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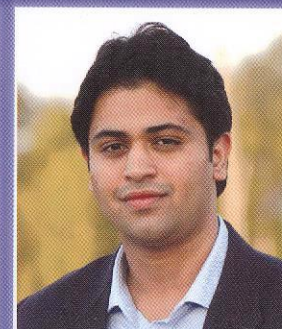


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Leaders of tomorrow





A strategist

Prashant Nair

Group Strategy

AB.Tech in Electronics & Telecom and an MBA from ICFAI, 34-year-old Mr Prashant Nair joined the company over six years back. His responsibilities include playing an active role in the establishment of the strategic planning process across the organisation, from conception to implementation, and preparing a roadmap for deployment of Vision / Mission across the organisation.

Prashant also acts as an interface between the business units and the top management and works out plans for turning around of entities in distress to restore profitability. He has a key role in JV plans for new product introduc-

tion, including partner identification, preparing strategic roadmaps and carrying out detailed feasibility study.

When Prashant joined the company, the Strategy Department was in a nascent stage with little clarity on its role. He played a key role in evolving the framework of the department and identified avenues where it could contribute to the growth of the company. He has also been an active member in the overseas acquisition and joint ventures established by Spark Minda Group. He was also instrumental in establishing a robust review mechanism process for implementation and review of strategic plans across the Group.



ASHOK MINDA GROUP

WITH People Management, Administration, Programme Management, and Global Exposure as his strengths, Mr Vijay Raman entered the company three years back after gaining 13 years of work experience elsewhere. Thirty-nine-year old Vijay is an MBA from the University of Michigan and MS (Mechanical Engineering) from Oklahoma State University.

Among his key responsibilities in the company are setting overall procurement strategy for the entire Spark Minda Group, introducing systems and processes to standardise Supplier Management System, training Group SCM Team members and suppliers on the best SCM practices followed globally, developing Tier 2 suppliers for growth, improvement in quality, cost, delivery and development and improving Inventory Turn Ratio.

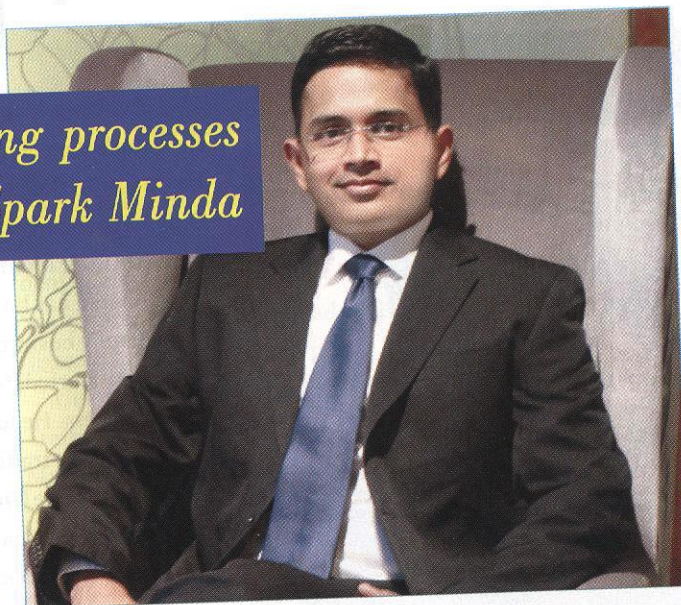
Vijay has been instrumental in Spark Minda Group achieving 50 per cent improvement in incoming quality of purchased parts resulting in significant reduction in customer complaints. Besides, the overall material cost has been reduced by 2 per cent during the last two years.

Among his other major achievements are bringing together 24 disjointed units under one umbrella and

Vijay Raman

Group Chief Materials Officer

*Easing processes
in Spark Minda*



leveraging the Group's scale, making Spark Minda a preferred customer for suppliers and making Quality a topic of discussions among suppliers and SCM members on a daily basis.

