Harees J. Sayyed

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**C- level executive in Manufacturing business**

Profitability & Revenue focused, market oriented & customer centric professional; experienced in start-up, turnaround and change environments. Career spans **25+ years mainly in *Manufacturing, Operations, Sales & Marketing* with cross functional expertise in *techno-commercial Operations and Business development.*** Strong business acumen, commercial aptitude and managed end-to-end operations of Strategic Business Units catering to local & global markets with P&L accountability. Effective in devising strategies on improving financial performance, establishing top-performing team to drive long-term business objectives.

**Areas of expertise include……**

* Business Strategy Planning
* OPEX & CAPEX Budgeting
* Operations Management
* Profit & Loss Management
* Supply Chain Management
* Marketing & Brand Mgmt
* Sales & Business Development
* Products & Projects Mgmt
* People and Process Mgmt
* Quality & HSE Management
* Continuous Improvements
* Performance Management
* Industrial Relations Mgmt
* Statutory Compliance Mgmt
* Team Building & Leadership

Executive Synopsis

* Extensively experienced in operations at strategic level, with ownership of business plan, budgets, expenditures, resources, production, engineering, sales & marketing, supply chain, quality, order fulfillment, MIS, HR, and compliances
* Deft at capacity planning, Greenfield project management, technology transfer, continuous improvements, resources optimization, productivity enhancement, yield improvement and cost & quality controls
* Efficient in implementing WCM processes, tasking leadership teams to follow targets, guiding teams to achieve business goals, maximizing employee engagement and managing performance levels towards operational excellence
* Focused to seek improvements in operational efficiency - procurement cost, inventory, manpower cost, supply chain cost, energy efficiency, throughput, wastes & rejections, responsiveness to customer complaints, etc.
* Technically sound to manage and realign production facilities to market demands, leading products development, establishing quality & consistency of products and resolving product performance issues
* Demonstrated excellence in harnessing and consolidating benefits of Management Systems (QMS, EMS, OHSAS), and industrial best practices including GMP, TQM, TPM, 6S and Lean manufacturing.
* Collaborative experience in strategic business planning, marketing, finalizing product portfolio, road maps for sales growth.
* Proficient in driving sales & market performance through gap analysis, key account strategies and increasing penetration to target customer base.
* Excellent people manager, recruiting & nurturing talents and developing leadership teams; taking conflicts and industrial disputes to amicable resolution.
* Inspiring, decisive leader and a team player with strong networking, communication, negotiation, interpersonal & problem solving skills; ethical & holistic approach to stakeholders’ interests

Experience Summary

***Current as ‘*General Manager (Consultant)’|** **with PolyPack Ltd. – Blantyre, Malawi. - Jan’19 to July’19.**

A Business leaders in ***flexible packaging,*** ***plastics bags, containers & kitchen articles*** with Exports adjacent counties.

**General Manager – Operations (SBU Head) | Umberto Ceramics Pvt. Ltd. – Gandhinagar, Gujarat. - Dec’16 to Oct’18.**

*(A Global Brand by promoters of RAK Ceramics,* ***Ariane Fine Porcelain Tableware,*** *known for its Finesse in Quality & Creativity)*

**Vice President – Operations | SSJ Seating Systems – Mumbai - April’11 to Jul’15.**

*[Pioneer Manufacturer (under Tech. Col. Drabert Germany)* ***Modular Kitchens, Workstations, Office Furniture & Seating*** *Systems]*

***Duties and Responsibilities***

• Reporting to the Board of Directors & delivered on Profitability; achieved targets, market share, periodic MIS on Operations & Financial achievements and regulatory & statutory compliances.

• Spearhead entire Operations, *Production & Sales - Top & Bottom line targets,* established world class manufacturing practices.

• Set up standards with accountability in plant operations- *KPI’s & achieve the KRA/KPIs defined for Self and HODs.*

• Implemented functional policies & procedures –*SOP’s across different functions, strict compliance* *for driving Operational Excellence.*

• Improve Operational efficiency (*OEE), achieved KPIs* in terms of Productivity, Efficiency, Costs – rejections, down time, optimize overhead cost, *Customer Service, inventory turns and capacity optimization*.

