

COLONEL RAMESHWAR GUPTA

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HUMAN RESOURCE MANAGER

Achievement-driven, Critical thinker, **Ex-COLONEL of Indian Army** having 29 years of diverse experience, coupled with excellent Communication skills and having Goal oriented leadership skills as **HUMAN RESOURCE MANAGER**.

Possessing cross functional experience of Defence forces in the field of **Strategic planning, Creative Problem solving, Operation Management, Project Management** & having extensive experience of **Team building & Team Management**.

ACADEMIC ACHIEVEMENTS

Degrees/Certifications	Institute	Year	Specialization
Business Management course	IIM Lucknow	2020	Talent Acquisition & Project management
Lean Six Sigma, BLACK Belt	ISEL INDIA	2019	
Lean Six Sigma, Green Belt	KPMG	2019	
PG Disaster Management	Pune University	2018	Prevention of Pandemic
MBA (HR)	Osmania University	2016	Human Resource Mgt
MBA (SCM)	Rani Durgavati University, Jabalpur	2012	Supply Chain Mgt
PG in HR Management	Symbiosis Institute Management, Pune	2004	Unions Handling
PG in Event Management	EMDI, Pune	2003	Product Launch & Business Communication

SKILLS

WORK EXPERIENCE

Strategic Planning

Analytical Thinking

Facility Management

Procurement

Negotiations

Planning & Scheduling

Training & Mentoring
Vendor Management

BCCI (IPL 2021) (01 Apr 2021 – 05 May 2021)

HEAD MANAGER – BIOLOGICAL BUBBLE INTEGRITY MANAGER

- This appointment was created to ensure that all sporting activity of VIVO IPL 2021 were organized in the BIOLOGICAL BUBBLE created for the protection of all stake Holders involved in the sporting activity in VIVO IPL 2021.
- Role:** To integrate with various stakeholder Viz BCCI, IPL Management, Franchise Teams, Broadcasters, Venue Management, Local Medical authorities, Local Police, Vendors and all other agencies involved in the conduct of IPL 2021, so that entire sporting activities could be carried out in COVID FREE ENVIRONMENT, thereby keeping everyone healthy & Safe from COVID.

BANKA BIOLOO PVT LTD (Jan 2021 – Apr 2021)

CONSULTANT - PLANT ADMINISTRATION & PRODUCTION

- The company manufacturers **BIOLOGICAL TOILETS & STP** and has contributed in the SWACCH BHARAT MISSION in INDIA through installing their products in various Municipal Corporation, Railways and Govt Sector.
- As Consultant - Plant Administration & Production, my main responsibility was to ensure Merger of two separate plants of the same firm into ONE NEW PLANT, without stopping the production activity and starting the new plant from day one.

INDIAN ARMY (March 1991 – March 2020)

HUMAN RESOURCE MANAGER

Directed the **entire spectrum of HR** operations, which included Recruitment, training, welfare & incentive programs, pay & Allowances, Talent Acquisition, Talent Management, Employee engagement, Change Management and resolving work place conflict.

HUMAN RESOURCE OFFICER

As the Human Resource Officer, I developed and executed human resource strategy in support of the overall strategic plan of the Indian Army, specifically in the areas of succession planning, talent management, change management and performance Management

RECRUITMENT

Headed the Team that carried out recruitment of Army personnel, Civil defence staff and all other Contractual & Permanent appointments.

TALENT ACQUISITION & TALENT MANAGEMENT

As Administrative Commandant was responsible for Talent Acquisition & Talent Management. Headed the Team that carried out the identification of Talent Pool and tracking careers.

EMPLOYEE ENGAGEMENT

Ensured that RIGHT person is employed in the right position, especially during Team activities and assigned tasks on the basis of the skills of a person.

TRAINING

- Team Head for devised the training plans & schedules for officer, Jawan's, Security staff, Firefighting staff, office staff and Technical Staff.
- Conducted intra organization meetings to implement innovative training strategies & used latest technology as training implements.
- Organised On board training, Induction/orientation training, Job training, Internship training Refresher/re-training and IT training.
- Designed & implemented a 3 levels feedback mechanism which resulted in overall increase of training effectiveness.
- Headed the Team that prepared the annual budgets for planned & non-planned **Training** activities and controlled the entire training expenditure for a strength of **6500** employees.

PAY, ALLOWANCES & COMPENSATION

- As Administrative Officer of COD Agra headed the team for Pay & Allowances distribution through an ERP based Programme, for Civil Defence Persons (6500 Approx).
- Successfully implemented compensation package as per Worker compensation Act and Factories act, paid regularly and disputes were resolved in house, without any litigations.

PERFORMANCE APPRAISAL

Every year carried out performance appraisal of a team of Approx size of 250 employees.

TEAM BUILDING AND TEAM MANAGEMENT

All Army activities are Team based, successfully build and managed various Teams at different levels, starting from a team of 5 employees to commanding a Team of 1500 employees.

CHANGE MANAGEMENT

Responsible for creation of organizational culture and implemented **Change Management**, while commanding NCVD. Also, resolved **work place conflict, discipline, and functional issues**, at CENTRAL ORDNANCE DEPOT, DEHU ROAD. Had to implement basic tenets of CHANGE MANAGEMENT in order to bring in the organisation back to normal functional process and install the faith in the employees, so that the process and procedures could be set in place.

OPERATION MANAGEMENT

- Ensured **budgeting**, contracts Mgt, capital procurement and strategic business **negotiations**.
- Delivered **high-impact presentations** to senior management and established self as an influential communicator and excelled as a **Communicator**.

OUTSTANDING ASSIGNMENTS

- Conceptualized and implemented formulation of an **AMMUNITION DEPOT** in of Rajasthan. This included accusation of land, Infrastructural development, implementation of Security & Safety Process and Physical shifting & warehousing of
- **TEAM LEADER OF SUPPLY OPERATIONS IN KARGIL WAR** – During the **Kargil WAR**, performed the **ONCE IN A LIFE TIME TASK** of segregating, loading and moving with a convoy of 70 ARMY trucks, loaded with **BOFORS AMMUNITION**, up to the **GUN POINTS** in the **WAR ZONE** and delivered them. This entailed our ARMY to continue artillery fire on the enemy.

ACCOLADES

- Awarded **12 Medals** in 29 Years of service in Army for **Distinguished Service**.
- Represented India in **WORLD MILITARY GAMES 2007** as **Member of Organizing Committee**.
- Adjudged as **BEST SUPPLY CHAIN MANAGER** in the year 2006, in the Insurgency prone area of North east by the **GENERAL OFFICER COMMANDING OF DIVISON**.