

The background of the slide is a vibrant blue. On the left, a hand is shown holding a small, glowing blue globe with white grid lines. Behind the globe, there are faint, larger-scale digital patterns, including a grid of small squares and several white plus signs. At the bottom of the slide, a city skyline with various skyscrapers is visible, reflected on a surface that looks like water. The overall theme is technology, global reach, and urban development.

Achievements of KJ in 33 years

1992 - 2025



Dr Jagadheeswaran Krishnan (Ph.D.)
(KJ)

Contact

Address

Lusaka, Zambia

Contact

+260 973 633 933

Email:

krishjaga@yahoo.com

Favorite Quote:

Survival is optional,
Learning is not compulsory
- Dr. W.E.Deming

Experience

- 2024 Chief Operating Officer
Seba Foods Zambia Ltd (260 Brands)
- 2022 Group COO/Director
Astro Holdings Ltd/Smart Africa
- 2012 Group Managing Director
Specialised Systems
- 2010 COO
Safintra Zambia
- 2009 General Manager
Technoton Nigeria
- 1992 Vice President, SPEW
MD, Gayshri
- Area Manager, JCB
- 2009 Engineer, L&T
Engineer, AFCONS

Education

2024

Phd in Strategic Management

UNZA – Astria USA

2015

Balanced Scorecard Professional

International Balanced Score Card Institute

2008

Six Sigma Green Belt Holder

Omnex International

2001

Post Graduate Diploma in Management (MBA)

XIM ,Bhubaneshwar India.

1992

Bachelor of Engineering, Mechanical

National Institute of Technology, Trichy

Skills

80%

Systems Thinking

90%

Strategy

80%

Finance Mgmt

70%

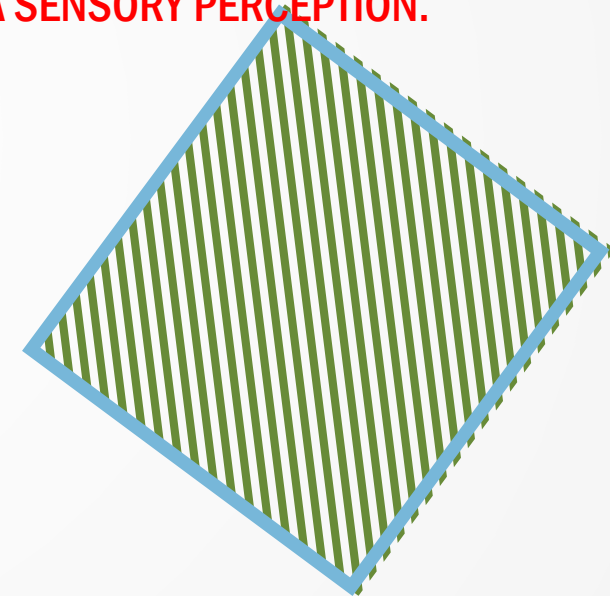
QMS



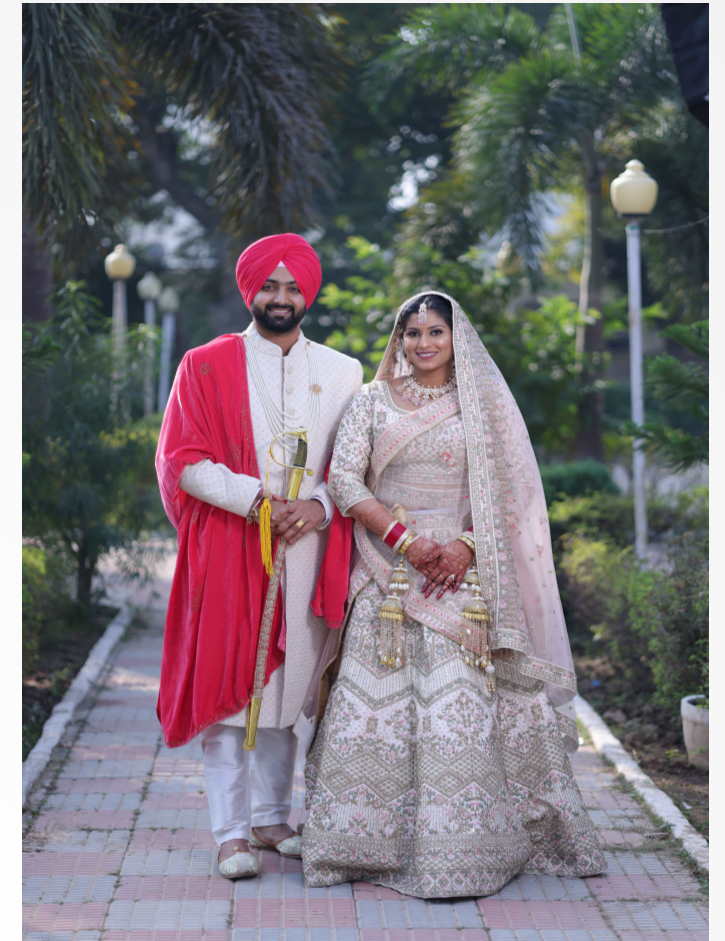
JAGADHEESWARAN KRISHNAN (KJ)

- ✓ HIGH INTEGRITY AND STRAIGHT FORWARD CHARACTER
- ✓ WIDE KNOWLEDGE BASE
- ✓ ABILITY TO LINK A COMMON THREAD IN DIVERSIFIED ACTIVITIES
- ✓ STRONG AND ABSTRACT THOUGHT PROCESSES
- ✓ HENCE ABILITY TO DEVELOP DATABASE OF PATTERNS (Systems thinking)
- ✓ RESULTING IN FAST DECISION MAKING ON OPERATIONAL MATTERS
- ✓ DEVELOPED ABILITY TO UNDERSTAND WEAK SIGNALS
- ✓ HAVE DEVELOPED A FAIR SKILL FOR EXTRA SENSORY PERCEPTION.
OBSERVATION AND DEDUCTION.
- ✓ ABILITY TO REMEMBER
(never had a diary in my career)

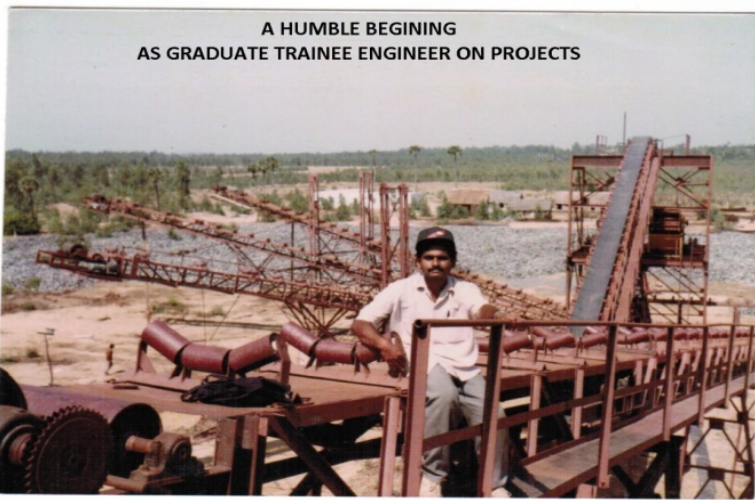
Above can be explained in person...



- **Vriddagiri Vasumathi is a Management Trainer and is a Japanese Productivity Council certified Kaizen consultant, and an ISO9001 Lead auditor . She is the Managing Director of Smart Africa Ltd, created to develop National/ Continental talent and founder Chairwoman of our NGO Smart Villages Africa.**
- **Charumathi is an Architectural Engineer from Kansas State University and is currently working for a large consulting firm in Dallas, Texas, USA Gagan Preet Singh, Spouse to Charu is a Food Scientist with a large food manufacturer in Dallas.**
- **Shritha has her Masters in Aerospace Engineering from Wichita State University and is currently working with National Institute for Aeronautics Research (NIAR,USA)**



A HUMBLE BEGINNING
AS GRADUATE TRAINEE ENGINEER ON PROJECTS



Humble beginnings
Spent around \$4000 after taking approval from AFCONS management
and changed the scrap to purpose ...
Unlearning my learning ... and still learning ...



KJ EARLY CAREER LINE 1992-1997



A HUMBLE BEGINNING
AS GRADUATE TRAINEE ENGINEER ON PROJECTS



ROLE BREAK UP @ AFCONS, Larsen&Toubro ECC 1992-1997

100%

SERVICE .

