



CONSULTANT PROFILE
of
RAMAMURTHY GANAPATHY THEVAR
SIX SIGMA-CERTIFIED BLACK BELT

PROFESSIONAL SUMMARY

➤ **Current expertise activity as an Independent Consultant carrying out the following assignments:**

1. Project Management for Hotel renovation and new builds
2. MEP Design Application, verification and contracting
3. Construction site management
4. MEP coordination with Architects and Interior decorators
5. Energy Audit and Peer review (Engineering Inspection)
6. Environmental, Health & Safety associated with new Hotel constructions and existing buildings.
7. Six Sigma applications in new build contracts, renovations of old Hotels and Buildings
8. Major Energy projects such as Co-generation projects
9. Swimming pool designs and builds
10. Water treatment plant designs
11. Waste water treatment designs
12. Acoustic Consultant advisor
13. Expertise in smoke management.
14. Business development and strategic business planning through Six Sigma
15. COO and Middle east operational Head of Hospitalitystar.com (e learning, e management & e procurement)

➤ **Hotels where the above activities are carried out:**

1. Le Meridien Dubai- (Near Airport)
2. Royal Le Merdien -Dubai
3. Grosvenor House- Dubai
4. LM Merdien Fujairah-UAE
5. Sheraton Khalidiya –Abu Dhabi
6. Sheraton Four points-Dubai
7. LM AlKhubar-KSA
8. LM Jeddah-KSA
9. Westin Jeddah-KSA
10. Le Meridien Amman- Jordan
11. Sheraton Amman – Jordan
12. Medina Sheraton-KSA
13. Aden Sheraton-Yemen
14. Westin Mina Seyahi-Dubai

15. 'W' Doha Hotel-Doha
16. 'W' Festival city-Dubai
17. Oman Sheraton-Muscat
18. Le Meridian Al Hada- Saudi Arabia
19. Bahrain Sheraton -Bahrain
20. Le Meridien Kuwait-Kuwait
21. Luxury collections Kuwait
22. Palace construction in Bahrain
23. Bahrain world trade centre (Project Manager for three months)
24. 6 Quality inns (now choice international Hotels) JV Quality Inns –USA- new builds
25. New Hotel projects of Raheja Group of Hotels

- Contracted by Clifton Environmental Health and safety – (UK) as the Middle East Auditor.
- Until Dec 2007 as **Regional Director of Engineering (Middle East)** for 80 Star wood Hotels and resorts-Middle East (Sheraton, Le Meridien, Four points, St Regis , 'W' Hotels, Westin, Luxury collections etc) A total of **25 years of Experience with the Hotel Industry (new builds and renovation) in all fields.**
- Over 6 years of extensive experience in the application of Six Sigma strategy to Bahrain Sheraton Hotel and 6 more Hotels in Middle East as **coach Black Belt, as Director of Six Sigma-Black belt**, benefiting the Hotel by \$ 1.8 million in addition bringing in organizational change in business culture.
- Assigned as a Coach Black Belt- Director of Six Sigma with Star wood Hotel & Resorts (Sheraton Bahrain Hotel & Towers, handling all management aspects applying Six Sigma in of Food and Beverage, Sales and Marketing, Finance, Front office, purchasing etc.
- The above positioned was re-assigned from the position of **Area Director of Engineering-Sheraton Hotels:** Africa, Saudi Arabia & CIS countries. Prior to that as **GM (Technical services)** with Quality Inns Hotels world wide & **VP Engineering** Raheja Group of Hotels at corporate level.
- Over 25 years of Experience in Engineering Maintenance, Project management & rendering Technical support to the Hospitality industry in Planning designing & building new Hotels.
- Extensive experience in strategic/ corporate level decision making on Engineering projects, Hotel projects & commissioning of Hotels.
- A keen planner & strategist with experience in quality control, process re engineering and setting up operational policies & procedures.
- Effective communication & relationship building skills with experience in working in Africa, Middle East & CIS countries.
- Effectively launched Toastmasters International Club to coach Executives and associates in communication and leadership skills.

OTHER AREAS OF EXPERTISE

- Marketing and feasibility studies
- Conducting Engineering seminars and training
- Hotel survey studies
- Field survey questionnaires
- Technical investment study for Hotels
- Existing Hotel enhancement project
- Projects process -Designing, Management & Coordination.
- Marine services
- Central Air-conditioning plant –re-design/erection/commissioning. (for energy savings)
- Steam & Steam systems
- Internal combustion Engines.
- Six Sigma & Quality Control.
- Business Process Re engineering.

