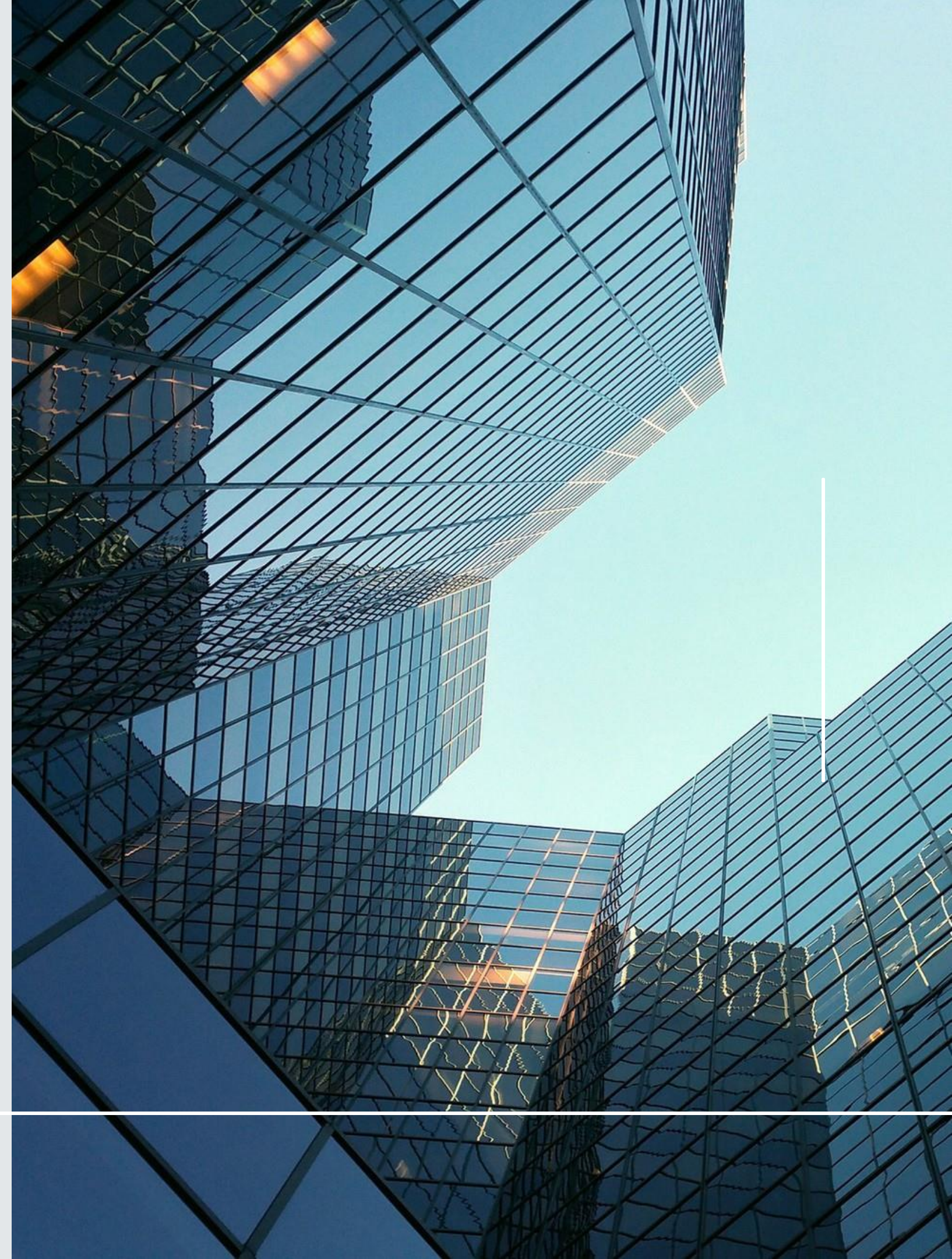




Company Profile



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About Us

SUGOYA India provides a unique approach to the Management services to our global Clients. Our commitment to *Innovation and excellence* drives our portfolio from evaluating a business opportunity to setting up the new businesses in India, Supporting the manufacturing industry in their next level of growth to making them globally competitive.

Execution is our strength. We believe in *building trust* and create a *long-term value* for our clients. We focus on complete ecosystem and drive a positive change by collaborating with key stakeholders. We take end to end responsibility in complete value chain, develop sound business logics and remove bottlenecks.

Our **PURPOSE** is to bring in a positive and enduring change by building sustainable businesses and create happy places to work.

Our **VALUES** are Ethics, Passion, Responsive, Speed & Respect

Our Services



Business Management & Restructuring

Our partners brings in rich experience in restructuring and turnaround of multibillion dollar revenue businesses. We provide Visionary and Strategic leadership to the business in its growth and transformation journey.

We help our clients in realizing the full potential of the business by bringing it to the benchmark levels on end to end value chain.

Our experienced team is capable of evaluation of any new business proposal, establishment of Manufacturing and Supply chain setups and even recommending a Go To Market strategy.



Factory Management

Streamlining factory operations by debottlenecking, Daily work management, Asset Health improvement, Product and Process quality Management and driving business & supply chain efficiency to the benchmark levels.