0%

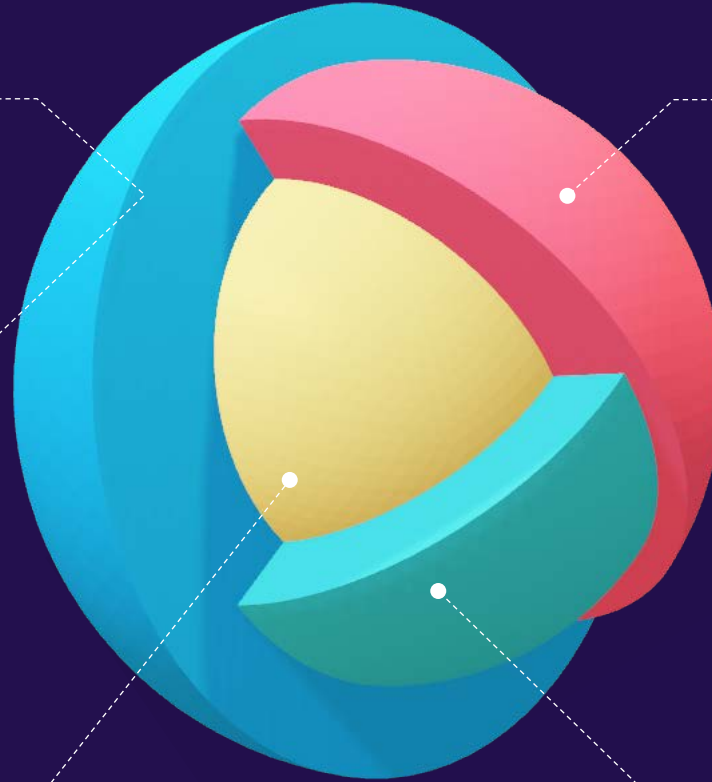
SALES

0%

FINANCE

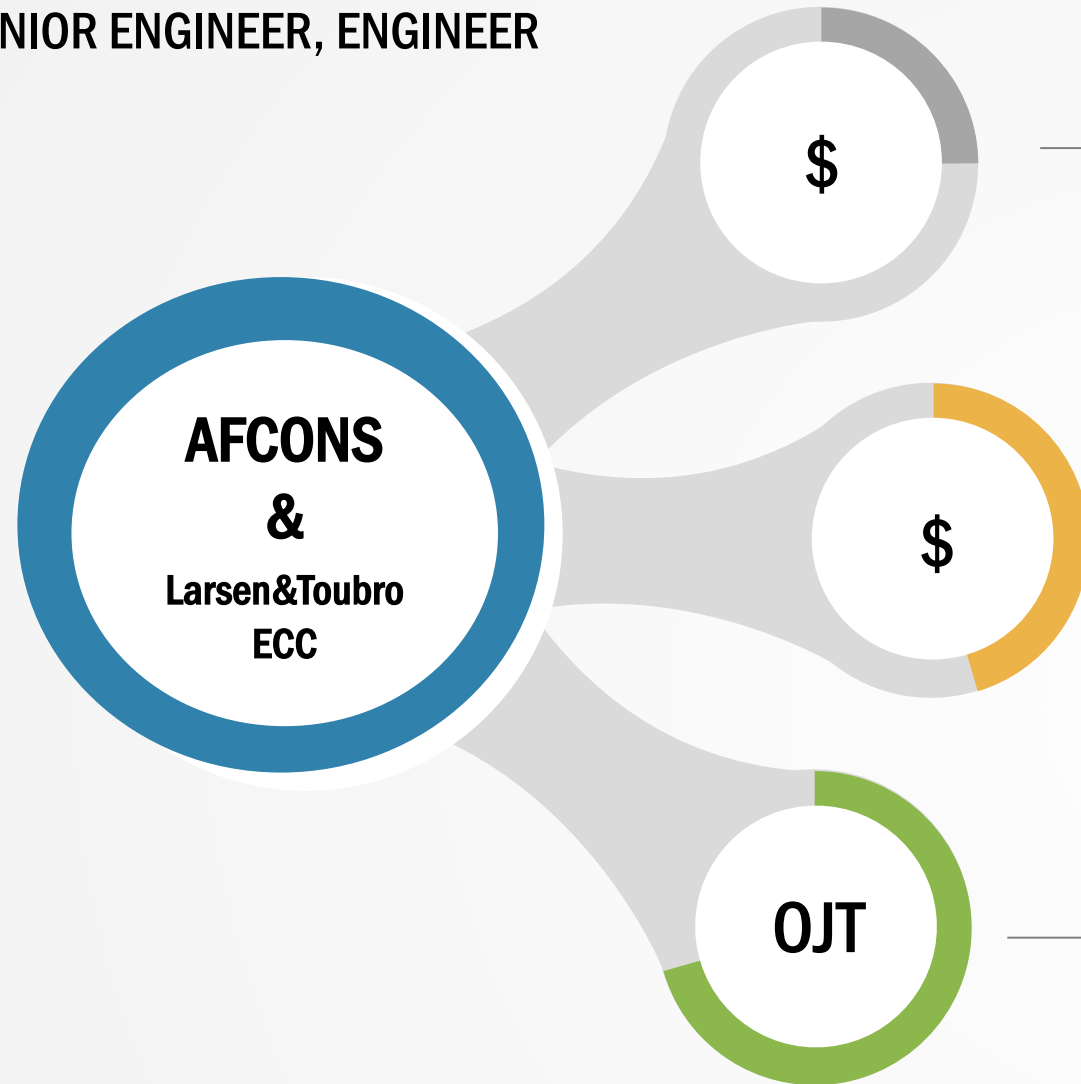
0%

KEY ACCOUNT MANAGEMENT



ACHIEVEMENTS 1992 - 1997

GTE, JUNIOR ENGINEER, ENGINEER



RE-ENGINEERING

Carried out several RE activities on repairs of Earth Moving & Construction equipment

IN SOURCING

Changed policy of doing major overhauls from outsourced agencies to within successfully saving time and money

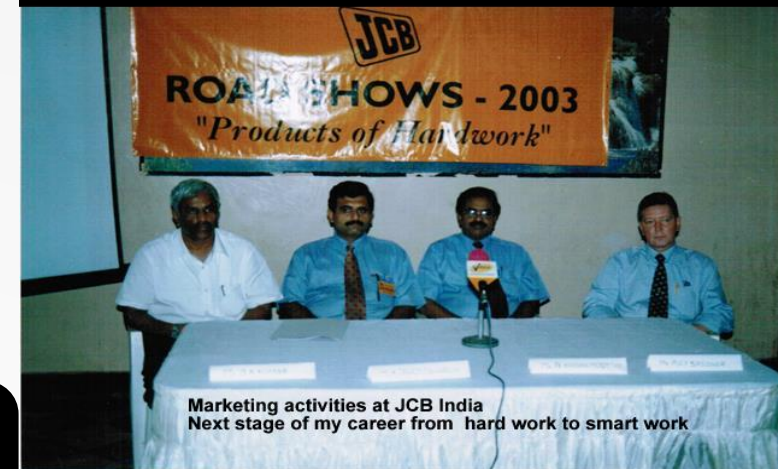
On the Job Training

Mentored and trained Mechanics & Supervisors on advanced technical knowledge on Engines, Transmissions, Hydraulics of Construction Equipment

JCB Road shows - Marketing to Sell more ...



JCB
ROAD SHOWS - 2003
"Products of Hardwork"



Marketing activities at JCB India
Next stage of my career from hard work to smart work



1997-2004
JCB India



Sold the first Excavator in India when introduced while at JCB
Dedication and aggressiveness in Sales



Explaining a point to a customer while at JCB India
Hard work pays...



ROLE BREAK UP @ JCB INDIA

30%

SALES

50%

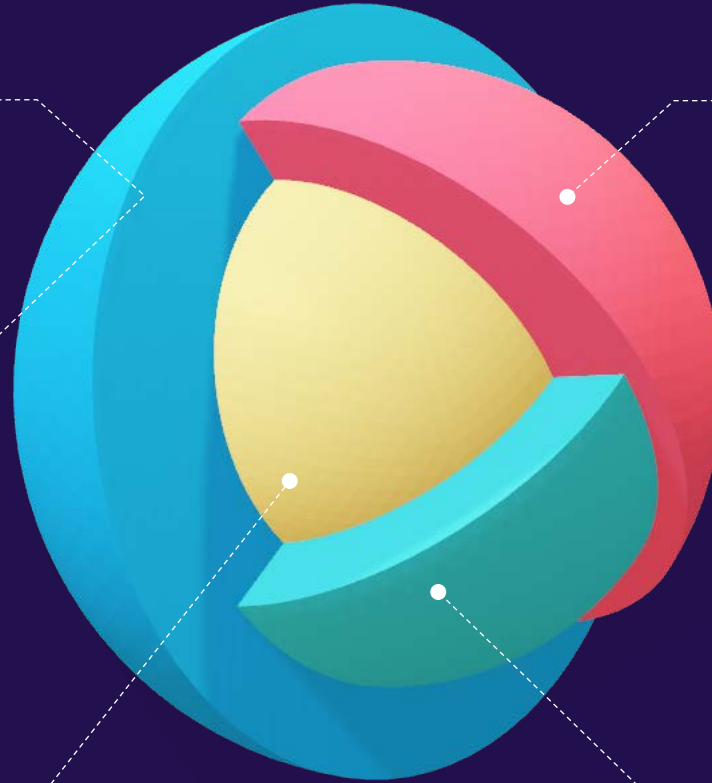
KAM (includes Dealer Management)

10%

FINANCE

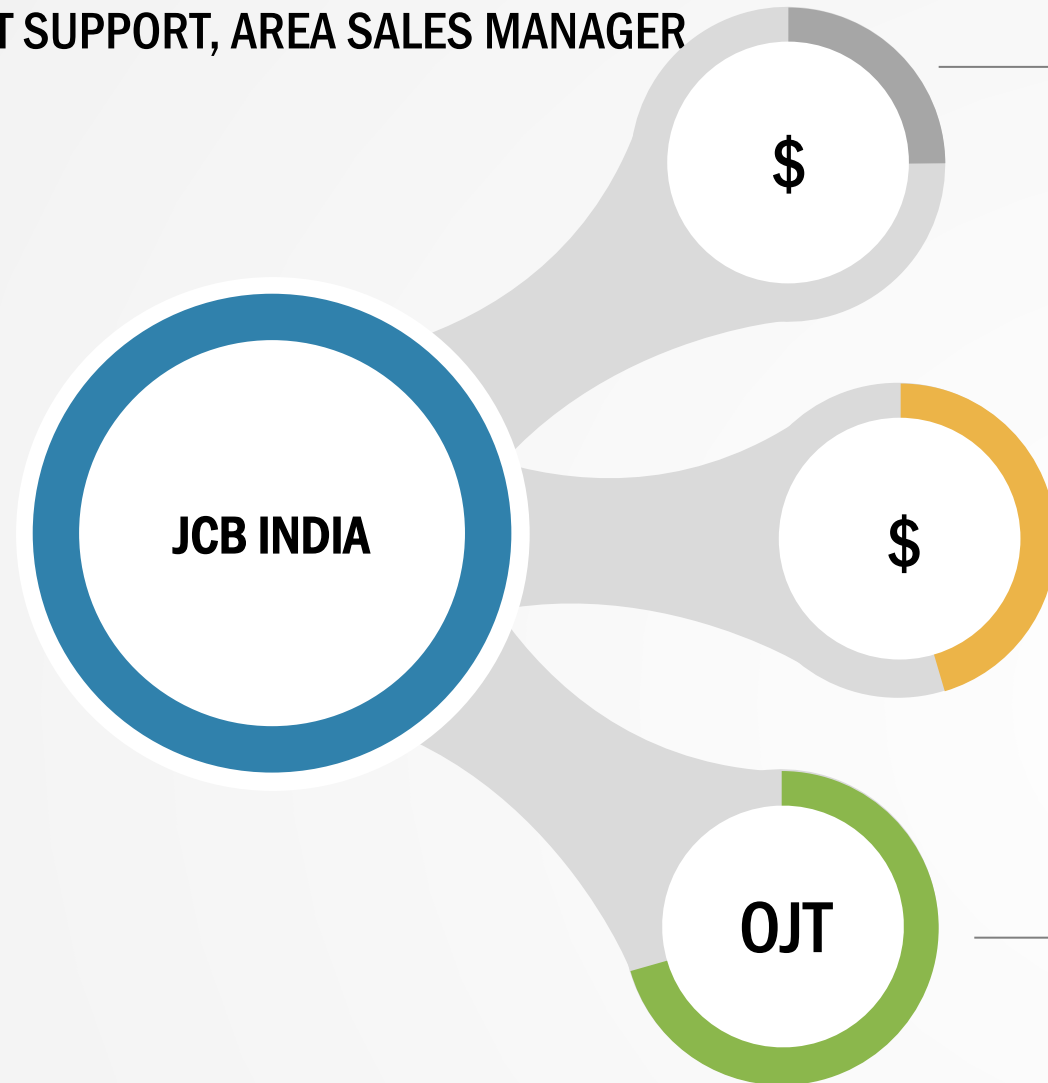
10%

STRATEGY



ACHIEVEMENTS 1997 - 2004

PRODUCT SUPPORT, AREA SALES MANAGER



SALES

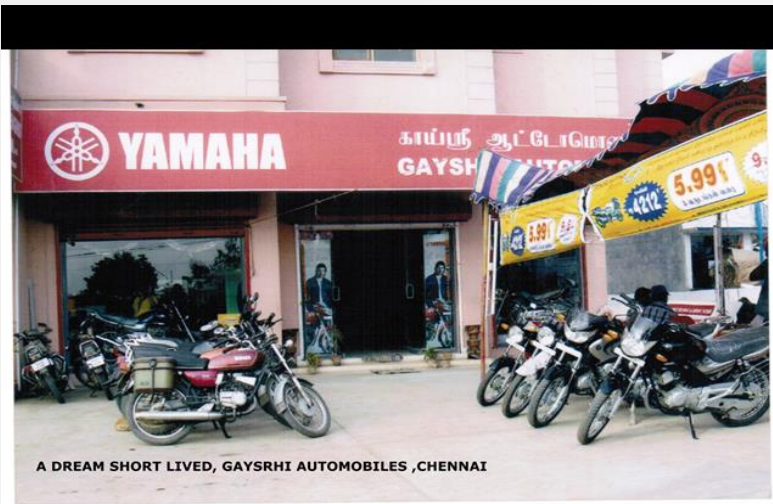
Increased sales by more than 200% in 3 years for both equipment sales and 600% in sale of spares .
Under my leadership, my dealer won the World's Best JCB Dealer award in 2000

CRISIS MANAGEMENT

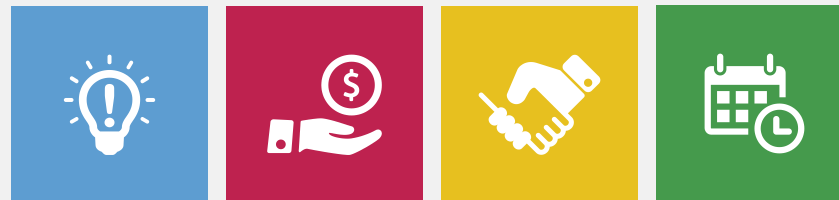
Brought the dealer out of bankruptcy by proactively identifying a looming crisis and alerting JCB top management involving the intervention of Sir Anthony Bamford

On the Job Training

Mentored and trained Dealer employees on sales and service management techniques. Introduced Goodwill visits holistically resulting in increased AMC's



