



**NATIONAL INSTITUTE OF PERSONNEL MANAGEMENT**

**CV / Bio-Data of the  
Contestants for the Biennial  
Elections to the National  
Council of NIPM: 2021-2023**

## Contestants for the Position of National President

### **A.S. GIRISH**

Gold medalist in MSW from University of Kerala. Additionally qualified in Law. Have spent 42 years in the profession. 2 years with Travancore Cements Ltd, 13 years with English Indian Clays Ltd (Thapar Group), 27 years with Apollo Tyres Ltd. Started career as Assistant Personnel officer, rose to the level of Personnel Manager at English Indian Clays Ltd and completed my career at Apollo Tyres Ltd, India at the level of HEAD (Human Resources) and Advisor (Human Resources ) for four large plants of Apollo Tyres in Kerala, Tamil Nadu and Andhra Pradesh. At present I am working as Prof and Dean at Xavier Institute of Management and Entrepreneurship (XIME)

### CONTRIBUTION TO THE PROFESSION

I continue to be a student of HR. Have successfully established my credentials as an Industrial Relations professional and my stamp in all facets of HR.

### NIPM my Professional ALMA MATER

Began as a corporate member, became a life member and occupied the positions of TREASURER, Hon SECRETARY at TRIVANDRUM Chapter, ADDITIONAL SECRETARY, Hon SECRETARY, VICE CHAIRMAN, CHAIRMAN at KERALA Chapter. SOUTHERN REGIONAL VICE PRESIDENT, NATIONAL VICE PRESIDENT at All India level of NIPM.

Was Chairman of Organizing Committee of 2012 NIPM NATIONAL CONFERENCE inaugurated by Sri. A.P.J.ABDUL KALAMJI. Organized a deep diving workshop involving all National Council Members to give shape to Long term strategy for future of NIPM in 2015 when I was the National Vice President.

### WAY FORWARD

Enhance NIPM Brand to attract HR Professionals across all segments.  
Innovative programmes for professional excellence with value added service to all members.  
Rejuvenate NIPM Diploma programme.  
Chapter alignment with National body to enhance National and Regional presence.  
Leverage digital platforms for HR excellence.

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### **Dr. P.K. Sahu** **FIE, MBA, LL.B, Ph.D**

Dr Sahu is associated closely with **NIPM**, he is presently its **Hony. General Secretary** and he has remained Regional Vice President (Central) its Hony. Addl General Secretary, Hony. Treasurer of NC in different terms. **His noteworthy achievements, as promised, have been introduction of ONLINE VOTING to NC elections** with NC support, **steadfastly in spite of all odds** apart from organizing National level Webinars, significant arrangement for sponsorship contributions to NATCONs & other events and introducing & organizing NIPM National Best HR Practices awards, National Excellence awards etc.

Dr. PK Sahu is presently working with **Steel Authority of India Limited, Rourkela Steel Plant** as **General Manager (Personnel)** and has been part of many innovative HR initiatives that have been introduced in this **Maharatna CPSE**.

With qualifications in Engineering & Management and three decades of rich experience in the field of HR in SAIL, RSP, he has received many commendations from various organizations at state/National level including "**Rashtriya Gaurav**" and "**Mother Teresa Excellence Award** for excellence in management. Dr Sahu has also been awarded **The Shyamabandhoo Mishra Gold Medal for excellence in HR** by NIPM (Utkal Chapter) for his overall contribution to HR profession.

Dr Sahu is recognised as **Research Guide** for **Ph.D** works under **Utkal University, Sambalpur University, GITAM University, AIMA-AMU**. Dr Sahu has been invited to **International HR conferences organised by Srilanka, Bangladesh etc.**

As a thinker he has exhibited his professionalism in very many articles published in the management journals of national level including "**Personnel Today**", in **Editorial Board** of which Dr. Sahu has remained a **Member and reviewer**. He has been **Guest speaker to Top B-schools** of the country. More details on Dr Sahu may be known from his website **www.pradeepsahu.com**

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### **Vinod Kumar Singh**

Director (Personnel), POWERGRID CORPN. OF INDIA LTD. (PGCIL)

- Sh. Vinod Kumar Singh is Director(Personnel) on POWERGRID-Board.
- He holds B.Com(Hons) from Delhi-University and a Post-Graduate in Management from **Xavier Institute of Social Services(XISS),Ranchi(1983-85)**.
- He started professional career in 1985 with a US-MNC Indian Sewing Machine Company Ltd.(SINGER) followed by NHPC.
- He joined POWERGRID in 1991&his role has been instrumental in shaping HR department and bringing it on path of excellence. He has a total working experience of more than 35 years in PSUs with 2 years in US-MNC.
- He has handled issues like: Acquisition and absorption of Personnel, Cross-Cultural transformation, Redundancy-planning/Re-deployment of personnel for POWERGRID.
- He has been a part of exponential growth of POWERGRID and witnessed the organisation growth to a **MAHARATNA-CPSE**.
- He has handled flagship projects such as Capacity Building, restructuring policies for NER-States.
- He has been instrumental in the development of **state-of-the-art institute POWERGRID ACADEMY OF LEADERSHIP(PAL)**, a center of excellence in L&D.
- It is pertinent to mention that apart from POWERGRID, He is also on the board of PTC-India Ltd .& SCOPE.
- Under his leadership, POWERGRID became first-PSU to be accredited as Registered-Education-Provider (REP) of Project-Management-Institute(PMI).

- He is also an acclaimed speaker and has delivered sessions on Motivation, Communication-skill, Self-Development and Growth Story of POWERGRID at IIM-Ahmedabad, Bangalore, Shillong, NTPC,NHPC,NPTI,MDI,ASCI etc.
- During COVID-19, he has successfully managed various issues and ensured comprehensive help to employees, contract-labours across nook&corner of country.
- He is a part of ministerial-committee for revamping of NPTI, iGOT etc.
- He has fulfilled the social commitments by effectively utilising the CSR commitments in areas of health, education, sanitation etc.
- He was instrumental in various accolade& awards bestowed to POWERGRID such as **“ARTODO”** for best training organisation in Asia, **“BML Munjal Award for Excellence-L&D”** , **“Dun&Bradstreet-Award”** , India’s Best Companies to Work-2019:**GPTW**, **ATD-Award**, **SHRM&CII award** for HR Excellence etc.

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### **Vishwesh Kulkarni**

I Vishwesh Kulkarni, the Chairperson of Yashaswi Group which is engaged in Skill Development, Vocational Education, Management Education & Health Care Sector. Yashaswi is providing On the Job Training opportunity to the students from Socio Economic Background as Apprentice / Trainee.

At present more than 65,000 trainees / Apprentices are getting On the Job Training in more than 750 industries across India. Yashaswi is having 30 Branches in 24 States with a strong workforce of around 1200 employees. Yashaswi is having around 40 Skill Development Centers in the states like Maharashtra, Rajasthan, MP, Bihar, Punjab jointly with local State Government.

Privatization of Govt. Employment Exchanges in MP under PPP mode is one of the unique & first of its kind initiative in India in which entire MP employment exchange is managed by Yashaswi including MP Rojgar Portal. Recently Yashaswi has been awarded **“Kaushalyacharya Award”** by Ministry of Skill Development & Entrepreneurship apart from various Central & State Govt. Awards and recognition including **“Best Skill Initiative in India”** by NSDA, Govt. Of India

I am honored to be a part of various other dynamic organizations in different capacities; to enlist a few key roles;

- Member (All India Board of Technical Education ) of AICTE
- Member of the Advisory Board for Minimum Wages of Maharashtra Government;
- Member for Skill Development Committee of the MCCIA(Maratha Chamber of Commerce, Industries And Agriculture;
- Advisory Expert for various Skill Development initiatives run by the State & the Central Government.