- Establishing SOP's.
- Team Building, Management & Motivation.
- Training, Coaching & counselling.
- Reducing defects/variation in any process.
- Launching new strategic programs.
- Recruitment
- Presentations of new Ideas
- Feasibility studies.
- Reviving sick operations/industries/units

ORGANISATIONAL EXPERIENCE/ACHIEVEMENT

Last position: Regional Director of Engineering (58- Hotels Star wood Hotels and resorts worldwide)

Since Sept'97 (cont.) –“Sheraton Bahrain Hotel & Towers”.

- **Director of Six Sigma- (Since Mar'02-June 2006)**
- ♦ Area Director of Engineering for Africa, Saudi Arabia & CIS countries for more than 20 Sheraton Hotels.
- ♦ Effectively inspected & executed engineering audit for over 40 hotels and revived sick engineering operations.
- ♦ Hands on Experience in complete MEP.
- ♦ Completed 7 DMAIC projects, 10 Quick Hit projects & 50- iDMAIC projects. (To gain incremental Revenue and Cost Reduction) it's a strategy for business development.
- ♦ Achieved profitability of 136, 000 USD in 2002.
- ♦ Achieved profitability of 799, 000 USD in 2003.
- ♦ Achieved profitability of 577,000 USD in 2004
- ♦ Achieved profitability of 281,000 USD in 2005

Area Director of Engineering – (Sept'99-Mar'02) for Sheraton Hotel & Resorts Africa, Saudi & CIS countries (17 Properties)

Director of Engineering – (Sept'97-Sept'99) Sheraton Bahrain Hotel & Towers owned by Amir's Family (State Ruler) & 2 Palaces of the state and handling the all renovation programs.

April 96-Sept'97- with Liang Court (a Singaporean Co.) as Chief Engineer: Handled the completion of 156 serviced apartments of 5 star qualities namely “Regency Chancellor Court”. Commissioned the 18 storeyed building and managed the complete operations for the same.

Oct'93-April'96 with Sheraton Hotel, Bahrain as Chief Engineer: Handled the 264 unit, 5 star property owned by Amir's Family (State Ruler) and 2 Palaces of the state and handling all renovation programs.

Aug'92-Aug'93 with Raheja Group of Hotels, Bombay, India as Vice President (Engineering): Managed the Engineering operations for 9 hotels (5 stars) and successfully led projects for the entire construction operations for 4 hotels.

Aug'90-Aug'92 with Choice International as General Manager (Technical Services) (Erstwhile Quality Inns India Hotels): Headed new projects, Engineering operations & cost control for 26 hotels across the country.

Feb'90-Aug'90 with International Airport Authority of India (IAAI): Deputed at Indira Gandhi International (IGI). Responsible for complete maintenance of ground equipment & fire fighting systems & crash fire tenders.

Oct'83-Nov'89 with Sheraton Hotels

- ♦ Basrah Sheraton Hotel, Iraq as Chief Engineer (Sept'88-Nov'89)
- ♦ Al Hada Sheraton Hotel, Taif, S. Arabia as Chief Engineer (May'87-Aug'88)
- ♦ Basrah Sheraton Hotel, Iraq as Chief Engineer (Apr'86-Apr'87)
- ♦ Bahrain Sheraton Hotel as Shift Engineer (Oct'83-Jan'84)/ promoted as Asst. Engineer (Jan'84-Apr'86).

Have previously worked with

- ♦ East West Hotel as Maintenance Engineer
- ♦ Bharat Bijlee-Olympus Elevators as Service Engineer
- ♦ Lubrizol as Utility Engineer

- ♦ Breach Candy Hospital as Maintenance Engineer

TECHNICAL PURVIEW WITH SIX SIGMA APPLICATION TO REDUCE DEFECTS & VARIATIONS

Architectural / Interior Designs / Maintenance strategy.
 Electrical (HT & LT) including transformers, relays, electronic controls & AV systems.
 Pneumatic & Hydraulic systems & controls.
 Central, split & unit A/C systems & Heavy equipment.
 Heavy Refrigeration machines & systems.
 Various types of laundry & kitchen equipment.
 Heavy/ large (56 & 36) cylinder diesel engines & opposed piston machines, gas turbines, motor vehicles.
 Water treatment, Waste Water treatment & Pool treatment.

AFFILIATIONS

Fellow of Indian Society of Engineers
 American Society of Heating Refrigeration & Air Conditioning Engineers

CERTIFICATIONS & COURSES

- ❖ Master certificate in Hotel Management
Cornell
- ❖ Executive Decision Making
Cornell
- ❖ Leading through creativity
Cornell
- ❖ Sales & Marketing SPP
Starwood
- ❖ Marketing through technology – competitive analysis – C1
Starwood
- ❖ Marketing through technology – competitive analysis – C2
Starwood
- ❖ Advance Excel 2000
Star wood one – AICC
- ❖ Executive Leadership: Preparing For an uncertainty future.
Cornell
- ❖ Hr-Comm., coach, counsel for improved performance
Cornell
- ❖ Hr-Achieving Year – Round Performance Mgmt Appraisal
Cornell
- ❖ Hr-Organization Culture & Work/Life Balance
Cornell
- ❖ Understanding Financial Statements
Cornell
- ❖ Making Capital Investment decisions
Cornell
- ❖ General Finance – Mastering the Time Value of Money
Cornell
- ❖ Certified in Foodservice Management

