

Resume

Name : **Abhijit Dani**
Date of Birth / Age : 27th October 1973 / Age - 34 years
Qualification : BE (Mech.Engg), MBA (Finance, Marketing)
Scholarship holder throughout the academic career
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Recognition and Awards :

1. Recipient of National level Award - **“Young HR Professional of the Year-2004”** - For significant contributions towards the company’s growth and for successfully implementing various strategic initiatives at the age of 31.
Award was sponsored and organized by “Hindustan Times” in association with DAKS (A Forbes group Co.) in Delhi.
2. Recipient of Prestigious **“Indira Super Achiever”** Award for Excellence in Corporate World, given by Center for Change Management, Mumbai, in 2003.

Professional Career :

1995 to 1998 : Joined Mahindra and Mahindra, FES- Nagpur Plant through Campus interview. Worked in Production shop as supervisor.
1998-Till Date : Force Motors Ltd ...Currently, Head – HR & Corporate Services

About FORCE Motors :

Force Motors Ltd and Group Companies are diversified Automobile & Auto-Component Manufacturers in India. The product range covers from 0.5 Ton to 50 Ton Goods Carrying Vehicles , 3Seater to 32Seater Passenger Carrying vehicles and wide range of Auto-Components.

The Group includes -

1. Force Motors Ltd – 3 Wheelers, Utility Vehicles, LCVs and Agricultural Tractors
2. MANFORCE Trucks Pvt.Ltd – JV between Force Motors and MAN,AG
3. Jaya-Hind Industries Ltd – Aluminum Die Castings, Brakes, Clutches, Auto-electricals.
4. Pinnacle Industries Ltd – Automotive Seating Systems, Plastic Components

Career Progression in FORCE MOTORS LTD:

- June 1998 : Joined the company as Asstt.Manager – BPR
- 1998 – 2000 : Worked on various BPR initiatives such as Lean Manufacturing, Performance Reporting Systems, Organisation Rightsizing etc.

- 2000-2002 : Executive Assistant to C&MD, Mr.Abhay Firodia.
Project Manager for a highly successful ‘Corporate Transformation Project’ undertaken in Consultancy with PriceWaterhouseCoopers (PwC – Now IBM)
- 2003 – 2004 : In addition to the above responsibilities, took-over HR Function at the corporate level for all the group companies in early 2003.
Project Manager for ‘OD Intervention Project’ under guidance of Prof. Indira Parikh, Dean- IIM, Ahmedabad
- 2005 -2007 : In early 2005, Industrial Relations function was added in the portfolio. The task was to resolve a very complicated Industrial Relations situation and labour unrest. (The labour situation is now well under control)
- 2007 till Date : In November 2007, took additional responsibility of IT and Administration functions.
- Currently : Heading HR, IR, Training, with additional responsibility of Administration and IT Functions.

Major Achievements :

- Successful Implementation of Manufacturing focused BPR initiatives like Lean Manufacturing, Visual Management, Reporting System, Rightsizing etc.
- Successful implementation of Corporate Transformation Exercise with PwC. In this exercise, I was involved in implementing various strategic initiatives such as - Organisation Restructuring and Divisionalisation, Corporate and Divisional Budgeting, Balanced Score Card, Performance Linked Incentive Scheme based on BSC, BW Module in SAP.
- Closely worked with Prof. Indira Parikh, Dean of IIM-Ahmedabad on Organisation Development [OD] Intervention Project.
- Successfully handled Industrial Relations function during one of the most complex labour situations. Handled strike, took strong disciplinary actions. Conceptualised, Designed and successfully implemented a unique Group Incentive Scheme.

References :

Prof.Indira Parikh, President – FLAME, Pune (Former Dean- IIM, Ahmedabad)
Contact No.09890206766