

INTRODUCTION

- Mr. Khan did B.Sc.; Bachelor of Engineering and Master of Engineering from AMU Aligarh.
- Did 3-Tier Senior Executive Development Program from IIM-Ahmedabad
- Though an Engineer by Profession, his hobby is People Development.
- Mr. M.M. Khan is presently heading ProLead as Director.
- He was Chief Engineer of Renusagar Power Division of Hindalco . He served Aditya Birla Group for 30 years , a UAE-Dubai based Group NASH Engineering Group as Group General Manager for 3 years and Integral University Lucknow for 3 years as Senior Executive -Development, CEO -XipeTech India for 3 years.

Now he looks after his own Consultancy & Training Group ProLead, as Director.

JOB EXPERIENCE

He has total **thirty (40) years** of diversified working experience in the field of Electrical, Mechanical , Project Management and **Human Resource Development** ; ranging from Power Plant Design, Erection & Commissioning, Project Monitoring, Electrical & Mechanical Maintenance, **HRD- Training, World Class Manufacturing** and as a **Consultant to several other units.**

ACHIEVEMENTS

- Receive **National Award on “Innovative Training And Development (HR) Practices”** in the year 2004 during **IFTDO World Conference** held at Hotel Ashok, New Delhi in Nov 2004.
- Received **CII 's award** for **Sustainable Growth through Quality & Competitiveness** during 12th Quality Summit held at Bangalore from Nov 25-27;2004 organised by Institute of Quality , Bagalore
- Principal, ZakirHussainCollege of Engineering & Technology, AMU Aligarh **honoured** him in October 25, 1997 for his achievements as a visiting Faculty.
- He was in the **editorial advisory board of ISTD** Journal in the year 1988.
- His name appeared in the book **Rising Personalities of India**, International Penguin Publication, 1998
- The **Friendship Forum of India** selected him for **“Bharat Excellence Awards”**. Earlier recipient of the awards were Mr. Sunil Dutt, Justice P.N.Bhagwati, Khurshid Alam Khan, Sarod player Ustad Amjad Ali Khan, Sunil Gavaskar etc.
- Led panel discussions during National Seminars on Maintenance of Thermal Power Station organized by The Institution of Engineers (India), Allahabad centre on March 19-20; 1993.
- **Designed and developed Renupower Technical Training and Management Development Centre (HRD centre) first training center in Power sector recognised by Govt. of India, Ministry of Power, CEA. It has further been developed as a centralized training centre for Aditya Birla Group .**
- Institutionalized an Assessment Centre for grooming talents in HRD centre ,Renusagar.
- **Shri Aditya Vikram Birla**, a renowned industrialist, awarded a rare certificate to Mr. Khan, in Oct 1992, when he visited and inaugurated the centre. He wrote,

"I am happy, proud and satisfied that my dreams, vision and aspirations are being realized at this Excellent Centre, developed and lead by Mr. Khan. It is a jewel in our organization."

- **Mr. Kumarmangalam Birla**, Chairman of M/s Aditya Birla Group on took training at Renupower under his guidance at TTMDCC wrote
"visiting this Centre of Excellence in Power, developed by Mr. Khan, has been tremendous learning experience for me as it will be for hundreds of graduate engineers and Plant Personnel."
- **Prof T.V. Rao, of IIM Ahmedabad** and presently Director Academy of HRD - Hyderabad writes
"This could be model for all education and training institutions in the country".
- **Dr. Udai Pareek, a world renowned management guru & Prof(Retd.) of IIM-Ahmedabad**, also shares similar feelings .
- **ISO 9000 consultants from RWTUV** wrote,
"Everything speaks of excellence here. An ideal place for grooming future generation."
- **TPM Consultant** feels
"Renupower - TTMDCC is a living model of application of 5 S and Visual Management system ".
- **Dr. A.M.Singhvi, Corporate President, World Class Manufacturing, Aditya Birla Group** says.
"In the last 35 years, in sixteen (16) countries, working for several Global Players, I have not seen the quality, content and standards of training, motivation and support of this category- a truly World Class Enterprise" .

