

UMA SESHADRI
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Areas of Interest:

- Software engineering process and quality improvement
- Cloud computing, database management systems
- Business communications and behavioral skill management
- Talent management, capability development and employee engagement
- Diversity & inclusiveness, work-life balance

Professional Experience - Brief:

- ✓ Three decades of professional and leadership work experience spanning across IT delivery, Learning and skill Development, Talent management & Assessments and Process consultancy functions.
- ✓ Two decades of leadership competence by spear heading quality functions, L&D functions and completed projects to 100 plus clients in USA, Europe and Asia-Pacific geographies.
- ✓ Trained and assessed 5000 plus Junior and Senior professionals across industries. Focused areas of L&D were Software engineering processes & HR policy development, Process automation, Productivity improvements, Assessments, Business communications and team building.
- ✓ As a Talent guru and Head of Learning Academy, successfully facilitated 30 plus customized flagship change management and behavioral programs for SBUs driving towards productivity and team building.

Details of Experience:

Employer	Position held	Dates
I.I.I.T Dharwad	Visiting Faculty	Ongoing
I.I.T Bombay, Mumbai	Visiting Faculty	2016 - 2018
L&T Infotech Limited, Mumbai	Head, Learning Academy	2014 - 2016
L&T Infotech Limited, Mumbai	Deputy Head, SAP SBU	2010 - 2014
L&T Infotech limited, Mumbai	Senior Manager, Manufacturing SBU, Corporate initiative lead	2006 - 2008
Mastek Limited, Mumbai	Consultant - Process excellence , Senior manager - Deloitte JV	2002 - 2004
Silver line Pvt. limited, Mumbai	Head R&D, Senior Manager - corporate quality	2000 - 2002

Employer	Position held	Dates
L&T Infotech Limited, Mumbai	Consultant, SEPG	1997 - 1999
I.I.T Bombay, Mumbai	Senior Programmer & IT specialist for GATE , JEE	1989 - 1995
Kirloskar Computer Services	System Analyst	1988 - 1989

Professional Achievements:

1. Lead corporate level fresher induction program for technology wise capability development. Designed 14 new technology-learning programs.
2. Successfully piloted, institutionalized and trained 2000 plus graduate trainees using a Microsoft oriented virtual learning platform for improving SET's time to billability & productivity. Improved average time for SETs to begin generating revenue from 247 days to 143 days (Avg. time to billability).
3. Honored with South Africa Best Employer Brand award and HR congress awards for SET programs innovative initiatives.
4. Spear headed a blended, experiential skill enhancement academy for learning solutions for project managers, senior project leads, business analysts and certified 800 plus IT professionals.
5. Spear headed manufacturing, ERP, and USA and Asia Pacific strategic business units process improvement initiatives for CMMI, ISO 9 K and ISO 20 K assessments & certifications for five times in Mastek, Silverline and L&T Infotech Limited.
6. Successfully worked with multinational customers of USA, Canada & Europe projects and gained knowledge on Application Management Services (AMS), Application Development Management (ADM), global delivery models using IT service management lifecycle in ERP - SAP domain.
7. Conceptualized, designed and institutionalized global application delivery process models across business units such as insurance, manufacturing, Oracle, banking, finance, SAP. Worked with process excellence leaders in strategic business units to identify business processes on the adoption of process excellence strategy and methodologies for their projects.
8. Gained expertise in leveraging technology to build, maintain organization specific tools for process management & decision-making using technology savvy tools thru R&D initiatives across industries.
9. Assisted in setting up assessment & development centers and performance appraisal system processes for USA customers. Developed innovation HR policies for career development programs through job rotation, job enrichment and succession planning schemes.
10. Contributed to initiatives on innovations, lean thinking and establish knowledge repository of project best practices, reusable components and value added specific innovative Factory models for ERP solutions.

11. Spear headed organizational efforts in various corporate initiatives on community development programs in the area of education, health and energy consumption for 2 years.
12. Developed and managed people and quality process management system and spear headed business units for CMMI 1.3, ISO 27 K, ISO 14 K certifications including SAP AMS certifications for USA, Europe & India project groups.
13. Lead the efforts of L&T IT COE for Center of Excellence certification. Contribution involved institutionalizing global AMS & factory processes for ERP projects, facilitating senior management reviews, proposals (RFPs) reviews, client presentations, designing project dashboards & best practices.
14. Spear headed organizational level Eagle & Pegasus Award initiatives for 2 years. These initiatives identify the best projects in the organization based on project performance indicators.
15. Contributed to 50 plus RFPs of projects and presented to customers.
16. Designed process and assessment framework for Deloitte & Mastek JV initiative.
17. Spear headed R&D initiatives towards promoting object oriented design and automation concepts for software development, change management, requirements management. Research study included testing tools like Win runner, objected oriented rational studio, Code review tools for code optimization and multi-site configuration management tools. Based on study results, trained 200 plus professionals on object oriented analysis and design concepts for UK projects. Study also included objectives of how to improve project cycle time by following a new approach of extreme programming methodology. A paper based on these study results was adjudged to be among top 5 papers in a National Seminar.