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## Contestants for the Position of National Vice-President



### **NARAYAN PATI**

Born in family of freedom fighter on 1<sup>ST</sup> July, 1957.

#### Academics:-

MA(Political science), MA(Public Administration), PG Diploma in Social Work, LLB, Alumni of National Civil Defense College Nagpur

#### Job Tenure:-

- Joined SAIL as Management Trainee (Administration)& rose to the rank of GM(Presently CGM).
- Happy to have worked in this MAHARATNA PSE of Government of India. Significantly contributed as HOD in the areas like HR, Town Administration, CSR, Sports, Education, Social Welfare, Airport, Estate, Co-operatives, General Administration, Protocol & Hospitality Services, Liaison, Industrial Engineering, Town Engineering, Management Services & presided over a Court having Civil Court Jurisdiction.
- I was adjudged as the best executive and was conferred with JOWHAR Award.
- I was regular faculty in HRD center RSP.
- Significantly contributed for SAIL Golden Jubilee celebration as a member of a committee of three members.
- I was prime mover for turnaround of SAILRSP.

#### Professional Activities:-

- I am a life member of NIPM, National Safety Council, AIIMA, Rourkela Management Association, CII, etc.
- I am President of Youth Hostel Association of India, Bharat Scout & Guides at Rourkela Odisha.
- I am a member in an All India Organization called Think Tank.
- At present I am an Advocate in Odisha High Court, CAT, Matters relating to Consumer act Industrial Tribunal & Labor courts.
- Received *Manav Ratna* Award for Social work and *Governor Rajya Puraskar*.

#### Contributions to NIPM:-

- I am a life member of NIPM since more than last three decades and served the professional body in different capacities both in chapter & National level.
- I was the Editor of NIPM (OC) Professional magazine, called *MANAV* in the style of *Personnel Today*.
- I was member of BOT/BOS/Admission Committee/Best Chapter Evaluation Committee, etc.
- NC meeting held thrice at Rourkela with my endeavor.

#### Future Plan:-

- I have big hope for energizing NIPM, the August Professional body to greater heights
- Recognition of PGDPM course is my priority.

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## Dr. Subir Bikas Mitra

During the last 37 years of my professional Journey, I have always pursued my professional passion with all Professional platforms. My Association with NIPM goes back to the year 1981 as a student member. Actively involved in the NIPM activities since then, while posted in Kolkata till 1991 and other places including Delhi NCR.

Worked in various positions as an **Executive Member, Vice Chairman, Chairman, Regional Vice President (North), Member of Board of Trustees etc.** around three decades. Actively participated in **NIPM National Council Meetings and contributed significantly with the objective of Resolution of many Critical and Crucial Policy Issues.** Therefore, I prefer an appeal from my NIPM friends to kindly vote for me.

I also provide my association with other Professional platforms, in brief, for your kind perusal and appreciation regarding my Candidature.

- An **MBA, LL.M, Ph.D.** in Strategic HRM and also **Ph.D. (Law)** in ADR Mechanism. Has authored **numerous research papers/ articles published** in various reputed journals.
- Having overall **experience of more than 37 years.** **Former Executive Director (Law & HR) in GAIL (India) Limited** and **Former Director in GAIL Gas Limited** (wholly owned subsidiary of GAIL). Presently, **Advisor in GAIL (India) Limited** (a Maharatna PSU) and **Director General of Hydro Carbon, Government of India.**
- Strongly associated with following **professional institutions** in various capacities:
  - **ICA, FICCI:** Associate Member of Governing Council and member of Arbitration Committee
  - **CII:** Member of Task Force for Judicial reforms in the country and also Member of HR Committee (NR)
  - **SCOPE:** Chairman of Legal Standing Committee comprising legal heads of the PSUs, Member of Steering Committee on RTI and Member of Governing Body of SCOPE Forum of Conciliation & Arbitration (SFCA)
  - **FICC (Federation of Indian Corporate Council):** Honorary President
  - **ISTD:** Member, National Council and also Chairman of Committee on Innovative Trading Practices Award
  - **NIPM:** Conferred Fellowship and Regional Vice President (NR)
  
  - **AIMA/NMA:** Life Member. Executive member Managing Committee, NMA
  - **National HRD:** Life Member etc.
- **Empanelled as an Arbitrator/ Conciliator** with following professional Institutions/ PSUs
  - Indian Council of Arbitration (FICCI) including Martine Arbitrations,
  - SCOPE Forum of Conciliation & Arbitration (SFCA)

- Indian Dispute Resolution Centre
  - Indian Oil Corporation Limited
  - Steel Authority of India Limited
  - NTPC Limited,
  - Oil India Limited,
  - Engineers India Ltd., etc.
- Has been **featured twice as the top General Counsel Power-list for India**, published by **Legal 500**, a leading global legal directory (2016 and 2018).
  - **Visiting faculty** of IIMs, VV Giri NLI, Other management and Law Colleges, Industry Forum etc.

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### **Contestants for the Position of Regional Vice-President (Eastern Region)**

#### **Ms. AMITA SAHA**

**Amita Saha** has been associated with NIPM for the last 33 years and has had industry experience of over 36 years in Personnel/HR/IR functions. She is presently engaged as **Member, Public Service Commission, West Bengal** since 2017. Before that, she has worked in MSTC Ltd. (a CPSU under Ministry of Steel) where she worked for 21 years and last held the position of Addl. General Manager (P&A) and also in Burn Standard Co.Ltd. (a CPSE under Ministry of Heavy Industries) for 11 years.

**Ms. Saha** is a Science Graduate with PGD(IR&PM) from Bhawan's College, DSW(LW)and MBA from IISW&BM, Kolkata and PGDCA from CSI, Kolkata.

**Ms Saha** is a **Life Member** of NIPM and has actively participated in various activities of the Institute, both in Kolkata Chapter and National Council. She was elected the **FIRST LADY Hony. General Secretary** of NIPM for the term 2008-10. During this tenure, several new initiatives were undertaken in NIPM. To mention a few, NIPM National Award for Best HR Practices was launched for the first time in 2009, major reforms were brought in the Election procedure, a Memorandum of Understanding (MOU) was signed between Australian Human Resource Institute (AHRI) and NIPM, etc.

**Ms Saha** has also been associated with the **FORUM OF WOMEN IN PUBLIC SECTOR (WIPS)**, a body of women employees in public sector, insurance, banking industries pan India, which she has led as the President (ER) and other office bearer positions of the Forum.

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#### **Narendra Kumar Ojha**

After serving for 36 years in Bank & Coal India, Superannuated in the capacity of General Manager (Personnel & Administration.) while posted at Central Mine Planning and Design Institute LTD (CMPDIL) Ranchi, a subsidiary company of Coal India Ltd.

Born in 1958, has obtained Post Graduation degree in Labour & Social Welfare from Patna University, LL,B from Ranchi University and Post Graduate Diploma in Training & Development from Indian Society for Training & Development,(ISTD) New Delhi.

