



LATE NARAYAN MEGHAJI LOKHANDE
MAHARASHTRA INSTITUTE OF LABOUR STUDIES
(GOVERNMENT OF MAHARASHTRA)

SUCCESS STORY BOOK
EMBRACE THE CHANGE

Masters in Labour Studies (MLS)
University of Mumbai



GENESIS



Shri. N. M. Lokhande



Shri. Gulzarilal Nanda

Late Narayan Meghaji Lokhande Maharashtra Institute of Labour Studies was established on 7th July 1947 as the Bombay Labour Institute under the guidance of Bharat Ratna Gulzarilal Nanda, the then Labour Minister, Government of Bombay, situated in the then Manchester of Mumbai - Parel. LNML MILS is a pioneer in the field of IR and Human Capital Management.

LNML MILS has a glorious legacy of 75 years and has been creating HR and IR stalwarts. The rigorous curriculum of the institute is recognized by the University of Mumbai and the degree is awarded by them.

The prime focus of the institute is on nurturing young & dynamic professionals equipped with industry exposure in various HR areas including labour laws, human resources management, business acumen etc. It is a 2 Years Full Time HR Program.

Our alumni are major contributors in the global industry at large and have paved their own paths reaching the zenith of success.

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Mr. Shrikrishna Bhawe

Mr. Shrikrishna Bhawe is most senior HRD veteran with 38 years sound experience having qualification- B.Sc Chemistry (Honors), MLS (Master of Labor Studies) – 1981 (specialization in HR / Personnel Management, OB, IR from Bombay University), LLB- 2000. The Biggest professional recognition received by him till date is the 'ET Now' award for the "40 most talented HR Leader in India" in Feb 2013.

Currently he is an independent consultant after handling the consulting Assignment with Forbes & Company Ltd for March 2020 to March 2022 period as Head - Human Resources. Before that he retired with them as Director – HR in Jan 2020. He was a part of the 'Senate' (Management Committee) & a permanent Invitee to the Board Meetings. From 1981 to 2013, he worked in different HR/ER roles starting from management trainee in L& T, personnel officer role in Proctor and Gamble upto Abbott Healthcare (Indian arm of the major US multinational pharma company (Abbott) as Director – HR. The other reputed companies where he worked, were HCC, Reliance, Modi enterprises, ICI India Ltd.

He has done Extensive work in the areas of Strategic HR, Organization Structuring, Job Evaluation, Compensation structuring. He worked upon key Capability Building project with Mckinsey & Accenture, Learning & Development interventions for all levels (including major interventions with the leading global firm DDI for senior leadership). To add further he has Extensive experience/specialization in Industrial Relations in Union/multi-Union set ups. Signed several Long-Term Settlements/Agreements (latest one as recently as July 2019).

He is Member of various HR Committees of Employers Federation of India, Bombay Chamber of Commerce, (OPPI) – the premier Pharma Employers Association. He is also Member of National HRD Network and Society for Human Resource Management (SHRM). He has been Speaker & Panelist at various major Seminars and Conferences including the prestigious CLO Chief Learning Officers Conference under the aegis of TISS & various chambers of Commerce, Forum for Emotional Intelligence (FEIL).

In social field he is Active Member of Rotary club, Powai. Awarded the 'Best Rotarian Trophy' for 2001-2002 for major contribution to community service projects. He has been an avid sportsman having represented/Played cricket in Times of India Shield tournament, E Merck Shield Tournament, etc. for P&G and ICI.



Mr. Sharad Gangal

Mr. Sharad Gangal is a dynamic HR professional with career spanning 34 years in Human Resources functions across industries such as: Pharmaceutical, FMCG, Financial Services (Life Insurance) and Engineering. During the journey he had exposure to all sub-domains of HR, which includes 15 years in Leadership Positions as General Manager/Head Human Resources.

