

### **Tell about yourself**

I am a self-driven/motivated passionate quality professional with recent success stories of leading quality aspects of shop and factory builds (Mercury Grizzly, Caribou). I am also a core QE for Yield 3.0. I make difference and impact the community I live in as a service leader, more importantly I can put a lot of irons in the fire simultaneously and work on them. Lately I learned that I could compartmentalize my thoughts which gives me an agility and ability to work on multiple projects.

I worked as build lead while fulfilling my regular duties as a lead electrical wire harness quality engineer. I am looking forward to growth opportunity where I can utilize my strong technical background and wider understanding, data analytics and people skills towards enterprise technology stack and subsequently coach the team on what I grasp.

I like quality function where I get a chance to lead and drive actions for betterment of product quality while working closely with cross functional teams. I like interaction with operators, technicians, leadership facilitation, working with safety coordinators and aligning members with our goals.

We in quality are always at the tail end or trailing end, therefore I starve to bring process efficiencies and save time for team members on some redundant and mundane processes.

**Quality / complexity / impact of the story shows the breadth of my knowledge, experience, and leadership capabilities.**

- Driving Sustainable Results
- Operating Globally Inclusively
- Communicating with Impact
- Leading Change
- Stimulating Innovation

Driving Sustainable Result	Guiding Team Success	Our Caribou FEE build was almost complete and as a lead electrical QE I was pulled to address QIT repeated issues at Runoff. A couple of repeated issue were gage wheel not moving and indexing of an inline connector being difficult. The failure mode can cause non-functional system	As a lead I wanted to address these issues to reduce the DPM. Field failures because of these issues mean increase in DPM. Good thing here was the run off operator was diligent and vocal and kept recording his observations.	I led the investigations by visiting Run off station, interviewing PV&V engineer and operators and also line operators. Reviewed prints and models, operator procedures and created an evidence package. I developed a plan and structure on how to proceed. Got cross functional team including senior engineers for the root cause analysis. I set up recurring meetings with engineers from Hydraulic, electrical, and Manufacturing departments and stated urgency to address the issues. Goals were set to resolve these issues before next production cycle or have a running change to include in current ECM. Got an agreement from all on it. Root cause analysis indicated that for gage wheel issue a lag in the signal caused initial delay and For indexing of connector, the bracket	As a result, design change bracket for connector and modified the algorithms to successfully addressed the issues within 6 weeks. 2 defects per machine at the runoff were addressed withing 6 weeks. Positive feedback from supervisors, Senior QEs on how I was directing/driving the actions and kept everyone on the topic/track and about my direct approach. Solutions were tested and implemented. I have not heard any more complaints from operators or on the line regarding these issues.	<p>Lesson learned and what I could have differently</p> <p>Lesson learned is challenge the cross functional team member to bring changes on the components that are not working well.</p> <p>I could have driven actions to change the connector design and help the design engineer to find a new connector. Over the time now we have a new square connector that does not need an indexing</p>
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				<p>did not have an expected design slot to arrest the rotary motion. I supported and involved all the parties need and updated leadership from mechanical, hydraulic, electrical teams on progresses.</p>		
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<b>Driving Sustainable Result</b>	<b>Guiding Team Success</b>	Multicoupler Connector Housing had a micro-crack, potential of leaking and functional impact	As a lead I wanted to put this issue to the bed for good and reduce warranty associated with it.	<p>I <b>led</b> the investigations gathering the team, Root cause analysis indicated that the material coming from a supplier in china had this issue because of their stamping stroke was longer and created stress in the material.</p> <p>I drove actions from supplier was requested to change the processes, geometry/design of the housing also changed. Containment and secondary inspection processes were implemented. Escalated the importance as it needed a huge capital investment at the supplier. This part is only specifically designed for John Deere. TE is hard to work with.</p> <p>Multiple Followed up with the team and supplier. Found a single source of truth. Multiple meetings and follow ups with teams, assigned</p>	<p><b>Clean point/change date received.</b></p> <p>6000 plus connectors were inspected by supplier.2 full years of waiting time from day we know the problem to complete the implementation. Done 2 weeks back. Don't foresee the issue.</p>	<p><b>Leason learned ask for testing results before hand and make sure they are included in the PPAP.</b></p> <p><b>What I could have differently is ask for any X- RAY or material integration test</b></p>
