

# VIPUL N SHAH

Experienced in **senior leadership roles** and recognized industry veteran, with highly accomplished **techno-commercial** acumen & expertise in **manufacturing Practices, strategic alliances, integrated communications, corporate governance, industrial relations & HR practices** with excellent track record of success, practical knowledge and experience of mfg. organisation with excellent process knowledge of **aluminium die casting components**

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## PROFILE SUMMARY

- **A seasoned techno-commercial Professional** with a proven track record in advisory, agile, strategic business development, strong commercial acumen, customer centric approach & having futuristic vision.
- Experienced Business Leader with over 3 decades of experience in **Non-Ferrous Foundry & Automotive Manufacturing Facilities, and Green-field Projects**; known for strategic planning, strong business acumen, and an entrepreneurial mindset
- Experienced **Human Capital Strategist** and **HR Expert** with a proven track record in driving organizational success; Skilled in team building and training, empowering individuals to achieve their full potential and contribute to overall business objectives
- Proven track record of executing **multimillion-dollar business transactions** & partnerships while applying quantitative analytics and sound business judgment
- Possessing **extensive global leadership experience** in leading large-scale implementation of green-field projects from inception to completion in cross-geographical locations, including **India (Chennai, Delhi, Uttarakhand)** and **overseas, with a travel history spanning over 20+ countries**
- Recognized for establishing a reputation in Indian automotive market & successfully **incorporating OEM CVP strategy across the marketplace ecosystem for global key accounts across India, Europe, the US, and Japan**
- Skills in **managing sensitive IR issues** and coordinating with Unions to ensure cordial industrial relations among Union & Management and avoid loss of productivity
- Expertise in adapting to **emerging business realities, maximizes human capital ingenuity, balances the need for compliance** with ease of doing business and drives workflow productivity and profits
- Visionary professional with skills that reflects year-on-year success in achieving **business growth objectives** and optimizing the entire value chain of business by identifying organizational strength/weaknesses to redirect mission
- Notable success in identifying & mitigating **risk, providing insights on risk management**, conducting risk & control assessments & identifying impediments in the achievement of risk objectives of the organization pertaining to **operations, business continuity readiness, process flaws, security awareness** and **statutory/contractual non-compliance**
- **An ambassador of change; innovating solutions** for complex business problems for improvising reporting, productivity, quality &



## CORE COMPETENCIES

### Leadership & Advocacy

#### Strategic Business Planning & Leadership

#### KAIZEN, TPM & Lean manufacturing & Continuous improvement

#### HR, Talent retention practices, Motivation & Team building Exercise

#### Strategic Industrial Relations

#### Business Growth, Revenue Generation & Market Penetration

#### New Product Development

#### Process Governance, Compliances & Regulations

#### Safety & Integrity in Business Environments

#### Strategic Alliances & Partnership

#### Low cost Automation

#### Revenue and EBITDA Growth

#### P&L Management



## NOTABLE HIGHLIGHTS

- Contributed to successful execution of acquisitions and 6+ large-scale Green-field Projects across the 15+ Countries
- Hold the credit of business turn-around growth of 3 large capital Companies
- Actively contributed to grab a JCB Award for Bharat Forge Ltd. in 2021
- Exhibited a prowess in establishing 3 Tool Rooms and over **180+** Die Casting Machines during the career
- At Endurance Technologies Pvt. Ltd., ignited a revenue growth from INR 200 Crores in 2002 to INR 1500+ Crores in 2008; stated as one of the highest growth rate-15 times in the company's history; earned a promotion to youngest Vice President
- Propelled business growth from \$ 50 Million to \$ 70 Million within the span of

audit processes; proficient in transforming processes & enabling innovations in service delivery. Having

- Notable success in **Acquisition** of international units(Europe) **die casting industry** for creating recognition for India & organisation

## ● WORK EXPERIENCE

### Since - Aug'16: Bharat Forge Ltd. Till June 2023 as VP

- Managed the establishment of Light Weighting Technologies for future EV technologies in the Aluminum industry
- Led end-to-end negotiations on strategic projects and transactions, building product technology roadmaps and business plans for spin-outs
- Streamlined project management, including planning, commissioning, budgeting, and vendor/client management to ensure effective resource utilization and project execution within time constraints
- Maintained strong business relationships with stakeholders and suppliers, managing contract enquiries, issues, disputes, variations, risks, and negotiations
- Successfully set up a Green-field project in Nellore (A.P.) within a year.
- Developed a dedicated Centre for Light Weighting Technologies as a world-class facilitation for EV (HPDC Facilit) for future Automotive and Industrial Applications
- Executed & mentored SAP implementation & implemented various IT policies in various dept. of organization

## PREVIOUS EXPERIENCE

### 2014 – Aug'16: Super Auto India Ltd. | President Operations

### Aug'11 – 2014: Sigma Electric Mfg. Corporation. | Senior Vice President – Projects

### Jul'10 - Jul'11: Caparo Aluminum, Chennai | Director

### Oct'08 - May'10: Frech India Machinery Ltd. | India Business Head

### Oct'02 - Oct'08: Endurance Technologies Pvt. Ltd. (Endurance Group) | Vice President Operations

### Apr'01 - Oct'02: Semco Electric Private Ltd. (E.O.U), Pune | Group Leader

### Jan'85 - Mar'01: Sipra Engineers Pvt. Ltd. | Chief Executive Officer

## EDUCATION

- PG MBA (Finance) | Kazian School of Management | 2010
- Advance Certificate in HR Management | Kazian School of Management | Year
- B.E. (Mechanical) | Gogte Institute of Technology, Belgaum (Karnataka University Dharwad) | 1984

## PERSONAL DETAILS

**Date of Birth:** 12<sup>th</sup> Mar 1962 | ( 61years But highly energetic )

**Family :** Self & Spouse Son : Orthopedic surgeon settled at Pune

**Languages Known:** English, Hindi, Gujarati, and Marathi

2010 to 2015; recorded robust growth rate of 2.0 times at with new product development for international clients.

