



## **PRABHU DAYAL**

Managing Director & CEO

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### ***An Expert in Mould Base Manufacturing***

#### **Detailed Profile**

##### **❖ Core Competency**

Prabhu is one of the most experienced professionals in [mould base manufacturing industry in India](#). Started the mould base manufacturing journey with (DME) Detroit Mould Engineering, an USA MNC. While working with DME as General Manager (Operations), Prabhu had been at USA to study the processes and customer requirements. Implemented and established the manufacturing strategies at Indian Plant in Belgaum and won the trust of domestic and USA customers for supplying the consistent quality products. Having worked for about 5 years with DME, Prabhu founded Imosys Engineering Company Pvt. Ltd. at Belgaum in Mould Base Manufacturing. Have been with Imosys as founder and CEO till 30<sup>th</sup> Jun, 2021 and exited amicably.

Having gained nearly one and half decades of extensive experience in mould base manufacturing, Prabhu has founded another company Imbos Mould Technologies Pvt. Ltd. at Belgaum in Mould Base Manufacturing recently. This is highly ambitious plan. Prabhu is set to achieve the **mission statement of Imbos:**

[“Set up a centre of excellence to design and manufacture of mould bases; Build a brand to become among top two mould base manufacturers globally in association with exuberant and passionate stakeholders”.](#)

##### **❖ Other Technical Competencies**

- Manufacturing of Plastic Injection Moulded Parts
- Manufacturing of Semi-Conductor Devices & Medical Instruments
- Manufacturing of Aerospace Assemblies

- Fabrication of Aerospace/Aviation Systems
- Testing of Aerospace Assemblies
- Supply Chain Management
- Implementation of Lean Principles
- Implementation of 6 Sigma Process Capability

#### ❖ **Entrepreneur Journey**

- Imosys (Innovative Mould Systems), Mould Base, Mould & Moulded Parts Manufacturing Company (About one decade)

#### ❖ **Leadership Roles**

- General Manager (Operations) at DME (India) Pvt. Ltd., US Based MNC, Belgaum (1/2 Decade)
- Deputy General Manager (Operations) at Penn Manufacturing Inc. (India) Ltd, US Based Company, Chennai (1.5 Yrs)

#### ❖ **Managerial Role**

- Hindustan Aeronautics Ltd (HAL), (one decade+)

#### ❖ **Education**

- B. Tech. (Mechanical Engineering), Indian Institute of Technology (IIT), Kanpur (1991-95)
- One year Executive Management Programme, HAL Management Academy, Bangalore (1995-96)
- Integrated Materials Management, IIMM, Bangalore (1996-6 weeks),

#### ❖ **Working Profile**

Prabhu is an inspiring and influential leader. He himself is task master. His philosophy: "If anything is greater than a great idea is: Idea well implemented" drives the team to implement the ideas to the finest level at the fastest pace.

He carries nearly two and half decades of Industry experience from Aerospace to Mould Technology. He started his carrier with Aerospace Industry. The uncompromising product quality runs through his blood. For last one and half decades, he is associated with Mould Industry.

- **New Journey at IMBOS – A Mould Base Manufacturing Company** (From 1<sup>st</sup> July, 2021 – till present)

Prabhu Dayal, as Founder and Chief Executive Officer of IMBOS, shall be responsible for setting a state-of-art plant for manufacturing of mould bases and its components to achieve the objectives laid down in Mission Statement of IMBOS.

- **Founder & CEO - IMOSYS – A Mould Base Manufacturing Company** (From Jan, 2013 till 30<sup>th</sup> Jun, 2021)

Put up the foundation of Imosys in 2010. Prabhu Dayal, as former Founder and Chief Executive Officer of IMOSYS, set and evolved the strategic direction for the company. During his nearly one decade of association with IMOSYS, Prabhu developed a sustainable business model, built a strong leadership team, established strong customer and supplier base and evolved a process capability to yield INR 22-24 Lacs per CNC machine vs. INR 11-13 Lacs per CNC machine by other reputed mould bases manufacturers in India.