He is post graduate from Mumbai University's Maharashtra Institute of Labour Studies from 1982-84 batch. He has played vital roles in different organizations with global repute ranging from Talent Management to Employee Relations. He started his leadership role experience in 1996 from Cadbury as General Manager and later in HDFC Life Insurance as Head HR followed June 2010 to December 2020 as Executive Vice President of People Resources & Member of Executive Council at Thermax.

He began his career journey from Bennett Coleman–Times of India, Mumbai as Welfare Officer. Conquering the vibrant positions at organizations like Asian Paints, Boehringer Mannheim (originally Boehringer Knoll), Cadbury India, Cadbury Schweppes globally acquired Adams, British KPO-Capita, HDFC Life Insurance and Thermax.

He is teacher by avocation. He is associated with Academic Institutions like Tata Institute of Social Science (TISS) where for the last 5 years and has been taking a course in Negotiations Management / Comparative Employee Relations for HR students. Also, he is a regular faculty (6 years) on behalf of Stockholm School of Management for the Executive Education programme for High Potential Managers in Swedish Companies taking Course in Talent Management, Industrial Relations and CSR all in India context. Shri Gangal is currently Chairman of Thane Janta Sahakari Bank.



Mr. Prabhakar Patil

Mr. Prabhakar Patil is fabulous HR professional having hard core experience of 28 years. He is currently handling position of Head – ER & Compliance at Reliance Retail.

He started the HR journey from 1984 as Personnel Officer at M/s. GTC Industries Ltd. He then moved to S. B. Reshellers Pvt. Ltd., Soma Textile and Industries, H.R. Johnson India Limited, Seagram India Pvt. Ltd. He joined Reliance at 2007 as Dy. General Manager. Now he is Senior Vice President at Reliance Retail. He is one of the well known ER & Compliance master in Industry.

Mr. Prabhakar is Masters of Labour Studies “Post Graduate” from Maharashtra Institute of Labour Studies, Mumbai University. He has completed his graduation in commerce. Additionally, he has completed his LLB from Shivaji University. He also holds a diploma in Industrial Relation & HR Management from Mumbai. Apart from these, he has completed “QSE and HACCP 9000 Internal Auditor’s Certificate course” from DNV.

He is believer and shares keen interest for learning. He considers himself lifetime learner. Currently, he is pursuing his PHD and has published noticeable research papers in same field. He loves to travel & discover new places. He likes to listen songs, watch dramas and treks. He is an Ideal Father to his son & daughter and a very lovable husband to his wife.

Believing in hard -work and hustles , he is one of kind down to earth human being and HR professional to inspire young generations.



Mr. Rajesh Bagwe

Total 32 years in Human Resources function across industries such as Engineering, Pharma, IT, Stock Exchanges, Healthcare and Specialty Chemicals and has handled range of HR sub functions.

Since year 2000 he has always been in HR leadership role and thus been part of various successful brands and institutions and has been able to make difference to the efficiencies of the organisation, welfare and development of the people in general.

He has risen from educated & humble family background and experienced the economies of 1970s and 80s while doing schoolings and college in Mumbai.

M.L.S. from MILS 1988-1990 batch and handled gamut of HR functions in reputed organisations. Further done B.G.L. and holds several certifications in Organisational Development.

He has worked and climbed up the ladder in Cos like Precision Fasteners Ltd (Unbrako), Fulford India Ltd, Boehringer Mannheim India Ltd, Nicholas Piramal India Ltd.

He was the head of HR since 2000 in Siemens Nixdorf India Ltd, National Stock Exchange (NSE) of India Ltd, Siemens Enterprise Communication Pvt Ltd, Multi Commodity Exchange (MCX) Ltd., Metropolis Healthcare Ltd and currently in Garg Huttenes Albertus Pvt Ltd.

He had been able to review and lay the robust HR processes in the areas of Core HR, Talent Acquisition, Retention, T&D, PMS, Talent Management, Culture, Compliances, and welfare of the people and was able to engage, contribute to communities and society around the unit locations in terms of generating employment for the locals, making them more productive by way of skill and competence building.