OWN VENTURE



2004-2007
Gayrhrsri Automobiles



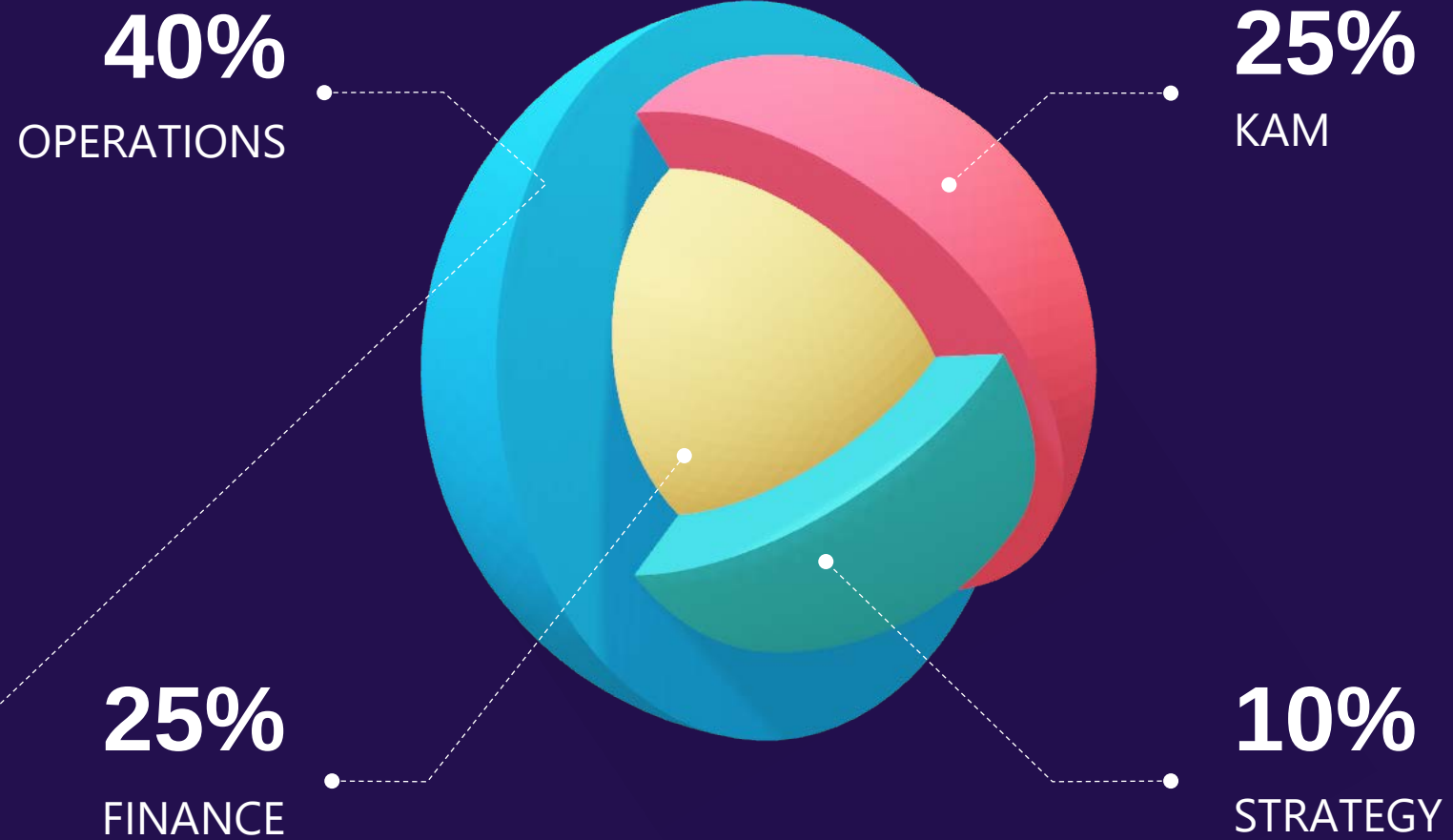
2007-2009
SPEW LIMITED



HIGH PRECISION COMPONENTS MANUFACTURING
DID MY SIX SIGMA GREEN BELT CERTIFICATE
WHILE AT SURAJ PRECISION ENGINEERING

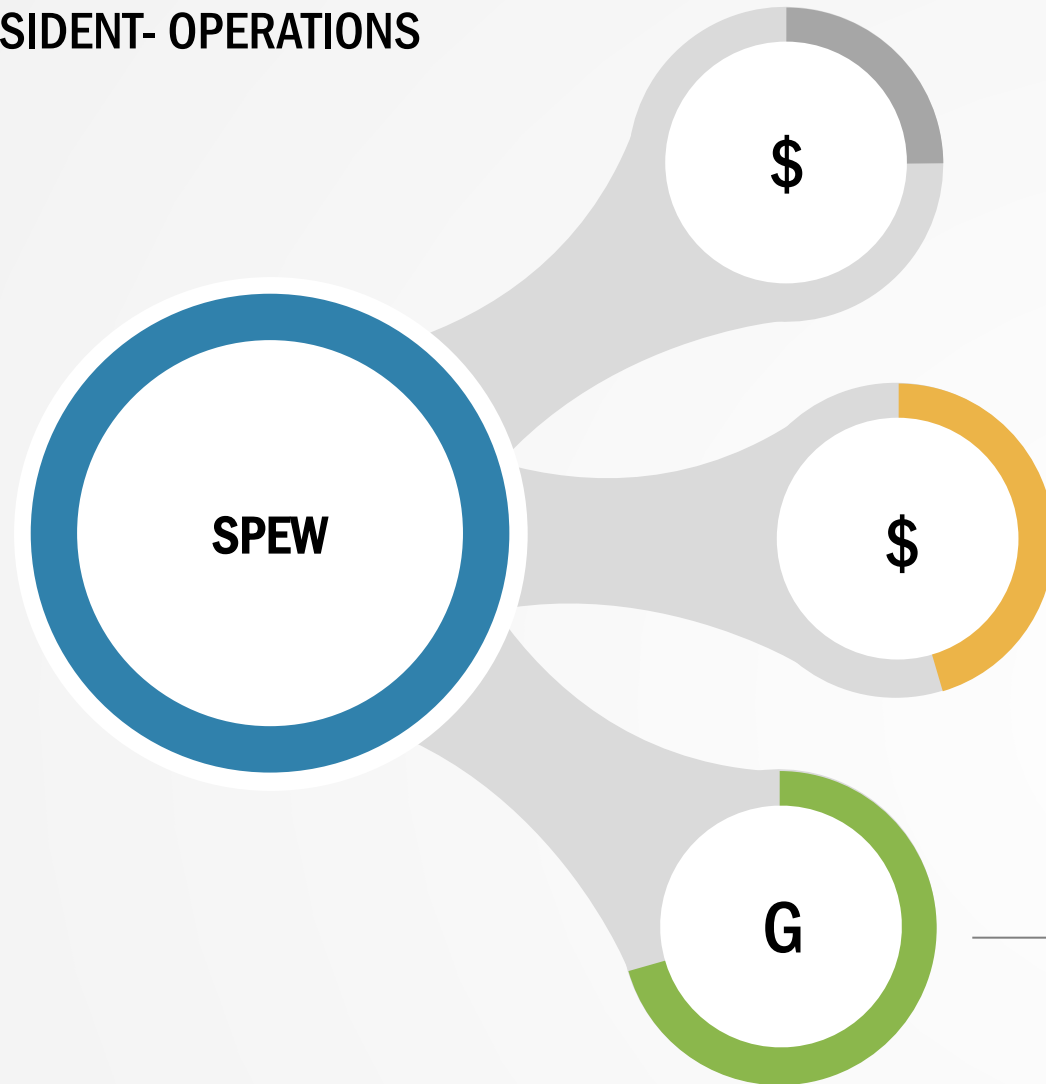


ROLE BREAK UP @ SPEW



ACHIEVEMENTS 2007 - 2009

VICE PRESIDENT- OPERATIONS



PROCESS CAPABILITY

Implemented Quality development programs, projects and reduced defectives from 32000 per million to 500 per million
Done Poke Yoke, Kaizen Projects resulting in huge savings (> 600%) in scrap recovery

Obtained Six sigma Green belt certification

CRISIS MANAGEMENT

A crisis developed when the management shifted Banks and approval of new facility was delayed while OD was closed in old bank. Successfully managed operations and cash Flow for more than 8 months

GREENFIELD PROJECTS

Initiated a green field construction units in Chennai & Manesar for manufacture of Bearings.

TRAINING ON SELLING SKILLS TO SALES AND TECHNICAL SERVICES STAFF IN TECHNOTON , NIGERIA



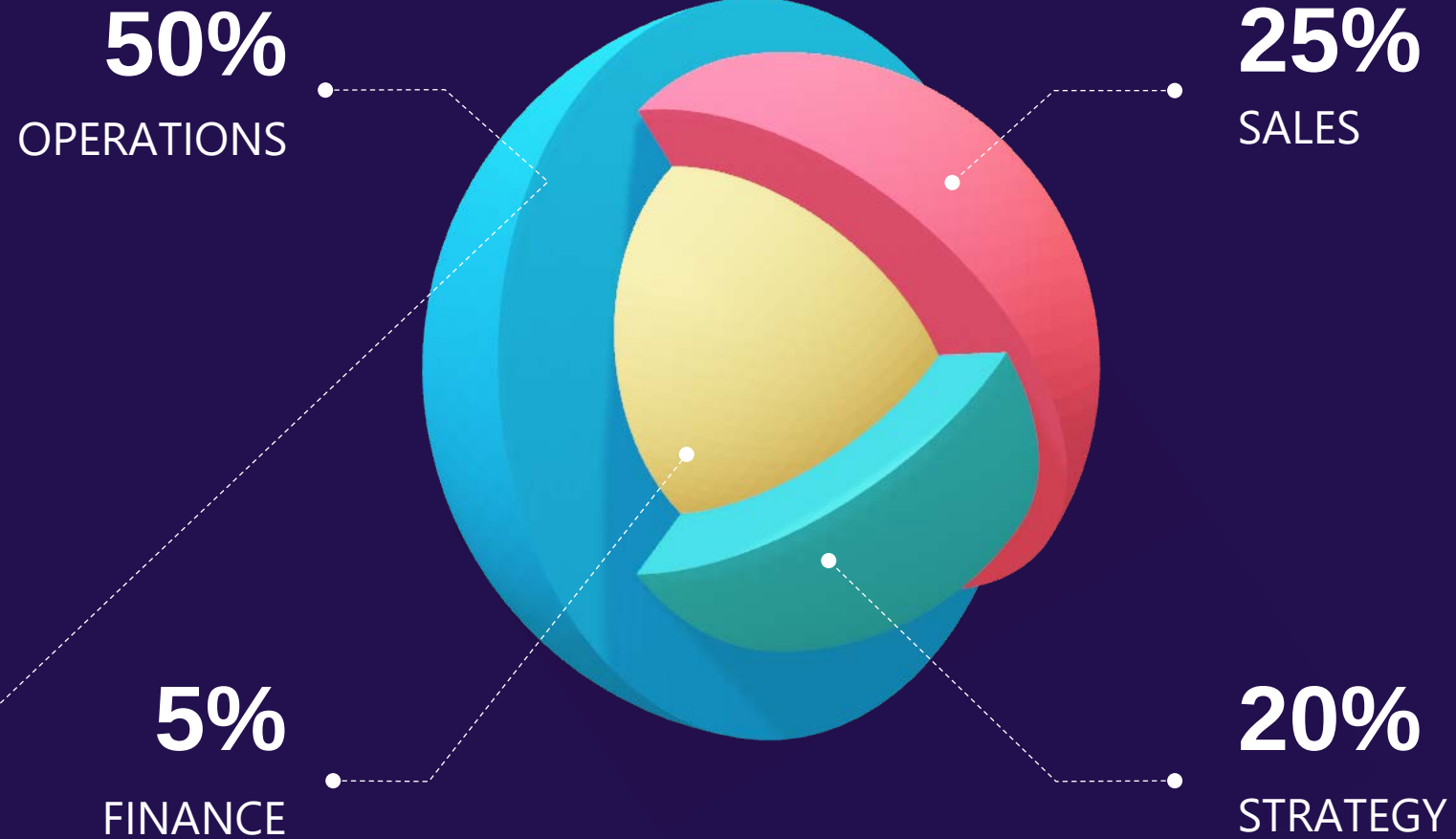
AS GENERAL MANAGER,TECHNOTON LIMITED ,NIGERIA



