

Himangshu Barman

Address: Blue Ridge Township, Hinjewadi, Pune, 411057, Maharashtra, India

Mobile: +91-9726137554 **Email:** barman.himangshu@gmail.com

Linkedin Profile: www.linkedin.com/in/himangshubarman



RESUME SUMMARY

Accomplished **MBA** and **Mechanical Engineering** professional with **23+ years** of diverse industry experience in Plant Operations, Supply Chain and P&L management. Proven track record in greenfield projects, scaling production, lean transformation and driving operational excellence to enhance efficiency and profitability. Assertive & Passionate leader with strong people management skills and global experience, adept at leading change and building high-performing teams that consistently exceed organizational goals across multicultural work environments.

PROFILE AT A GLANCE

- **Certified Six Sigma Black Belt** with extensive experience in Lean Manufacturing techniques and having flair for solving complex business problems, focusing on empowerment & accountability and seamlessly collaborating with geographically dispersed cross-functional teams
- **Accomplished Operations Specialist** with expertise in transforming strategic plans into actionable, results-driven solutions. Demonstrated exceptional leadership in doubling Plant Capacity with high quality products in a short timeframe that augmented revenues & profitability immensely
- **Outstanding Project Management Skills** with proven expertise in strategic sourcing and leading large-scale greenfield projects from inception to successful completion aligning technology requirements, construction timelines and budget while making and executing sound business decisions
- **Strong People Management** - motivating, collaborating and mentoring to help grow people to strengthen organization capability and capacity
- **Skilled Tactician in Labor Laws** with inherent talent to plan, motivate and execute flawlessly for achieving organizational goals, while fostering synergy and commitments across employees, union workers & cross functional teams - enabling them to perform at their fullest potential
- **Change Management Skills** to enhance customer responsiveness by cultivating work environment committed to Continuous Improvement
- **Effective Communicator** with strong presentation & inter-personal skills, adept at discussing complex issues with Executive Management
- **International Exposure** with extensive travel to 21 countries; having lived, studied and worked overseas across diverse culture for several years

PROFESSIONAL EXPERIENCE AND KEY COMPETENCIES

- Operational Excellence
- Lean Six Sigma Methodologies
- Brass, Zinc, Ceramic Processes
- New Product Development
- Process/ Productivity Improvement
- Transformation & Change Management
- Problem Solving & Analytical Skills
- Production Planning & Control
- Project Planning & Execution
- Safety & Regulatory Compliance
- Entrepreneurial Leadership
- People Development and Coaching
- CAPEX / Technology Investment
- Supply Chain Development & Negotiations
- P&L Management and Cost Controls

PROFESSIONAL EXPERIENCE AND ACCOMPLISHMENTS

ALKEGEN / UNIFRAX INDIA PVT LIMITED (Gujarat & Pune, India)

(Global leader in high-performance specialty fibers for industrial, automotive, fire protection applications - HQ in Texas with 60 sites worldwide)

GENERAL MANAGER – INDIA OPERATIONS

(From September 2018)

(Reporting to Global Operations Director & India Business Head and heading a team of 450 people to meet Company's Strategy & Business Plan)

Key Responsibilities & Achievements:

- Transformed both Factories in India (Gujarat & Pune) with higher productivity and achieved 2X Plant Capacity to deliver 2X EBITDA performance
- Pioneered Cultural Change initiatives for continuously improving customer satisfaction for Product Quality, Cost and Delivery across the globe
- Played a strategic role in shaping long-term manufacturing footprint in India, aligning operational capabilities with business growth objectives
- Honored with 2020 Role Model Award, selected from global nominations for exceptional performance and embodiment of company core values
- Enhanced EHS standards through proactive engagement, identifying lead indicators and mitigating potential risks through process improvements
- Deployed PPAs with solar energy providers to be more efficient to meet our energy needs which helped to reduce GHG emissions & minimize costs
- Achieved 50% reduction in Customer Complaints by upgrading systems and processes, resulting in significantly improved Customer Service
- Achieved 98.6% OTIF Delivery with Speed & Agility by creating more responsive operating capacity to deal with large swings in forecasted demand
- Restructured Site Leadership Team to improve KPIs which delivered \$4M Cost Savings by driving behavioral, systemic & process improvements
- Turnaround EBITDA performance by integrating technology upgrades and tactfully resolving prevalent union challenges - resulting in 30% improvement in Plant Efficiency, doubled the campaign life and transformed the Safety & Working Environment to meet global standards