During this span, successfully performed various HR, Administration and IR functions. Over more than three decades carried the responsibilities of Talent Management, Outsourcing and contract management, Enforcement of Labour Laws, Competency Mapping including Behavioral event interview, Mentoring & Coaching, transformational leadership & Change Management, executed the task of strategic HR business partner and so on.

In addition, worked as Nodal Officer of CSR in CMPDIL, Nodal Officer, Mega Skill Development Project in MCL through schooling and skilling schemes, Central Public Information officer under RTI Act and Chairman Grievance Redressal committee . In the process of institution building at Indian Institute of Coal Management, Ranchi adopted strategic outsourcing model for running the academic institution with cost minimization, institution building and talent enhancement of people engaged therein.

Research Experiences in conducting Training Need Assessment of the senior executives of Coal India, training evaluation, project guide of NIPM & ISTD Diploma students, conducted UNDP sponsored training need assessment project of cutting edge officers of Govt. of Jharkhand through SKIPA, Ranchi.

Presented papers in National, International and Regional conferences and seminars held in different parts of the country and abroad including US AID programmes of foreign delegates including exhaustive case study on **“Changing faces of People Management in Coal Industry” in 40<sup>th</sup> world conference of IFTDO held at WARSAW, Poland from 8<sup>th</sup> to 10<sup>th</sup> May 2011.**

Professional association with different national and international professional bodies such as NIPM, Indian Society for Labour Economics ,ISTD, HRD Network, Indian Institute of public administration, Indian Industrial Relation Association and Institute of Directors.. Has Professional exposures by attending both national and international short and long term programmes/conferences/seminars of AIMA, ISTD, NIPM, HRDNetwork, NITIE and XLRI in India and **Advance Management programme at Singapore and China.**

**In recent past, executed the Mega Project of schooling and skilling of unskilled, semiskilled land oustees and project effected people in MCL in association with National open school and ITIs.**

**Undertaken the project of Mentoring, Coaching and Counseling of Gen X employees.**

**Member in Asia/Pacific Who’s Who vol. XIV of Rifacimento International, New Delhi.**

Visiting faculty and a corporate trainer in the field of HR, IR, Labour Laws, Training for trainers, Management of Change, Outsourcing, Balanced Score Card and Competency mapping.

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### **Contestants for the Position of Regional Vice-President (Western Region)**



**A. S. Desai**

I, A. S. Desai is a practicing Consultant and Trainer in Human Resources and Employee Relations. I have over 30 years of industrial experience. My major stints were with Auto Mobile Corporation of Goa (Joint venture of Telco), Phil corporation Ltd., Duraline, Cadila Health care Ltd.



I was visiting Faculty at Goa University for MBA in Industrial Relations and Labor Laws for the period from the year 2000 to 2010. As a Consultant and Trainer I am conducting Management Development programs for reputed industries. I am also on retainer ship for some Companies advising on HR and statutory matters on Industrial law.

I am Masters in Personnel Management from Symbiosis Institute of Management, Pune. I am life member of National Institute of Personnel Management (NIPM) since the year 1985. I was Past Chairman of NIPM Goa Chapter for the period 2012-2014 and I was elected as a member of National Council of NIPM for the period 2014-2016 , 2016-2018 and from 2018-2020 I was honorary Regional Vice president - Western Region .

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## Avinash Vasudeo Somvanshi

CV / Bio-Data not submitted.

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## Santosh Pandurang Chavan

**Dedicated professional** with skills in driving strategic **HR Initiatives** to realize bottom line results, streamlining operations & heightening employee productivity by mastering HR situations.

### ACCOMPLISHMENTS:

- **First Prize in State Level Best Welfare Practices Competition** organized by Director Industrial Safety & Health-represented for Tata Motors
- Conferred with **“Excellent Performer & Compliance Champion Award”** three times at Tata Motors
- **“ACES AWARD- MD’s Award”** for implementation of terms and conditions of wage settlement in record time of 6 days at Tata Motors
- **Rise and Shine Award**-for World Class Manufacturing implementation at CNHi.
- Lead & Participated in **India Book of Records** for Largest Convoy of Single Brand Vehicle, drove 21.195 km on Zest, record attempt on 2016.

### PROFESSIONAL AFFILIATIONS

- **Founder & Vice Chairman NIPM-(PCC) Chapter**
- **Institute Management Committee Member - Pimpri Chinchwad ITI**
- **Life Member-QCFI**
- **Founder & President-HR Connect Association**

## EXPERIENCE

- Currently working with Lear Automotive India Pvt. Ltd. Pune as Manager HR
- CNH Industrial India Pvt Ltd-Pune-Head ER
- Tata Motors Ltd- Business ER
- GKN Sinter Metals Ltd
- TATA Auto Comp Systems Ltd

## PROFILE

- **Santosh** is a **senior HR professional**, with **over 18 years** of rich multi-faceted experience in **HR Function**.
- **Santosh** is **Visionary Thinker with expertise in formulating and benchmarking functional** best practices, competency profiling and mapping processes to focus on development of capabilities to meet goals.
- **Santosh** is having strong leadership expertise for **integrating HR functions with Business Goals**.
- He Possess in-depth knowledge of **Labour Laws & Compliances**.
- Expertise in **negotiating with multi-unions** for long-term wage agreements.
- **Providing Strategic & Operational Leadership**.
- **He is an ambassador of change**.

## EDUCATION

- **Master's Degree in Personnel Management**
- **Bachelors in Law (LLB)**
- **Post Graduate Diploma in Psychological Counselling**
- **Diploma Training & Development**

## SOCIAL

**Reforestation** – More than five years consistently running the tree plantation drive & planted more than **2000 trees**.

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### **Contestants for the Position of Regional Vice-President (Northern Region)**

#### **Dr. R P Singh**

- Doctorate in Management, Dr R P Singh has the unique experience of working in Academics and Industry for over three decades including 4 years as **Asstt Director, WUP Productivity Council / Faculty in Management Institute in NCR** and 30 years as **HR Head at plant and corporate levels in Public, MNC and Private** Sector companies.
- Dr Singh is actively involved in NIPM for over three decades and have occupied various positions like Vice Chairman and Chairman at Rajasthan Chapter and RVP – NR, in the past.

- He is professionally highly networked and has been Past National President of ISTD and Board Member of National HRD Network.
- Dr R P Singh is certified Leadership Grid Trainer (USA) and has conducted a number of open national workshops on **LeadershipGrid** for ISTD at Dehradun, Mussoorie and Goa for senior Officers from Industries and Govt Organisations.
- Some of significant assignments handled during last three decades included:
  - ✓ Head of HR at J K Cement plants in Rajasthan during Jun 2004 to Aug 2015,
  - ✓ Head of Corporate HRD/ L&D at HZL, Vedanta Group co. from Feb 1986 - April 2004, involved in Organizational Development and restructuring of HR Systems and Processes from PSU to MNC.
  - ✓ Asstt Director, IPM, Ghaziabad /WUP Productivity Council from Sept 1982 to Jan 1986 involved in teaching PG Management classes, Consultancy and Training to Industries in NCR.
- Have been member on the board of Faculty of Management Departments of few State and Central Universities in Rajasthan and number of Management Institutes in India.
- Presently Dr R P Singh is MD & CEO of Total HR Solutions Pvt Ltd., a consulting company.

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### S. K. Wadhvani

I am a HR professional with varied experience in all the functions of HR with a Premier Public Sector. I graduated from XLRI Jamshedpur and completed my LLB .I obtained my Senior Professional in HR (SPHR) certification from the Society for Human Resource Management USA in 2011.