2009-2010
TECHNOTON NIGERIA

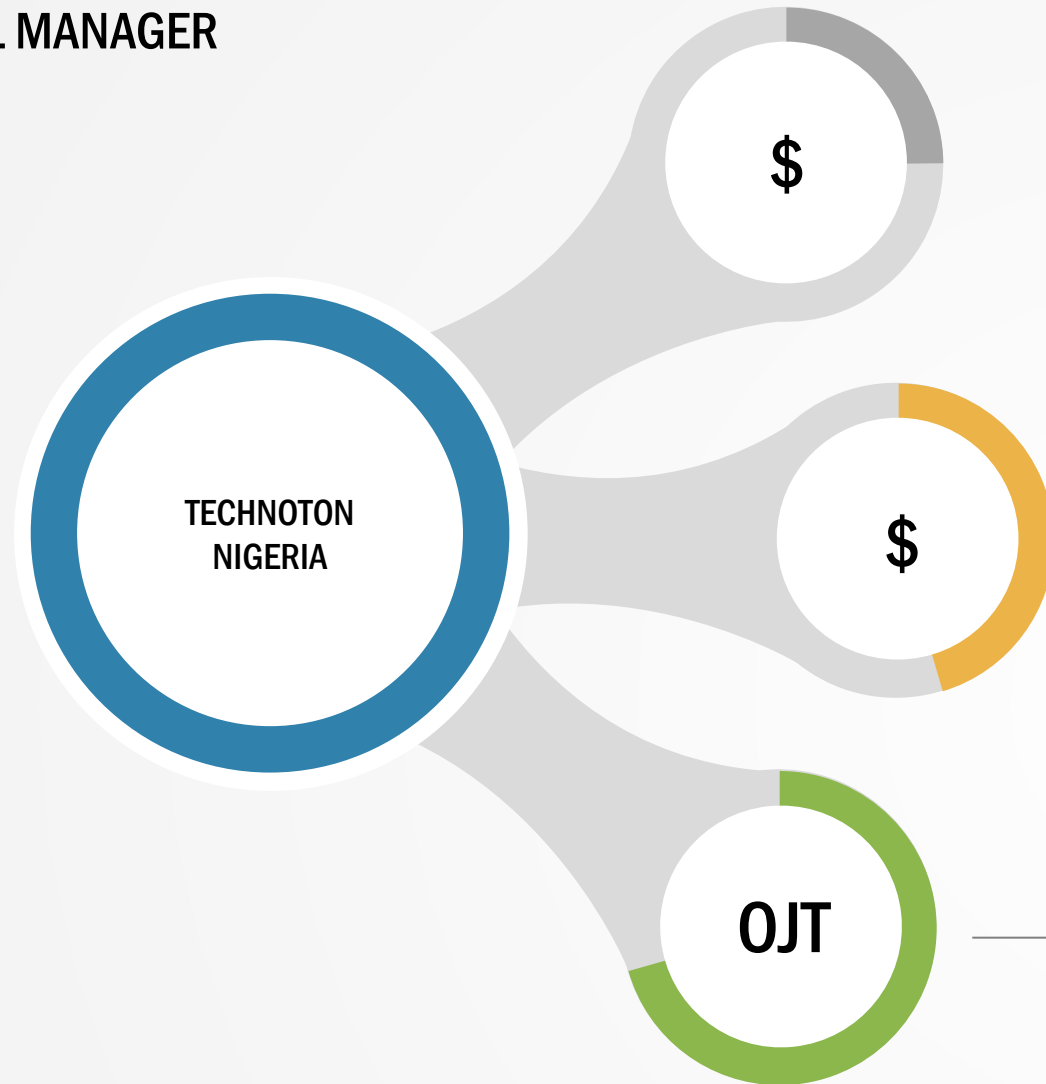


ROLE BREAK UP @ TECHNOTON NIGERIA



ACHIEVEMENTS 2009 - 2010

GENERAL MANAGER



CRISIS MANAGEMENT

Brought the company out of an imminent bankruptcy by tactical client handling strategies

Brought nearly 25 projects which were at 15 to 20% completion to 85 to 90% completion in 6 months

SALES

Developed a multi million dollar Project with Chinese economic zone for providing HVAC for their buildings.

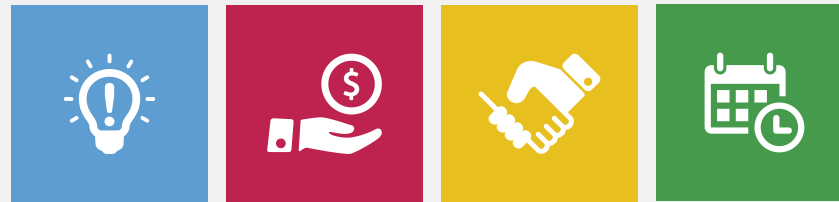
ON THE JOB TRAINING

80% of the employees were Engineers. Trained the team on operations management and Quality control.

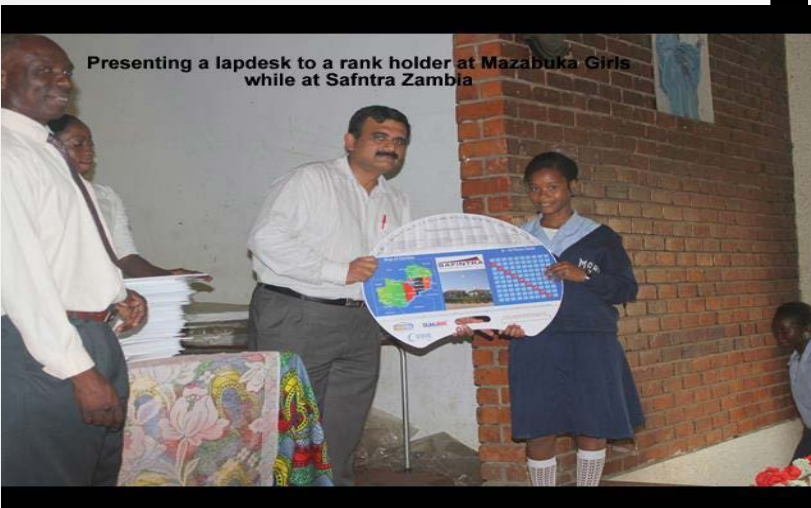
World class advertisements created by KJ



The staff at Safintra who helped the company create wonders and Leadership of course ...



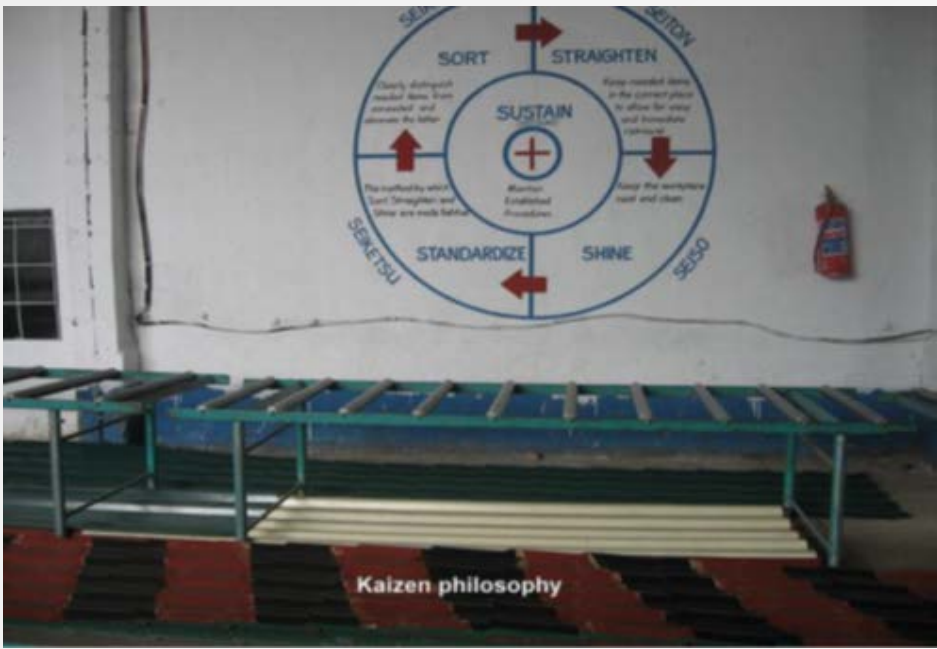
2010-2012 SAFINTRA ZAMBIA



Presenting a laptop to a rank holder at Mazabuka Girls while at Safintra Zambia



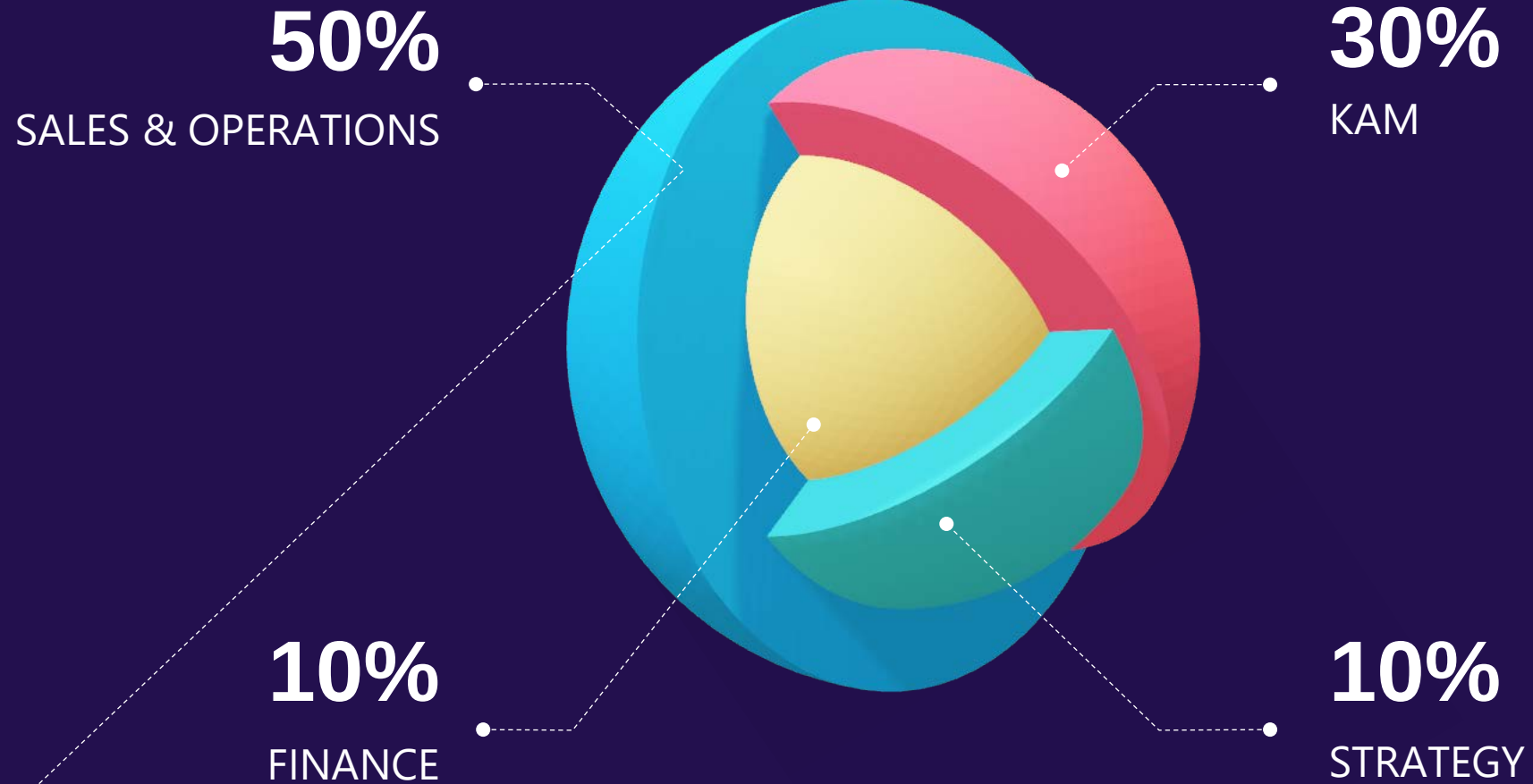
Kaizen intervention and concluding day function
An operator explaining his learnings to the team



