

SHASHISHEKAR H MARKANDEYA

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GLOBAL PRODUCT ENGINEERING, R&D AND TECHNOLOGY LEADER

With 22+ years of rich and diversified experience.

CURRENT POSITION: SENIOR ENGINEERING GROUP MANAGER (GENERAL MANAGER LEVEL)

PROFILE SUMMARY:

- Experience in Engineering Management, New Product Design and Development, Product Cost Reduction (VA/VE), Product Innovation, Product Electrification, New technology Development, Engineering Change management, Product validation using Simulation (CAE), Manufacturing Engineering and Digital Manufacturing.
- Demonstrated Leadership capability to lead large Global NPD programs from Concept to Successful launch, developed comprehensive project plans to bring products to market on time. Lead NPPD projects for Construction Equipment, Mobile Cranes, Aerial Work Platforms (Industrial Machineries).
- Good exposure to all aspects of Global Engineering program management, Resource management and Project Management.
- Experience with large global corporations with state-of-the-art engineering processes in Ingersoll Rand (Bobcat, Clubcar & Dresser-Rand) and Doosan Infracore & Terex (Genie, Powerscreens, Demag)
- Proven ability to build, develop and sustain engineering teams supporting various aspects of Engineering.
- Excellent presentation & communication skills to collaborate with multi-cultural teams across the world.

PROFESSIONAL EXPERIENCE:

- **Currently working with the Terex India Global R&D Center:** Terex Corporation, which is a leading Construction / Material Handling / Special purpose equipment and is ranked World #2 in its business.
 - **Engineering Management: As Sr. Group Manager** I am responsible for integrated Engineering R&D projects for Terex businesses in USA, Germany, Italy, China, Mexico & UK, cover all aspects of a Product development like Mechanical design, Electrical, Electronics & SW requirements. **Currently leading a team of 180+ Engineers (was responsible for 300 Engineers output during 2017-19).**
 - Functional COE Leader for CAE/FEA simulation team (30 analysts) & Manufacturing Engineering Team (60+ team members).
 - Key contributor in Terex Global Innovation forum- representing India for Hybrid Technology, Electrification & Digital Manufacturing.
 - Responsible for initiating new engagements with businesses in Terex to grow the team as a **Business Dev Manager.**
 - **Operational Leadership:** Championing Organizational Productivity Improvement process implementations and Vendor Development, talent development and management initiatives.
 - Was responsible for setting up a team for CAE from ground up to 25 FEA Analysts to support Design validation, Optimization & Engineering analysis projects for all global engineering sites of Terex.
- **Formerly with Doosan India R&D Center:** Doosan Infracore group is a diversified South Korean Conglomerate into Machinery & Defense equipment businesses, which is a leading Construction & Special purpose equipment maker in China and Korea (Acquired Construction & Utility Equipment business from Ingersoll-Rand Corporation in 2006)
 - As **Advanced Engineering Lead** responsible for analytical and CAE team supporting global Doosan Engineering teams in the area of Product validation and Engineering Analysis.
 - **Structural Engineering lead** for a Wheel Loader development program for North American Market from start to launch.
- **Formerly with Ingersoll Rand India Engineering Center:**
 - Started off as a Graduate Engineering Trainee worked on various types of Mobile and stationery Equipment and progressed to Project lead for New product development Programs.
 - As a product Designer, Worked on Engineering Designs for market leading brands like Bobcat, Clubcar & Dresser-Rand within Ingersoll-Rand Corporation.
 - As a CAE engineer, worked on Engineering Analysis and validation of larger variety of Products of Ingersoll rand.

CAREER PROGRESSION:

- **Sep 2009 – Till date: Terex India R&D Center.**
 - Apr 2018- Current: Senior Group Manager- Engineering (GM level)
 - Apr 2016- Mar 2018: Group Manager- Engineering (DGM level)
 - Apr 2015 - Mar 2016: Deputy Group Manager- Engineering (AGM level)
 - Apr 2013 - Mar 2015: Assistant Group Manager- Engineering (AGM level)
 - Apr 2012 - Mar 2013: Senior Manager- Engineering-CAE
 - Sep 2009 - Mar, 2012: Principal Engineer- Digital Validation & FEA
- **May 2006 – Sep 2009:** Sr. Design Engineer -Doosan India Pvt Limited (acquired I-R Construction Business)
- **Oct 2001 – Apr 2006:** Ingersoll- Rand India Private Limited
 - Apr 2003 - Apr 2006: Executive Product Engineering
 - Oct 2001 - Mar 2003: Graduate Engineer Trainee