KOHLER INDIA CORP. PVT LIMITED (Gujarat, India)

(America's largest and a global leader in Kitchen & Bath products with leading edge of design & technology - HQ in Wisconsin with 50 sites worldwide)

DEPUTY GENERAL MANAGER – MANUFACTURING OPERATIONS

(February 2014 – March 2018)

(Reporting to the Director – India Faucet Operations and headed a team of 515 people)

Key Responsibilities & Achievements:

- Transformed India Plant into a state-of-the-art facility in the industry with focus on Safety, Quality, Delivery, Cost, Innovation and Sustainability
- Received the 2015 Most Improved Function Award within a year of joining for transforming delivery performance and exceeding all KPIs
- Improved 10% Quality Yield (RTY) by driving QA culture and strengthening die mould design capability, process controls & daily rejection review
- Improved OTIF Delivery by 30% from 66% (2014) to 96% (2018) by fostering a service led culture to cater seamlessly to all the customers
- Successfully commissioned a Zinc facility and established in-house production of Handles, achieving significant cost advantages over competitors
- Streamlined Brass & Zinc operations, doubling monthly output from 65k pcs (2014) to 125k pcs (2018) to effectively support rapid market growth
- Launched all NPD projects ON-TIME at right cost for 4 consecutive years, enabling Sales Team to introduce a robust pipeline of innovative products
- Selected for the prestigious Kohler Leadership Development Forum 2016, chosen from 50 locations globally, recognizing high-potential talent

SUNEDISON ENERGY INDIA PVT LIMITED (Chennai, India)

(America's largest and a global leader in solar energy services to develop, finance, operate and monitor solar plants worldwide - HQ in California)

SENIOR MANAGER – EPC CONTRACTS

(March 2011- January 2014)

(Reporting to the Managing Director, Utility Operations- Asia Pacific & Sub-Saharan Africa)

Key Responsibilities & Achievements:

- Identified, Evaluated and Negotiated with leading EPC players across multiple geographies to finalize strategic EPC contracts for renewable energy
- Established business relationships in new regions by engaging contractors, suppliers & consultants, while navigating evolving policies & regulations
- Executed EPC contracts of 350 MW Solar PV Plants, delivering projects on-time & budget across India, Thailand, Malaysia, Japan and South Africa
- Earned great recognition for executing EPC for large scale PV projects like NSM 20 MW and BOSHOF 60 MW Ground Mount Systems with Transmission Line in India & South Africa and prestigious installations like KLIA Airport Roof Top and Car Parking Canopy Systems in Malaysia
- Built and Nurtured close relationships with Supplier & EPC contractors, coordinated RFP process and organized pre-bid conferences professionally
- Oversaw bid evaluations for multiple EPC contractors, ensuring compliance with contractual terms and selecting best proposals for execution
- Collaborated with legal counsel for litigation matter and took a proactive role in the amendment, renegotiation and termination of contracts amicably
- Recognized as a Top Performer for 3 consecutive years, with a steady career progression through a series of increasingly responsible roles

GROHE SIAM LIMITED (Rayong, Thailand)

(Europe's largest and the world's leading manufacturer of premium bathroom fittings and water technology products - HQ in Germany)

PRODUCTION MANAGER (Expat Assignment)

(July 2008 - February 2011)

(Reporting to the Operations Director and headed a team of 240 people)

Key Responsibilities & Achievements:

- Led brass casting operations in Thailand for GROHE's best-in-class & largest production facility, managing LPDC, GDC & Central Melting furnaces
- Eliminated operational waste and optimized furnace processes using lean principles to enhance overall efficiency, product quality and output
- Spearheaded many initiatives to ensure world class standards of Safety, Quality & Environmental system - ISO 9000, ISO 14000, OHSAS 18000
- Achieved 3 consecutive years (1,095 days) with zero lost-time accidents through proactive safety awareness programs and employee engagement.
- Directed Lean Six Sigma projects for Foundry that cut labor costs by 20% while catapulting productivity, product quality and profitability
- Implemented defect-reduction strategies resulting in \$1.8M annual recurring savings through yield improvements and waste minimization
- Transformed production layout to cellular manufacturing and doubled the weekly output from 60,000 to 115,000 units without increasing footprint
- Implemented Kanban inventory system, reducing stock levels by 30% and improving material flow, OTIF delivery performance and product fill rates
- Improved Overall Equipment Effectiveness (OEE) by 10% by reducing defect costs, setup time and equipment downtime via TPM methodology
- Generated €1.7M in Continuous Improvement savings via innovative product engineering, process enhancements and metallurgical optimization
- Developed new brass compositions, including DZR and lead-free alloys, to meet evolving international market and regulatory demands
- Represented the Thailand facility in GROHE's global forums, sharing concepts/ ideas and benchmarking best practices across international sites

SPS STEEL AND POWER LIMITED (Multiple Roles, Various Locations: Kolkata, Dubai – UAE, Orissa)

(Leading steel manufacturer having diversified business of construction steel, sponge iron, concast billets and ferro alloys)

PRODUCTION MANAGER

(July 2001 - July 2006)

(Reporting to General Manager and headed a team of 265 people)

Key Responsibilities & Achievements:

- Selected as the youngest expatriate from Kolkata Head Office to lead overseas vendor development and manage the international supply chain
- Identified, negotiated & executed procurement of steel scrap from Middle-East countries, enhancing cost competitiveness for Indian operations
- Built a robust global network of metal scrap exporters, brokers and freight carriers based in Dubai, improving sourcing efficiency and logistics
- Delivered a 6X100 TPD Sponge Iron greenfield project within time and budget, surpassing all KPI's while maximizing use of internal resources
- Gained multi-functional project exposure through continuous coordination with HO, consultants, suppliers, and contractors for timely execution
- Supervised erection & commissioning of 6X100 TPD DRI Plant, completing the project ahead of schedule through 24/7 site management
- Achieved 20% reduction in steel scrap loss during fabrication with on-site design changes resulting in significant cost cutting and profitability
- Operationalized the DRI (Direct Reduced Iron) plant, formulating production plans to ensure quality, timely delivery and optimal material usage
- Improved productivity by 25%, campaign time by 50% and metallization by 3% through raw material blending and process optimization
- Enhanced product quality, increased output, minimized raw material waste, eliminated idle inventory and significantly reduced operational costs

EDUCATIONAL QUALIFICATIONS

Degree/ Program	Institute	Year	Specialization
MBA (Full-time)	Asian Institute of Technology - AIT, Thailand	2008	Operations Management, Project Management
MBA Student Exchange	European Business School - EBS, Germany	2007	Strategic Management
Bachelor of Engineering (BE)	National Institute of Technology - NIT, Silchar	2001	Mechanical Engineering

ACADEMIC ACHIEVEMENTS / CERTIFICATIONS

- Ranked among Top 10 (**CGPA 3.6/4**) in the 2006-2008 MBA batch of **AIT, Thailand** with students from 40 different countries
- Selected for **DAAD Scholarship** for pursuing MBA Student Exchange Program at **European Business School, Germany**
- Accomplished the certification program for '*Excellence in Contracts Management*' from **ISB, Hyderabad**
- Professional Certification on IR/LR practices (*EDPLLM - Executive Development Program in Labor Laws for Managers*) from **XLRI Jamshedpur**
- Pursuing Executive Certification Program in '*Advanced Leadership & Change Management*' from **IIM Visakhapatnam**