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After Work experience with different engineering industries viz,
AUTOMOBILE PROHDUCTS OF INDIA (API), SANDVIK ASIA –
SCHRADER SCOVILL DUNCAN, LARSEN and TOUBRO - Powai tool room (PTL) and
Switchgear Process Development (SPD).

Joined Grindwell Norton a part of Saint-Gobain Group and work over a period more than 34 years till retirement in April 2014.

Unique opportunity to work on private assignments out side of employer, while on Job with Grindwell Norton:

After informal permission from Grindwell (Committed NO CONFLICT OF INTEREST), in year 1986 set up high precision tool room with partners. Facility to carry out specialized jobs like:

- Special milling cutters, carbide tip tools, plug and snap gauges,
- special product testing equipment's like Spring tester, pressure testing of AL casting of Z pump etc.
- Special equipment's like Glass edge grinding machines.
- Forming, bending, stamping dies.

In 1994, took a call to exit partnership business and continue working with Grindwell Norton.

Latter again from 2008, under the mutual understanding and suggestion from management continued in Grindwell but started independent engineering consultation to take private assignments.

Few assignments:

- Process development and improvement for productivity and quality in vibratory surface finishing process for different sheet metal components for compressor valve.
- Using old casting of **HAHN & KOLB** machine, refurbished equipment for double disc lap grinding of compressor valve plates

(Low cost option against, Wolters, Stahli, AM Technology Korea)

- Process development and quality improvement thru manufacturing technology for Heavy duty disc springs used in LT and HT applications (Projects carried out with **Fraunhofer Institutes** - RWTH AACHEN UNIVERSITY,)
- Projects with AARI for fatigue testing and improvement of spring life and reliability
- New product development (Import substitution design and manufacture of Vibration dampers for flue ducts, pipes)
- Develop product and accelerated fatigue testing equipment's for Coil and disc springs,

Since April 2014, after superannuation from Grindwell from position of "General Manager" Heading Business strategy, started working as independent engineering consultant in diverse fields of engineering industry, processing plants.

Areas of guidance and consultation:

- Assessment of Equipment Capability and capacity, work measurement and process improvement, (Improvement in operating efficiency),
- *MOULD design to bring down changeover time from 4 to 6 Hrs to 30 Min. Weight of mold reduced for 3.5 tons to 700 KG.*
- Design equipment's for testing of fatigue, wear and performance of products.
- *Project on Development of CNC grinder for directly Solid to form grinding using CBN*
- Assessment of acquisition targets (Markets, Products and Capacity and Capability), Investments
- Consultation for BPR, IR wage negotiation and agreements, Labor law and related litigations

Specific Assignments from 2014 till date...:

1. In Abrasives and ceramic businesses, consultation for equipment selection, automation, tool design, building SPM, Product testing equipment's, import substitution,
2. Training to shop-floor engineers in area of machining and manufacturing, Work Measurement and Engineering Competencies.
3. Assignments in China abrasives industry. In area of grinding wheel manufacturing and process improvement. Helped improve quality, reliability, reduce rejections. Training in machining and Application engineering in NES and SEA.
4. Worked on assignment Assignments thru Chinese wheel manufacturers at large crank shaft manufacturer to design grinding process to improve quality and performance (reduce PCP).
5. Along with SINOMACH of China, working on Process and efficiency improvements for plants, Synthesizing ALO and SiC in India. Area of consultation, design of high temperature furnaces, improve energy efficiency, reduce pollution, process automation.
6. Additional assignments – in areas like:
Product development, Product testing, *Tool design Jigs and fixtures, Process automation*, Reduction in Manufacturing cost, Training to engineers in operations at customers from:
 - *Grinding machine and Surface finishing equipment manufacturer Coated and lapping applications.*
 - *Coil and Disc Spring manufacturers.*
 - *Crank Shaft manufacturer.*
 - *High temperature furnaces and related equipment's*
 - *Micro Brewing equipment's and processes*
 - *Machine characterization and capability assessment.*
7. Strategic guidance and help in wage restructure and wage negotiations with external unions like CITU, BKS (Shiva Sena), Shramic Sena (Under Rashtrawadi congress)

Registered with Gerson Lehrman Group as consultant.

