

PROFILE – GANESHA UPADHYAYA, Founder & CEO – Integrated Controls & Systems

Results-driven entrepreneur with experience in founding, launching, and managing successful businesses. Proven track record of leveraging strategic vision, operational excellence, and business acumen to drive growth and profitability. Adept at identifying and capitalizing on new opportunities to drive long-term success and customer satisfaction. Accomplished professional with vast experience driving business growth and operational excellence. Skilled in developing and executing innovative strategies to optimize customer engagement and enhance customer satisfaction. Adept at leading change management initiatives and establishing new processes to streamline operations and drive business growth.



TOTAL WORK EXPERIENCE:

He has over 39 years of experience in all walks of manufacturing, project planning, Plant maintenance, technical training, innovation, and Process Automation. Instrumental for achieving Excellence, Consistency and special TPM JIPM awards for Hero MotoCorp Plants.

EDUCATION

Metallurgical Engineering 1ST CLASS – From Board of Technical Education – Bangalore.

Passing Year: 1981

Elective Subjects: Mineral Beneficiation, physical metallurgy, Metal Hot-working and Heat treatment.

Skills

- Equipment and Process Management
- Automation design and development
- Training and Development Skills (including QC & TPM Circles)
- MIS management with office automation (workflow management)
- Coaching and Counselling
- Computer skills (including office 365)
- Business Planning & Contract Negotiation
- Team Leadership & Team Engagement
- Project Management
- Risk and Mitigation Analysis

- Process Improvement & operations start-up
- Lean Methodology, Zero wastage and zero loss concepts

CERTIFICATION

1. MBA in Operations Excellence - Singapore university
2. Executive Development Program – IIM - Ahmedabad
3. Automation designing training at Allen Bradley INDIA
4. Automotive precision heat treatment training at Honda Motor – Japan
5. TPM Facilitator training - JIPM TPM Club
6. Coaching and counselling - Gallup USA
7. Life member, GCM Delhi chapter and faculty of Quality Circle Forum of India
8. Surface coating process development – LINZ, France

LANGUAGES

NATIONAL: HINDI, ENGLISH AND KANNADA (MOTHER TOUNGE)

INTERNATIONAL: JAPANESE

FOCUSED DEVELOPMENT (Specific)

- Development of and implementation of the business excellence initiatives, handholding of plant heads and operation and execution staff across many plants (including tier -1 vendors).
- Development of special heat treatment processes including jigs and fixture designing for dimension tolerance control in shrinkage pattern of automotive engine parts.
- Indigenisation of quenching oil with high flash point (import substitute to Japanese oil) to control warpage after heat treatment.
- Design and implementing automatic yet highly flexible zinc and lubrite plating plant to withstand more than 48 hours salt spray test.
- Development of induction heating hardening machine along with fixture and process for cam lobe induction hardening. The concept of using high frequency induction heating was challenged successfully and a new power

source of medium frequency 30KHz in place of 400KHz was developed along with the manufacturer.

- New hang fixture for sealed quench furnace was designed and implemented to eliminate the warpage(bending).
- Surface carbon control and diffusion process was designed and implemented in sealed quench furnace for connecting rod part of the engine which eventually enhanced the wearability and increased life of the part.

ADDITIONAL INFORMATION

- Presented case studies at various national and international forums on Group control and supervision system for process management (heat treatment).
- Attended seminars as a "Keynote Speaker" organised by various forums.
- Participated in International Automation Drive seminars and shared experience
- Participated as a speaker in forums organised at "International Trade fair" in New Delhi.
- Participated as faculty for Quality Circle Forum of India and trained industrial workers of various domain experience.