Establish the world class manufacturing systems to Industry 4.0 levels. Focus is to make manufacturing not only hassle free but also make it agile and cost competitive.



Project Management

We help our clients in establishing a cost effective and world class manufacturing setup/factory while taking care of ESG norms

We can support in selection of the factory site & machinery, Create an efficient plant layout with right material flow, identify right Architect and Construction Partner.

Our onsite project monitoring mechanism ensures quality and schedule adherence of the project.



Business Process Assessment services

Our partners with their rich experience in business management can evaluate the effectiveness of present business processes of our clients, compare it with the benchmark levels and suggest suitable actions.

Such Assessments/Audits can support the management to understand the ground situation and provides the opportunity to improve Losses, Productivity, Cost efficiency, Quality, Safety and even Hr processes.

We can also support our clients in implementation of Deming, TPM & WCM methodology to take their business to world class levels.



Industrial Engineering services

Improve productivity by establishing machine and manpower utilization standards, work flow optimization using PMTS techniques.

Improve working capital optimization & logistic efficiency by discreet event simulations





Leadership Profile



Sunil Duggal- Chairman

Thapar college alumnus with advance leadership courses from IMD , Switzerland & IIM Calcutta

Sunil has three decades of experience and held Sr. leadership positions like “Whole time Director and CEO at Vedanta Ltd, CEO and MD of Hindustan Zinc and president Ambuja Cements”. He has provided vision and strategic leadership to Vedanta and help the organisation to become the core natural resources leader in the country. He has been able to turnaround many businesses with innovative, industry first practices. He drove Vedanta to top spot in S&P DJSI ranking.



Mukesh Goyal - Founder and CEO

NIT Kurukshetra alumnus with advance program in Sr leadership from Wharton Business school, Philadelphia, USA

Mukesh has three decades of experience in Auto OEMs like M&M, Hero MotoCorp, Case New Holland & PTL - Top companies in their respective business segments.

Handled multiple large operations with turnover of over Rs 10K crore. Mastered the art of establishing new manufacturing plants, Turnaround the existing operations/ supply chain. Established World class practices using Deming and TPM methodology.



Sanjay Gulati – Leader Advisory Board

NIT Kurukshtra alumnus with leadership program from IIM

Sanjay has served as Executive

Director BHEL- Haridwar and has three decades of experience. Provided strategic direction for large scale power businesses and notched up operational and organizational efficiencies. led initiatives to improve bottom and top line.



**Jagjit Singh – Leader Advisory Board
MBA - FMS Udaipur**

Jagjit has served as Chief Peoples officer in PWC in the region in his last

Job and has more than three decades of experience in HR. He has served at Sr. leadership roles at TATA group , HUL , HSBC , E&Y, Fidelity & Deutsche Bank before joining PWC. Jagjit currently supports the companies in the areas of Board Advisory, Executive Coaching , Organization Transformation & HR Advisory.



Andrea Stone - Leader Advisory board

BA from the University of Bath, MA from Cranfield School of Management, Certified Coach from ICF

Andrea has three decades of Global experience in executive coaching and leadership development. She has led hybrid teams in technology-driven organizations across Globe. She works as an executive coach in shaping and building CXO leaders for top organizations. Her clients include AIG, Amazon, Atlassian, ByteDance, Google, Hero MotoCorp, MetLife, Rio Tinto and Uber among others. Preferred Partner for Six Seconds and Senior Practitioner with the European Mentoring and Coaching Council (EMCC).



Honors and Awards

- Awarded **CEO of the Year, 2018**, ABP News
- **CEO of the Year at “Business leader of the Year”**, Fun & Joy at Work- ET Now, 2019
- WE Global Employees Choice Award - **Best CEO 2022**

Publications

- **Mineral-intensive growth would need the country to ease mining**
The Mint -2022
- **Put Indian mining on the centerstage**
Financial Express – 2022
- **Dig a bit deeper, India**
Economic Times – 2022

Recent engagements

- **Whole-time Director & Chief Executive Officer**
Vedanta¹ Limited, Apr 2020 to 2023
- **CEO - HZL & Base Metals**
Vedanta Limited, Mar 2015 to Apr 2020
- **Deputy CEO & Chief Operating Officer**
Hindustan Zinc Limited, Apr 2012 to Sep 2015
- **President**
Ambuja Cements Limited, Sep 1992 to Aug 2010

Associations and affiliations

- **CII**
Current Chairman, National Committee on Mining (*From past 4 years*)
Current Member National council
- **FICCI**
Former Co-Chair, Non-Ferrous Metals Committee
- **Federation of Indian Mineral Industries (FIMI)**
Former President
- **Skill Council for Mining Sector, India**
Former Chairman
- **International Zinc Association**
Former Vice Chairman
- **Indian Lead Zinc Development Association**
Former President



Making of World's largest Two Wheeler Factory

HMCL planned to put their third plant in Uttrakhand in 2007 to take benefit of Fiscal incentives available in the state. **Mukesh was hired to Head the location.** Mukesh along with his team set a vision to make the new plant a world class and create new standards in Excellence, Productivity, Cost efficiency in the industry. Decision was taken to use **TPM, Deming** and ISO methodology in spirit to bring Excellence in overall operations, Establish world class practices and Meeting of ESG requirements.