More pictures
@ Safintra Zambia

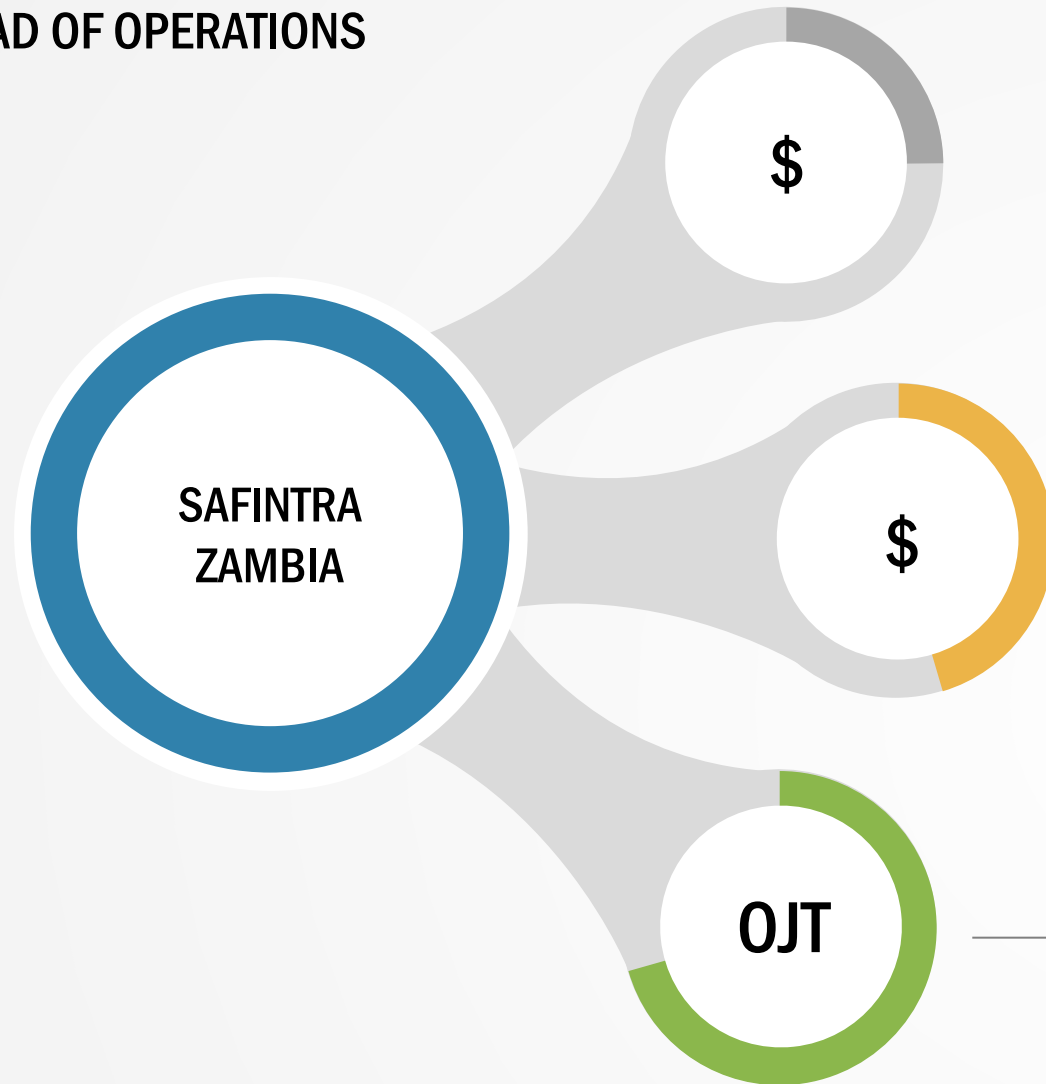


ROLE BREAK UP @ SAFINTRA ZAMBIA



ACHIEVEMENTS 2010 - 2012

COO, HEAD OF OPERATIONS



SALES

Excellent sales performance inspite of challenges . Took revenues from \$15mn to \$18.3mn and Profits to \$2.5mn. Best performance amongst Forming operations of the Safal group

Ensured increasing revenues from Key accounts including developing regular clients in DRC

MARKETING

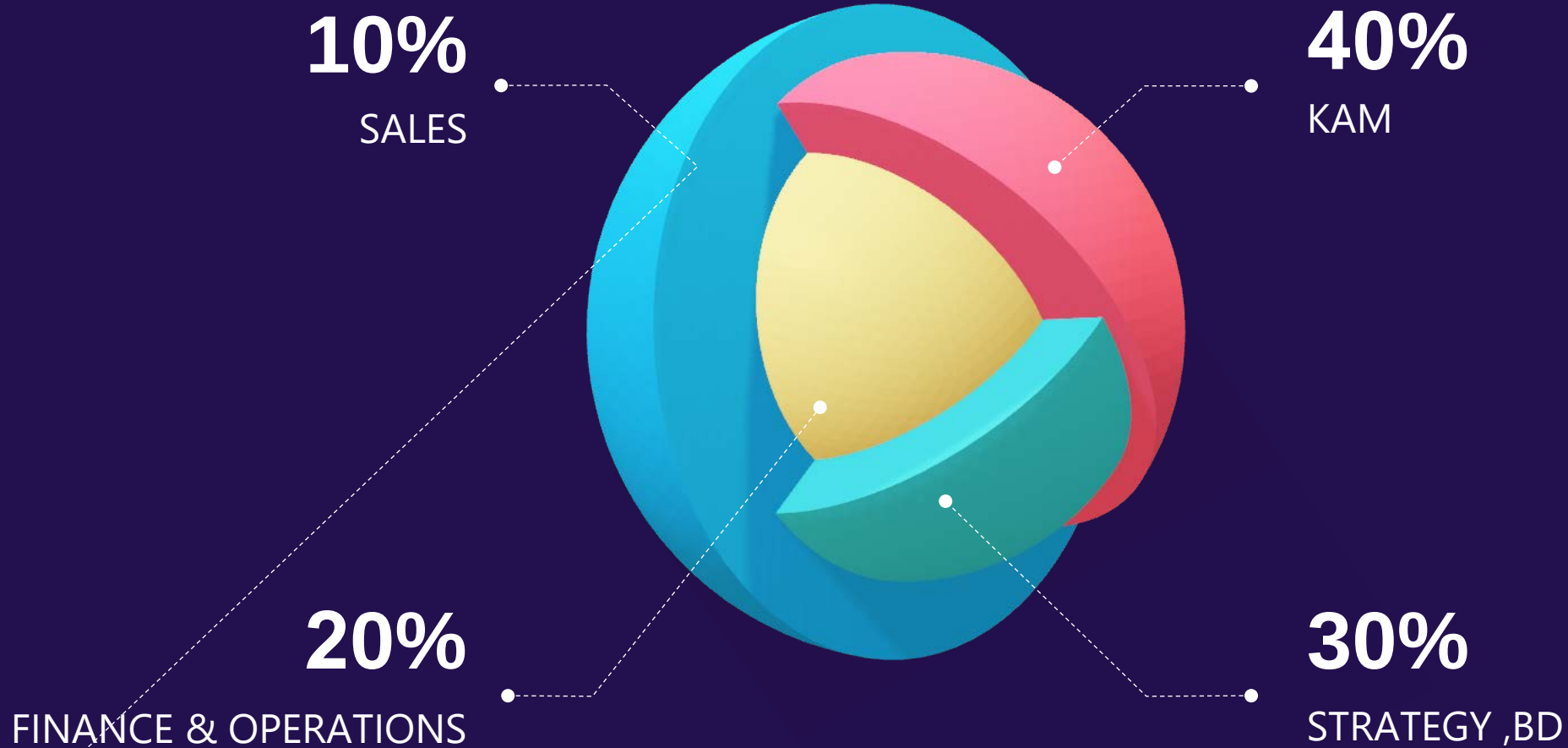
Developed single handed marketing concepts for spot adverts and hoardings widely appreciated by many and boosted sales . Gave a huge Brand identity to Safintra Zambia

ON THE JOB TRAINING

Implemented Kaizen successfully and ensured regular training for employees

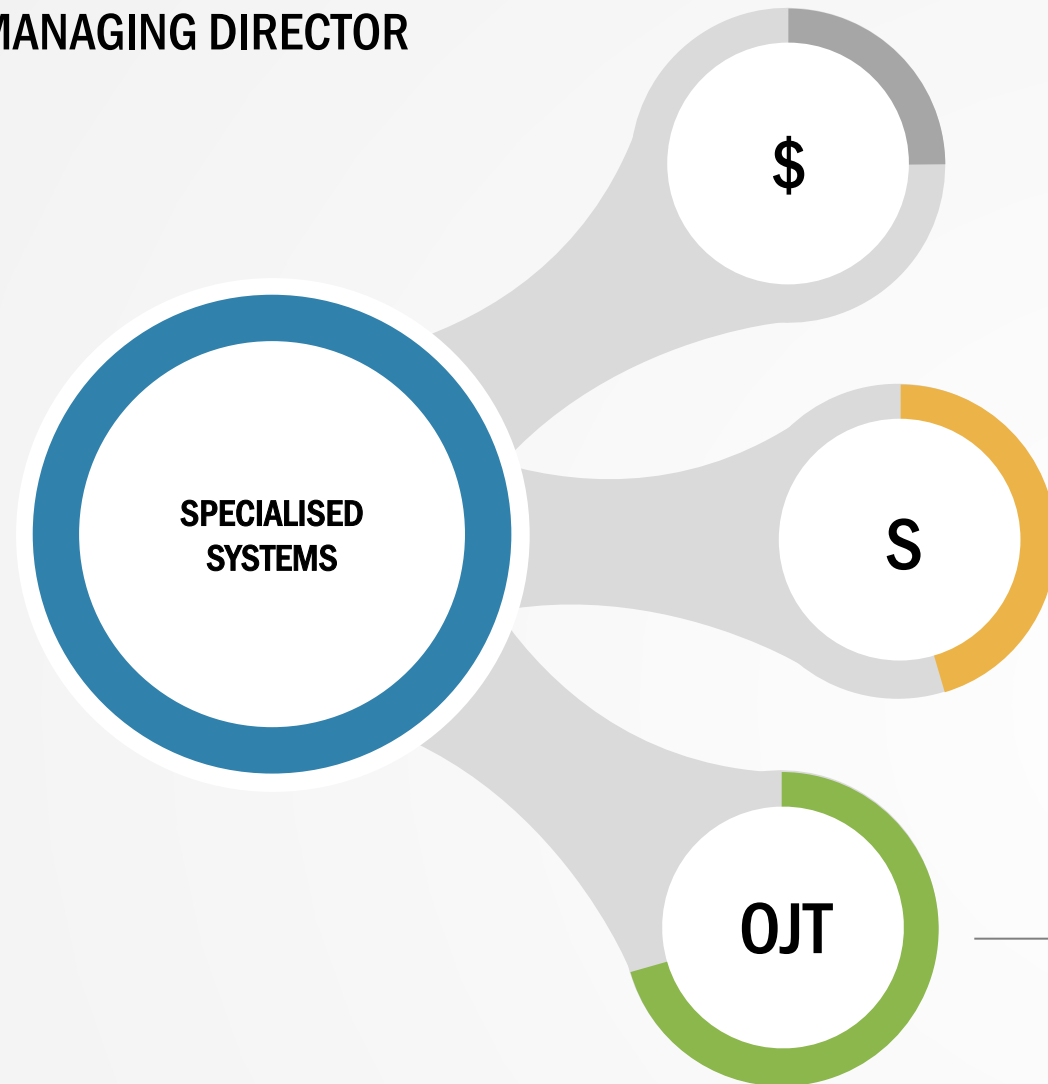


ROLE BREAK UP @ SPECIALISED SYTEMS



ACHIEVEMENTS 2012 – 2022

GROUP MANAGING DIRECTOR



KAM

Ensured Service excellence with personal focus .
Sustained relationship through crises periods
2016=2022

Customer retention through what I call as Customer
Addiction to us.