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				tasks and action items and finally solution implemented. Finally received a date and proof in terms of pictures of implemented solution and processes.		
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<p><b>Driving Sustainable Result</b></p>	<p>Guiding Team Success</p>	<p>Loading Auger Grain tank wire harness Getting damaged/ worn out in Grizzly Rice machines</p>	<p>As a lead I wanted to put this issue to the bed for good and reduce warranty associated with it.</p>	<p>I led the investigations gathering the team, Root cause analysis indicated that higher mass flow rate impacts and abrasive nature of rice wears the conduit faster.</p> <p>Two-fold solution- route the harness differently and use a steel conduit in the projected area to protect it. Deviation was written with planned solution. However, implantation was delayed because of supplier processes of requotes and agreements. So next built would have faced the same issues.</p> <p>Reviewed warranty data. Followed up with the OFP/CPE QEs, SM and supplier. Found a single source of truth. Looked for alternatives to get samples or rework the existing harnesses from PDC. Got the sample that from supplier were stuck in the Mexican customs, made sure the machines will have them based on the priority when they will go out of door. Multiple meetings and follow ups with teams, assigned tasks and action items and finally solution implemented.</p>	<p><b>Date and clean point</b>  <b>7/20/2023.</b>  <b>GSN</b>  <b>BEST SHIPPING DATE</b></p>	<p><b>Lesson learned – do not assume that material will sustain the extreme conditions and ask for the requirements and work for application review.</b></p> <p><b>What I could have done differently, use my experience of working in rice and ask for PV&amp;V tests for abrasions and wear</b></p>
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<p><b>Operating Globally and inclusively</b></p>	<p>Creating an inclusive environment</p>	<p>Responsible for leading the quality integration and work with ETEC - India &amp; Mexico teams. Before SOP problems needed to be addressed to avoid repetitions of issues.</p>	<p>Needed to deal with 150 plus issues/NCCA.</p>	<p>I supported 9 members from Mexico and 4 members from India teams. It was Covid time, so I was their point of contact and eyes and ears. Reviewed descriptions of all issues and deciphered the information. Bucketed the problems by creating pareto charts bucketing types – suppliers, design etc. and also, based on part numbers and harness owners. Set up weekly meeting for groups and daily meetings with members. They knew the products better than I did. Took their opinions on what we can do to address the issues. I assigned and drove the actions with timelines, provide my input on actions to be taken, help them why need to address by stating the importance of the build and how it</p>	<p>As a result, addressed over 157 build issues/NCCA within 6 months' time. Defect matrix indicated significant reduction of the type of issues we saw previously. Positive feedback from team members on the diligent and genuine approach to help others and I directly team towards achieving goals. I did not see those issue repeated in the next build. Multiple badges received for the work.</p>	<p>Start with openness, no prejudices, right mindset and intensions about knowing the people, think of globalized team, and off the work discussions before meeting. Lesson Learned – not all people will have the same mind set of staying with the company for a long time, especially many new people will use the initial employment as a stepping</p>
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				<p>will impact the serviceability issues etc. I value their thoughts especially their technical backgrounds, way of working, understanding of routing issues etc. and understood the ways the NCCAs were handled before. Young and dynamic team members helped me a lot.</p>		
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**THIS IS ONGOING FOR LAST THREE YEARS – DEALING WITH 281 ISSUES IN MERCURY DB**



