

# Rajesh Shah

DOB: 24 Feb 1962

Tardeo, Mumbai

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- 36 years of diversified global experience (25 years in leadership role) across B to B engineering industry segments.
- Informal management style, skip level connect
- Extra curricular includes movies, music & fitness programs
- Wife home maker, Son fellow at Sloans kettering NY & daughter medical registrar at St. George hospital Sydney

## Skills

- Leadership
- Relationships
- Team building / motivation
- Analytical mindset
- Commercial acumen
- Change management
- Stake holder alignment

## Competencies

- Business strategy
- P&L management
- Go to Market strategy
- Global markets reach
- Operations (projects, supply chain, HR, F&A)
- Strategic partnership / M&A
- Inspired Leadership training

## Education

- B.E. Mech | 1984 | Manipal Institute of technology
- DMSM (management PG) | 1986 | Mumbai University

## Leadership Experience

### Global CEO | Sterling & Wilson | Mar 2011 to Apr 2020 | 9 years

- A Shapoorji Pallonji company, 10 bn USD, Infrastructure, since 1865
- **Conceived** Power solutions vertical from scratch. Today a **120 member** Global team, **120 m USD** revenue, preferred EPC partner
- **P&L management** / Review Process / performance metrics /ISO //HSE
- **Developed** mid to long term business strategy, leverage group resource, Global expansion from **MEA|Europe|NA|Oceania|CIS**, **500 m \$** funnel
- **Led M&A** of experience Italian EPC, **saved 40%** on valuation, managed as board President, **access to new markets / projects improved by 30%**
- **Facilitate & Support** HR practices, team building, L&D, **Mentoring** direct reports /skip level, resulting in **increased GPW score over 80**.

### MD | Turbomach India | Nov 1997 to March 2009 | 12 Years

- A Caterpillar Group Company since 2004, **50 billion**, Energy & Infra
- **Created Turbomach India** as strong EPC, hired **15 member** core team in, sales, application, engineering, project management & supply chain
- **Managed CEO role** from sales, admin, finance & operations, with approx **3 m USD per person**, average **growth rate at 25% YOY**.
- **Pioneered strategy** for Gas Turbine Co-gen applications, **built** turnkey competence, Innovation & excellence, YOY revenue growth to **60 plants / 300 MW installation** base in India and **95% market share**.
- **Instituted change management** to Align with **Caterpillar** core values, compliance, controls & leadership style **post acquisition in 2004**.

### International Sales | Thermax Ltd | Jan 1990 to Sep 1997 | 7 years

- After 5 years of domestic sales, took charge to **spearhead** International sales of Vapour Absorption Chillers (VAM), **Launched** co-branding strategy with local players to penetrate in **20+ countries** from **SEA, Europe, UK, ME, Australia to North America**.
- International sales revenue contributed **100% growth** to the BU top line in **3 years**, **Positioned** Thermax VAM as a **global brand** against Japanese and American competition.
- **Increased** domestic sales **15 fold in 5 years**, prior as Business head – West.