Teaching and Training Experience:

Academic: (IIT, IIIT etc)

- Information Technology and Infrastructure management
- Cloud Computing
- Database management systems
- Computer programming
- Software engineering

Corporate:

- Project Management for Senior Project Managers
- Requirement Management & Analysis for Project Leads, Business Analysts
- Quality Management, CMMI, ISO processes & Statistical Analysis
- Business Communication for employees and graduate trainees
- Customer Relationship Management
- Quality control, testing strategies, test automation & tools
- Object oriented design & Unified modelling language analysis, Rational Rose, Requite pro, Clear quest, Clear case tools

Publications:

- **Book Chapter**
Uma Seshadri & Debendra Kar, Study Of Perceptions Of Indian Working Women On Work Life Conflict, Flexible Work Arrangements And Organizational Policies That Influence Their Work Life Balance, Chapter 4 in “Global Business-Opportunities & Challenges”, ISBN: 978-81-8429-106-3, 2012
- **Journal Paper**
Uma Seshadri & Debendra Kar, Work Life Conflict And Flexible Work Arrangements That Aid Work Life Balance: Perception of Working Women In Dual Career Families, Prerana: Journal of Management Thought And Practice, (2012), 4(1), 23-31

Conference Publications:

- Uma Seshadri & Debendra Kar, Influence Of Coping Strategies On Work Life Balance: Perceptions Of Working Women Executives In Indian Dual Earner Scenarios, Contemporary Business 2012, 6th International Conference, Convened By IIT Delhi-Curtin University (USA), New Delhi, 22-23 Oct 2012.
- Uma Seshadri & Debendra Kar, Study Of Perceptions Of Indian Working Women On Work Life Conflict, Flexible Work Arrangements And Organizational Policies That Influence Their Work Life Balance, Global Business-Opportunities & Challenges, 6th International Conference, PESIT, Bangalore, Bangalore, 22-23 Nov 2012.
- Uma Seshadri, Study Of Relationship Between Work Life Balance Management And Elderly Care Demands On Working Women In Dual Earner Family Scenarios, Managing Human Resources At The Workplace, International Conference, SDMIMD, Mysore, ISBN:978-81-922146-4-1, 14-15 Dec 2012.
- Uma S & SL Mehinderatta, Plato PCD3 - Computer Authoring System, Seminar On Computers And Education - COMED '91, Thiruvanthapuram, 1991.

Industrial Software Projects Experience/Interaction:

- Proctor & Gamble, USA
- Ingram Micro, USA
- Infinion, Germany
- Chevron, USA
- SAP AG, Germany
- QAI, India
- Standard Bank, South Africa
- ABSA, South Africa
- Freescale, USA
- Hitachi, Japan
- Motorola, Japan
- Invensys, USA
- Deloitte, USA
- Eaton, USA
- Viacom, USA
- Saudi Electric, Saudi Arabia
- Oman Gas
- Thames Water
- PBF Energy
- MahaGENCo, India
- RCF, India
- Lupin, India
- HDS Supply, USA
- Ajinomoto, USA
- Prat & Whitney, USA
- Johnson & Johnson, USA
- JCI, USA
- Honda, USA
- Paramount, USA
- London Municipality, UK
- Aetna, USA
- GE, USA
- Irving Oil, Canada and USA
- Archer Underwriting Limited (AUL), UK
- Norton, USA
- 7x24 Solutions, Canada
- ITACS, UK
- Tuticorn Port, India
- RBI, India
- KPMG, India
- Beuros Veritas, India
- IRDA, India
- PMI, India
- L&T Group Companies, India
- Edward Jones , USA
- Kao, Japan
- ABRAJ, OMAN
- Sahara Petro chemicals,
- Valvo Group, Europe
- SWBT, USA
- Crompton, India
- Instant Bank, USA
- FreeBorders.com
- MetLife, USA
- ICF(Integral coach Factory), India
- Engage Enabling Technologies, USA
- DEUTSCHE Bank
- Kirloskar, Bangalore