- Exhibited a prowess in spearheaded 5 plants across the country and technical support to 2 plants in Germany and Italy

- Succeeded in building an efficient Team of Operational Executives to accomplish business goals worth INR 600 Crores from die casting SBU and group sales worth INR 1500 Crores through 18 plants during 2007-2008

- Conceptualized new and innovative HR & IR policies

- Distinction of achieving 8 folds growth within a short span of 6 years

- Remarkably initiated the export operations to USA for International Trucks worth INR 100 Cr. per year

- Accomplished major cost savings through implementation of M.I.S systems

- Essayed a key role in setting up the new plants and expansion of existing plants worth INR 250+ Crores within a record time of 2 years

- Meticulously set up green-field project of die casting in record time of 9 die casting machines in the first phase

- Pivotal role in converting Bajaj's die casting business from a two-wheeler to an independent die casting technology supplier to all four-wheeler OEMs

## TRAININGS

- "Roll of Middle Manager in Productivity" | CII, Pune
- Certified Lead Auditor among the first 50 in India for ISO 9000 | 1996
- Six Sigma Black Belt Certification| AOTS Japan| 15-day trip to Japan, training on small business development in India |1998
- "Japanese Approach to Quality Management" | AOTS Prof. Naoto Sasaki. Kaizen – Masaki IMAI
- "Small Entrepreneur Development Program" | AOTS Japan | 1997
- Lean Sigma Technology Certification and Black Belt Certification | 2001
- performace appraisal (key result area goal setting & review of the same.)
- Contineuous learning & improving industrial culture with new innovetions & best practices
- Teambulding, counselling, plant performance feedback&feed back for growth targets & improvments for future as a workshop with all the team.



## Notable accomplishments Through out carrier

1. Learned best practices for Maintenance of plant independently ( Started Carrier as Maint. Engineer.)
2. Learned various machines working by own and executed best production practices
3. In spite having degree in Mechanical engineering learned Electrical maintenance & basic electronics.
4. At very early age learned power generation with 4500 KVA diesel gen set bank & Prev. maintenance .
5. Learned purchase management and by implementation negotiating skill from family background
6. At very early carrier started HR & Ir interaction and resolved labor Trouble.
7. Had a strong labour trouble with out loss of production and thereafter win win situation
8. Learend all labour laws , Labour enquiries,caviet filing,court injunction & negptiaons with union.
9. Established performance based wage system successfully.
10. Initiated civil construction for industrial application and started control & monitoring of the same
11. Eraction of plant & machineries for expansion of Capacity in same facility.
12. One of the first quality system **certified ISO 9002 lead auditor in India for BVQI UK in the year 1996**
13. Started interaction & development of new components for Various automotive clients
14. Set up Piant lines & various packaging lines for Export.
15. Setup machining line for machining of various components
16. **Five green field Projects at various locations Pune, Chennai & Delhi**
17. Setup 3tool room for various production facilities
18. Travelled to 15 + different countries for Bus. Development & new technology learning
19. Achieved one of the largest export order for group with great challenging timeline
20. Simultaneously achieved best performance for the palnt in group.
21. Got trained Under Prof. Yamaguchi for TPM
22. Achieved **6 sigma black belt** certification from Ranan Bhattachargee of GE
23. Achieved 5 consecutive best product development award From Alucast India
24. Got Recognition from Mr.Telang of Tata & JCB for best service award.
25. Finally established world class facility for BFL in record time of 15 months on 99 Acres Land At Nellore with an investment of 200 crore.

**35 years of experience can be utilised in upcoming assignments for Technical, commercial, HR – IR, c& for industrial practices & compliances**

***HR & IR key Indicators* ➡**

## Important controls for Human Resource Management & Industrial relations

- Recruitment & Selection of adequate resources within budget
- Personnel Management SOP
- Wage & Salary Administration
- Training & Development
- Statutory Compliance & Liasoning
- Talent Acquisition/Retention
- Grievance Redressal & Policy Development
- Compensation & Benefit
- Quality System compliances in HR
- General Administration & Security
- Organization Development ( Traing schedules for all the members )
- Actual training planning based on each memebbers availability
- Long Term Wage Settlement. ( As per Indian law generally 2/3years)
- System Audits & Documentation
- Employee Relations, Welfare. & CSR
- Facility Management.
- Contract Labor Mgmt. & Compliance
- Legal Affairs.
- Mathadi & Guard Board Mgmt. & Compliance
- Estate Management & Maintenance
- POSH compliances
- Whistle blower policy Execution
- 360 Degree appraisal ( If reqd. & Decided by management)
- Team work & confidence building among all
- CSR monitoring & effective implementation
- Timely review & execution of new industrial policies
- Communication to operations cost related matters & training for control
- **Team work & motivation training between workmen , Staff and management committee**
- Addressing the tems for organization performance , Furture needs & health of organization