Handling materials with diligence

Bhaskar Kumar

Head - Corporate Sourcing

WITH a total work experience of 21 years, Mr Bhaskar Kumar is associated with Spark Minda Group for over 12 year now. An Electrical Engineer by qualification, Bhaskar heads the Material Team at the corporate level with multiple locations. His key responsibilities in the company include sourcing and procurement of all type of Items, Mechanical / Electrical / Electronic / Capital / Imports etc. He is also responsible for commodity buying of all type of ferrous and non-



ferrous metals globally. The other key areas under his domain are inventory management, reduction in storage area, ITR improvement, vendor / product development for new businesses within stipulated time and cost, budgeting, MIS and devising long-term strategy for growth.

Since material function is the core area, handling the same with continual growth has been Bhaskar's major contribution to the Group. Continual improvement in incoming quality of purchased parts has resulted resulting in increased customer confidence in Spark Minda. Continual reduction in inventory and storage area has resulted in better liquidity across the Group.

Among his other achievements are micro-level costing to meet development, profitability and new business acquisitions and active participation for due diligence to exit from or to enter JVs. Bhaskar has developed sourcing strategy for the Spark Minda Group and got transparency implemented in buyer-seller to become preferred customer. He has also developed two ancillaries for MCL to meet requirement at a fast pace with QCDD.



Seeking excellence in business

Surajit Mukhopadhyay

Head - Corporate Business Excellence



ANOTHER veteran of two decades in automotive industry, Mr Surajit Mukhopadhyay has been with Spark Minda, Ashok Minda Group, for ten years in various fields like – production, manufacturing engineering, QA, vendor development, quality management systems and business excellence.

A Mechanical Engineer and MBA in Operations, Surajit main fortes are strong communication/presentation skills, a good command on three languages - English, Hindi and Bengali, good interpersonal skills, strong exposure in

strategy building, deep knowledge of all business processes of a manufacturing organisation and a strong exposure in TQM & TPM culture and business excellence model.

Surajit has been a Certified Assessor for Business Excellence from CII on EFQM Model and a Certified Assessor for Business Excellence from CII-Minda for Minda Business Excellence Model (MBEM). He has also been a Facilitator for Total Quality Management (TQM) – On-hand training from Prof. Y Tsuda, TQM guru & professor of JUSE (Union of Japanese Scientist and Engineers) for four years.

Among his professional achievements are Deming Award from JUSE, MBEM Business Excellence Award, India Manufacturing Excellence Award and ACMA Quality & Productivity Award. As a CII-Minda MBEM Assessor, Surajit conducted Business Excellence assessments from 2010 till date for companies across the Group.

Young Brigade

THE key strengths of 44-year-old Mr. Partha Sarathi Das are being a go-getter, people's manager, out-of-the-box thinkers and people strategy. Though he has been in the automobile industry for over two decades, his total experience in Spark Minda Group is 14 years.

Partha Sarathi is behind establishment of 'Minda Culture' in the western region. He has created the people's brand in Pune and established the HR systems, policies and procedures in the Group.

Talent development, employee engagement activities and leadership culture are his key domains. Among his main achievements are culture development in various regions and talent development in the security business.

The best practices initiated by

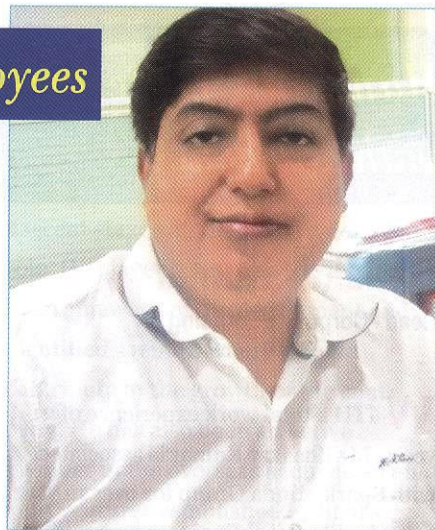
Adding value to employees

Partha Sarathi Das

Head - Corporate Human Resources



Partha Sarathi which became benchmarks for the industry are Functional Competency Mapping, Dipstick Survey to check the effectiveness of different interventions taken for culture change and various practices in talent develop-



ment and employee engagement activities.

Partha Sarathi has won appreciation from TUV Nord for best HR practices and also the ACMA Gold award for Best Manufacturing & Quality Practices.