First major challenge was to achieve one of the **steepest ramp up** of production (0-4000 VPD in the first year). Capital equipment planning and Recruitment of workforce & staff was done on war footing. High level of Automation, **Robotics and Digitisation was introduced. Special Labs** were created to train workforce in process, quality, safety and behavioural aspects. **MOST** was introduced for the work content study , which not only helped in defining workers strength in any dept. but also gave **30% improvement in productivity.**

Many industry first practices in HR/ER like Quarterly online appraisal, **Good practice reward (GPR)**, Career progression with fast track, Grievance addressal system, **Gender diversity** and **Mentor and Mentee concept** was introduced. It helped in steep ramp up, establishment of **Harmonious relation** and smooth working.

A **Solid Quality system** with Process capability assessment, PQCS, Layered audits, Quality gates and Mechanism to identify and maintain key component impacting quality was established. Hand Holding was done for more than 30 dedicated **Supply chain partners** for Quality systems and administrative support.

As a result Haridwar plant with 9500 VPD production and Rs 10K crore turnover became **largest two wheeler plant in the world** with in first four years of operations. Established many new standards like **40% reduction in manuf. Cost, 50% reduction in Customer complaints, 100% Delivery adherence** and **benchmark in safety.**



Our Associated Partners

PMI

PMI :PMI is an International Industrial Engineering Consulting Firm. Its Services include Work Measurement, Line Balancing, Discrete Event Simulation, Built Documentation, Plant Data Digitization, Laser Scanning & 3D Modelling. It covers vast sectors like Engineering, Manufacturing, Process, Chemical, FMCG, Pharma, Power, Automobile, Auto Components, Cement, Steel, Tyre, Industrial Automation etc. PMI has Proven track record of successfully completed 500+ projects. Global Industrial Exposure spread across India, USA, Mexico, Brazil, China, Thailand, Europe, etc.

HiQ

HiQ :Established in 2017 and providing services ranging from Operations & Maintenance, Condition Monitoring, Port operation handling, Logistic and Transport. Their major customers are from Engineering and Power sector. Their expertise lies in Operations management, Performance Improvement, Engineering and Maintenance services.

SIMA

SIMA: It is a leading player in the field of Environment management and control for last Three decades. SIMA specializes in concept, design engineering, procurement & commissioning of drinking water treatment Plants (UF/RO), industrial waste water treatment plants, sewage treatment plants, common effluent treatment plants, recycling Plant and Zero Liquid Discharge. It has successfully executed more than 1200 projects in Industrial, Auto, Food, Housing & Hospitality, Education and Government sectors



Net Zero Think: Net Zero Think is passionately dedicated to catalysing the global transition toward a sustainable and carbon-neutral future. Their areas of expertise encompass Carbon Credit and Offset Programs, Sustainability Solutions and Advisory Services - to guide the organizations in achieving their environmental, social, and governance (ESG) objectives and Renewable Energy & Green Hydrogen Solutions - which is assisting companies in developing, implementing, and managing high quality energy projects.



Vaaman: Established three decades back, Vaaman Engineers provides comprehensive industrial services Pan-India to a wide range of industry sectors – Steel, Zinc and Aluminum Smelters, Specialized Port Facilities, Bulk Material Handling in Mines and Plants. Their services includes Operation & Maintenance, Bulk Material Handling and Project services such as Fabrication & Erection of Structures, Equipment Erection and Commissioning. Vaaman has a talent pool of 11000+ employees equipped with best-in-class tools and tackles & equipment and is outfitted with well-developed IT infrastructure. Its Major customer are TATA, Vedanta & JSW.

**GVS
Consulting**

GVS consulting: Company has expertise in Project engineering & implementation, Plant operations, Asset management and civil & structural assessment. They cover sectors like Cement & Coal Mines. They have executed multiple projects in India and abroad.

CAPABILITIES



**WHY
CHOOSE
US?**

We believe in India growth story and increasing contribution of manufacturing sector to GDP. Visionary initiative like “ **Make in India**” by our honorable prime minister is already promoting India as a factory of the world and making it *Atamnirbhar*. There is a need to imbibe excellence to make our industry globally competitive. We believe Industry can benefit immensely with the support of experienced professionals who have lived their life in excellence and now looking for an opportunity to give back to the society.

SUGOYA India brings in professional experience of more than three decades with each partner in handling multibillion dollar business in major MNC/OEMs. The track record of each partner is exemplary in their own field. Strong belief in our Core Values & their ability to drive world class operations makes us a credible partner for your business growth and its excellence journey.

Capabilities

1. Business Restructuring and Turnaround
2. Mergers and Acquisitions
3. Business Establishment and Management
4. Policy and Strategy
5. Operations Excellence and Management
6. Supply Chain
7. Advocacy and stakeholder Management
8. Leadership search , training & development, Go To Market strategy, business development , relationship with OEMs

Contact Us

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Thank You