTS:

May, 2012 to Till Now working as **International Sales Head (IT), Recruit4Job.com Company Profile:** Recruit4Job.com its New Innovative Job Portal.

- Joined as **Regional Sales Head (IT) in May 2012, Promoted as National Sales Head (IT) in May 2013 & than Promoted as International Sales Head(IT) cum Co-founder in April 2014.**

- **Working profile:** Associated with Startup Company working on a something cool and innovative idea that everyone will benefit from. Start from Scratch to Web development, Sales Forecast, Oversee all operations like software development, finance, HR, outsourcing clients & projects, infrastructure, etc. Currently manages a team of 600+ for various projects of Recruit4job.

- **Manage:** Manage organization operations spread across facilities in India and work-from-home team based out of Pan India by directing and coordinating. Activities consistent with established goals, objectives and policies. Implement programs to ensure attainment of business plan for growth and profit. Provide directions and new working structure for Team. Implement improved processes and management methods to generate higher ROI and workflow optimization. Develop and create strategies and policies aligned with organizational goals, Reduce TAT. Provide mentoring and guidance to subordinates and other employees.

- **Responsibility:** Responsible for developing Job Portal web development with the help of IT Team, from concept to final publishing On-line. The role involves planning, hiring, managing team for Web Development,

content aggregation, working with OEM's and SEO team. Also manage sales Team in parallel with development for start revenues.

Create new way to hire peoples as Recruiters from pan India on Freelancing model.

• **Role:** As a co- founder Director, the role involves business planning, strategy, business sourcing, service delivery and account mining, profitability and performance management with help of 600+ team. The clientele includes the HelpingDoc, Kotak, TT Consultants, IndiaInfoline etc.

Establishing complete HR function from scratch for newly formed companies as well as managing the overall provision of HR function of established companies by establishing department objectives and accountability in line with organizational objectives. Motivate and manage multi-site HR team to effectively meet and exceed HR KPIs and drive continuous improvement.

Head of Human Resources services, in charge of all the company's HR policies procedures, strategy, mobilization, manpower planning and implementation.

Heading the international HR and mobilization operational team for, recruiting, staffing, organizational and space planning for the set up of new project site operations. This includes performance management and improvement systems , organization development, employment compliance to regulatory concerns ,employee orientation including training and development of policies and practices, discipline, grievance, counselling; work and environmental conditions, contracts, succession planning, timesheet, program manuals culture and attitude development.

• **Planning & Execution:** Innovation, Design and Evangelism – A natural inventor & innovator; thinks outside the box to develop new products and resolve business challenges, optimizing use of resources and leveraging strengths. Builds and shapes the market, creating demand through evangelism and maximizing market potential.

▪ Strategic Direction and Execution – Understands the competition recognizes market demands and identifies business opportunities.

▪ Results focus and Business Growth – Achieves aggressive growth & profitability targets, demonstrating entrepreneurial skill as well as exceptional business acumen. Expands into new territories and penetrates new markets developing and launching products and services rapidly responding to market needs.

▪ Leadership – Defines a clear vision, Energizes the team with a contagious passion, gaining commitment and coordinating all activities towards the Common goal. Increased Resumes database by over 400% within 10 months.

▪ Influence & Interpersonal Skills – Positive, proactive and influential communicator who enjoys a challenging work environment, pioneering new ideas and motivating creative teams to work cohesively. Develops strong relationships with colleagues, clients and

Stakeholders at all levels, based on openness and integrity.

• **Market Analysis:** Conducting competitor analysis by keeping a close view of market trends to achieve metrics. Executing experimental procedures for carrying out analysis of processes & products.

• **Achievements:**

Increased 200% growth in Startup growth by:

- ✓ Implementing new Client Acquisition and upscale Innovative sales strategies as well as Introducing new services
- ✓ Developed business relationship with key stake holders at various customers and set the platform for organizational growth.
- ✓ Setup the new working model, Developing new services & markets from scratch to pan India.
- ✓ Associate recruiters & HR number up to 500+ on freelancing working Model.
- ✓ Adept at proactively generating sales opportunities with new clients and successfully driving sales to closure at profitable margins
- ✓ Gained over 40% market share in the Freelance Recruiting industry within the first year beta launch.
- ✓ Developed business on pan India level & International business development
- ✓ Developed Successful “Virtual office/Work from Home” model.

