

SHANKAR.S

Decisive, Strategic and Performance driven professional looking for **Senior Level Assignments** in **Plant Operations** Production & service division where my experience can demonstrate competence for company tangible growth.

+91- 8867340046 / 6361884511

shankarvasishta@gmail.com



As a competent professional with more than 2 decades of experience as **Head - Plant Operations** in handling P&L with Strong Business Acumen skills, in-depth comprehensive knowledge working with **Automotive & Aerospace** industries. **Expertise in Technology transfer & Global relocation for Technical study of the Process & Product.** Handling manufacturing plant with more than 250 employees with turnover > 350Cr, overseeing departments **Production & Planning, Quality, PED & Product development, Maintenance, Supply Chain (Procurement, Inward logistics, Inventory control & Delivery).**

PROFILE SUMMARY

- Rich experience in world class Assembly lines (Auto/semi-automatic), sophisticated modern shop floor with a latest High end **CNC machining lines (Hard & soft machining) CNC Turning, Milling, Gear cutting (Hobbing, Shaving, Shaping) & SPM M/cs, Heat Treatment, Vacuum furnaces/ovens, Zinc plating line, Plastic Injection molding, Diecasting**
- "Six Sigma - Green Belt"** certified with thorough knowledge of Filtration / Automotive component manufacturing with **MASS Production & (HMLV HIGH-Mix, LOW-Volume)**, product assembly, inspection & testing process.
- New Factory (Green Field project):** Expertise in setting-up the plant from scratch **"State of the art Manufacturing with Cutting Edge Technology to achieve Top Notch Quality"** preparing policies, procedures & systems.
- P&L (Profit & Loss):** Monthly accountable for the expenses, reducing operational expenses by closely monitoring each department. Reporting to management through MIS reports. Increase **EBITDA** by reducing manufacturing cost, COPQ reduction, consumables reduction, reduction of Rework & Rejection, power cost reduction, Inventory reduction, machine breakdown reduction.
- Visionary Professional in Capex & OpEx:** Capex investment on fixed assets considering future business plans to increase plant capacity. OpEx control on products produced with minimum manufacturing operational cost to achieve departmental budget & annual company budget.
- OKA (Objectives & Key results) PQCSDM:** Deliverable as Task Manager to achieve plant targets & KPI (Safety-Quality-Logistics-Cost-Production) on operations. Evaluate **SMART** objectives every quarter & annually.
- Strategic Planning:** Develop & implement strategic plans to optimize manufacturing operations, enhance productivity to meet company objectives ensuring availability of machine / material / tools / jigs fixtures for smooth functioning of production lines.
- Production Management:** Achieving sales revenue as per business plan. Maintaining SOB of existing customers by timely quality supply - OTDIF.
- Supply Chain Management: Qualitative & Quantitative** on procurement, inventory management, vendor / supplier & customer relationships to ensure timely delivery (OTDIF - On Time Delivery in Full) in receive of raw materials & delivery of FG products / components with highest quality.
- Team Leadership:** Principle Executive 'Point of Contact' for the team with responsibility of providing strong leadership guidance and direction for all plant operations to continuously improve results in fostering a culture of accountability, collaborations, 5S, Safety, Quality, Service, budget.
- Lean manufacturing (TPS concepts):** Leveraged knowledge on Kaizen, Kanban, Yamazumi, Obeya, TPM, JIT, Poka-Yoke, Process Mapping, PDCA CYCLE, QCC activities, FMEA, PPAP, APQP, SPC (7 QC Tools) & MSA
- MOST method (Maynard operation sequence Techniques):** Well versed with the concepts to set the Theoretical **standard time** in which a worker should perform a task in LEAN Environment.

CORE COMPETENCIES

Green Field & Brown Field projects

Plant Operations

Revenue / P&L Mgmt.

Lean manufacturing-Toyota Production System

QMS Auditor

Process Specialist

Expertise in Technology Transfer & Trainings.

EDUCATION

Diploma in Mechanical Engineering from Arya Bharati Polytechnic.

AMIE - Mechanical Engineering (Pursuing) 2026

TRAININGS (India & Overseas)

- Team mgmt. & Technical skill development in **TPS (Toyota Production System)** related trainings such as **Muda, Mura, Muri, Andon, 5S, JIT, Jidoka, Heijunka, Kanban, TPM, Kaizen, Yokoten, Poka-Yoke, Yamazumi, Dojo, Obeya, Hoshin, SDG (Sustainable Development Goals) PDCA, Genchi Gemba Hou-Ren-Sou, QCC Activities, Hiyari Hato, FIFO, OTDIF, FEFO.**
- Technical Training in **TPS on TQM, TQC, QC** tools, OJT, Material Management, Inventory Management, Material Storage, Process Study and Workflow, Asset Management.
- Three months AOTS Technical Training at Tokai Rika-Japan (Oct 2009 – Dec 2009) & 1-month Technical Training at Cataler Japan 2015, Indonesia-2017, Thailand-2019.
- Four times Leadership & Personality Development training at **Pegasus Institute & Pricol Institute.**
- Official visits for countries - **Japan, Thailand, Indonesia Singapore, Malaysia, Saudi Arabia [Riyadh, Jeddah] & Muscat (Oman)**

CERTIFICATIONS

- Certified as QMS Internal Quality Auditor **ISO 9001 2015, IATF 16949 2016, AS9100 Rev D 2016**
- Certified **Six Sigma Green Belt** from (ISI) Indian Statistical Institute, Bengaluru.