HANDLING MAJOR PROJECTS STRATEGY

Developed single handed, strategies for long term
sustenance . Brought in cutting Edge projects
underway at time of exit
Contributed to Group Business Development
outside Zambia

KAIZEN

Implemented Kaizen successfully resulting in huge
savings of expenses against a falling revenue from a
dwindling economy.

Achievements in Specialised Systems





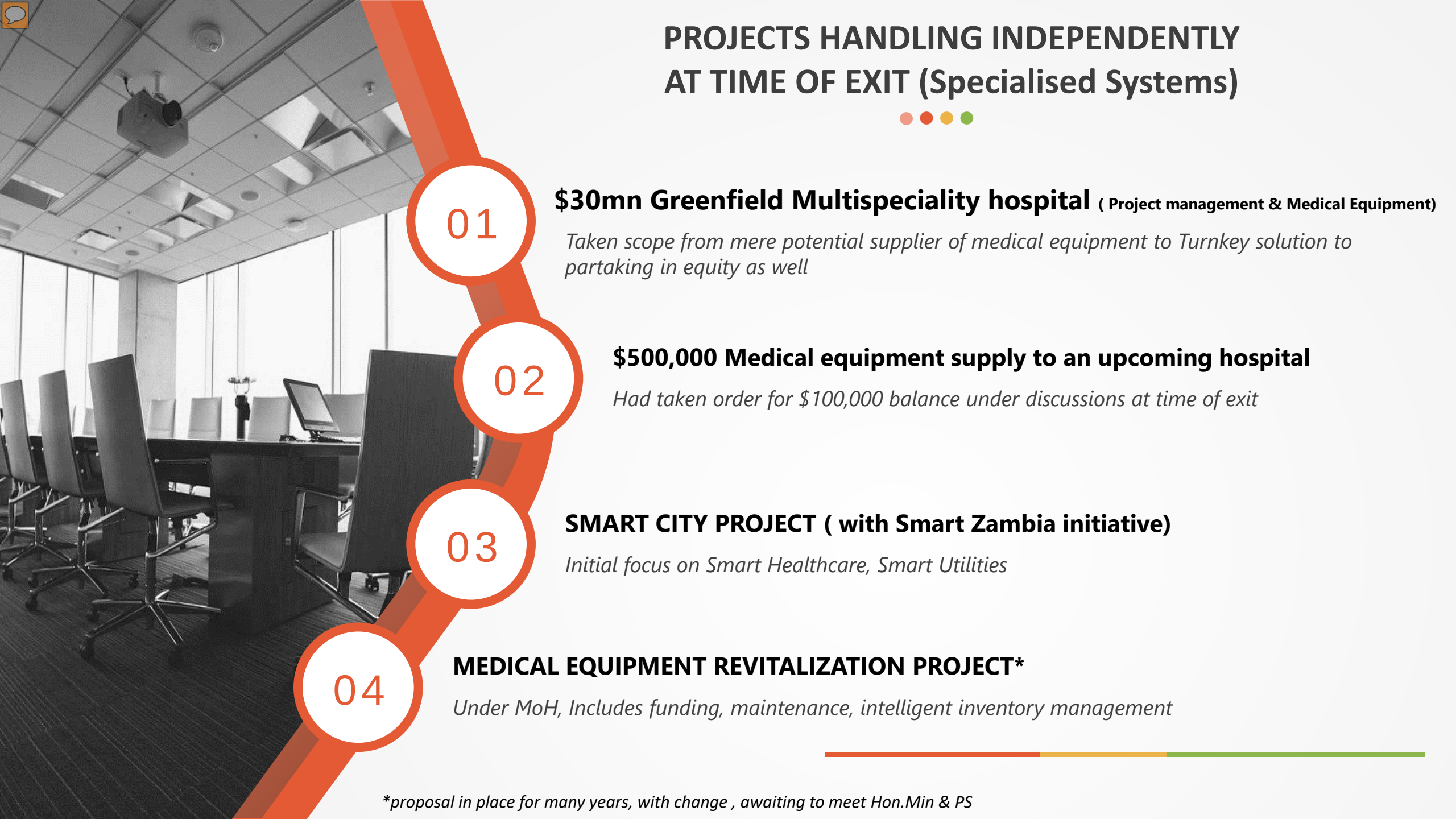
Where things went right

- 01 Expanding from a myopic focus on radiology to healthcare
- 02 Expanding healthcare domain to turnkey solutions , \$30mn Hospital project
- 03 Expanding from Telecom, OA to include IT , CCTV, AC solutions
- 04 Clearing space for rental opportunities
- 05 Successfully concluded a major real estate deal saving more than \$500,000
- 06 Enjoyed full operational freedom



Where things went wrong

- 07 Legacy culture remains due to presence of such in top management a perennial inhibitor to growth
- 08 When I look back , I find that I have mostly spent time protecting the company from its own people & Crisis management
- 09 Lack of infusion of capital
- 10 Lack of future direction from Chairman after 2019



PROJECTS HANDLING INDEPENDENTLY AT TIME OF EXIT (Specialised Systems)



01

\$30mn Greenfield Multispeciality hospital (Project management & Medical Equipment)

Taken scope from mere potential supplier of medical equipment to Turnkey solution to partaking in equity as well

02

\$500,000 Medical equipment supply to an upcoming hospital

Had taken order for \$100,000 balance under discussions at time of exit

03

SMART CITY PROJECT (with Smart Zambia initiative)

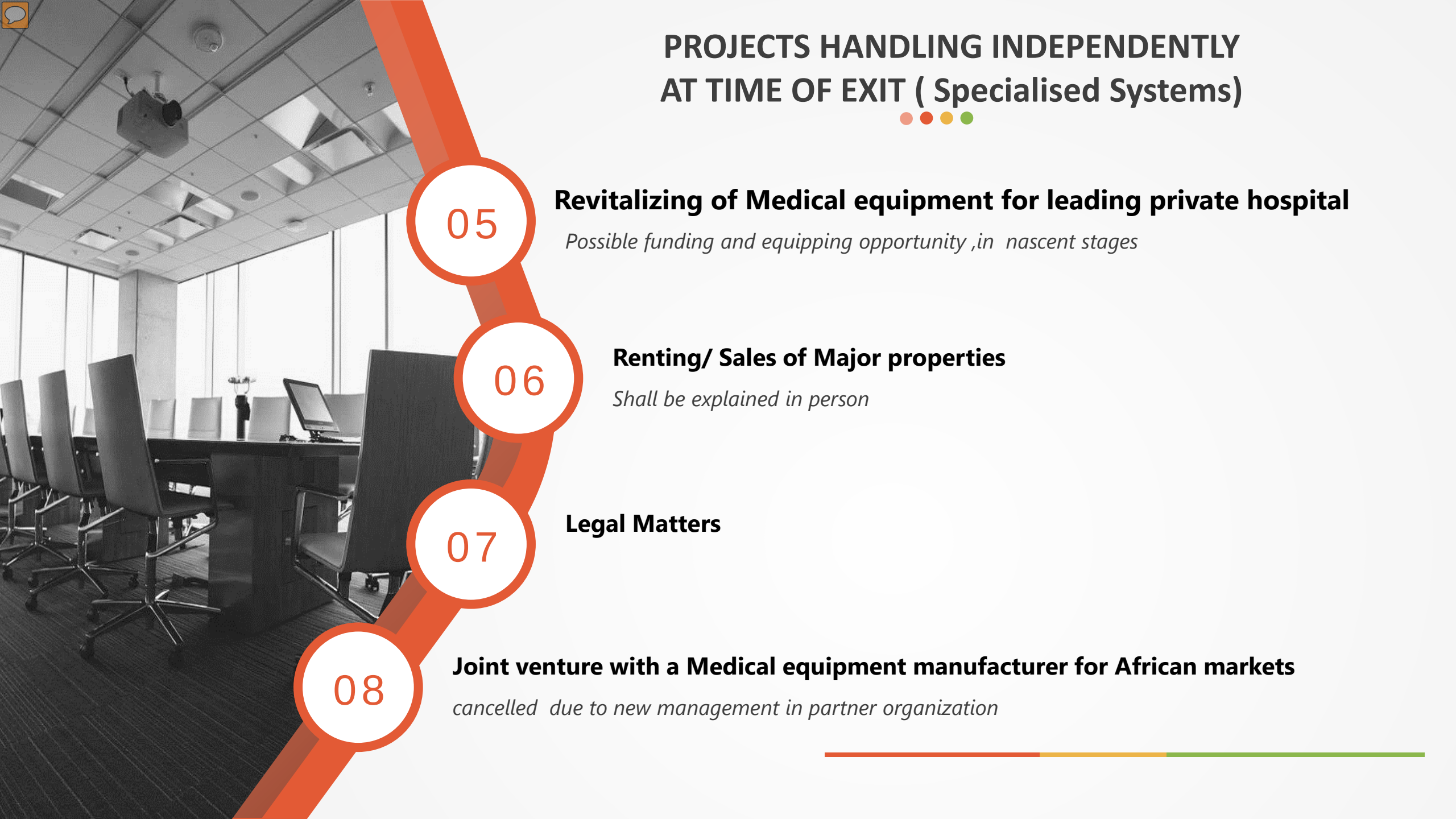
Initial focus on Smart Healthcare, Smart Utilities

04

MEDICAL EQUIPMENT REVITALIZATION PROJECT*

Under MoH, Includes funding, maintenance, intelligent inventory management

**proposal in place for many years, with change , awaiting to meet Hon.Min & PS*



PROJECTS HANDLING INDEPENDENTLY AT TIME OF EXIT (Specialised Systems)

