

## SUDIPTA SAHA

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A competent passionate leader with proven success of over 28 years.

2017- Till Date: Spearheading overall operations of all plants of H&R Johnson (India) located in different part of country as President (Operations)

**Key Role:** P&L of all Plants, designing policies, overseeing customer satisfaction by its stated and unstated needs, implanting technology solutions. Reduce cost of every operation. Collaborating with other senior management to formulate strategy. Ensuring regulatory compliances and risks management. Mentoring and motivating team to achieve organizational goal.

**Key Challenges:** All are old plants without modernisation, people are working in same working area with stagnated knowledge. Inadequate old maintenance and manufacturing practices. Weak Team and very high process cost.

**Key Success:**

- Developed "One team with many ideas and everybody part of the success".
- Focused on root cause analysis by creating CFT (cross functional team) and implemented in operations.
- Substantial reduction of various process losses across the plants, much better than current industry standard.
- Reduction of inventories to desired level and released huge dead funds.
- Developed and launched many innovative tiles in market like antimicrobial Germ free tiles, Anti-static tiles, Radiation Shielding tiles, Positive atmosphere creating tiles, which make company distinct in market.
- Decision on right capex which after implementation, huge cost saving achieved with payback less than a year.
- Received Best safety practices award from Safety Council of India in consecutive two years 2018, 2019 in manufacturing category.
- Received Golden Peacock Innovative Product award for year 2020 for Germ Free tiles.

2009-2017 Industrial products & Natural Resources division of H & R Johnson (India) as Senior Vice President & Business Head

**Key Role:** P&L of Business with EBIDTA more than 15%. Creation and nourishment of the business by developing innovative products and cater niche requirements of various industries with very less capital investment. Knowledge is the key driver of this initiative. Creation of a strong dedicated team to take future challenges.

Implementation of all modern management practices into business. Ensuring regulatory compliances and risks management. Mentoring and motivating team to achieve goal.

**Key Challenges:** Conversion of a R&D Centre into an independent business unit without any major capex. Teaching young talents about industrial practices and develop business in sustainable way.

### **Key Success:**

- Created an independent and huge profit Centre within company & popularise 'Endura' brand industrial raw material sector in country and abroad.
- From 05 Cr internal sales turnover to 190 Cr business division with strong 300 customer base in various industrial sectors like paint, battery, construction, ceramic tiles within 5th year, only with intellectual product base.
- Creation of a strong R&D, Commercial, Manufacturing, Accounts and Sales Team with young talents' where knowledge is the key driver for the growth of the division.
- Developed Anti-microbial compound with 99.99% Germ killing properties and Antistatic tiles for conductive and disipitative nature. Received patents for both products and earning good profit.
- Marked its foot print in strategic sector in collaboration with CSIR -CGCRI and BARC by supplying nuclear frits and also developing radiation shielding Glass.
- R&D Centre received accreditation & recognition from Department of Scientific & Industrial Research, Ministry of Science & Technology, Government of India.
- Received 12 Mining Leases for Feldspar/quartz in AP and Rajasthan to secure 25 years' mineral requirement of company
- Received 3 patents & developed several products which are contributing revenues to the division

### **People Management**

- Imparting training on Ceramics/Chemical Engineering and P&L/MIS to all members of the team.
- Undertaking training and development of total team to perform best practices and achieving results without stress.
- Imparting training to create 'ownership' awareness to every individual within premises
- Taking care of individual in individualistic way.

### **Attributes & Core Competence:**

- An out-of-box thinker and listener with a track record of Creating establishing a new business from level zero with high EBIDTA.
- An enterprising leader with strong analytical, problem solving and interpersonal skills.
- Negotiating & closing all business deals ensuring revenue & margin with exclusivity looking toward short term Goal and long term Objectives.
- Always working on new innovative products and making into reality. Launched at least 20 new products for Ceramic, chemical and battery industry.
- A keen strategist and planner with skills in conceptualizing and effecting process initiatives to enhance business efficiency and profitability.
- Track record of increasing revenues, streamlining sales (Industrial products) & manufacturing operations, evolving process improvement strategies and industrial engineering techniques and creating teamwork environment to enhance productivity innovatively for organizations.

