K S S Kanhaiya

Chief General Manager, Steel Authority of India Limited

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**Summary:**

KSS Kanhaiya received his graduation degree in Electrical Engineering from Ranchi University in 1987. In 1988 he joined Steel Authority of India where he worked in the functional areas of Plant Operation, Maintenance, HRD, Contracts, Projects and Materials Management. He received MBA, LLB, MA (App. Psychology) and PhD (Management) degrees besides some diplomas from different universities. He is Member of Indian Science Congress Association and Indian Institute of Materials Management, Sr. Member of Computer Society of India and Fellow of Institution of Engineers (India). He writes, presents and publishes on General Management, Leadership, Strategy, OB, HRD, Business Ethics, IT and ESG issues. He has authored three books on IT and Management besides a selection of poems. He has guided several MBA students of IGNOU for their Project work and has contributed in curriculum design and faculty work at a Management Institute. He is Patron and Senior Advisor to the Governing Council of DESC, India and Vice President of their National Executive Council. He is a Govt. of India certified Independent Director and SAIL certified Trainer.

Applying leadership and analytical problem-solving skills as well as team building and motivating talents for streamlining operations aimed at cost optimization and enhancement of organizational efficiency. Using independent decision-making and sound judgment to positively impact company success. Adept at applying training, monitoring and morale-building abilities to enhance engagement and boost performance.

**Skills:**

Team Leadership Materials Management Data Analytics

Business Strategy Marketing Teaching

Business communication Negotiation Academic Research

Business Development Dispute Resolution HRD and Training

Decision Making HR Management Conflict Management

**Work History:**

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| 2020-01**to**Current | **Chief General Manager****(MM, Contracts & Projects)** *Steel Authority of India Limited (Refractory Unit), Bokaro Steel City* * Leading Materials Management, Contracts and Projects for unit having four manufacturing facilities. Handled procurement of Goods and Services worth more than INR 1500 Crores (USD 185 Million)
* Reduced costs, managed delivery schedules and performed risk analysis to improve overall performance and profitability.
* Introduced new methods, practices and systems to reduce turnaround time, rejections and disputes.
* Assessed reports to evaluate performance, develop plans for targeted improvements and implement changes.
* Managed team motivation and employee evaluations.
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| 2017-03**to**2019-12 | **Chief General Manager (MM)** *Steel Authority of India Limited (Bhilai Steel Plant), Bhilai* * Led Materials Management team and handled procurement worth more than INR 5000 Crores (USD 600 Million)
* Used leadership, coordination and planning skills to achieve stabilization of newly added production facilities.
* Assessed reports to evaluate performance, created, communicated and monitored plans to ensure time & cost-efficient availability of materials.
* Introduced system improvements which resulted in time and cost savings.
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| 2005-07to2017-02 | **Sr. Manager - General Manager (MM)** *Steel Authority of India Limited (Bokaro Steel Plant), Bokaro* * Assisted Executive Director in leading MM and Marketing teams handling annual volumes of more than INR 1200 Crores (USD 150 Million)
* Assessed reports and analyzed data to evaluate performance and identify opportunities for improvement.
* Used critical thinking to break down problems, evaluate solutions and recommend decisions.
* Developed and implemented performance improvement strategies and plans to promote continuous improvement.
* Introduced outsourced MSS and use of ICD for first time in SAIL.
* Prepared variety of different written communications, reports and documents.
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| 1997-07 **to** 2005-06 | **Senior Manager (HRD)** *Steel Authority of India Limited (Bokaro Steel Plant), Bokaro* * Set up PC, PLC and Microprocessor Laboratories at Training department.
* Led high technology training team for TNI, modules design, preparation of trainers' manuals and reading materials, conducting learning events and evaluating training effectiveness in PC, PLC, Electronics & Hydraulics.
* Worked as faculty in MDP and Technical training for more than 1000 hours.
* Designed eighteen training modules.
* Served on board for pre-confirmation interview of Senior and Junior trainees.
* Coordinated design and development of computerized MIS for department.
* Prepared variety of different written communications, reports and documents.
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| 1988-07To1997-06 | **Manager** *Steel Authority of India Limited, Bokaro Steel City* * After six months as Electrical Maintenance Shift In-charge at Blooming & Billet Mill of Bhilai Steel Plant, worked at Bokaro Steel Plant as Shift In-charge for Electrical Operation and Maintenance of the 302 MW Thermal Power Plant. Then assisted the HoD in Planning, Monitoring & Administration of Works Contract Department handling contracts worth INR 100 Crores (USD 30 million).
* Conducted Technical Analysis of Electrical Breakdowns & Delays.
* Created first computerized MIS at Power Plant.
* Import substituted GE make Annunciation Flasher Relay by conceptualization, design and assembling at power plant
* Coordinated Techno-commercial evaluation of tenders related to Power Plant, Electrical Maintenance and Computerization & Automation departments
* Computerized Contracts department work by System Design, Software Development and User Training
* Created first documented Work-flow and Contract Procedure, most of which got incorporated in first Purchase Contract Procedure of SAIL.
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**Education**

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| 1983 -1987 | Bachelor of Engineering: Electrical Engineering | Ranchi University |
| 1993 - 1994 | Diploma: Computer Programming and Application | Annamalai University |
| 1995 - 1997 | Master of Business Administration: Marketing | IGNOU, New Delhi |
| 2001 - 2003 | Doctor of Philosophy: Business Management | Golden State Univ. USA |
| 2002 - 2004 | Master of Applied Psychology: Industrial Psych.  | Annamalai University |
| 2012 - 2015 | Bachelor of Law | V B University, Hazaribagh |
| 2020 - 2021 | PG Diploma: Alternative Dispute Resolution | NALSAR Univ. Hyderabad |
| 2017 - 2017 | Special Management Programme for GMs | IIM Bangalore |
| 2017 - 2017 | Special Management Programme for GMs | HEC, Paris |

**Additional Information**

* Several trainings taken in Management, Business Analytics, Business Intelligence etc.
* Am Patron & Sr. Advisor, Leadership to National Governing Council of DESC (a Section 8 company engaged in implementation of SDGs in India)
* Have worked as Academic Councellor for IGNOU Management programmes and Guided MBA projects
* Have served on Academic Advisory Council of one Management School
* Published Books on Management, Programming and IT besides publishing and peer reviewing papers for Management journals
* Am indexed management researcher on ResearchGate, SSRN, ORCID, Academia, Google Scholar, Web of Science

**Affiliations**

* Fellow, Institution of Engineers (I)
* Sr. Member, Computer Society of India
* Member, India Institute of Materials Management
* Member, Indian Science Congress Association

**Certifications**

* IICA Certified Independent Director
* SAIL Certified Trainer