My association with NIPM started in Dehradun as Hon. Secretary and Vice Chairman of the Chapter. With my professional assignments with ONGC across the country, I actively associated with the activities of the local chapters be it Raigad, Mumbai, or Chennai. I revived the Upper Assam Chapter, providing an opportunity to the HR professionals in the remote areas.

It is a privilege to be associated with National council and facilitate the changes in the professional body. As a NC Member, have been associated with various committees -Membership Committee, Constitution review committee, besides facilitating streamlining of the Best Chapter Awards process

As a HR professional, continuous updating of knowledge and sharing of the best practices through interaction and networking is the mantra for development. The Pandemic and the times to come will throw up challenges for us HR professionals and collectively we have to surmount it.

**My years with NIPM has been a professional networking with a difference. I commit to work for effortless networking, benchmarking of best practices and to broad base and strengthen the activities of the NIPM at the chapter and the National level. I seek your support to help me strengthen and enhance the Professional activities.**

## Contestants for the Position of Regional Vice-President (Southern Region)



### **Gopalkrishna Sastry**

General Manager – HR & Admin  
Wuerth Elektronik India Pvt Ltd

Mr. Gopalkrishna Sastry, an astute HR professional with over 45 years of experience in Manufacturing, Electronic and Service industries across reputed corporate establishments in Karnataka.

Mr. Sastry is a science graduate with degree in Law and Master's Degree in Social Work. Career started as Labour Welfare Officer with Kirloskar Electric Co. Ltd in 1976. Since then engaged with several industries viz. Vishnu Forge, Mysore, Grassim Industries, Harihar, General Electric (GE Power Controls) Bangalore, Ashirvad Pipes, and Zenith Textiles, Nanjangud. Currently holding the position as General Manager – HR and Admin with Wuerth Elektronik India Pvt Ltd, Mysore, a German MNC.

Mr. Sastry is the Founder Secretary of the erstwhile Indian Association of Trained Social Workers Karnataka Chapter - KAPSW, an Association of Professional Social Workers. Currently active in the Managing Committee and involved in the Asia Pacific World Social Work Conference held at Bangalore for the first time.

In the year 1983, was part of the 12 member delegation selected to attend 6 weeks **study program** and "**World Conference on Social Development**" organised by International Federation of Social Workers in **Montreal**, Canada.

Mr. Sastry has an association of 40 plus years with NIPM and has held various roles as follows:

- Hon Secretary, NIPM Mysore Chapter - 1991-93
- Chairman, NIPM Mysore Chapter – 2008-10
- As Returning Officer - National Council during 2014-16
- National Council Member (SR) 2016-18
- Currently a Member – National Council representing Southern Region

Following are some of other accomplishments of Mr. Sastry:

1. Chairman of Institute Managing Committee (IMC), ITI Arasekere, a Government Industrial Training Institute.
2. Member, Regional Advisory Committee, Central Board of Workers Education - Government of India.
3. **Co Convener** and **Convener** for **HR & IR** Panel, **CII** Mysore for the years 2019-20 and 2020-21 respectively.

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## Siddappa A Horatti

I am a Human Resource Management Professional with 16 Years of Experience.

### Education:

Course	College	University	Year
MSW	SIBER, D.K.Shinde school of Social Work College, Kolhapur	Shivaji University	2005
IR&PM	Bharathiya Vidya Bhavan, Bangalore	Bharathiya Vidya Bhavan, Bombay	2008
LLB	Vivekanand Law College, Bangalore	Karnataka State Law University, Hubblli	2019

### Professional Experience:

- **BIRD's**, Bangalore, from May 2005 to June 2008.
- Started my own Organization in 2008 by the Name "Portal HR Consultancy Services", Bangalore.
- Providing Services like HR Recruitment, Liaising and Manpower outsourcing & Payroll services.

### Membership:

- National Institute of Personnel Management, Karnataka Chapter since 2014.
- Business Network International (BNI), Bangalore.

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## Contestants for the Position of Hon. General Secretary

### Anish Aravind

#### Experience Summary

Period	Position(s) held	Organization
Jan 2015 – Present	Co-founder and Principal Consultant - Org. Effectiveness	<b>SS Consulting, Infopark, Kochi</b>
Jan 2013- Dec 2014	Associate Director Organization Effectiveness	<b>Arbitron India / Nielsen Audio</b>
Jan 07- Dec 2012	Manager Human Resources	<b>Arbitron India</b>
Dec 05 – Dec 07	<b>Manager Human Resources</b>	<b>Genpact Ltd</b>
Jan 05 – Nov 05	Storefront Manager (Kochi)	<b>Genpact Ltd</b>
Sept 03-Dec 04	Manager Human Resources	<b>Wipro Consumer Care and Lighting</b>
Dec 02 – Sept 03	Executive HR	<b>Marico Industries Ltd, Goa</b>
June 99 – Dec 2002	Mgmt Trainee (Ind. Relations), Personnel Officer, Officer HRD, Sr. Officer HRD	<b>Century Rayon, Shahad</b>

### Focus areas with **SS Consulting**

- HCM & HRTech coach, designer & mentor to CXO's since 2015
- Connecting Employee performance to business results using advances and learnings from Neuroscience and evolutionary biology
- Designing Purpose and HRTech / Technology enabled business journeys for clients across sectors.

### Contributions to **NIPM India**

- Joined NIPM in 2009 as Special invitee to Kerala chapter – one of the best chapters
- Served as Hon. Additional Secretary 2014-16 and as Secretary from 2016-21
- Facilitated transition to **E-voting** and co-designed **digital Transformation** of NIPM as Convenor of HRTech Committee 2018-21

### Education

1997 – 1999 PGDM (PM & HRD) **Symbiosis Institute of Mgmt. Studies, PUNE**

1997 - 1999 Masters in Labour Laws and Labour Welfare- **Pune University**

Symbiosis Law College PUNE

1992 - 1996 BSc. Chemistry C.M.S College Kottayam, Kerala

### Personal Milestones:

- Adjudged as top 20 HR Influencer on Social media by SHRM & ET HR world
- Professional Cricket Umpire for KCA from 2016
- Co-Author of Bird Atlas Kerala 2015-20
- Published author with **NIPM & NHRDN Journals**

### International Conferences Invited to:

- SHRM Annual Conference 2012 (Atlanta), 2014 (Orlando), 2015 (Las Vegas), 2017 (New Orleans), 2018 (Chicago) and Las Vegas (2019) – four time as member of Social media squad of SHRM.

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## M. H. Raja

M.H. Raja known as Lead Raja, Life Member from NIPM Madras Chapter. A seasoned Business Leader having experience in Consulting, Manufacturing, Services & Infrastructure Industries. Have Post Graduate in Commerce and Masters in Business Administration with 3 decades of experience in TA, TM, Sales & Marketing, operations and successfully turned around two sick units.

- Founder and Managing Director of Lead HR Services Pvt. Ltd.,
- Director at Flexi Staffing Services Pvt. Ltd., First Line Constructions Pvt. Ltd., & Glorious Industries

Active Member in NIPM, ISTD, NHRD, MMA, MCCI and other Social Forums. Actively involved with Lions Club International & supporting social activities. Former President of Lions Club of Chennai South Central.

### My Journey with NIPM

- A humble Member to a Chapter Chairman and Trustee in NIPM National Trust with consistent performance.