<p><b>Communicating with impact</b></p>	<p>Communication</p>	<p>Example of Sensor "o" ring as in row 5 or The tag was for a leaky hydraulic fitting, however an U1 disposed a brand new tailboard assembly as trash, just because it was kept in non conforming area.</p>	<p>need to have clear work instructions for the disposition and times</p>	<p>reviewed current work instruction with the manager, identified the gaps and communicated with then supervisor of those U1 what needs to be followed.</p>	<p><b>a new policy of the disposition and addition of a disposition guidelines by QE on the NC tag for the U1s. The decision is solely made by QE and is executed by U1</b></p>	<p>Lesson learned – understand the mind set of inspectors, their work load, expectations, way of working and dependability.</p> <p>What I could have differently – put a tag there stating that do not throw this tailboard for any reasons and can be saved as an exception to then current processes</p>
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Communicating with impact	Communication	X9 UPDATES – NITRO CONNECTOR CONTROLLER MEETING. DISUCSSION WERE GOING SCATTERED. FOR THE LAST 2 MONTHS SINCE I CAME TO KNOW THAT I AM GOING TO SUPPORT THIS CHANGE IN CONNECTOR!	TO BRING THE TEAM ON THE SAME PAGE ON PROGRESS. SENIOR ENGINEER AUTOMATION WAS ASKING AROUND	MEETING STARTED. 5 MINUTES IN MEETING, 7 MEMBERS, NO ONE WAS COMPREHENDING WHAT WAS GOING ON. I INTRUPTED POLITELY. BEGAN STATING THE PROBLME AND TOOK INITIATIVE TO START QNOTE AND RECORD THE MEETING NOTES IN A STRUCTURE BASED ON THE TOPIC WE WANT TO DISCUSS, PROGRESS EXPECTED AND TIME AND ACTIONS INCLUDED WITH ASSIGNEE. SENT THE LINK TO PROJECT MANAGERS OF AFFECTED PROGRAMS.	SharePoint place created. <b>PRGRESSION OF THE PROJECT IS CLEAR TO ALL. WE KNOW THE ROADBLOCKS AND GO TO PERSON AND HELP NEEDED. EXPECTED OUTCOMES AND RESORUCES TO DO THAT.</b>  <b>THIS IS AN EXAMPLE OF MY OWNERSHIP</b>	Lesson learned – pushing the senior engineers to clearly state the requirements would have helped. What I could have differently – ask the design engineer to show the clear statement
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				<p>AT THE END OF THE MEETING ASKED FOR THE FEEDBACK ON MY INITIATIVE AND MANAGEMENT STYLE OF SUPPORT AND LEADERSHIP SHOWNG. ALSO REACHED OUT THE COMMUNICATION AND PROCESS LEAD WHO HELPS CREATE SHAREPOINT AND PAGES FOR THE BUILDING AND PROGRAMS.</p>	<p><b>AND LEADERSHIP, LEADERSHIP AUTHORITY PASSION DRIVE.</b></p>	<p><b>about what is changing and what are the timelines to have these changes</b></p>
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<b>Leading Change</b>	Facilitating Change	<p>Abscentism was a problem. Around 15 to 20% inspectors were absent everyday similar to any other departments. The inspectors</p>	<p>As a Module leader - 100% I wanted cross training of U1 across FEE and Combine. So in case of heavy Abscentism</p>	<p>I first communicated the need and my plan to my supervisor at that time. I set up a meeting with Union. I also worked with my people, told them why I am doing it, what are the advantage to business and people. I also told them I will</p>	<p>I was able to get all my 33 U1s 100% cross trained for all functions. It was a business need. Many people thanked me. Some people liked it as they were not needed to be moved and were able to keep working on their own spot.</p>	<p>I should have asked the leader before me what are the challenges and how she was coping with it.</p> <p>What I could have done differently? Not to accept the</p>
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		<p>were not on CIPP plans so it was more towards lack of motivation. The situation at that time, FEE inspectors never worked in Combine Side and vice versa.</p>	<p>I can staff 100% in the areas of high priorities area. I wanted to train all my U1 for inspection in FEE and Combine to address the Abscentism</p>	<p>make sure you are awarded flat overtime across the board for the training period. I made a plan based on priorities. Daily staffing on test track and fire walls was my priority. There was a lot of resistance based on schedule/individuals' interests/ advantages of the staggered starts of FEE/COMBINE department to individuals working there. They had set up the plans. I have to work with them to get the best possible outcome. I needed to challenge the mind sets and get the training imposed as needed. The 100% training was achieved and there was a departmental celebration set up. Business got the</p>	<p>job- was that my nature to supervise the people -especially the wage employees or was I doing it because of the requirements?</p>
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				advantages. It was first of its kind in Harvester works history.		
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<b>Stimulating Innovation</b>	Innovation	As mentioned in previous example of the caribou Frames, I was using a gage. It was functional but I realized that it was not designed as per metrological principles, it used C clamps causing deformation	As a QE on that project Needed to continue data collection as well as I have to find ways to make the process simpler and easier	I needed to work on the step by step. I worked with the tool maker to make flat ended toggle clamps for holding the gage against the frame, which reduced the deformation of the gage.	<p>This was a step toward an automation – seed project. As a result reduced inefficiencies of data collection- doubled the speed of data collection, time was reduced.</p> <p>Made sure that data validation</p>	<p>Lesson learned- make sure that process you are inherited from others is abiding the engineering principles.</p> <p>What I could have differently – helped the engineer to improve her processes and not to get on the work before the process was improved by her..it took a lot of my time, so delegation could have been a smart way.</p>