➤ **General Manager (Operations) at DME (India) Pvt. Ltd., US Based MNC, Belgaum – A Mould Base Manufacturing Company** (May, 2008 till Dec, 2012)

*Company Profile:* D-M-E is a group company of Milacron, USA. It is a leading company in design and manufacture of Mould Bases and Mould components, hot runner systems, Mould controls, Master Unit Die mould inserts, etc. [URL: www.dme.net](http://www.dme.net)

**Job Accountabilities**

- ⌘ Operating as Head of Operations and managing overall operations of entire plant which includes manufacturing excellence, production, PPC, quality assurance & quality control, assembly, maintenance, integrated materials management, Implementation of New Projects, Supply Chain Management & out-sourcing, Market Diversification and Client Relations, Industrial Relations activities, infrastructure management, accounts and taxation, HR Developments & General Administration.
- ⌘ Adheres to principles and follows corporate strategic direction in terms of cost management, goal setting, member relations, customer satisfaction, quality systems deployment, and other directives.
- ⌘ Adherence to quality systems by maintaining compliance to ISO 9001 Standard on product and process quality. Integrating the “voice of customer” in product quality, delivery and cost. Achieving process excellence through Six Sigma principles.
- ⌘ Provides leadership to entire plant membership by communicating relevant goals, objectives, strategies, philosophies, ethics, policies, and performance results.
- ⌘ Updating the cost for Projects. Preparation and updating the PERT/CPM networks. Progress evaluation & analysis report preparation.
- ⌘ Managing Supply chain effectively to deliver the right quality product in agreed time at lowest cost.
- ⌘ Prepares annual financial budget, approves payments, evaluates periodic labor and expense statements, and implements appropriate cost control activities.
- ⌘ Formulate appropriate KRAs and measurable and balanced period objectives for employees and closely review their performance vis-vis the same.
- ⌘ Playing a pivotal role in
  - Developing high level of customer intimacy and highly focused on delivering results to them.
  - Implementing Quality Management System ISO 9001 and EMS 14001.
  - Process and Productivity Improvements.
  - Continually improving product quality, housekeeping and workplace safety.
  - Optimum utilization of available resources.
  - Continually optimizing variable and fixed cost elements of production.
  - Ensuring intellectual property protection and providing a secure and scalable work environment,  
Coaching, mentoring, motivating and energizing project teams and staff to excel, innovate and provide world class manufacturing services.
  - Clearly defining the company's purpose and values and using it to develop successful models for professional development.

**Notable Accolades**

- ⌘ Developed and implemented an action plan to arrest customer complaints from 19 Nos. to 4 Nos. per month.
- ⌘ Improved product quality to increase export share.
- ⌘ Standardized manufacturing & assembly processes to improve product quality & productivity and to reduce cost.

- ⌘ Introduced TPM and SMED to reduce the down time and improve OEE (Overall Equipment Efficiency).
- ⌘ Introduced advance cutting tools to improve production efficiencies.
- ⌘ Developed good vendors to achieve monthly sales without any investment in machinery and equipments
- ⌘ Developed waste measurement techniques and introduced relevant Lean principles to manage waste. Kept the company's overheads under control.
- ⌘ Developed and implemented an action plan to improve housekeeping (5 S).
- ⌘ Adopting 6 Sigma principles to achieve high standards of process stability.
- ⌘ Managed good customer interface.
- ⌘ Maintained low inventory by increasing inventory turns.
- ⌘ Successfully developed skilled, capable and motivated teams at various levels.
- ⌘ Implementing ERP system.
- ⌘ Prepared the company's physical lay-out as per expansion plan for next 3 years.

➤ **Deputy General Manager (Operations) at Penn Manufacturing Inc. (India) Ltd, US Based Company, Chennai (Jan, 2007 – Apr, 2008)**

Company Profile: Solely export oriented unit located in MEPZ (Madras Export Promotion Zone), Chennai, mainly involved in manufacturing of Aerospace parts for Airbus, Boeing, and Lockheed Martin. PMI (India) Ltd is engaged in global strategies for high precision machining and assembly. PMI through its global presence offers wide variety of engineering services and products that utilize SEI CMM, ISO 9001, AS9100 and Six Sigma quality frameworks