Expertise offered thru GLG on Markets of Abrasive and cutting toll consumables, Grinding and finishing machines and world wide Technology Trends and

opportunities in India. Possibility of setting up green-field plants in related industry. Help in assessment of acquisition targets (Markets, Products and Capacity and Capability), for investments in India.

***Journey of Work experience and various responsibilities in Grindwell Norton:
Over 34 Yrs Headed of following function and RESPONSIBILITIES***

Other contributions and Achievements:

1. As a member of Saint- Gobain's Team of Abrasive Technology Management Group, visited various manufacturing locations world over at
USA - Italy - Germany - Spain -Hungary - France - U.K. - Poland
- Holland - Luxemburg - China - HK - Malaysia -Indonesia -Korea

Worked on ...

- Reviews with R & D on technology development
 - Technology Transfers and Business Conferences
 - Assess Product and manufacturing technology for acquiring in Indian context.
 - Acquisition of brands, machinery & equipment's at Global level.
 - Presentation of Papers, conduct Training and participate in seminars on manufacturing & product tech.
2. Development of "Robotic Tester" as a Quality Assurance and Product evaluation tool. Machine designed & developed in India supplied to R and D center in USA
 3. Develop solid state Light weight grinding / machining cycle monitor in 1998
 4. Developed Unique Training Program for Graduate Engineers in "Marketing Functions". Myself, conducted training on Product application and Machining technology for Marketing and Sales engineers in India and SGA Group's offices in South East Asia and North East Asia.
Conducted many technical seminars on grinding technology for Indian engineering industry customers on different platforms.
 5. Design & Implementation of new approach for "New product development & Marketing" - This reduced the Product development cycle time from as high as 15 to 18 Months to less than 6 months. Integrated our new product development approach with a stage gate Process.
 6. Business Process Re-engineering - Restructure of works and service organization to reduce Head Count by 24% within a span of 40 Days. Redesign Maintenance, services and Utilities to reduce head count from 115 to 55. Maintenance function restructured to manage by 16 engineers (Diploma) in place of 50 Workmen

Experience, Knowledge and Expertise acquired over a period:

- 1) Manufacturing engineering, Chip and Chip less forming processes, tool design.
- 2) Design of testing equipment's, and tools, SPM design, Process and equipment automation, retrofits.
- 3) Technology of Grinding, Surface generation and related processes, applications engineering and new product development.
- 4) Work measurement and Methods improvement
- 5) Equipment selection, defining specifications.

Personal statement:

Key Words to explain Journey till date: Vision, Lateral Thinking, Clear strategy, Stay Focus, Lead from Front, Team building, Task master, Trouble shooting, Trust and individual development, Technology, Self-Motivation

Thru various assignments, I have acquired experienced and knowledge in Technology assimilation and transfer, product management, business acquisition, involving organizations of different cultures and countries. Possess knowledge and experience of identifying strategic partners for Indian markets in related business.

With expertise and experience. offer advisory help in manufacturing technologies, Quality and Productivity improvement, WORK measurement, process automation and productivity improvements for engineering industry.

Social and professional responsibilities:

- ✚ Out of active association with BIS over 20 Years, over more than 12 years acting as a Chairman of Abrasives sectional committee PGD 9 of (BIS) responsible to set and adopt standards applicable to Abrasive and related industry in India in association with ISO.
I am also a Members of "Production and General Engineering Division Council (PGDC)" apex body of Bureau of Indian Standards.
- ✚ Over last 16 Years active Member of Rotary Club of Mumbai Parleshwar: Under RI Dist. 3141
- ✚ In 2017 I was invited to deliver lecture on Latest Technology trends by Association of Manufacturers Abrasive Products and Tools industry of CHNA for an inaugural session of symposium and international exhibition organized in ZHENGZHAU.