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		<p>during tightening and saddle on indicator was obstructing components. The dial gage was getting damaged because of repetitive and frequent use. Also, decision making for U1 was not easy if we needed to measure each frame during production. Therefore, the process could be made easier.</p>	<p>in decision making to accept or reject the frame.</p>	<p>I changed the shape of the saddle to a smaller and shorter round which have stability and surface matching on frame changed the saddle.</p> <p>To make the data collection digital I worked with MicroRidge company to get the wireless data transmitter from gages and worked on connecting to JDAAT.</p> <p>Wrote the logic in order to make the decision making easier for an inspector. Instead of numerical number crunching and</p>	<p>takes place. Subjectivity in decision making was theoretically nullified.</p>	
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				calculations, categorical decision making made possible Proof of concept established and handed over to OFP.		
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<b>Stimulating Innovation</b>	Innovation	<b>SCN infestation</b> I was hired as a doctoral student. The project I had was to deal with Soybean Cyst Nematode infestation in fields that could cause 30 to 100% yield loss and losing	<b>Task</b> To research current work done on this, management practices, methods of addressing it and come with a viable proposal of a solution to further the knowledge.	<b>Key Actions</b> <b>Seeks to understand existing perspective.</b> First thing was extensive literature review, a lot of papers to read, talked with researchers nationally, internationally. Some work was done to understand spectral signatures of crop canopies and yields, to see if we can detect pathogens using spectroscopy and aerial images those areas of infestation. The empirical relations developed for those	<b>Outcome.</b> As a result, applying spatial structure, the geospatial regression models improved the relationships. The accuracy improved three-fold. The root mean square error for prediction for yield was improved by 2.5 times and spectral response variable models three times. This approach of using spatial regression first time used for predicting impact on SCN infestation on	Learning algorithms or computer coding for matlab would have helped me a bit..lesson learned would be to evaluate whom you are working with and what are their motos.
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		<p>millions of dollars. The issue with this disease is it is soli borne pathogen which is difficult to detect. There were engineering solutions that were needed to address this issue.</p>		<p>response variables and independent variables i.e. the quantity and quality of pathogen, spectral signatures etc. were based on spatial independence of observations and thought that they were not autocorrelated.</p> <p><b>Challenge current thinking.</b></p> <p>I proposed that we need to work on understanding of spatial structure of these pathogens, their spatial distribution in the field and how it impacts on the accuracy of models, predictive models for that matter and errors in relationships.</p> <p><b>Experiment to learn</b></p> <p>Proposed to collect data on two fields with various trials associated with soybean. One was a large field and the second was plot study adjacent to that field.</p> <p><b>Takes action on ideas.</b></p> <p>Three years of data collected. Spectral response of crops was considered as response variable and then SCN populations, soil</p>	<p>spectral response. It was unique and original contribution towards map-based farming or site specific crop management.</p> <p>The best practices using this work is</p> <ul style="list-style-type: none"> <li>a.) to control/adjust nematicide application in the field in the areas where it is needed the most and</li> <li>b.) sow SCN resistance cultivar in areas where the SCN infestation occurs. This is site specific seeding.</li> </ul> <p>I believe people like us are still working on how to use this effectively.</p>	
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				<p>type/texture, environmental factors such as rain, temp, plant height etc. were my independent variables. All these were attributed with GPS location in the field. It involved multiple data collection campaigns with various resolutions – spatial, temporal etc. over three years. It included data mining, compressive data, removing redundancy, filtering, writing algorithms protocols and tweaking existing algorithms for data mining to basically have a representative data set over 120 quadrants in the field.</p>		
<b>Stimulating Innovation</b>	Innovation	<p><b>Soil Compaction</b></p> <p>– In 2007, I just began working as a farm machinery specialist in university and I read that in 2007 March time frame John</p>	<p><b>Task</b></p> <p>Thinking about my clientele/customers the end user and growers who already are suffering from soil compaction issues, I needed to understand additional compaction levels as the machines</p>	<p><b>Key Actions</b></p> <p><b>Seeks to understand existing perspective</b></p> <p>Literature survey did not show any studies as there were new products launched in the market.</p>	<p>As a result, Received a lot of response from growers to come to their fields and set up trials in their field.. Recognition in various forms.</p> <p>Tim Deutsch who was global leader before Craig Amman before told and wrote in a</p>	<p>Learning algorithms or computer coding for matlab would have helped me a bit..lesson learned would be to evaluate whom you are working with and what are their motos.</p>