KEY RESULT AREAS (Green Field & Brown Field project experience).

Project Management & Man Management,

- Heading Project Master Plan review on weekly basis & follow-up of plant construction & facility management to ensure the starting of production on schedule by coordinating for all govt approvals on time to time prior to plant start up (inception).
- Planning for machine installation, utility equipment installation, and STP / ETP setup. Overseeing production related tasks including planning, control and resource arrangements.
- On boarding: Plan the Long-term & Mid-term operational work of the team, creating on boarding /Induction plan for all new recruits and ensuring smooth transition for employees into their new roles.
- Training and Development: Preparation of Training Budget and Training Calendar post learning needs identification by coordinating with Functional Managers and enduring delivery of training.
- Setting up production targets by achieving within Takt time, optimizing 4M utilization to achieve pre-set production targets.
- Interviewing, recruiting, team set-up, training, performance evaluation, dealing with labor union related matters.
- Leading / motivating teams ensuring their career development & positive contribution to the company.
- Assuring for maximum utilization of resources such as Man, Material, Machine and Time.

Maintenance:

- Responsible for maintaining & monitoring MTBF, MTTF & MTTR data. Instruct and coordinate for both repair & preventive maintenance requirements for all manufacturing equipment by managing the machine critical spare parts and consumables to reduce production downtime.
- Responsible for maintenance of machine shop, utilities areas (DG, Transformer, HT / LT, STP / ETP, Compressors, EDI plant, cooling towers). Completely responsible for leading the continuous improvement of the TPM (Total Productive Maintenance) program to drive productivity through Machine Efficiency.
- Responsible for evaluating manufacturing processes based on quality criteria, such as efficiency and speed.

Product Development / Process Engineering:

- Responsible for the product validations, manufacturing feasibility study and product cost optimization.
- Responsible for New product development from initial phase of APQP, PPAP & PFMEA submissions with all related documents to customers as master timeline from prototype to production prove out (ITP / LVPT / HVPT).
- Conduct Time Study / Motion study / Method Study to ensure the process is running within set Takt time & Cycle time.
- Increasing productivity through combined work steps, removing non-value-added tasks & Line balancing as per Takt time.
- Monitoring cycle time of each process and improving performance of bottleneck machines / process, design workplace as per Ergonomics to reduce fatigue of operators & ensure standard work followed by all.



CORE STRENGTH (PERFORMANCE MEASURES).

- MNC company setting up **Green field & Brown field projects** from inception to production ramp-up.
- Strategic thinking, proactive & solution driven with high commitments to achieve Sales Plan vs Actual on daily basis.
- Strong in decision-making, team building, leadership & strong project management with multi-tasking,
- Department budget mgmt. & control, fixed assets mgmt. preparing the list of assets / tracking & maintaining the assets.
- Store management (GPS) as per TOYOTA concepts, maintaining all types of critical spares & inventories.
- Ability to work in multiple projects, Calm cool nature to cope up with job stress.
- Expertise in reducing internal Scrap Rate-Quantity, internal Scrap Rate-Cost, Rework rate & increase Productivity.
- Machine optimum utilization to increase OEE, monitoring performance of equipment, machine non-planned down time, maintenance Cost, operations cost, accident rate etc.
- People Engagement - Training / Skill upgradation - Training different level hierarchy, trained more than 2500 people in **Technical skills, Presentation skills, Management skills (Planning, Prioritization, Time management, Conceptual skills. Human or interpersonal management skills), Soft skills (Leadership skills, communication skills, Team building skills, Production Management), Japanese Concepts, Lean Manufacturing (Toyota Production System).**



KEY ACCOMPLISHMENTS: (Achievements)

- **Set-up** a manufacturing plant (Green field, MNC) from scratch to production - India Operations.
- **Scaled up** production facility by single shift capacity to 3-shift capacity.
- **Drove productivity** enhancement by 12% targeting to 92% by combined work steps, removing eliminating non-value added.
- **Cost** cut down manufacturing costs by 1-Million INR YOY to increase profits - EBITDA
- **Reducing** rejections to achieve **ZERO PPM** to improve **COPQ (cost of poor quality)** & increase productivity.
- **Cost saving** INR 15 million - Implementing more than 2000 Kaizen's from 2015 to 2021.