- Lead the Chapter getting the 2<sup>nd</sup> Best Chapter Award (2018-19) & The Best Chapter Award (2019-20)
- Brought Industry-Institution Interface with students skill enabling programs
- Co-created certificate program along with other professional forums like MMA & XIME.
- Enabled NIPM with resources to support disasters & pandemic situations.
- Successfully handled NATCON 2017 at Chennai
- Created a benchmark by virtually organizing STUNA 2020 with Global Guest Speakers.
- Built NIPM as an icon among industries, institution and students.
- Hosted National Council Meeting at Chennai. Never missed any NC Meetings.
- Brought out Chapter's e-Newsletter with high quality.
- An instrument in bringing change in the way Chapter functioning and professional development courses along with National Council.

### **My Plan for NIPM as HGS**

- ✓ Strengthen all Chapters with large scale of new membership
- ✓ Scale up NIPM fund management with flagship programs, NATCON, Seminars, Consulting and training
  
- ✓ Create Changes with "Leadership through Delegation" "Together we serve" concepts and create collaborative work environment between Chapters and National Council.
- ✓ Digitize operations, process and bring e-governance to facilitate members ease to operate and to access. Enhance effectiveness of HO.
- ✓ Make the member to be proud stating "#MyNIPM" and be a "NIPM'ites".
- ✓ Work towards making NIPM a resounding and a reckon name among institutions, and global bodies.
- ✓ Implement NIPM's flagship programs of PGDPM accredited with AICTE/UGC. Will work towards Charter Status for HR under NIPM.
- ✓ Strengthen the liaison with Government – Center & States.
- ✓ Create more Student Chapters and reach out to Millennial with differential thinking and ideas.

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### **SHRIDHAR VASANT VYAWAHARE**

Age: 60 years, Location: Nashik

B.Sc., MSW, LLB

- Fellow Member, HRKarna Award Winner, Baroda from HR Milestone & MSG University in February 2021.
- Personnel Manager for 5 years
- Established HR, recruitment & labour laws consultancy firm, M/s Vaibhav Placements for 31 years.
- Associated with NIPM Nashik Chapter since 30+ years at various levels.
- Successfully organized WR Conference with 350+ delegates in minimal cost to the chapter.
- Western Regional Level, NC for 2 terms, RVP for 2 terms.
- National secretariat, treasurer for 2 terms, additional general secretary for 3 years,

- NC chairman, young HR committee for 2 years.
- Arranged, participated and supported various Regional & National conferences.
- Delegate member of International Conference at Colombo, Sri Lanka.
- Advisory board member of Minimum Wages Act, Government of Maharashtra.
- Chairman, HR & CSR, MACCIA.
- Appointed by High Court as HR Auditor for Shirdi's Sai Baba Sansthan.
- Legal Advisor of Maharashtra Maritime Board, Government of Maharashtra.
- Quasi-Judiciary Member, CGRF, MSEDCL/MERC (for 5 districts)
- RBI screening committee member for Peoples Co-operative Bank.
- Sr. Industry Consultant, YCMOU.
- IRDA, LIC, Policy Holders' Council member 4 years.
- Consumer Activist for 20+ years
- Vice President - Grahak Panchayat Maharashtra.
- President of Depositors Forum, Grahak Panchayat, Maharashtra
- Key role in turnaround of Peoples' Co-Op Bank Case in 3 years worth Rs. 200 crores
- Worked with Anna Hazare towards Corruption Free Movement.
- Successfully dissolved corrupt Board of NAMCO Bank for embezzlement of Rs 4200 Crores.
- PTA President, Boys Town Public School for 8 years.
- Guide, mentor and counsellor with various Education Institutes, Schools, Colleges, Universities
- Arranged several Industry-Institute interface programs.
- Various training sessions for youth, entrepreneurs, women, senior citizens.
- Actively involved in print & electronic media for debates, discussions, articles and opinions on several occasions.
- Done Live TV shows, interviews, on various critical issues concerning state and nation.

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### **Contestants for the Position of Hon. Addl. General Secretary**



#### **Ranjeet R. Pande**

Qualifications: B.Com., Post Graduate Diploma in Labour Studies.

An astute HR IR professional with enriching 15+ years of experience in people management, liasoning and a strong acumen for legal issues. Have profound interest in liasoning with various authorities from Zila Parishad to Central level in Government and Non Government bodies. It has been my zeal to bring fruitful and long lasting result, which help reach the unanimous interest of both industry and authorities, through networking in all my assignments both personal and professional.

#### Notable Contributions:

1. NIPM Nagpur Chapter- Life Member:
  - Presently a NC Member 2018-20



- EC member for the period 12-14
- Additional Secretary 2014-16 NIPM Nagpur Chapter
- Ex Vice Chairman of NIPM Nagpur Chapter
- Deeply involved in the revival of NIPM Nagpur Chapter.
- Played a key-role in Central Region Conference at Nagpur
- Significant measures taken for enhancement of memberships.

**2. Organized the Best Safety Practices Competition by Director of Industrial Safety & Health with a participation of 150 + industries.**

**3. Member of the Organizing Committee first Ever Industrial Safety Rally – Director of Industrial Safety & Health which had received India Book of Records for nearly 81500+ participation which was highly acclaimed by Shri Nitinji Gadkari - Union Minister of Road Transport and Highways of India**

**4. Active Contribution in the Removal of Illegal Dongargaon Toll Plaza which was causing a huge monetary burden for entire industry.**

**5. Rigorous follow-up of the Sanctioning of Asia’s largest 5 star ESIC 200 Bedded Hospital in MIDC of Butibori.**

**6. Free of Cost Medical Aid : It gives a great sense of selflessness as have co-ordinated nearly 26 economically distressed patient’s Angioplasty, Angiography, Open Heart Surgeries , Cancer treatment Free of Cost in association with Anusuya Mata Mandal & Rajiv Gandhi Jivandayi Yojana.**

**Professional Assignments :**

▪ **Artefact Projects Limited (November 2008 till data) – 300+ crore company**

▪ **Ballarpur Industries Limited (December 2005 to October 2008) – 6000 crore industry with 10,000+ manpower**

Initiated the contract farming of quietus with NABARD & ICICI Bank for poor farmers in Ballarpur, Chadrapur & Gadchiroli District thereby easing the availability of raw material for Paper Mills in and around the belt. **This initiative was highly acclaimed by both BILT and acted as a boon for farmers who were highly benefitted by the project.**

▪ **Nagpur Power & Industries Limited (August 2001 to November 2005)**

Successfully set up the **First Ever Metal Recovery Unit Plant (MRP) in India** which was procured from China to recover the metal from the waste Ferro Fallous Material.

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## **SURESH CHANDER GUPTA**

Having more than 35 years of rich experience in the field of Human Resources Management, Industrial Relations, Administration, Legal, Training and Development with Indian Farmers Fertiliser Cooperative Ltd (IFFCO). Also having valuable experience in Marketing, Audit and Accounts with PSU and GOVT. Depts.

Presently engaged as Advisor, Legal Services after retirement from the post of Jt. G M (HR & IR), IFFCO. Advised & Guided the Indian and Foreign Joint Ventures & subsidiaries of IFFCO in HR and IR matters. Handled Cases of Arbitration, service matter, Consumer disputes etc. Having Master in Commerce from Delhi School of Economics, Degree in Law, and Post Graduate Diploma in HR & IR from reputed Universities of India.

