

Brief Profile

Name: Naveen Coomar

Current Position: Chief Executive, SCAN Consulting Network

Last Position: Global Business Head – Human Resource, AgreeYa Solutions

Summary

A University of Leeds (UK) and IIM-A alumni with over 20 years of international corporate experience of handling and managing HR portfolio in organizations - small (1000 employees) to large company (over 36000 employees) in manufacturing and process organizations; from the traditional economy sector as well as IT and Services from the Knowledge sectors of business. I have successfully established at least three organizations in IT/ITES sector from level zero.

Visiting faculty with some of the prominent Business schools in and around Delhi. A visiting faculty to the British Council Division at New Delhi for its MBA course being offered by University of Bedfordshire, UK. A corporate trainer with several reputed companies including MNCs.

Key Professional Strengths

- Corporate & HR strategy, Management of Organizational Values
- Setting up green-field ventures (set up three organizations in IT/ITES)
- Competency Management, Organization structure and design
- Performance Management including strategies for right-sizing, restructuring
- Certified international Trainer for Managerial Grid, Action Centered Leadership

Education

- MBA (full-time study at Leeds University, UK) - *Major focus of study* centred round issues associated with FDI, Joint Ventures, Strategic alliances, Mergers & Acquisitions, issues in the management of a multi-cultural environment, intellectual property rights and knowledge management.
- Middle Management Program (3TP) – from IIM Ahmedabad in 1993.
- PG Diploma in Social Welfare (IISWBM, Cal Univ.) - Passed in 1984 (in top 10%) with Industrial psychology and sociology as special papers from Indian Institute of Social Welfare and Business Management.
- LLB (Ranchi Univ., India) - 3-year degree course in Law passed (in top 5%) in 1983 with majors in Industrial law.
- B.Sc. [Phy. Hons.] (Ranchi Univ., India) - Passed (in top 5%) in 1979 with Physics as major subject and Chemistry and Mathematics as minor subjects.

Corporate Positions held:

- Chief Executive, SCAN Consulting Network (Dec 2006)
- Global Business Head – Human Resource, AgreeYa Solutions (July 2004)
- Director - HR, Group4 Falck India (April 2001)
- Vice President - HR & Corp, IEC Softwares and IEC Infotech Sdn Bhd (Nov 1999)
- Deputy Chief - HR Systems, SAIL Corporate R&D Centre (Mar 1996)
- Manager & I/c - HRD, SAIL Mining Division (Nov 1990)