• Managed *Supply Chain with long term SLA’s,* relationships with strategic Suppliers/Vendors, achieving cost effective purchases in time bound, localization, *reducing total costs to the system*.

• Operational Excellence practices; *Streamline procurement systems*; TQM drive -continual improvement, 6S, *LEAN manufacturing - minimizing bottlenecks for high productivity and High Customer Satisfaction levels* (SLA’s).

• *Company’s Asset Investment & Care; Plant Preventive Maintenance (TPM),* improved compliance on safety, down times, tooling cost, factory health and Waste Reduction.

• Planed *Capex & Opex* related to operations division, administer & manage budgets and working capital as part of P&L responsibility

• *Review financial reports; t*rack & monitor key performance indices, ensure healthy financial performance and identify operational bottlenecks and close performance gaps. Worked on *financial restructuring & raising to secure additional Operational Funds.*

• Steered sales team to *achieve Top Line Sales Targets & Revenue collection, market share* in targeted Product & Market segments

• Sales Planning & Forecasting; trend & *competition sales analysis* – *Product / Pricing / Marketing / Gaps* and offer *customized solutions*, new products and convert *potentials into opportunities*.

• Strive for *Brand image & Position* by Competition mapping, marketing plans to capability building in Manufacturing Lines to synchronize their deliveries with the Go to Market Strategies.

• Developed connect & relationships with *Strategic Key A/c’s customer* - JV partners, Business stake holders and business development to *ensure Volume/ Value/ Market Spread & Scaling-Up.*

• Formulating *costing practices,* settling techno-commercial/feasibility issues and review systems to manage order execution. Work closely with sales team on stock liquidation/in hand/turnover, led time, vendor information

• *Delivery Ownership*; *ON Time In Full*, within quality & cost efficiency to *drive company’s profitability and brand value.*

• *Practiced best HR procedures*, with defined KRA/KPIs, timely appraisals, training needs, Policies on - practices of Safety & systems.

• Organization Building & Performance Management: Prolific HR & Team builder - Recruit, Train, Retain & Mentored Team.

• Managed the *Regulatory Remedial measures* - by Factory Directorate, Labour, EPF, ESIC, Excise, Customs, Pollution and Fire & Safety.

• *Compliance & Certifications*: SA 8000, ISO – 9, 14 & 18K - QMS/EMS/HSE, TQM, JIT, 6S - Lean manufacturing Systems.

• *Established SOP’s*; assured a Healthy, Safe & friendly working Environment organized & Maintained Healthy Relationship.

• Successfully encouraged higher level of IT enablement, ensuring seamless integration across functions under ERP/SAP.

***Key Highlights of Experiences:***

***PolyPack ltd. Blantyre Malawi.***

* Management Consultant for Operations of 3 Manufacturing Plants with total of 1000MT/PM Capacity with 500+ Manpower.
* Reporting to Promoters and responsibility for re-engineering of Profitability/ Production/Quality/Commercial/Delivery/Compliance
* Daily plants activities, optimum utilization of resources, production planning to meet internal volume, cost & quality goals.
* Planning and effectuating preventive maintenance schedules to increase machine up time and equipment reliability.
* Analyzes production metrics, SOP’s, procurement, systems, recruitment & training, quality and regulatory compliance.