January, 2012 to April, 2012 working as a **Area City Head – Retail Life & General Insurance, Future Generali Mall assurance, Gujarat**

Responsible for Team performance and quality channel acquisition, retail business, Ensure revenue growth, profitability, product , Customer service delivery, ensure development of region distribution channel, agencies, Ensure revenue market share. Responsible for monthly targets primary, secondary and maintaining claim ratio.

Retail penetration in complete territory and created innovative promotional marketing strategies for development of Region.

KRA : • Sales of **Life & General Insurance** products in Retail as well as in Mall with Team handling.

- Products Sold: Life Insurance, Personal Accident, etc
- Handling a Team of 7 Sales Managers & 10 FSE
- Retention – min. 75%
- New Business – min. 2 Lac per Manager

Key Achievements : Target Achievement of 204% in FY11-12 (Last Quarter); Manage Productivity at 1million

• **Client Servicing:** Interacting with **UHNI/NRI** clients at all levels with team; for maximum client acquisition and achievement of targets. Well experience in handling **UHNI /NRI** customers [give Proper Advise & Customize solutions as per there need / Requirement].

October, 2010 to December, 2011 working as a **Regional Sales Manager** in **ZIST Consultancy Services (Deals in Real Estate, Share Broking, Telecommunication, Insurance, Loans)** In **Gujarat, Madhya Pradesh, Rajasthan & Delhi/NCR.**

• **Working profile:** Manage multiple States & handle multiple departments like – Operations, Accounts, Business Development (Franchisee) & Sales. Generate business/ targets through Sales Team (ASM/ TSM/ BM/ ABM/ SM/ TL/RM) and monitoring performance to ensure efficiency in business operations and meeting of revenue and collection targets with maintaining relationship orientation.

• **Responsibilities:**

- Monitor daily activities of the team and follow up on sales progress and accomplishments.
- Conducted training sessions of sales team to on regular basis to enhance performance.
- Developed & implemented Marketing and Sales strategies, objectives and plans with sales team.
- Converted the escalated sales leads and opportunities to sales deals.
- Optimized clients interaction, cultivated meaningful relationship built on instant rapport and follow through all clients issues that gives repeated deals from the same clients to the company.
- Handling events with Sales Team related to partnership building.
- Motivate & prepare team to participating in local and international Road Shows and exhibitions
- Organizing sales activities & participating in Launch events with sales team.
- Providing VIP or corporate clients with site visits and office meetings
- Helping sales team in closing deals
- Handling distribution of agents commission
- Make connection with local and international Agencies and Brokers
- Prospecting and building database of clients
- Expanding the network of corporate and individual brokers
- Providing brokers with all updated information and maintaining long lasting relationship to generate more business from each broker
- Sales experience from developing leads, enriching database, approaching potential prospects, carrying out presentations, to closing deals management
- Developed new business accounts and managed the existing customers.
- Understand customer needs and offer solutions that best options, Locations and costing benefits to the customers.
- Maintaining the property database and sending out availability, blocked and reserved units list periodically.
- Uploading available property units for lease and sale to website portals with sales team & Track.
- Dealing with client enquiries and maintained files concerning leases and sales.
- Help sales team in preparing forms and other documents related to sales, renewals, leases and MOU's.
- Help sales team to comparing properties to determine a competitive market price and convey the information to the concerned property consultant.
- Help sales team to collecting due payments on behalf of landlords and obtaining lease agreement documents.
- Help sales team to present purchase offers to sellers for consideration.
- Confer with sales team to escrow companies, lenders, home inspectors, and pest control operators to ensure that terms and conditions of purchase agreements are met before closing dates.
- Help & Involve with sales team take Interview clients to determine what kinds of properties they are seeking.
- Help sales team to prepare documents such as representation contracts, purchase agreements, closing statements, deeds and leases.
- Track & coordinate property closings, overseeing signing of documents and disbursement of funds with sales team.
- Act as an intermediary in negotiations between buyers and sellers, generally representing one or the other.
- Promote sales of properties through advertisements, open houses, and participation in multiple listing services.

