

Introduction

Samir Thaker





*Engineering leader committed to the belief that abilities and intelligence evolve through **hard work, dedication and perseverance**. Possessing a unique strength to transform challenges into opportunities, I drive a culture of excellence and continuous improvement.*

Competencies required for this role :

1. Business Insight
2. Customer Focus
3. Balances Stakeholders
4. Builds Effective Team
5. Cultivate Innovation

How do I live with these Competencies ?

1. **Leadership** 
 - a. Developed Competency (TAS, SaaS SCADA, RTS, AgileOPS & Mimic)
 - b. Managed Stakeholder
 - c. Developed Process & Managed Team
2. **Drove Innovation & Self Development** 
 - a. Proactive participation in Strategic Initiative
 - b. Offered Innovations
 - c. Stayed focused on Self Development
3. **Emerged Breadth**
 - a. Profile journey from individual contributor to a Competency Leader

Leadership - Competency Development

Terminal Automation System (TAS) | SaaS SCADA | RTS | ESI | AgileOPS & Mimic

Competency Development

- Define **Vision & Mission** supporting business worth ~6M\$+ per FY
- Develop **Competency Framework**
- **Capacity planning** - 90% occupancy
- Set **OKRs** (Objectives and Key Results)
 - Effort Variance < 5%
 - Schedule Variance < 10%
 - QA coverage >95%
- **Value Proposition** offerings from CoE
- Optimize **strategies** in consultation with **Local & Global leadership**
- Adopt latest Technological platforms

Stakeholder Management

- Establish **communication channels**
- Regular **business reviews with Local & Global leadership**
- Cultivated global **customer relationships** to support business development
- Lead **conflict resolution** based on business value, Time Criticality & RROE
- Aligned execution strategies for optimal results

Empowered Teams

- **Skills & Competence matrix** for **diverse teams** across WA
- Orchestrated 20+ team members, delivering 36000+ man-hours yearly
- Established a learning and **growth platform for teams**
- **Performance** Assessment & **10/20/70 Development Plan**
- **Talent Review** (Deep -> Versatile -> Broad)
- Succession plan through **Talent mapping**

Process

- **Departmental Procedures**
- **NPD** alignment
- Formalized **project execution** methodology
- **Productivity and Quality enhancement** through tools & templates
- IMS adherence through **regular reviews and audits**
- Created a '**Share & Learn**' platform
- Maintained CSS rating of 9 and above



Manoj Bhatnagar

Director, Software Engineering (DeltaV RTS)

Samir brings **leadership, process and action** orientation in every initiative. He **leads by example** and ensures that the **team is ready** to take any challenge, challenges himself to be better and **bring positive energy**. I am grateful to know him and work with him.



Torri Massimo

Director, Technical Development (DeltaV Saas SCADA - Zedi)

Samir has proven to be a formidable and an invaluable resource to **achieve the challenging goal** of staffing a full-fledged Software Development Team in Pune to allow Emerson Zedi to continuing pursuing its strategic goals, specifically enable **business growth** by delivering more value for the customer. Samir has been **incredibly effective** in not only executing the mandate of finding and hiring new resources, but also in **thinking outside of the box** by providing different ways of approaching the challenge. I would not hesitate to say that Samir's strengths are **commitment, delivering** what he promised and problem solving. Samir is also an **excellent communicator**: he kept me and the Zedi Team in general in the loop on anything that was happening and still happens within the Pune Team. My vision has always been that the Pune Team becomes one Team with the North American Team, not a mere addition to consume extra work. Thanks to Samir, I am proud to say that such **vision has been achieved**

Drive For Innovation & Self Development



Keyur Shah

Lead Architect & Software Development Manager, AutoSol

*I have worked with Samir for 13+ years and Samir is always been on **top of his game**. He has successfully executed many complex terminal projects and always make sure that **customer** site left with highest **satisfaction**. Samir is very **hardworking** and available regardless of time of the day specially working for projects around the world in **different time zones**. It's always been a pleasure to work with Samir!!*

Drive For Innovation

- eTAS (India):
 - Framework based solution
 - Unfolded multiple **business opportunities**
- ADNOC (**MEA**): Paper-less automation with value-added features – later got **adopted as product feature**
- PAZ (**EU**): Operator-less workflow using first of it's kind RFID technology – resulted in **multiple wins for EMR** in Israel
- PlusPetrol (**LA**): Legacy to Legendary system to **enhance** their **terminal's throughput**
 - **AP Presidential Award** nomination in AP Innovation category for ePort Management System
 - **Customer Focused Award** at EEEEC by RAS (now ETS) Global Leadership
 - **Micro Innovator** at GE-IIC



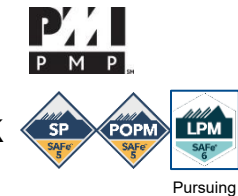
Strategic Initiative

- **Digitization 2.0: Productivity Improvement**
 - Drove “**Concept to Roll-Out**” using O365
- **LACE India Hub-Spoke**
 - Pune SPOC to embrace Agile & SAFe practices across practitioners
- Leading **EEEC Technology League**
 - Establish a sustainable culture to achieve collaboration across various product development group

Self Development

Process :

- PMP
- SAFe Framework



Technology :

- Azure Cloud
- Gen AI
- MS Learn : 12 Badges on Cloud & AI ([Link Here](#))



Increase Self Awareness :

- Discovery Insight

Emerged Breadth Of Profile

Unique Qualifier Strengths:

1. Qualified to speak & understand customer's language
2. Bring relevance of customer data effectively - sensor to cloud

Product & Project Management :

- **Knowledge** backed-up with education
- Lead **End-to-End** Project (worked with 20+ countries)
- Drove Product Development as per Emerson's **NPD**
- Transition from Waterfall to **Agile & SAFe practices**
- To foster Agile execution, **share & learn** SAFe practices across practitioners through **Immersive Workshop**



Versatile-> Broad

IC + Leader

30 / 70

- Lead **Product Development** practice
- Bring maturity in practices by fostering **Agile / SAFe adoption**
- Product Development Competency Lead : SaaS SCADA | AgileOPS | ESI
- Agile Coach : RTS

Deep -> Versatile

IC + Lead + Manager

30 / 40 / 30

- **L1, L2** engagement continued
- **L3 & L4** became core competency
- Lead **Software Development** practice (product, project, need basis)

Emerging Talent

IC + Lead

70 / 30

- **L1, L2** engagement continued
- Adopted **L2.5 / L3** with Dell Inc.
- **Software Development** became major R&R

IC

100%

- Hardcore Instrumentation & Control (**L1, L2**)
- Persuaded Software Development as own interest
- Specialized skills for Pharmaceutical (**GAMP, 21CFR Part11**)

IC = Individual Contributor

2023 Onwards

2010 to 2022

2006 to 2009

2001 to 2006

Thank You