		<p>Deere and Case IH are going to launch On Board Modules Builders. The form of picked cotton was going to be round bales for John Deere and bread Loafs for Case IH.</p>	<p>were about 10000 pounds more and were going to carry 10000 pound more of the picked the cotton in the field before dumping in the fields.</p>	<p><b>Challenge</b>  <b>current thinking</b>  Wrote a Proposal to study the patterns and side by side comparison of these machines along with current/previous systems and found a sponsor/funding agency for the study, cotton incorporated and national cotton councils liked the idea. Research Director and VP of Cotton Incorporated offered funds literally across the table.  <b>Experiment to learn.</b>  Conducted field trials for four years in 12 counties across Arkansas, Missouri, Mississippi..etc and presented the information</p>	<p>letter that he gave directions to work on weight distribution and use different tires – like floatation tire and different configuration to alleviate the pressure on the soil.</p> <p>I got multiple recommendations Across universities, national agencies nationally and internationally.</p> <p>Personal benefit - Got me USA permanent residency.</p>	
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				<p>in local, regional, national, international technical/trade conferences.</p> <p><b>Takes action on ideas.</b></p> <p>Proposed recommendation on best soil compaction management and engineering solutions</p>		
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<b>Making Sound Decisions</b>	Decision Making	<p>I was pulled to help SOP fabrication of Caribou FK Frame build, as pandemic restricted travel of engineers from India. There was an Alignment issue between skid plate and cutter bar. The misalignment causes belt rubs, warranty issues, PIPs. First pass yield was around 25 % only, needed rework of 3 hours. It was inconvenient to the repairman as well. We need to build 8 frames a day for production targets.</p>	<p>As a lead QE I was interested in solving the problem by monitoring the reject rate, collect the data on frames and record before the build was complete.</p>	<p>First I <b>studied</b> the problem and <b>monitoring</b> the trends by <b>collecting data</b> using a gage. This gage existed and some efforts were made to collect the data. I <b>sorted and segregated</b> data based on frame sizes. Realized that this alignment existed on 50 ft frames more than other sizes (35, 40, 45). Then started focused monitoring of the manufacturing process, collected data on 50 plus frames specifically in a few weeks, identified and <b>established hypothesis and the trends</b>. Based on the</p>	<p><b>As a result</b>, alignment for rest of the frames was within 5 mm. For each frame, Saved 3 hours of work on almost 90% of 50 ft frames. Only one or two frames needed to be repaired that was attributed to operator adjusting the fixture. <b>Saved rubbing of belts and field failures</b> for customers and warranty</p>
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				<p>geometry of the fixture and the frame, and magnitude of misalignment <b>proposed a shim reduction of 0.5 mm</b> from one side of the weld fixture. <b>Evaluated that this maneuvering was risky</b> to work on during production or on weekdays. <b>Need to say that there was a resistance and Reluctance</b> from MEs and DEs to make any changes to Fixture and Prints at this stage. <b>I was committed to the action.</b> My manager was supportive. Therefore, <b>discussed</b> with my FEE side quality supervisor, the <b>ME Staff Engineer, and Managers</b> and decided to adjust the fixture by removing 0.5 mm shim on Friday to minimize the impact on production. The frame was inspected on CMM on Saturday on urgent basis and found that it worked to the expectations. Problem was resolved.</p>	<p>issues associated with failures. <b>Created DTAC document</b> for repair on the frames that were already built and were sent to dealers. Fortunately only a few frames were sent to dealers by the time I worked out the solution.</p> <p>MEs, repairman, my FEE supervisor, ME supervisor, all were happy to achieve this result – that is reduction of rework and First Pass Yield causing issue.</p>
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