- Help sales team to show residential properties and demonstrate the features and benefits of available products.
- Help sales team to convert prospects to closed sales for clients locations.
- Design and update marketing materials and perform competitive product evaluations.
- Track & Managed sales Team to Answer clients' questions regarding construction work, financing, maintenance, repairs, and appraisals Act as an intermediary in negotiations between buyers and sellers when details of transactions need to be negotiated, generally representing one or the other.
- Maintenance and renovations of buildings new and old and to board on rent.
- **Sales and Marketing:** Develop sub-franchisee, sub-broker across all **Gujarat, Madhya Pradesh, Rajasthan & Delhi/NCR**. Maintain entire Region operation, management & acquisition cost. Delivery of revenue across all products. Providing world class Customer Support Experience with strong distribution network.
- **Achievements:** Best performer in providing faster resolutions. Best Team Leader , best performer for maintaining existing clients conversions & maintaining **UHNI/NRI** sales in **ZIST Consultancy services**.

March, 2010 to September, 2010 working as **Manager Sales (Development)** in **MAX NEWYORK LIFE INSURANCE COMPANY LIMITED** in Vadodara, Gujarat.

- **Working profile:** My work is to Recruit Financial Consultant (Advisors) team from cities **Vadodara** (Kheda, Panchmahal, Godhara, Dahod, Anand) & Generate business/targets revenues through them & Motivate for long term retain.
- **Products:** Best in class Life & Health Insurance products & world class Training to the Financial Consultants to sell products easily with Sales Process. Also sell Employers Employee Corporate policies to Companies, SME, Proprietor / Partnership firms.
- **Client Servicing:** Well experience in handling **HNI /NRI** customers [give Advise & Customize solutions on Life & Health products]. Also Mastered in the art of problem Solving of customer according to their needs. Although handling & check overall functions like – Conveyance for increase Investment, Cover all Liabilities, Sell Products according to there Needs, Exact requirement & documentations through Agents etc.
- **Sales and Marketing:** Use excellent networking skills to monitor and help the advisor through the sales process. To track the performance of the individual advisors with DFT, to report the daily sales & progress in a proper manner to achieved the sales Target. Also drive to generate refer leads. Also work on BCP model for Branch Growth.
- **Planning:** Developed Existing agents for expand customer base & generate more revenue through **Refer Leads**. Keep eye on New Agent /Existing Agent Productivity. Also motivate Agents to become **Agency Associates** & recruit agent under them.

January, 2007 to February, 2010 working as a **HR Head** in **Ganeshah-E-Namah Financial Consultant (Franchisee & DSA of LIC, GE Money, Bank of Rajasthan)**

In **Gujarat** (Vadodara, Anand, Kheda, Dahod, Ankleshwar, Surat & Panchmahal nearby cities) & **Rajasthan** (Kota, Baran, Jahalawar, Rawatbhata, Bundi, Ajmer, Jaipur, all Hadoti area).

• **Working profile-**

Driving key HR strategies and initiatives to support business, strategic and operational goals by contributing and analyzing information and bringing change within established companies to raise them up to the HR standards. Supporting Executive Management Team and business heads by providing human resources analysis and recommendations on various subjects. Partnering with them to ensure right HR cost is budgeted and utilized by developing human resources operations financial strategies. Eliminated unwanted voluntary attrition. –Resulted in increased market share in a down economy. Identified market place salary lag in field Sales and developed strategy to adjust to the market. Restructured job profiles that retained and attracted professional talent in the service. Met critical business skill demands lacking in the organization.