WORK EXPERIENCE

From Nov'24: RISHI LASER - Head (Projects & Lean systems), Bengaluru

Overseeing Projects & Lean systems - Complete Project Planning, Machines installation, Material handling, Team management, Risk mitigation, Budget management, Lean implementation.

Managing Partner (Partnership firm), Bengaluru

Started mechanical engineering firm on partnership, installed conventional machines, cutting machines, drilling machines, welding machine to manufacture fabrication job work (Material handling) as per customer requirement.

Operations and Service: Responsible for complete plant operations activities, monthly-weekly raw material planning, achieving daily target, quality, packaging & dispatch. Targeting on reducing Scrap Rate-Qty/Cost, rework rate.

PREVIOUS EXPERIENCE

CATALER INDIA Auto Parts. (TOYOTA Group) Senior Manager – Plant Operations

Company Profile: Cataler India Auto parts, manufacturing of automotive catalyst for 2 wheeler industry.

Cataler is a **Toyota group Japanese company** having global presence in 8 countries manufacturing **FILTRATION** product catering to major automotive industries.

Key Result Areas:

Plant Operations: (Planning, Controlling, improvement, Compliance with quality standards, Lean mfg. techniques)

- Main deliverables cost optimization, improving overall business performance, financial management & budgeting, compliance, leadership across CFT.
- To develop & implement short term & long-term plans of the annual production plan, aligned with business plan to meet business objectives, in the areas of production, people, plant requirements to meet plant goals within budgetary / capital plan.
- Overseeing plant operations, Production & Planning, PED, Maintenance, Supply Chain departments to achieve department KPI, achieving the Daily, Weekly, Monthly production targets as per schedule % reporting as MIS to MD.
- Oversee the broader operations of a company, ensuring that all processes from production, procurement & logistics to delivery run smoothly to support business goals improving efficiency, increasing the throughput by continual improvements.
- Controlling all production operations within the plant to achieve targets KPI (PQCDSM), OEE data collection & monitoring of each machine. Focusing on Productivity improvement, Process improvement & adherence to safety, quality, productivity, efficiency and customer satisfaction.
- Ensuring adherence to quality standards of ISO 9001 / IATF 16949 & ISO 14001 standards in compliance to all Environmental Health & Safety goals & objectives; establishing best-in class practices on manufacturing shop floor, 5S standards, TPM.
- Establishing SOPs and policies for the engineering & technical work and adhering to all organizational rules & regulations to achieve organizational goals; providing necessary support for Job Safety Analysis (JSA) /Risk Assessment
- Planning and finalizing plant layout using concepts like Lean Implementation, Single piece flow, TAKT time Space utilization & Eliminating Wastes (NVA Time) - MUDA, MURI & MURA to increase efficiency.
- Ensuring RCA for the quality issues & working on cost of poor quality due to defects in production process.

TOKAIRIKA MINDA INDIA Pvt. Ltd. (TOYOTA Group) as Deputy Manager - Production Engineering

- Managed Production Engineering department (**Assembly & Machining lines**) & Tool Maintenance department
- Installed different Assembly lines for seat belt & security lock lines, Machining lines - Die Casting, Injection Molding & Zinc plating for Zinc parts. Conducting trials, setting up manufacturing parameters & prove out.
- Developed manufacturing system using Japanese concepts like Kanban, Just-in-time (JIT), Heijunka, Genchi Gemba & Jidoka
- Prepared capacity study of the machines for maximum utilization of 4M

BILL FORGE Pvt. Ltd., Jigani, Bengaluru as Senior Engineer - Manufacturing

- Executed in-house Parts Production, Quality & Delivery on Time, Cost reduction & continual improvement (Kaizen's), Man Management Planning & Deployment, OEE & Yield Ratios
- Implemented the Toyota Production System (TPS) for smooth & efficient production. Eliminating NVA wastes for improving the material handling to reduce operator fatigue & improve Efficiency

TOYOTA KIRLOSKAR Auto Parts Pvt. Ltd. (TOYOTA Group) as Team Leader - Manufacturing

- Set-up new Machining lines & implementing Toyota Production System (TPS) for smooth & efficient production in shop floor for pre-Heat treatment & post Heat treatment Line
- Implemented effective TPM-Total Productive Maintenance Jishu-Hozen to reduce breakdown hours

ELECTREX INDIA Ltd (HITACHI). Bengaluru as Junior Engineer (Technician) - Production.

- Worked as in-charge for Gear Shop & Machine Shop production activities
- Managed various machines like Gear Hobbing, Gear Shaping, CNC Turning, CNC Milling, SPM's
- Achieved daily production target with high quality, through inbuilt quality system

PERSONAL DETAILS

Languages Known : Kannada, English, Hindi, (Tamil, Telugu) & Japanese basic

Residence : 12th block, Nagarabhavi 2nd stage, Bangalore 72