***Umberto Ceramics***

* Streamlined systems to enhance operational effectiveness and meet operational goals within Cost, Time & HSE and Quality parameters
* Set cross functional SOP’s to optimize KPI’s - O*perational Performance and Deliveries*.
* Developed potential vendors ensuring *optimized Price, Reliability & SLA’s and increased Production capacity expansion by 35%.*
* Explored new opportunities in Manufacturing, strategic tie-up’s with key vendors, Supply chain & Vendor management.
* Established techno-economic viability of new ventures/revenue streams & obtained approvals from promoters on investments

***SSJ Seating Systems***

* Led operations of INR 100 Cr. business with 7 direct reports team of 350+ and reported to CMD
* Set up ‘Stainless Steel Fabrication Division’ for Kitchen, Cafeteria Equipment’s & Seating’s, thereby improving top line by 30%.
* Augmented New Revenue Verticals & Trading Activities, through 3rd. party manufacturers /contractors /private labels,  *specifically into Plastic Moulded Cafeteria Chairs, Tables and Furniture accessories.*
* Reduced Inventories/WIP by 64% & Production Costs by 17%.

Intervening Experience

**General Manager (Head) – Projects | Aegis Precision Pvt. Ltd. – Mumbai - Oct’15 – Dec’16**

*(A Start-Up Company of Shimnit & Utsch Germany in Aluminum Packaging solutions with Plants in Mumbai & Kala Amb (H.P)*

* Translate promoter Business idea to saleable products; managed stages of creative design to prototypes & commerial production
* Manufacture of small Stamping/Embossing Machines for Aluminium parts and components.
* Start-Up Green Fields Project; managed factory rehabilitation and renovation of manufacturing plant at MIDC Taloja

Previous Experience

**Business Head | Braun (I) P&G - Gmbh, Germany for Universal Corporation – Kolkata Jan 2009 – Mar 2011**

*(World leaders in Personal & Home Care Products)*

* Spearheaded PAN India marketing, sales & distribution operations for BRAUN (I) P&G. Managed 12 direct reports & reported to MD
* Launched Braun Pan India and managed business development, Volume/Valve & Margins, Market Spread & Scaling-Up activities

Consistently achieve Top line & Bottom line targets

* Formulated India specific Brand Guidelines, Marketing Policies, Go-to-Market Plans, Launch Activation & Market Roll Out programs
* Set-up Services network pan India in sync with global CRM programe on Warranty administration

**Senior Manager | Baccorose (InterCraft) Pvt. Ltd. - Mumbai Aug 2004 – Dec 2008**

*(A leading Retailer, Distributor & Manufacturer for multibrand FMCG - ‘Personal & Home Care’)*

* Aggressively headed team, Channel Management, Designed and executed strategies & tactical Plans for marketing plan (ATL), new product launches, sales acceleration (BTL), POSM’s, Merchandise, Brand visibility & communication

**Exports Manager for Saudi Arabia | Nikai Group of Co - Dubai – UAE Feb 2002 – Jun 2004**

* Launched & marketed ‘Nikai’ Brand of ‘Consumer & Home Care Products’ in Saudi Arabia as per SASO
* Appointed Services partners across Saudi Arabia aligning after sales service and warranty administration

Early Career Experience

**Divisional Manager - | H. B. Gazzaz & Company – Jeddah. KSA Feb 1997 – Dec 2001**

Personal & Home Care Products – Factory Operations & SCM, Sales, Marketing, Quality & General Admin.

**Operations Manager - | PFERD Tools India Pvt. Ltd. – Nasik. Jul 1990 *–* Dec 1996**

A 100% - EOU of A. R. Ruggerberg (GmbH) Germany; Brown Fields Project in Precision Hand & Power Finishing Tools & Industrial Products.

Credentials

**Education**

* M B A (Marketing & Finance) - Pune University, 1995.
* **B. E. (Production & Industrial Engineering)** - Mumbai University, 1990

**Training & Courses**

* Intensive Training in “Industrial Engineering” by NITIE Mumbai
* Advance Training in Project Management Programs on “Technology transfer in Germany
* Executive Development Program: Leadership & Strategic Management
* Training in ISO 9002/14000/18000 – QMS/HSE/TQ
* Traning Programs in implementation of 6S Techniques

Personal Particulars

* **Date of Birth:** December 04, 1967
* **Languages Known:** English, Hindi, Marathi
* **Nationality** **&** **Passport Status: Indian** Passport No. M9798240 (valid till June 2025)
* **Marital Status:** Married (2 children)