As HR Head, partnered with multiple facets of the business to create staffing plans, created statistical severance data to support contractual employment agreements, lead advisor for immigration and cross-border issues. Full member of Sales leadership teams providing advice and solutions on policies, employee relations, performance management, terminations and investigations of internal complaints. Review salary surveys and compare to company job population. Identify market median and advise senior management relative to pay position. Responsibilities include staffing, recruiting, compliance, benefits, safety, employee relations. Responsible for start-up of new facilities. Traveled between facilities. Revised job performance review process, job descriptions. Implemented employee of the month, and supervisor training. Successfully negotiated reduction in health care costs.

September, 2005 to January, 2007 worked as a post of **Franchisee Development Manager** in **G.N. Poultry Feeds and Suppliers (FMCG)**.

- **Working profile:** Cover whole **North- West Region** • Making Stockiest & C&F of Poultry Feed.
- Develop Outlets of company & manage all sales targets in **Rajasthan, Delhi, Haryana, Punjab, Gujarat & more** regions for Company products.
- **Achievements:** Restructured and reorganized the entire operation of working and sales in **G.N. Poultry Feeds and Suppliers** in terms of productivity & growth.

July, 2002 to September, 2005 worked as a post of **Marketing/Sales Head** in **FCSST Pvt. Ltd., Kota (TELECOM/IT)**.

- **Working profile:** Private Limited Company deals in Placement Services & Training, Telecom Outlet, Internet Service Provider Other IT related services.
- Working profile-Make new partners & maintains all product (Pre Paid/Post Paid /STD/PCO Connections, Software's) sales and services target in given region.
- **Achievements:** Appreciated for maintaining a paperless office. Brought down operating costs in my department by cutting down on print-outs and other cost-effective administrative practices in **FCSST Pvt. Ltd.**

April, 2000 to June, 2002 worked as a post of **Sales officer** in **Zap Software Technologies**, Malviya Nagar, New Delhi (**SOFTWARE Accessories/IT Products**).

- Corporate group deal in Computer & Educational Software, Cds, Books, etc.
- Working profile-sales Software products (Computer Software, Educational software, Cds, books, etc.) To Institutions, Corporate, Coaching Institutes, Students & many more groups.

VISION & OBJECTIVE:

*Looking for challenging career, where there is scope for demonstration. Always on a lookout for a positive & bigger outlook. Currency are ideas, thrive on Imagination & Passion, Rigorous thinking and boundless curiosity. Sets levels & standards that exceed expectations. Have fun attitude is everything, Bottom line rises with the Organization, **A Learner for Life.***

EDUCATION:

- **MBA aspirant (Sales & Finance)**, Aspirant.
- **Bachelor Degree in Commerce (English Med)**, Commerce College, Kota, 2002
- **XII (CBSE)**, Emmanuel Mission School, Kota, 1999.

Professional Certifications:

- ✓ 6th month Diploma from **TULEC** Computer Education from KOTA MS-dos, MS-Office, FoxPro etc.
- ✓ 6th month Diploma from **ZAP** Computer Education from Delhi (Flash, GIF Animation, C#, .net, wap, Java, C++, Script Languages, etc.)
- ✓ Complete 100 hours IC 33 IRDA advisor Training & NCFM passed with 75%
- ✓ Passed General Insurance Exam with 70% (Oriental Insurance)
- ✓ Involved in internal domain training for Various Products and day to day operation of Recruit4job.com Job Portal.

PERSONAL INFORMATION:

<input type="checkbox"/> Sex & Marital Status :	Male & Married (One Daughter & One Boy)
<input type="checkbox"/> Age & DOB :	35 years, 29 th September 1979.
<input type="checkbox"/> Nationality / Citizen :	Indian
<input type="checkbox"/> Father's Name :	TASADDUK HUSSAIN KHAN
<input type="checkbox"/> Relocate :	Both Domestic and International
<input type="checkbox"/> Refrence :	Can be arranged on request
Languages Known :	Hindi, English, Gujarati, and Urdu

Date:
Place:

(Tasavoor Hussain Khan)