On IR front He could maintain much needed harmony, industrial peace and productivity due to adept handling of IR situations and deep understanding of Labour.

He could also develop positive relations with the Office of the Commissioner of Labour, Grocery Board for Mathadis, MLWF, Factory Inspectorate and Grampanchayat.

The MILS helped him to develop social benefit view towards un-skilled and semi-skilled labour which He held throughout his career and in pandemic could help Adivasi communities around the plant location by monthly ration and continuity in employment.

His sound learnings on labour laws, pragmatic approaches to people and IR issues, best practice processes and solutions in strategic HR had helped him earn his position as advisor to the top management and the Board.

Academically he has been associated with MILS, J&K University, ITIs in Maharashtra thus has been able to add value towards much needed industrial growth and national integration.



Dr. Raj Pandya

Dr. Raj Pandya is magnificent Business leader with creative and entrepreneurial mind-set and having 28+ years of experience in executive leadership, business transformations, mergers & acquisitions. He is helping large enterprise customers achieve their business objectives. He is one of the 10 founding members & pioneers of L&T Infotech.

Currently he is positioned as “Country Head– Americas” for L&T Technology Services and is working on strategies and execution plan for company to reach next level.

He is globally known for strong track record of Revenue/profitability growth, specialize in Sales, Delivery and people Management functions. He is recognized as one of the best IT leaders and has received many awards for building & selling net new capabilities in Digital, Data Analytics, Cloud & ERP. He has also received many client recognitions from CEO, CIO/CTO level for being true catalyst and trusted partner.

Dr. Raj has completed post-graduation from Maharashtra Institute of Labour Studies, Mumbai University. He has completed SAP India and SAP Americas certifications. He has also done IOT and Data Science Certifications from Massachusetts Institute of Technology.

He is indeed a true inspiration for young generation who is keen in Business as well as HR technology.



Mr. Clifford Pai

A seasoned HR professional, Clifford Mohan Pai has over two and a half decades of experience working across Senior Leadership roles at various established Organizations across multiple industries namely, Service, Biotechnology, Clinical Research, Pharmaceuticals, FMCG, IT- ITES and start up environments.

He has effectively built and led extensive HR teams, managing the HR function's overall responsibility in integrating HR with business strategies having simultaneous dynamic growth of Human and Business capital globally. Clifford has been instrumental in leading organization transformation, growth strategy and globalization of initiatives across reputed brands, namely Glenmark, Cadbury's, Reliance Life Sciences, and Blue Dart.

An alumnus of the Maharashtra Institute of Labour Studies (MILS), he is currently Vice President, HR Head - APAC & EMEA & Global Head-Employee Relations, Infosys BPM Responsible for overall Human Capital Management covering the entire employee life cycle, he focuses on creating a "Share of Voice" to strengthen the employee value proposition, driving a culture of productivity and process excellence while effectively essaying the role of a strategic member of the HR Management Council at the Infosys group level.

A regular speaker at reputed HR Forums, Colleges and Management Institutes, Clifford, is an avid reader and a fitness enthusiast. Passionate about Coaching, he firmly believes that "a good Coach can change the game, a great Coach can change a life". Recognized and rewarded for his professional contributions by several organizations and management associations worldwide, Clifford is a prominent & respected Global HR Leader. He was Member of the Board for Education at Christ University, Lavasa and advises several reputed Educational institutions and coaches several senior HR professionals.

A PCC with the International Coach Federation and a GPHR (Global Professional in HR) through HR Certification Institute, Alexandria, USA. Clifford was invited to speak at the Global SHRM Conference- USA and the India HR Summit to share his views. He was the only representative from India to be invited by HRCI to their Head Quarters to review and renew the GPHR certification content. He was also invited by Dan Hoeyer, President of the Leaders Excellence at Harvard Square to be an MLESM (Member of Leaders Excellence - Harvard Square), an exclusive members-only club.

Clifford understands and integrates multiple cultural diversity and believes that "what makes the world interesting is our differences, not our similarities".

Late Narayan Meghaji Lokhande

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