Participated in various National/ International seminars/ Conferences/ training programs which provided rich exposure in diversified fields. Had been a certified Auditor of ISO -9001 and Mentor and Mentee Instructor.

Played a vital role in strengthening of NIPM Delhi NCR Chapter while holding the post of Vice Chairman and Honorary Secretary for four years. Assessor of many PSUs, Private and Cooperative organisations for BEST HR Practices Award, instituted by NIPM.

Life Member of NIPM & ISTD and NHRDN. Presently a National Council member of ISTD and had been NC Member of NIPM as well. As NC Members played a vital role in strengthening the NIPM and ISTD.

Articles on various HR issues and challenges have been published in magazines of repute and NIPM Today.

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## **Contestants for the Position of Hon. Treasurer**

### **ARUP CHATTERJEE**

52 years, Mostly experienced in HR/IR/ADMIN.

Commerce Graduate from Calcutta University and having professional qualification of two years full time Post Graduate Diploma in Business Administration with specialization in HR and Post Graduate Diploma in Industrial Relations and Personnel Management from Bharatiya Vidya Bhavan.

An HR professional with 27 years of multi sector working experience in different reputed Organizations including Multinationals. At Present he is A.G.M. (HR & Admin).

Arup Chatterjee is Life Member of National Institute of Personnel Management (NIPM) & served NIPM in the following capacities.

1. Served as an active member of the Assessment and Awards Committee of NIPM Five Years.
2. Served as a Member of NIPM, Kolkata Chapter 2012-2014.

3. Served as a National Council Member (ER) of NIPM for the year 2010-2012 and 2012-2014.
4. Served as a Hon. Addl. General Secretary of NIPM for the year 2014-2016.

### ***NIPM Conference Attended***

NIPM Annual National Conference at Kolkata, New Delhi, Visakhapatnam, Kochi and last Conference at Goa also with active participation.

He lives a happy family life with his parents, wife and one Eighteen years old school going Son.

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### **Manoj Gupta**

A} I am lucky to have served –

1. Initially as Secretary & then as Chairman of NIPM, Aurangabad Chapter.
2. Later on as National Council Member & then Regional Vice President (WR) in NIPM's NATIONAL COUNCIL.
3. Now as Trustee of National Institute of Personnel Management DPM Trust as well as NC member

B} Organized 3 days ANNUAL NATIONAL CONFERENCE for NIPM at Aurangabad in 2009.

C} Got National level recognition of Aurangabad chapter by receiving NIPM best chapter awards

D} Hosted Special GBM at Aurangabad - Instrumental in amending constitution paving way for online voting for elections.

E} MBA from Institute of Management Technology, Ghaziabad.

F} Now working at Omgil Placements Managing recruitment of senior & middle Management professionals

G} Was Director Shri Krishna Institute of Management

H} Earlier worked with cos like BPL, Eicher, GEC.

I} Conducted training programs for Rotary Youth Leadership Awards

J} Wish to contribute to the National Secretariat now – by bringing transparency & taking forward unrealized dreams of our predecessors

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## **P. R. Basavaraju**

Accomplished result driven HR Professional with 30 years of experience in handling critical people management, adapt at building recruiting, selection and retention strategies. Seasoned and self - motivated leader having exceptional leadership skills to manage & guide all levels of strategic partnerships that encompass overall business & HR units. A passionate member of NIPM for the last 27 years and has immensely contributed for the growth of NIPM.

Master of Social Work from Bangalore University securing II Rank 1989. LL.B. from Bangalore University 1992. Attended Organizational Leadership development program at IIM, Bangalore 2005 and Advance Leadership Training programme from Australian Graduate School of Management at Perth 2006.

I have totally put in 32 years of professional experience. My major stints were with JL Morrison, Pepsico India holdings & Rio Tinto. In Pepsico I was Head HR of Karnataka region & in Rio Tinto I was Country Head of HR & support services. Currently I am the Director of Labhyath HR services, having a clientele of more than 20 leading corporate companies.

Since 27 years I have contributed immensely for the development of NIPM Karnataka chapter. My contribution during the APFHRM conference 1995 was significant. I have served the chapter in various capacities such as EC Member, Additional Secretary & Chairman of several sub - committees. I have been responsible for adding more than 200 members. Chairman of NIPM - Karnataka Chapter 2018-21 during this period the chapter has got the Best chapter award. We had the great opportunity to conduct NATCON 2019 which was one of the best conferences of NIPM, got huge appreciation from all sections.

I have been an active Rotarian of Rotary Bangalore. I was selected to be a member of group study exchange team which visited Kentucky and Ohio state in USA in 2004.

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### **Contestants for the Position of Member (Eastern Region)**

#### **Narendra Kumar Ojha**

CV already available against post of Regional Vice-President - Eastern Region.



## **SANJAY KUMAR THAKUR**

SANJAY KUMAR THAKUR holds a Master's degree in Labour and Social Welfare from Patna University, PGDHRM from IGNOU, PGD in PM&IR from NIPM, Diploma in Training and Development from ISTD and Diploma in PR and Advt. He is having 27 years of experience in Coal India Limited, a Maharatna Company under Govt. of India and its Subsidiaries. He is presently working as Chief Manager (HR).

He is an executive with multifaceted experience and having cross-functional knowledge. He has attended numerous Conferences, Seminars, Workshops, and Training Programmes on HR and other matters. He is a certified Trainer on Ethics in Public Governance. He is also having experience of providing training on HR and other subjects. He has contributed in different in-house Journals. Apart from HR, he is having keen interest in other subjects also and has Co-authored a Book on Historical Sites of India. He was in the Editorial Board of an English Magazine published by well-known publisher from Patna during College Life.

In addition to NIPM, he is a Life Member of ISTD, AIMA & NATIONAL HRD NETWORK. He has been actively associated with various Professional Bodies. He was the Hon. General Secretary of Jharia Coalfield Management Association, Dhanbad, a LMA of AIMA. He was a key person in the revival of Dhanbad Chapter of NIPM and was the Hon. Addl. General Secretary of the Chapter. During his tenure, many programmes were organised by Dhanbad Chapter including Regional Conference which was rated as of the Standard of National Conference by the Participants. He was Chairman of Kolkata Chapter of ISTD for 2018-20 and has served Diploma Board of ISTD.

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## **Sauvik Kumar Saha**

CV / Bio-Data not submitted.

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## **Contestants for the Position of Member (Western Region)**



## **Abhay Shriram Khursale**

MPM. DLL&LW, DBM

Fellow of personnel Management since 1996 with hands-on personnel management experience and business Operations knowledge that blends seamlessly into the positions from Human Resources lead to Expertise.

Adept at addressing sensitive issues, Policy Making, Implications and Implementations, IR and Motivational tools with the strategic approach to the effective and efficient management of people.

Adept at addressing sensitive issues, Policy Making, Implications and Implementations, IR and Motivational tools with the strategic approach to the effective and efficient management of people

Enriched work experience with Multi National Background Campiness in the sector of, People Management, SCM Logistic, Production and Media. Grown from asst. Manager to Director Business Operations.

Associated with PCC chapter from its Incorporation. Life Member of NIPM. Member of TAFFI. Member of Entrepreneurs Parliament. Found of Social service and working for Rural Youths Development with Garmin Bharat.