INTERNATIONAL & CROSS-CULTURAL EXPERIENCE:

- Part of Global Cranes Engineering team at Terex, lead several Global Product Development Programs and collaborated with engineering teams in USA, Germany, UK, Italy, China, Australia, Brazil & France.
- **Built, developed and lead large engineering support teams for Terex USA & Terex Germany- with diverse requirements.**
- Responsible for developing FE Analysis procedure for Terex Products, travelled to many of the Terex Engineering centers around the world, discussed with CAE experts and studied product applications.
- Lead the team for **Design Optimization** of Outrigger Beams for Truck Cranes at **Waverly –Iowa USA for a period of 2 months.**
- **3 Years of working Experience** at Ingersoll Rand Utility Equipment Division in **Mocksville- North Carolina- USA.**
- **Underwent 6 months training** on New Product Development for Golf Vehicles at **Clubcar Incorporation in Augusta – Georgia- USA.**

KEY STRENGTHS:

- Strongly **focused on delivering value to customers** (internal at Terex) I work with, through R&D Entrepreneurial ability with good sense of appreciation of all aspects of Engineering and a close eye on continuous improvement.
- Ability to **Develop and implement processes** to enhance the productivity and efficiency of the team through program management skills.
- Ability to **Manage large Global New product Development programs** involving multi-cultural and multi-functional team members with strong communication and presentation skills.
- Good appreciation of working within matrix organizational structures (solid lines and dotted lines), ability to influence across functional areas.
- Demonstrated capabilities in initiating businesses with new customers and good vendor management skills.
- Possess strong technical skills in Mechanical Engineering domain with a good understanding of other functions like Electrical, Electronics and Software technologies that are key to a successful product development.
- Strong Team building and mentoring skills.

SIGNIFICANT ACHIEVEMENTS:

- Instrumental in setting up and leading an **Engineering team of 200+ engineers** for Terex USA, Terex UK & Terex Germany to support them in all areas of engineering for 3 Business segments of Terex on Mobile Cranes, Material Processing Equipment & Aerial Work Platforms. **These 3 teams together constitute 75% of the output of the Center.**
- Played a key **Program management role in 6 new product introductions** of mobile cranes in 5 years for North American Market.
- As **Business Development Manager**, started new engagements of Terex India R D Center with 17 new Terex sites worldwide in last 2 years.
- **Set up the CAE team at Terex India R&D Center** from ground-up and reached to 16 Analysts within 3 to support Product validation and analysis. Developed and implemented Procedures to analyze every product by understanding its application at the customer end.
- Successfully initiated engagements with 5 of the Terex Businesses in USA, Germany, Italy and France to work with Terex India R&D center. Has been awarded as the **Outstanding Team Leader Award for 4 consecutive years (2011 to 2014) & Star Performer Award for 2012** for highest Cost savings generated for T100 Decking (25%)
- In a short period of 5 years at Terex, **have grown from Principal engineer to Sr. Group Manager**, by significantly exceeding performance expectations year on year.
- Nominated for **Terex Chairman Excellence Award** for the year 2013, the first Terex India Team member to get nominated for prestigious award. Nominated again in 2017 & 2018.
- Nominated as **"Business Process Advocate"** for 2 years to monitor the business practices of Terex businesses in India in relation to the Ethics and Compliance policies of Terex Corporation- a part time designated role.
- Was nominated for the Global Analysis SME team- first Engineer to get nominated from Doosan India.
- Received **WW Engineering Leadership Award** for outstanding performance during 2 years of assignment at Ingersoll Rand USA.

SUMMARY OF QULIFICATIONS:

- **Master of Business Administration** from Liverpool Business School-UK completed on merit/distinction in 2022. (Specialization- Leadership & Strategy), Thesis: ***"Analyzing Critical success factors for value chain growth in Indian R&D centers"***
- Post Graduate Course in **New Product Design, FEA & FEM** from Indian Institute of Science- Bangalore in 2002- 2004.
- Bachelor's degree in **Mechanical Engineering** from Mysore University in 2000.