

Surendranath A



Multi Facet Competent HR & IR Consultant, Facilitator and Certified Trainer

Core Competencies as A Management Consultant

- Qualified HR Professional (MSW)
- Thorough with Labour laws
- Interpreting Labour Laws for day-to-day work
- Industrial Relations Strategy
- Management of Discipline
- Innovative Settlements
- Effective drafting of documents and replies to notices from inspection authorities

Core Competencies as A L&D Consultant

- AIMA Certified Trainer
- Thomas International Certified Personal Profile Analysis Practitioner (DISC/Behaviour)
- Effective Behavioural, Personal Development, Leadership and Management Training Facilitator
- Coaching Line Managers in People Management for Results
- Developing HR Systems and Policies

Surendranath. A, is a seasoned HR and IR Professional with hands on experience of 35 in industry and 15 years in consultation with equal competency to handle and advice on HR, OD and Industrial Relations with strong fundamentals in human behaviour and employment laws.

Hands On Experience

- He had served the industry starting his career from Welfare Officer to General Manager in Human Resources. He has the background of sugar, heavy engineering, rayon pulp, mineral wool, bulk drugs, aluminium extrusion, tyre and integrated steel industries. He worked with reputed organizations like Nizam Sugars, ACC-Vickers-Babcock, A.P.Rayons (Ballrpur Industries), Alwyn Nissan, Mahindra Nissan, Rockwool, Sumitra Pharma, Falcon Tyres, JK Tyre Industries and BMM Ispat Ltd.

Range of Work and Clients

- He undertakes unique and challenging assignments apart from regular consultations in HR & IR and delivers customized learning events for corporate on various leadership, managerial and behavioural skills.

Management Consulting

- He had the privilege of preparing an India HRM Hand Book for the Global Labour Relations Division of Toyota Motor Corporation, Tokyo which is translated into Japanese and being distributed to all expatriates posted in India.
- He conducted a unique study on contract labour (outsourced employees) management and given recommendations for Britannia Industries Ltd.
- He was the choice for iDeck who partnered with him to do manpower optimization for Mysore Sandal Wood Soap Factory.

Training & Development

- Regarding his customized training programs, his clients are MNCs – Toyota Kirloskar, Aliaxis (Ashirvad pipes), ABB, Coca Cola, AT&S, TUV, Tata Marco Polo, Toyota Boshoku, Toyota Auto Parts, Toyota Engines, ABB, Wier and Indian organizations, Mahindra Aerospace, Omkar Mineral Water, RBI Note Printing Press, Bhoruka Power Corporation, Miltech, Veero Metals, JSW Saw etc.

HR Legal Consulting

- He provides workplace legal solutions and issues of Industrial Relations to employers when required as one time assignment basis.

His Passion

He is passionate approach in interpreting labour laws which earned him a good name among HR Professionals in industry. He is a qualified HR Professional from Indore School of Social Work. His passion for develop people made him to become a Certified Trainer from All India Management Association and to get internationally recognized Certified Thomas Personal Profile Practitioner (DISC Profiling for Behaviour) Analysis).

Continuous Learner

- He believes in continuous improvement and learning to keep in touch with latest trends in HR. He still attends workshops as a participant to enrich is knowledge. He is a member of various professional bodies like, National HRD Network, International Association of Facilitators, All India Management Association, Indian Institute of Industrial Relations, National Institute of Personnel

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Management, National Association of Professional Social Workers of India. He served All India Management Association as a Council Member on its Council of Management during 1986-'89 and as a Chairman of NIPM Mysore Chapter during 1997-'99. He was a Rotarian and was the Charter President of Rotary Club of Zaheerabad (1989). He is the strong believer of the Four Way Test of Rotary and observes it.

Conceptualizing Ideas

- He writes thought provoking articles on HR and IR in the reputed magazine 'Business Manager'. He had also written articles in the magazines 'Together' of National Institute of Personnel Management-Mysore Chapter and 'Glimpses' of Alumni Association of Roshni Nilaya.

His Consultancy Firm



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