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### **Dnyandev Vithoba Suryawanshi**



More than 30 years' experience in HR, IR & Personnel, professional, pro-active, innovative & creative minded. Experienced in implementing innovative HR practices, other IR aspects, & all Personnel matters. Experience of Pharma and Automobile Industries. Responsible for HR issues in a manufacturing industry, Recruitment, Staff Welfare, Statutory Compliance, Training & Development, Appraisal, PMS, Competence Building and Employee Relations& handled administration, Manpower planning, Performance planning, Production support, Grievance handling, ER policies, Statutory compliance etc..

#### **Education**

**B.com**, Passed from Deogiri College, Aurangabad. In the year 1989 of Marathwada University.

**D.C.A.**, Passed Diploma in Computer Application from BITS Computer, Abad. In the year 1990.

**M.S.W.**, Passed Master of Social Work, Post Graduate Degree with Specialization in Labour Welfare and Personnel Management in the year 1992&Approved "**Welfare Officer**" by Commissioner of Labour, Maharashtra.

#### **Professional Experience**

Worked with following Organizations in various capacity at Aurangabad.

- 1) M/s TTK Biomed Ltd.
- 2) M/s John Fowler Ophthalmic Ltd,
- 3) M/s Durovalves India Pvt. Ltd,
- 4) M/s Orchid Chemicals & Pharmaceuticals Ltd,
- 5) M/s Varroc Engineering Pvt.Ltd at Corporate.

Presently working with M/s Mylan Laboratories Ltd (a Viatrix Company) as **Deputy General Manager – Human Relations** at Aurangabad.

#### **Professional Affiliation**

Associated with NIPM Aurangabad Chapter since from last 15 years & worked with various positions in the Committees, lastly, I was Vice Chairman twice for National Institute of Personnel Management, Aurangabad Chapter.

Life membership of National Institute of Personnel Management.

Co-coordinator for QCFI programs at Aurangabad.

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## Ms. Jayshree M Katkar

CV / Bio-Data not submitted.

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### Dr. SANJAY BHASKAR

DIRECTOR

- Deccan Management Consultants Finishing School, Pune.
- DMCFS Skill Foundation, Pune.

Experience 30 Years in HR, IR, Skill Development and Education domain.

#### EDUCATION

Ph.D. (Production Engineering)  
M.E. (Manufacturing Engineering and Automation)

#### ABOUT

Having multifaceted experience in HR, IR, Training and Research Skill Development with Empathy and keenness having plenty of people skills for organization interventions.

A good Administrator and Trainer in the areas of HR, IR, Engineering Technology and expert in the areas of Skilling, Reskilling and Up skilling Achieved many prestigious awards and certifications form various bodies.

#### MEMBER

Member, BOG, National Skill Development Forum.  
Member EC, N.I.P.M., Pune Chapter.  
Member of various National professional bodies.

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### Sunil Sutavane

It gives me a great pleasure to introduce myself as an active Life Member of NIPM and a serving HR professional.

With three and a half decades of experience behind me, I am currently working as a General Manager-HR &A in Garware Hi-Tech Films Limited, Aurangabad. I feel very fortunate to be shouldering the most important responsibility of driving CSR initiatives on behalf of my organization.

I believe in building trust by communicating openly with all stakeholders. I also believe in shouldering responsibility, building teams and working with the people of diverse cultures.

I have been an active contributor for NIPM Aurangabad Chapter over the last one and a half decades, currently serving as a Chairman for 2018-2021, prior to this I served as Vice Chairman

(2016 -2018), Hon. Secretary (2012-14 and 2014-2016), Addl. Secretary (2010-12), EC Member (2008-10) and Co-opted member (2006-2008).

During my tenure of working in various capacities,

# We organized National Conference at Aurangabad in 2010.

# We successfully organized Western Region Conference in 2007 & 2015.

# We organized Special General Meeting at Aurangabad in 2019.

# I have attended Eight National Conferences so far.

# And have also participated in the National Conference held at Colombo, Sri Lanka in 2015.

# Aurangabad Chapter has received Best Chapter Award in Category B consistently over the last Five years.

I have a strong determination to strengthen NIPM activities in the Western Region. It is my cherished desire to make the Institution a revered one and create a strong HR platform under the aegis of NIPM in Western Region as well as in the Country.

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## **Ulhas R Deshpande**

CV / Bio-Data not submitted.

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## **Contestants for the Position of Member (Southern Region)**

### **D. L. N. Reddy**

Completed College education at Bengaluru and Post-graduate degree in Social Work from Andhra University. Started career with LUCAS-TVS Chennai as a Trainee and worked on various assignments in Personnel Department for 14 years. After resigning from the Company started a placement consultancy and helped HR students to undergo internship. Have successfully placed many freshers in suitable employment. Associated with NIPM right from the merger in 1980. Initially joined IIPM Kolkata in 1970 and continued to be a member after merger of NILM and IIPM in 1980. I have thus completed 50 years of professional membership. Attached to Madras chapter as Life member and have been actively associated in the chapter's growth as an office bearer – Vice Chairman and Treasurer – on many occasions for the past 30 years. Being an office bearer has contributed to the growth of membership. Finances and acquiring extensive office space. Have been regularly attending National Conferences, regional conclaves at different venues of the Country.



Additionally represented NIPM as an official delegate (on exchange programme) to Sri Lanka's IPM Conference during June 2017.

In recognition of my services to NIPM, was honoured with Life Member achievement award by the then National President Sri Somesh Dasgupta at NATCON conference held in Chennai in 2017.

Am a Life member with good standing and past 50 years extensively participated in making the Chapter vibrant.

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### **Gomathisankar I. K.**

CV / Bio-Data not submitted.

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### **K S Chandru**

Life Member from Madras Chapter.

Having experience in Services and Infrastructure & Service provider Organisation.

Have PGD in Personnel Management & Industrial Relations.

Have result oriented professional with over more than 30 years of experience in Human Resources, General Services, Project management - On site & off site and Operations.

Served in various capacities from Manager to Assistant General Manager in very well reputed in Multi National Company & Indian Companies.

Active member in NIPM, ISTD, NHRD, CSI and representing & working for few NGO Organisations.

#### **My journey with NIPM**

Presently representing as Hon. Treasurer of NIPM Madras Chapter

Instrumental of getting the 2<sup>nd</sup> Best Chapter Award [2018-19] & The Best Chapter Award [2019-20]

Well-coordinated Industry-Institution interface skill enabling program with student chapter colleges

Well-coordinated certificate program & Workshop along with other professional forums like MMA & XIME.

Well-coordinated & successfully handled virtually organized National Conference for Students – STUNA'2020

Coordinated & in charge of editorial team for releasing of local chapter e-newsletter, continuously for 3 years.

#### **My plan for NIPM as Member – Southern Region**

Strengthen all the chapters of southern region with good number of membership

Scale up NIPM flagship program of PG diploma and other lucrative training programs, mobilize thru our chapters of southern region.

Coordinate with National Office for Digital mode & implement in all the chapters of southern region  
Create more student chapter & increase the student members and paving the way for GenZ to take  
Leadership Branding the NIPM in large, across all the professional HR fraternity.

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## **M. THOMAS KADAVAN**

A Life Member of NIPM, my association with this prestigious Professional body extends back to 1984. Over a career spanning four decades, I had a fulfilling journey through the vast landscape of Human resource & Industrial relationship management at various levels in different organizations and many professional bodies.

A Post-Graduate in Personnel Management & Industrial Relations, my corporate journey started as a Management Trainee at Aluminum Industries Ltd. (ALIND) in the early 1980s. In the years to follow, I served as Head - HR and Administration at Anand Ashai Water Meter Pvt. Ltd. (Toshiba Anand Group), Excel Glasses Ltd, AVT McCormick Ingredients Pvt. Ltd and at AVT Natural Products Ltd. Currently, I am the Principal Consultant at Associated Management Consultants.