PUBLICATIONS & PRESENTATIONS

- He has written a book titled **"Unleashing The Manager Within-Timeless Tips for Terrific Results"** published by EXCEL Publication
- Co-authored a book on **Power Plant Efficiency** with Dr.V.K.Sethi, ex.Director of CEA
- Presented Paper **on Innovative Training and Development (HR) Practices** organized by ISTD at Indian Habitat New Delhi in July 2004.
- Presented Paper **on "Economics & Reliable Power Generation"** ,organized by NTPC at Lucknow in Jan '2002.
- National Seminar on **"Productivity in Power Sector"**, issues in Generation,Transmission & Distribution organized by NITIE – Mumbai in Feb 2000.
- Presented paper on **"Maintenance Management"** at a seminar organized by Institution of Engineers, **Paper was published in the inaugural souvenir of The Institution of Engineers (India)**, at Anpara Thermal Power Station on 15th July 1995.
- Presented paper at **National Seminar on Human Resource Management** organized by the Institute of Personnel Management at Hotel Clark Avadh Lucknow on May 7-9; 1992.
- Presented paper on **Spare Parts Management** during the Seminar organised by Ministry of Industry, Govt. of India on July 23-24, 1984 at Obra.
- Presented paper on QC TOOL **"Problem Solving Techniques – BRAIN STORMING"**during the convention on Quality Circles during Inter-unit conference of Aditya Birla Group, etc.

- Editor of '**Quality Vision**', a quality journal of HINDALCO-RENUSAGAR.
- Edited article for IJTD & was also on the **editorial board of IJTD** of Indian Society for Training and Development
- Edited articles for **ABHIGYAN** journal { Asia's Leading Journal for Organization and Management Studies (**FORE**)}.
- In addition to above, he presented number of papers on various technical & managerial subjects.

PARTICIPATION IN INTERNATIONAL CONFERENCES

- **International Conference** on Training and Development held at Vigyan Bhavan New Delhi from Nov. 18-21; 1987.
- Participated in the **ASIA PACIFIC FEDERATION** on Human Resource Management organized by NIPM at Bangalore in 1995.
- Participated in the **23rd IFTDOWORLD CONFERENCE & EXHIBITION** on Human Resource Development in Nov. 1994 at Vigyan Bhavan New Delhi.
- Participated in the **25th IFTDOWORLD CONFERENCE & EXHIBITION** on Human Resource Development in Nov. 1994 at CAIRO - EGYPT.
- Participated in the **31st IFTDOWORLD CONFERENCE & EXHIBITION** on "The Power of Knowledge in the New Era" in April 2002 in Bahrain.
- Participated in the **33rd IFTDOWORLD CONFERENCE & EXHIBITION** on "Value Creation and Human Development-The Emerging Dimensions" in Nov 2004 in New Delhi, India.
- Participated in the **International Conference on Quality Control Circles(ICQCC-2002) in Dec-2002.**
- In addition to above, he attended more than thirty other conferences on topics related to technical, managerial/ behavioural and Quality Management.

PROFESSIONAL MEMBERSHIP

- Life Member of **Indian Society for Training and Development.**
- Life Member of LMA (Lucknow Management Association)
- Fellow Member of **Institution of Engineers.**
- Member of **Indian Institute of Welding Engineers**
- Member of Board of studies of the **Department of Mechanical Engineering Z.H.College of Engineering and Technology**, AMU Aligarh.
- Member of Board of Studies of the **Department of Business Management**, AMU Aligarh.
- Alumni Member of **Indian Institute of Management Ahmedabad**
- Member of the **Library of British Council – Delhi** etc.

ADDITIONAL QUALIFICATION :

- Attended **Senior Executive Management Development Programme** under 3-Tier Management Development from **IIM, Ahmedabad.**
- Certified by **Quality Circle Forum of India** for **Launching and Institutionalizing of Quality Circles**, as early as in 1984 under the guidance of Father of Quality Circle in India, Mr. S.R. Udapa.
- Certified trainer for **5 S & KAIZEN** by JMA Management Institute (JMAM).
- Training on **MAP (Managerial Assessment of Proficiency)** Facilitator by **Mr. Scott Parry, USA.**
- Certified Assessor for **CII –EXIM Award** (Confederation of Indian Industries and Exim Bank).
- **A proficient YOGA Trainer.**