- Proficient in heading projects, operations, Sales, commercial & R&D Management. Expertise in implementing cost saving measures to achieve substantial reduction in terms of man days, production cost, raw materials and energy consumptions.
- Conducting regular Internal Audits/External audits, Root Cause Analysis, Troubleshooting and Reviews to ensure adherence to highest standards.
- Crystal ideas of Raw materials related to Ceramics/construction chemicals
- Well versed with various Quality standards and Manufacturing practices such as ISO 9001, ISO14001, OHSAS18001 as Management Representative during its implementation days.
- Leading the process of development of new products from designing, validation of design, trials & testing and commencing production i.e. rigorous testing of the methods to ensure that they are precise, accurate, reproducible, "fool-proof" and specific to the product, etc.
- Evaluating and leading major capital expenditure proposals to secure the best interest of the organisation.
- Spearheading projects with respect to Cost, Resource Deployment, and Productivity Improvement & Manpower Planning to ensure timely completion of projects.

### Career Scan

Since 1997: **Prism Johnson Limited**, H& R Johnson (India) Division.

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### Career Graph:

Present Designation: President (Operations)

1	Head Technical & Product Development of Monoporosa, Monoporosa, Porcelain plant at Pen	1997-1999
2	Head Manufacturing of Monoporosa, Monoporosa, Porcelain plant at Pen	2000-2003
3	Head overall plant Operations of wall tile Pondicherry plant	2003-2005
4	Head of overall plant Operations of Monoporosa, Monocuttura, Porcelain plant at Pen	2005-2009
5	Business Head Industrial Products& Natural Resources (Endura)	2010-2017
6	Head Operations of four plants at different locations	2017 onwards

## 1992-1997 SPL Limited( Somany Tiles )

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### Career Graph:

1	Management Trainee	1992
2	Head Laboratory,QA,Selection of a Glaze floor tile plant	1993-1994
3	Head Manufacturing and Laboratories	1995-1997

### TRAININGS ATTENDED during initial days of careers:

- ❏ Six weeks in plant training in India Fire Bricks & Insulation Co. Ltd. India.
- ❏ One-month training in Cer-Ser S.R.L. (Italy) on glazes and special effect on tile.
- ❏ Seven days training on Quality Assurance Management by T.Q.M. International. New Delhi, India.
- ❏ Seven days training experience in a Third Firing Plant, Kemac. Italy.
- ❏ Seven days R & D Management Course in AdministrativeStaffCollege of India, Hyderabad.
- ❏ Theoretical training course on Ceramic Tiles organized by Italian Trade Commission
- ❏ Having experience to visit the S.I.T.I./Torrecid/Ferro/Colorobia Plants.
- ❏ Training experience in Ceramic Research Institute. Bologna University, Italy.
- ❏ Three weeks training experience in SACMI Research Laboratory. Italy.
- ❏ One month training experience in H. & R. Johnson. U.K.
- ❏ One month training experience in H. & R. Johnson. Greece.
- ❏ One month training experience on 'Manufacturing Excellence' in IIM. Ahmedabad.
- ❏ Lead assessor course on Quality Management System ISO:9001 and Environment Management System ISO:14001.

### Key Strengths across Assignments:

1988 B.Sc. (Chemistry) Honours from University of Calcutta

1991 B. Tech. (Chemical Technology) specialization in Ceramics, University of Calcutta,

### Awards & Accolades:

- National Scholarship Holder throughout the Higher Studies
- Received Prof. Sasadhar Ray memorial award in 2014 for contribution in white ware Industry
- Received Dr. Madan Gopal Bhagat award in 2015 for contribution in Ceramics & allied fields
- Appointed as Research Council Member by Director General CSIR, New Delhi for CSIR-CGCRI
- Associating with different reputed R&D Institutes in country in their Research Advisory board.
- Life time Fellowship of Institute of Ceramics, India