

## OBJECTIVE

Utilize my transformative leadership, technological expertise, business acumen and general management skills in an executive role to develop and execute growth strategies that drive organizational performance improvements.

## SUMMARY

Accomplished digital transformation, strategy, and business growth leader with extensive expertise overseeing and supporting IoT and industrial automation initiatives and engineering management. Background in developing and executing strategies that expand digital footprints and create value across multiple industries, including Smart Manufacturing, Industrial IoT, and Process Control. Experience in leading product commercialization, driving digital operations P&L, and enhancing customer and vendor relationships. Recognized for successfully managing multimillion-dollar projects and directing culturally diverse teams across North America, Europe, APAC, and the Middle East. Skilled in commercial excellence with the ability to drive market share, revenue growth, and profit margin improvement in industrial sectors like HVAC, oil & gas, petrochemicals, automotive, and mining. Able to build innovative digital solutions, including connected products and advanced monitoring systems, and for fostering premier customer experiences.

## EDUCATION

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|---|-------------|
| ▪ <b>Executive MBA</b> , C.T. Bauer School of Management, University of Houston, Texas – USA    | 2008 - 2010 |
| ▪ <b>Master of Science Electrical Engineering</b> , Western Michigan University, Michigan – USA | 2000 - 2002 |
| ▪ <b>Bachelor of Science</b> – Electrical and Telecommunications Engineering, MIT, Pune - India | 1995 - 1999 |

### *Skills include:*

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|--|---|--|
| ▪ Executive MBA /<br>MS Electrical Engineering<br>BS Electronics & Telecomm        | ▪ Leadership across<br>regions and cultures                         | ▪ Build customer intimacy and<br>deliver a premier customer<br>experience                        |
| ▪ Global Sales Management<br>and channel development                               | ▪ International Product<br>Marketing                                | ▪ Reliability centered Maintenance<br>for rotating equipment                                     |
| ▪ Development & Execution of<br>growth strategy for digital<br>footprint expansion | ▪ Customer and supplier<br>Negotiation to maximize<br>profitability | ▪ IoT, IIOT, Agile methodologies<br>Mobile, Web, Cloud<br>development, Industrial<br>Automation, |

## ACHIEVEMENTS

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- Created and launched the digital brands Perceptiv™ for Regal Rexnord and Optiviti™ for Graco Industrial, featuring an IoT platform that securely connects with sensors, gateways, and external data sources. The platforms deliver actionable insights to monitor equipment & plant performance, enhance operational efficiency and a premier web and mobile experience.
  - Developed, trained, and managed technology teams in India, Greece, USA, Latin America and Thailand to provide world class development capabilities for IoT, IIOT and engineering.
  - Published paper in the Hydrocarbon Processing magazine – “Variable speed pumping and condition monitoring: A way to increase asset reliability and increase plant profitability.”
  - Developed a state-of-the-art automated Monitoring and Control test loop that significantly increased test capabilities, accelerated product development times and is a customer showcase to demonstrate ITT's advancements in pump control technology & condition monitoring capabilities.
  - Received ITT Engineered for Life Award - ITT's highest level of recognition in engineering and Nomination for the President's Award.

## PROFESSIONAL EXPERIENCE

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### Graco Inc.

Graco (NYSE: GGG) is one of the world's leading suppliers of fluid management products and packages. It designs, manufactures and sells equipment that pumps, mixes, meters, dispenses and sprays a wide variety of fluids and semi-solids. ([www.graco.com](http://www.graco.com))

#### Director Digital Transformation & Engineering - Minneapolis, MN

Sept 2022 – Present

- Championed digital transformation through a connected products & data strategy, integrating IoT& advanced sensor technology across product lines, creating a premier customer experience through common web and mobile experiences, developing predictive maintenance models using machine learning, and a Gen AI chatbot for automated support and an out of box experience with new products.
- Successfully led, managed and delivered a multimillion-dollar controls platform modernization project taking it from concept to commercialization and delivering operational units at customer sites in 12 months. This achievement significantly outperformed previous attempts, which only reached lab prototypes at three times the cost and development time. —while ensuring compliance with EMI/EMC standards, wireless regulations (FCC, Industry Canada, CE), and hazardous environment certifications (Class 1 Division 1, ATEX, IECEx).
- Led the divisional cultural transformation towards digital, agile, and innovative practices across engineering, manufacturing, and product management inclusive of managing a cross-functional team of 50+ software, hardware, firmware, mechanical, and manufacturing engineers for new product development & launches.
- Established data governance and cloud integration practices, aligning Graco with Industry standard practices. Recognized for advancing Engineering, Digital, and IT capabilities, achieving results previously considered unfeasible and became a key member of the Graco corporate emerging technology council.
- Managed strategic relationships with technology vendors, negotiating contracts and ensuring delivery of on time product development activities.