Cornell

- ❖ Building competitive advantage
MCE
- ❖ Foodservice Management System – Issues & Concepts
Cornell
- ❖ Developing base line for Rest. Revenue Mngmt
Cornell
- ❖ Certified in Essentials of Hospitality Management
Cornell
- ❖ Behaviour interviewing
Starwood
- ❖ F & B Dev & Imple-strategy – Rest Rev Management
Cornell
- ❖ Financial Management for Making Business Decisions
Cornell
- ❖ CTM – Competent Toastmasters
Toastmaster International
- ❖ Desktop computer skills course library
Star wood one – AICC
- ❖ Microsoft Basic concept of Information Technology
Star wood one – AICC
- ❖ Master Certificate – Essentials of Hospitality Mgt.
Cornell
- ❖ Assessing ASD & STARS property report
Starwood-Development center
- ❖ Introduction to 360 feed back
Starwood
- ❖ Strategic Mngmt. Strategic Thinking
Cornell
- ❖ Scenario Planning
Cornell
- ❖ Use Ratio Analysis to Evaluation Financial performance
Cornell
- ❖ Marketing Planning in Hospitality Industry
Cornell
- ❖ Managerial Accounting in action
Cornell
- ❖ Principles of Financial Accounting Hospitality Industry
Cornell
- ❖ DMAIC-3 Six Sigma Black Belt
Six Sigma – Star wood
- ❖ Managing people effectively
Cornell

- ❖ Marketing Analysis in Hospitality Industry
Cornell
- ❖ Food services management system: operations
Cornell
- ❖ Managing Dynamic Teams
Cornell
- ❖ DMAIC-2 Six Sigma Black Belt
Six Sigma-Starwood
- ❖ DMAIC-1 Six Sigma Black Belt
Six Sigma-Star wood
- ❖ Leading Teams – Six Sigma – Black Belt
Six Sigma – Star wood
- ❖ Introduction to innovation transfer – attempt-1
Global Six Sigma
- ❖ Getting started with innovation transfer
Global Six Sigma
- ❖ iDMAIC five phases to import transfer project
Global Six Sigma
- ❖ Introduction to Innovation transfer – attempt – 2
Global Six Sigma
- ❖ Maximizing Selling Opportunities – MARS-Fidelio
MARS
- ❖ Your Field guide
Global Six Sigma
- ❖ Certificate of Appreciation
White House communication Agency
- ❖ Performance Appraisal Training
Starwood
- ❖ Refrigeration & Air conditioning Workshop
University of Bahrain
- ❖ Management Team Building
Starwood
- ❖ Practicing property conservation
FM Global – USA
- ❖ Part-1 Autocad-13
Al Hilal Computer S-Bahrain
- ❖ Security Awareness
MXM International Ltd.
- ❖ Making Presentation
Bahrain Training Institute
- ❖ Sheraton Guest Satisfaction System
Al Hada Sheraton
- ❖ Certificate in Water treatment

Dearborn Chemicals

- ❖ Trade Certificate & Engineering Experience
Navy marine Engineering
- ❖ Leadership & Management course
Navy – INS Agrani
- ❖ Senior Advanced ICE Course, NBCD & L/ship Course
Naval Ship Shivaji (Marine Eng. Est.)
- ❖ Competency – High Pressure Steam Boilers & it Auxs.
Naval ship – INS Deepak
- ❖ Auxiliary Watch Keeping Certificate
Navy
- ❖ Certified Interviewer
Behavioral Interviewing
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Behavioral Interviewing
- ❖ Certified Interviewer
Behavioral Interviewing
- ❖ Six Sigma Black Belt

IT SKILLS: MS office (Word, XL, PPT) Minitab, MS Projects, MS Visio, Internet/Email & others

EDUCATION: 4 year Marine Mechanical Engineering from Lonavala, Poona in 1973

EXTRA CURRICULAR INTERESTS

- Registered Medical Practitioner in Bio Chemic System of Medicine
- Diploma in Magneto therapy & Acupressure
- Doctor in Vina Therapy
- Involved in practicing of Acupuncture, Crystal/ Face/ Water/ Naturo/ Enzyme/ Magneto/ Color/ Sound Therapy, Homeopathy, Astrology, Palmistry, Vastu Shastra, Feng Shui, Physiognomy, Phrenology, Yoga, Heart Rhythm Therapy, Pranic Healing & Bach Remedies

DATE OF BIRTH: 3rd January, 1953 (Capricorn)