● ● ● ●

05

Revitalizing of Medical equipment for leading private hospital

Possible funding and equipping opportunity ,in nascent stages

06

Renting/ Sales of Major properties

Shall be explained in person

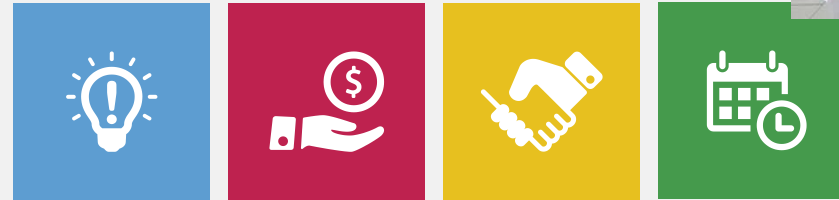
07

Legal Matters

08

Joint venture with a Medical equipment manufacturer for African markets

cancelled due to new management in partner organization



2022-2024
ASTRO HOLDINGS
SMART AFRICA LTD



ROLE BREAK UP @ ASTRO HOLDINGS

30%

SALES

60%

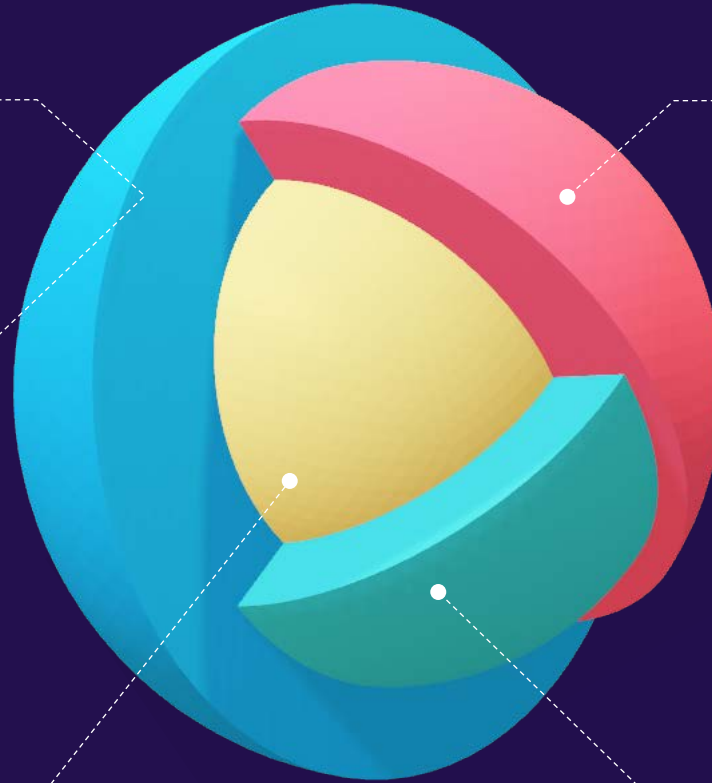
OPERATIONS & NEW PROJECTS

0%

FINANCE

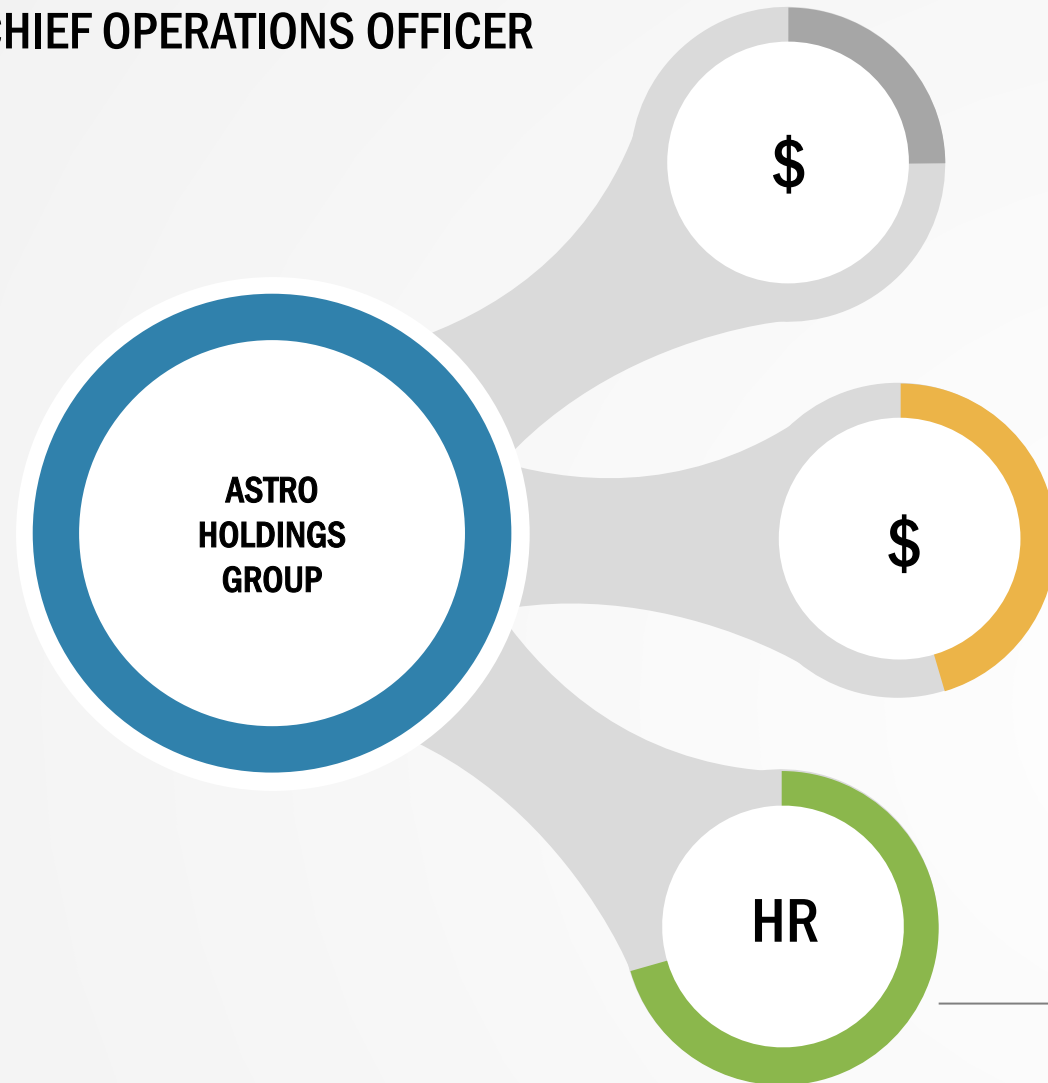
10%

STRATEGY



ACHIEVEMENTS 2022 – 2022

GROUP CHIEF OPERATIONS OFFICER



STRATEGY

Active contributor to the \$xxmn Financial restructuring of Handyman Astro Lime Plant including thwarting a hostile bid from a stakeholder.

Provided an elaborate Strategic road map for the group *(though it was never taken up for discussion)*

SALES & MARKETING

Made sales of more than \$500,000 of Trucks and Cars in cases hanging for some time

Negotiated an attractive marketing scheme with Radio operator, gave a innovative car loan scheme thru PSMFC

Inauguration of new Hyundai Model Pallisade to Zambia market

HR

Single handedly carried out a major recruitment exercise to fill in several senior management expat positions.



Where things went right

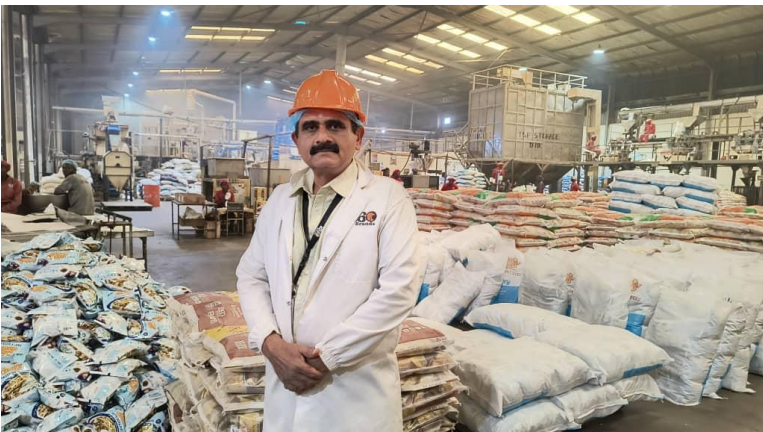
- 01 Handled exit of poor performing senior management legacy staff
- 02 Involved directly in Sales and Key accounts for Auto Group
- 03 Involved personally on Civil projects correcting mistakes made by architect and bringing projects to fast progress
- 04 Focused majorly on Engineering and Automobile Business Groups , Introduced CRM softwares



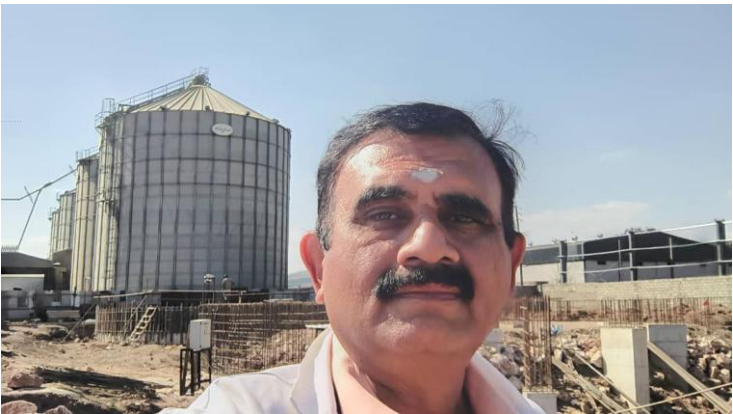
Where things went wrong

- 05 **Misalignment of values with shareholder
(Major reason for leaving)**
- 08 Zero attitude to change
- 09 Directionless and poor understanding of management by Shareholders
- 10 Role conflicts – Operations & Policy

HANDLING OPERATIONS@ SHOP FLOOR GEMBA



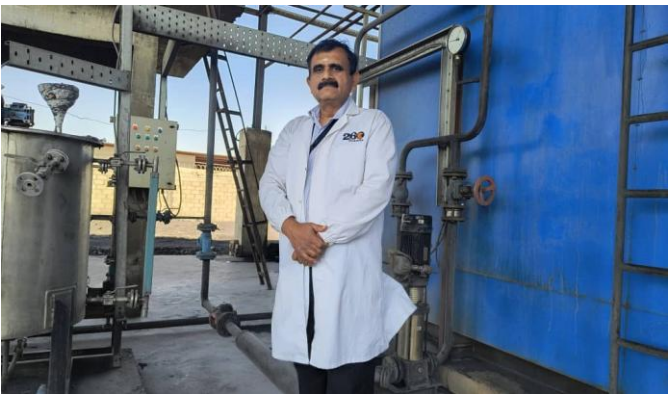
INSPECTING PROJECT PROGRESS



BUILDING COMPETENCE @ UNZA



HANDLING OPERATIONS



BUILDING COMPETENCE @ 260 BRANDS



KJ @ SEBA FOODS ZAMBIA LTD (260 BRANDS)

KJ

SOCIAL RESPONSIBILITY

Credit to the family and especially Mrs KJ for her support and contributions and enable me to do whatever little am doing ...

Angels of Mazabuka Girls School , Mazabuka
during Lapdesk presentation event while at Safintra Zambia



Angels of Mazabuka Girls School



Donating microscopes and Charts to Mazabuka Girls



On 15th March, I visited Vision of Hope, an NGO run for the reformation and care of vulnerable girl children. I met around 16 lovely angels who sang songs for me ... Deeply humbled

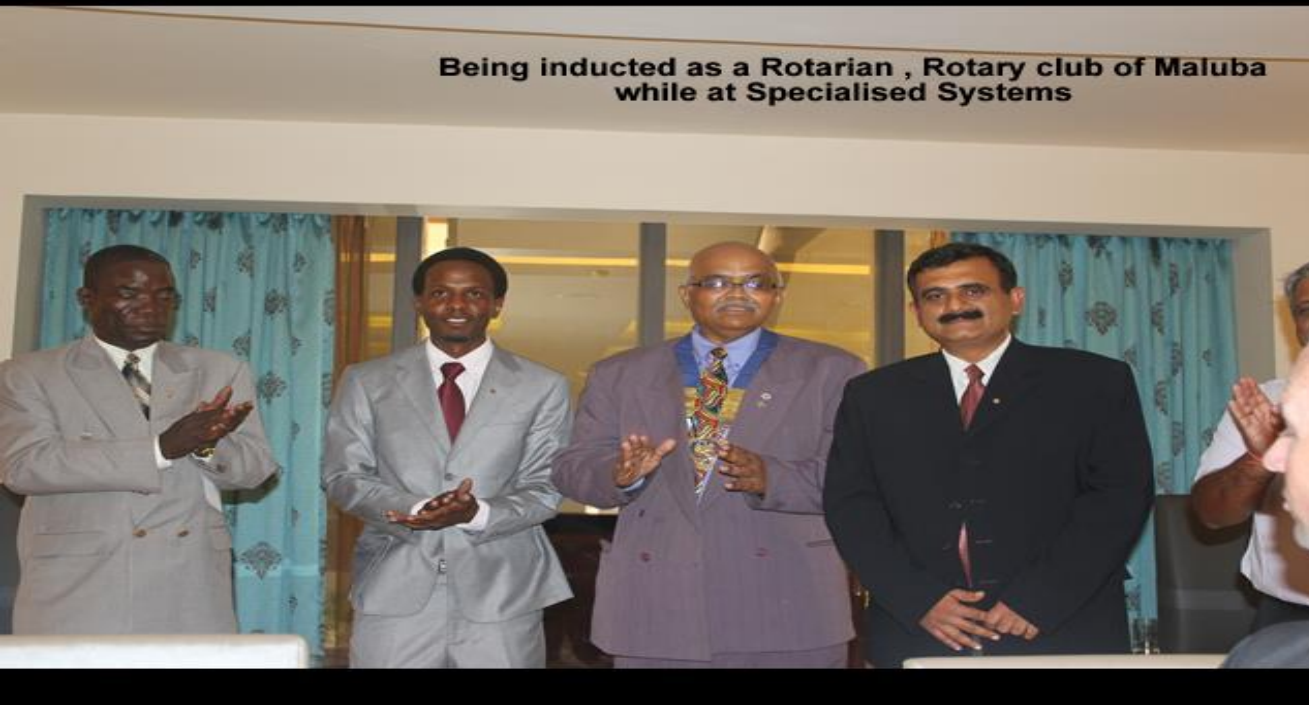




Nyuma , our adopted daughter on her graduation day
Making us proud



Encouraged College students to learn by providing
internship opportunities



Being inducted as a Rotarian , Rotary club of Maluba
while at Specialised Systems