### Independent Consulting

Creating and executing Digital transformation strategies for mid-sized industrial companies inclusive of building IoT Infrastructure, driving connected products from concept to commercialization to positively impact the core business and customer experience

#### Digital & IoT Consultant – Milwaukee, WI

May 2022 – Sept 2022

- Conduct discovery workshops to identify key growth areas, evaluate impact of digitization and shape IoT programs at clients across multiple industrial verticals
- Architecting solutions and driving operational efficiencies by leveraging adoption of IoT, digital tools, cloud-based services and data analytics

### Regal Rexnord Corporation

Regal Rexnord (NYSE: RRX) is a leading manufacturer of electrical and mechanical motion control and power generation products serving markets throughout the world. ([www.regalrexnord.com](http://www.regalrexnord.com))

#### Global Director Internet of Things (IoT) & Engineering Systems - Milwaukee, WI

May 2019 – May 2022

- Reporting to Regal Rexnord Corporation's CIO I was responsible for leading the Global IoT strategy including setting the vision, growth strategies, creating business models, managing product portfolio, & developing innovation roadmaps for the Climate, Commercial & Industrial systems and Power Transmission Solutions business segments. key member driving many elements of Regal's digital transformation roadmap
- Primary focus was developing and executing strategy for Pump, HVACR, Power Transmission and Process control applications to generate revenue through connected products and comply with government regulation.
- Responsible to build Regal's IoT infrastructure including cloud services, mobile apps, e-commerce and customer support with a focus on delivering a premier digital customer experience.
- Grew connected products business to \$10M in first 18 months and on track to \$40M in year 3 after initial launch.
- Responsible to Lead the IT Engineering systems and Product lifecycle management (PLM) group and create roadmap to modernize legacy systems, ERP and CAD tool upgrades.
- Created an agile product development culture resulting in a 30% improvement in on time delivery and 33% cost savings on embedded firmware & software development for IoT projects.

## ITT Inc.

ITT (NYSE: ITT) is a diversified leading manufacturer of highly engineered critical components and customized technology solutions for the energy, transportation and industrial markets. ([www.itt.com](http://www.itt.com))

### Global Director & GM – Houston, TX

2015 – April 2019

- Managed Global sales & operations with P&L responsibility for a \$25M products & services portfolio inclusive of product management, project management, customer service, R&D, order execution and field service.
- Key member that developed the Industrial internet of things (IIOT) strategy & roadmap, advancing sensor technology portfolio, and responsible to take products from concept to commercialization utilizing value-based product development processes
- Responsible for implementing product margin & pricing strategies, product marketing, global sales channel management, new product launches and developing strategic product roadmaps.
- Improved on time performance from 80% to 93.6% and achieved material savings of \$0.5MM in 2016 and \$0.8MM in 2017.
- In 2017 Achieved 10% margin & 8% operating income improvements through cost reduction, productivity improvements, executing smart quotation techniques and better collaboration strategies with sales channels.

### Director International - Singapore

2010 – 2015

#### *Interim Director Aftermarket, Asia Pacific*

2012 – 2013

- Grew the industrial rotating equipment Monitoring and Control business in EMEA and Asia Pacific regions to be 20% (2014) of the global business from less than 5% (2010) with strategy in place to reach 50% by 2017.
- Implemented product sourcing, sales channel infrastructure, sales planning processes and strategies throughout EMEA and Asia Pacific to make each region / country self-sufficient to successfully compete locally.
- Led the turnaround of a declining business at the Singapore service center for rotating equipment by setting up strategic initiatives to increase repairs and upgrades of higher value equipment and long term service contracts.
- Steering Committee member on the global aftermarket strategy development for ITT Industrial process.
- Assisting executive management in assessing M&A opportunities within in Asia Pacific in the rotating equipment industry to grow the aftermarket business.
- Leading the sales channel in promoting, implementing and developing life cycle cost solutions to reduce total cost of ownership for customers by implementing various solutions for rotating equipment including variable speed and condition-based monitoring.

### Regional Manager – Houston, TX

2006 – 2010

Major responsibilities included distribution channel development and management to grow the Monitoring & Control business in the industrial, water and HVAC pump market.

- Tripled annual sales in the central region with strategic plans set for exponential growth in the next 5 years.
- Developed relationships with key strategic accounts resulting in a growing customer base in the refining, chemical, paper and municipal markets by educating customers and implementing tools & products in areas of life cycle cost analysis, variable speed pump operation, predictive maintenance and energy efficiency.
- Global product management and sales support in international regions resulted in gaining significant exposure to local operational techniques, specifications & standards.
- Set up operations at ITT India – Production, Product Launch, training and sales channel development

- Major responsibilities included global product sales & technical support, field service support and development of training programs for the direct and indirect sales network.
- Assist regional sales managers and sales channels in key customer presentations at executive levels and help in design, review & quoting of variable frequency drives (VFD) for applications specific to the pump & HVAC industry
- Annually conduct six 3-day certification courses that included sales training and training on operation, installation & maintenance of variable frequency drives
- Commissioned over 200 VFD's (ABB & Allen Bradley) in the field for various pumping applications up to 6000HP

**Limitorque – A division of Flowserve Corporation**

**2001 – 2003**

*Flowserve (NYSE: FLS) is a leading manufacturer and aftermarket service provider of flow control products and services for the world's most critical applications in the power, oil, gas, chemical, and other industries; A \$6 billion company with more than 15,000 employees in more than 50 countries ([www.flowserve.com](http://www.flowserve.com))*

**Electrical Engineer - Product Development & Production Systems**

- Improved and automated the end-of-line (EOL) test systems. Responsibilities involved designing & modifying current systems using data acquisition, PLC programming & LabVIEW programming
- Interfaced with the process systems group to build an end-of-line (EOL) torque stand for the MX 05/10/20
- Developed good problem solving and troubleshooting skills by working for Limitorque's service department and detected critical operational failures in the MX actuator
- Tested and analyzed current & previous software versions for the MX actuators. Debugged encoder software (Motorola 68HC11) used for optical and non-contact sensing of valve position
- Gained hands-on experience with measurement tools like logic analyzers, protocol analyzers, EPROM programmers and various software like LabVIEW, WaveStar, Protel, Promsoft, Avante, Lotus Notes