In NIPM Kerala Chapter I have been fortunate to serve at various levels, as Treasurer, Secretary, Vice Chairman & Chairman. In the prestigious NIPM National Conference held in Cochin during 2012 I was the Delegate Promotion Committee Chairman which was attended by over 1200 delegates. I have participated all NIPM National Conferences since 2006. During my tenure as the Chairman of Kerala Chapter, I had the honor of representing NIPM at the IIPM Conference held in Sri Lanka in 2015.

### **Positions of responsibilities being currently served in Professional Bodies:**

- Chairman, Kerala State Productivity Council (KSPC).
- Member, CII CSR Panel, Kerala.
- Chairman, Health Committee - Indian Red Cross Society (Ernakulam).

### **Highlighting below key leadership Positions that I have held in various professional bodies over the years:**

- Secretary, Kerala State Productivity Council.
- Convener, CII HR & IR Panel, Kerala Chapter and Member CII-Southern Regional Committee HR & IR.
- Board Member, Kerala State Labour Welfare Fund.
- Treasurer and Secretary National Safety Council (NSC) Kerala Chapter.

### **My vision on our chapter's future endeavors:**

- Leveraging Digital platforms for imparting innovatively designed short-duration training programs on contemporary HR practices including Labour Code Certification programs specifically targeted at Gen Y and upcoming HR professional professionals.
- Establish a consultancy wing in Chapters by leveraging the rich expertise and knowledge of our retired colleagues to benefit our members, corporates, start-ups and entrepreneurs.
- Build a database which maps our members' experience, expertise and competencies to be used as a vital tool for organizations to avail their services for training and consultations.
- Fostering relationship building and networking among our members through periodic Inter-Chapter programs, Biannual HR Conclave and Family-oriented programs.
- A continuous focused approach to leverage our immense, but untapped internal resources for the overall benefit of NIPM.

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## PRAKASH V. KATTI

**Qualification** : Graduation in Economics and Post Graduation in Social – work  
From Karnataka University, Dharwad.

**Age** : 64 Years

**Experience** : 33 Years in Human Resources Management and Worked in various Organisations of repute at the Plant Level and at Corporate at Senior level from 1979 to 2012. Last Employment was Vice –President- HRM in M/s. Aditya Birla ( Pulp and Fiber Division , Harihar). Experience at the plant and corporate level of HR in formulating and implementation of HR & IR Policies besides Designing and implementing customized training Programs. Started Consultancy PMS Human Resources Management Services in 2012 at Dharwad providing Human Resources Management services. Services include HR Strategy, HR Policies, HR Development, HR Management, Industrial Relations, Employee Relations Policies, Performance Management Systems, Competency Development , Training & Development.

I was the Chairman of NIPM - North Karnataka Chapter twice from 2008 to 2010 and from 2014-16. Conducted Many Programmes including Southern Regional Conference at Hubli in 2015.

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**SANKAR YEERANNAN**

**Qualification:** MA-Economics, PGDPM, Bachelor of Law (LLB), MBA

**Professional Experience:** Long standing HR professional with more than 35 years of experience, in the corporate world, especially long tenure with one of the top Tata group Companies, and the details are as under;

**Past Professional Experience:** Apollo Tubes Limited (August 1985 to August 1987) and Gandhigram Rural University (Central University / Government service) (September 1987 to September 1989),

**Latest Professional Experience:** Titan Company Limited (03.08.1989 till Retirement on 30.06.2021). In Titan, started his career in its Hosur Manufacturing units and moved to its Corporate Office in Bangalore in 1991 and worked in both manufacturing and Corporate Office. Handled all sub functions of HR, such as Manpower Planning, Recruitment, Employee Welfare, Performance Management System, Compensation & Benefit Management, HR Audit, HR Policies, HR/Statutory compliances, etc. etc.

## Contestants for the Position of Member (Central Region)

### **Dr. P.R.K. Raju**

Life Member of NIPM and associated with this prestigious Professional body since long time. My professional experience is in the field of Human Resource Management, Labour Law, Industrial relations and HRD, spanning over four decades.

I am a Double Post Graduate in Public Administration and Political Science, M.Phil from Central University of Hyderabad, Ph.D., in Personnel Management and LLB. from Osmania University. I also did PG Diploma in Social Work (DSW) from prestigious Indian Institute of Social Welfare and Business Management, Kolkata and Higher Diploma in Cooperation (HDC) from NCUI and MBA from JNTUK.

#### **My work experience:**

- I began my career as Lecturer in SP College, Secunderabad
- Co-operative Sub Registrar in AP State Govt.
- Later joined ONGC as GT Admn. Officer (P&A) and rose to the level of Chief General Manager (HR) before retirement.
- Currently working as Director – Department of Management Studies, GIET(A), Rajahmundry, AP.

#### **Achievements :**

- Received several awards including Best HR Professional, HR Achiever etc.
- Life Member of IIPA, NIPM, AIMA, HMA, NHRD Network and IRCS.
- Accredited Management Teacher by AIMA.
- Editorial Board Member of Journal of 'Management Values' of GIFT Society, IIT Campus, New Delhi.
- Trained Mentor by E&Y and also a Certified NLP and HR Auditor.
- Hony. Treasurer and Hony. Secretary in Dehradun Chapter of NIPM.
- Hony. Secretary and Vice-Chairman in Assam Chapter of NIPM.
- Hony. Chairman for two terms of Godavari Chapter.
- Instrumental in setting up First ever 'Godavari Student Chapter' of NIPM in AP State in the prestigious GIET (Autonomous) Campus, Rajahmundry.
- Reviewer and Contributor of Articles in all the 4 Research Compendiums of NIPM during this ongoing Pandemic period.
- Editorial Board Member of NIPM Journal 'Personnel Today' for two terms.
- Discharged my responsibilities effectively as a NC Member of NIPM during the last term.

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## SUHAS BHAURAO BIREWAR

**Suhas Birewar**, Aged 47 yrs. with 22 yrs. professional experience. I have done B.Com, LL.B & PG Diploma in Labour Studies. Started career in HR with Blow Plast group in 1999 and worked till 2003. After that ventured in to consultancy in HR services as Brainhunt Consultants Pvt. Ltd, HQ in Nagpur (Maharashtra) and serving corporates at pan India level in the area of Head-Hunting, Staffing, HR consulting, Payroll, Training & Development, Resume Building and Career Counselling. I am Life Member Nagpur Chapter and served Nagpur Chapter in various capacities as Treasurer, EC member around 10 yrs. and Hon. Secretary from 2014-2016. During my tenure as Secretary, Nagpur Chapter has received for the first time **Best Chapter Award in 2014-2015**. Initiated various new activities like organised Regional level Business Quiz, introduced Best HR practices award and CSR award at chapter level, Cricket tournament for industry and student Chapter etc. Also organised Central Region Conference in Nagpur in 2015 with around 300 participants. I have attended many National Conferences of NIPM.

I am committed to the cause of raising the professional standards of Human Resource Management professionals, that will ultimately contribute to NIPM becoming world class association of HR professionals. So let us work together and use this platform to navigate through difficult times and overcome various challenges before HR professionals.

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## Dr. Suwendu Das

CV / Bio-Data not submitted.

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