GEMBA AT EKI . WITH DG OF EKI AND ZAMBIAN DELEGATION
KJ AS PART OF ZAMBIAN DELEGATION UNDER DR.ROWLAND MSISKA IN ETHIOPIA

KAIZEN CLUB FORMATION MEETING DECEMBER 2014

ELECTED AS CHAIRMAN FOR KAIZEN CLUB OF ZAMBIA



Was the Founder Chairman of Kaizen Club of Zambia , a Private Sector initiative with JICA/ Kaizen Institute of Zambia from 2014 till 2021. Actively involved in creating a Quality movement in Zambian Industry

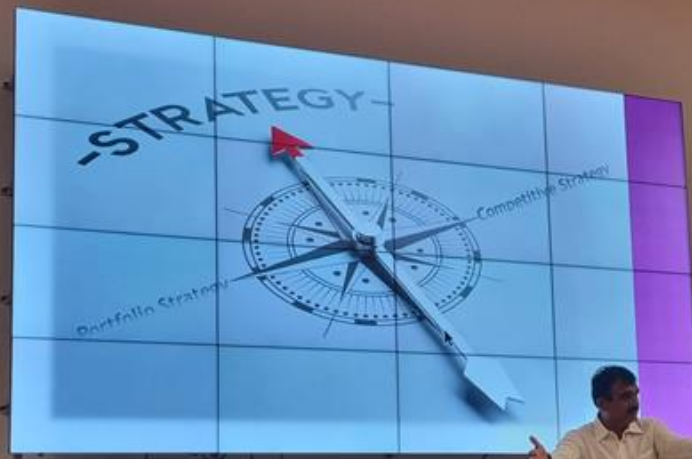
KJ GIVING A LECTURE ON KAIZEN TO KABWE CHAMBER OF COMMERCE





LECTURES TO UNZA STUDENTS IN 2017





BUILDING COMPETENCE SERIES CONDUCTED BY ME WITH UNZA*

FREE TWO HOUR LECTURE EVERY MONTH FOR
WORKING MANAGERS IN INDUSTRY &
MANAGEMENT STUDENTS

* UNZA – University of Zambia





ORGANIZED A FACTORY VISIT TO HITACHI ZAMBIA
ON 29TH JUNE 2023 TO INDUSTRY AND
INSTITUTIONS WHICH WAS A RUN AWAY SUCCESS
WITH MORE THAN 65 PARTICIPANTS

OUR ZAMBIAN DAUGHTER ANITA EDUCATED BY SPECIALISED SYSTEMS TILL GRADE 12
CURRENTLY SPONSORED FOR MEDICINE PROGRAM BY SMART VILLAGES AFRICA



Gloria Sakala, adopted by Smart Villages Africa , a
future Doctor in making ...



Smart Villages Africa Health & Maternity centre



We are running an NGO Smart Villages Africa, Our first project is a Clinic that we have just finished construction 100kms from Lusaka



The Public Private Dialogue Forum (PPDF)
requests the pleasure of the company of

Jagwadesh Krishnan

At the First PPDF Private Sector Day
At Mulungushi International Conference Centre Main Hall
On Monday, 18 July, 2022 at 09:00 Hours

Guest of Honour: Mr Hakainde Hichilema
President of the Republic of Zambia

RSVP (Regrets Only)
PPDF Secretariat: +260 772 738 156/ +260 977 927 914

Dress: Business



Invited guests to be seated by 08:30 Hours
(Admission by Invitation and One Guest per Card)



The Acting Secretary to the Cabinet, Mr Patrick K. Kangwa
Requests the Presence of

MR. KRISNAN JAGWADESH

At the Launch of the Public Private Dialogue Forum for
Private Sector and Economic Development to be graced by
Mr. Hakainde Hichilema, President of the Republic of Zambia
On Wednesday, 27th April, 2022 at 09:00 hours
At Mulungushi International Conference Centre, Lusaka

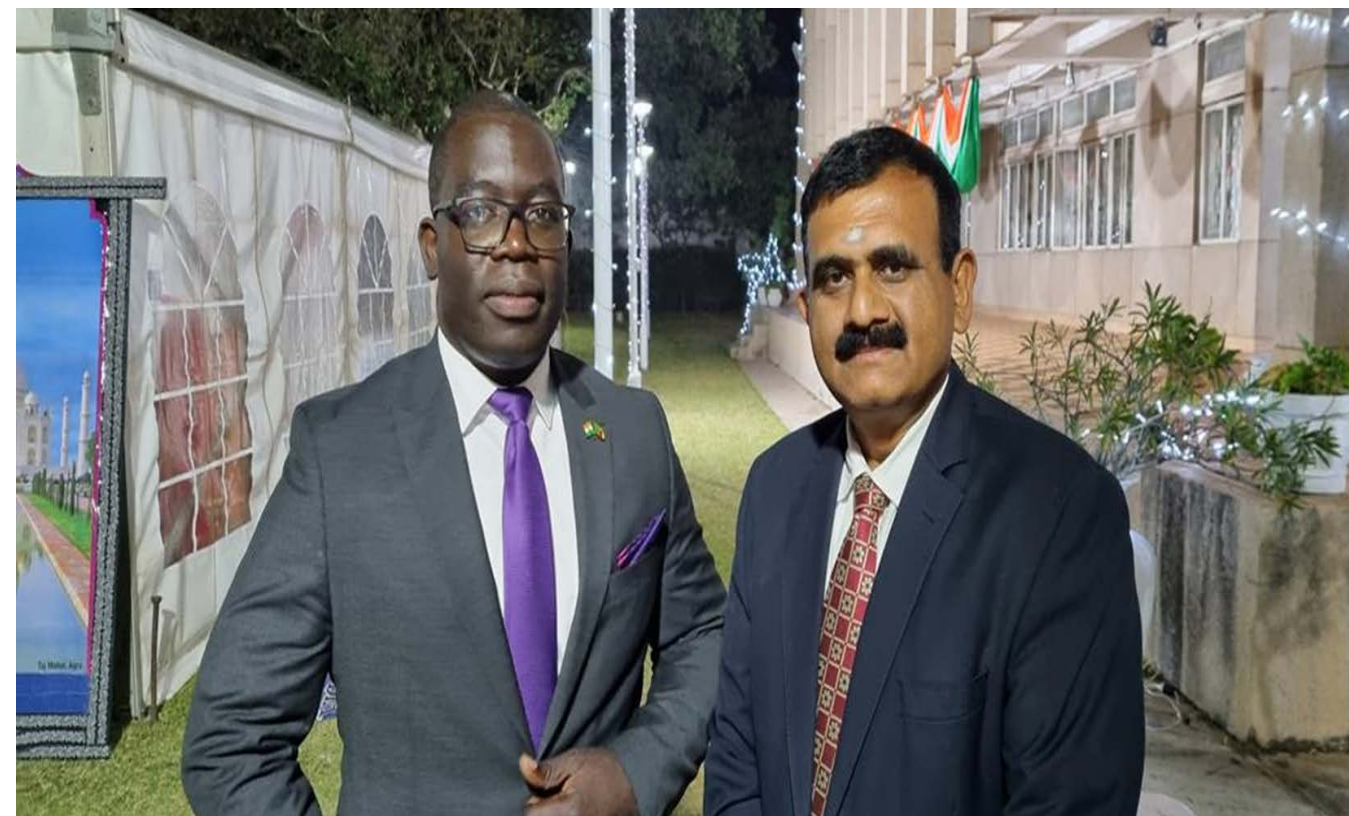
RSVP (Regrets Only)
Telephone: +260 211 254964

Dress: Formal

Invited Guests to be seated by 08:30 hours
(Admission by Invitation and One Guest per Card)

Am a regular contributor to National development aspects and am an invitee for various Government initiatives.

**Am very active and respected in Lusaka Chamber of Commerce and Zambia Association of Manufacturers
(am currently being nominated for Board member for Zambia Bureau of Standards)**



File Picture August 2022:

With Hon. Chipeko Mulenga, Minister for Commerce Trade & Industry . Am scheduled to give a presentation on Development of Business Clusters aimed at achieving Zambia as a Middle income prosperous country by 2030 (am an expert in SME Clusters)

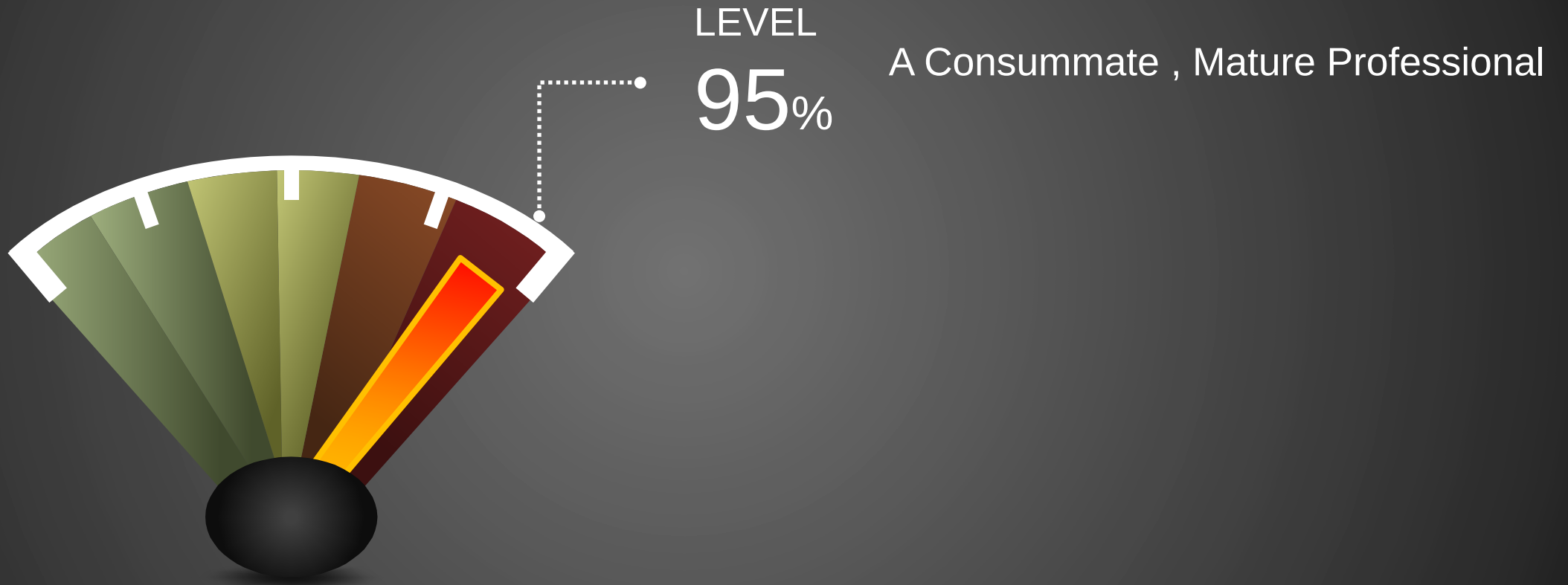


File Picture 2017:

With the (Late) His Excellency Rupiah Banda , Former President of Republic of Zambia , a close Family friend of ours

Networking with Bureaucrats and Industry

WHY KJ ?



Working style of many Top management



Style of KJ

Especially in a turbulent environment

Pilots don't need rear view mirrors





*Thank
you!*