- ⌘ Have been instrumental in setting up a new plant from green field phase including establishing a world class manufacturing cell for EATON Aerospace Project based on LEAN principles (created Continuous Flow Mfg. Cell).
- ⌘ Targeted high quality standards and managed operations in line with the international practices of Aerospace Industries.
- ⌘ Integrated company's design and manufacturing competency in Aerospace and formulated them as service segments for international clientele. Developed a strong team for design and development activities which could support OEMs for all activities related to DFM and value engineering.
- ⌘ Successfully developed skilled, capable and motivated teams at various levels, formulated HR policies and introduced various motivational schemes to retain the expertise. Brought qualitative improvement in all functional areas.
- ⌘ Introduced LEAN principles to cut off various forms of wastes and increase production efficiencies. Introduced SMED concept to reduce unmonitored huge set up time to a few hours. In general set up time cut off by 75%. Started TPM for new machines to avoid any equipment down time and customize to requirement.
- ⌘ Reduced the cycle time to 1/3<sup>rd</sup> in many cases. Customer delivery rating improved to 98% against 86% over past year. Integrated objectives of various supply chain activities to deliver fast results to the customers.
- ⌘ Have been pivotal in leading cost reduction strategies for Eaton Aerospace projects. Target cost reduction ranges to 35-40% in next three years.
- ⌘ Leading customer meetings at Eaton Aerospace sites in Europe and North America. Analyzed scope of project and signed LTA (Long Term Agreement) to develop products at PMI India.
- ⌘ Implemented 1st phase of Snecma France (Fluid Conveyance) Project (manufacturing of products for hydraulic systems) and engaged now for Titchfield UK project and future planning for Military Phases.

- ⌘ Built up Tool Room facilities to avoid huge cost of fixturing
- ⌘ Played a pivotal role in achieving an aggressive turn-over for the current financial year projecting growth rate of 100% against last year.
- ⌘ Introduced Quality Plan, Process Management Plan, In-Process-Inspection and Process capability study and Quality rating rose to 97.5% against past year 80-85% and Rejection rate brought down from 10% to 3%.
- ⌘ Got certified ISO 9000-2001 in 6 months. Led organization's effort in achieving AS9100, ISO 14001 EMS (Environmental Management System) and OHSAS 18001 certifications (Achieved date: end of Feb, 2007).
- ⌘ Implemented ERP system.
- ⌘ Successfully improved the profit margin to 40% over 20% by eliminating wastes and improving set up time and cycle time along whole operation line i.e.; order receipt to shipment.
- ⌘ Introduced Kanban & JIT concepts at production line to create Single Piece Flow.

➤ **Started Career with HAL, Bangalore**

- Jul'95-Jun'96 Management Trainee, HAL Management Academy, Bangalore
- Jul'96-Jun'98 Engineer (Aero Engines Fabrications), HAL- Aero Engine Division, Bangalore
- Jul'98-Jun'01 Deputy Manager (Assembly & Testing), HAL- Aero Engine Division, Bangalore
- Jul'01-Jun'05 Deputy Manager (Manufacturing Shop), HAL- Aero Engine Division, Bangalore
- Jul'05-Dec'06 Manager (Supply Chain Management), HAL - Aero Engine Division, Bangalore
- Jan'06-Dec'06 Manager (Lean Mfg. System Implementation), HAL–Aero Engine Division, Bangalore (Additional Responsibility)

**Notable Accolades as Manager, Supply Chain Management**

- ⌘ Developed a wide network of vendors which could meet the Aerospace Challenges in terms of uncompromising quality and deliveries at target cost. Negotiated rates and finalized LTAs on win-win concept.
- ⌘ Successfully assisted vendors to understand requirements of Aerospace Industry and supported them in developing quality documents like PPAP / FAI requirements, FMEA, PF, SPC, Quality Plan, In-Process-Inspection, Traceability requirements, MSA, configuration management, Packaging Methods, Lead Time Estimation, Visual Aids, Checking Aids, GD &T, Problem solving methods like 8D principles, 5 Why terminology, etc.
- ⌘ Improved suppliers' performance through constructive feedbacks, corrective actions and education.

**Notable Accolades as Deputy Manager/Manager, Manufacturing Shop**

- ⌘ Spearheaded a team of qualified engineers and technicians (160 Nos.) of CNC Shop (60 M/Cs) & general machine shop (20 M/Cs) consisting of sophisticated Machineries and equipments (all major 2/3/4/5 axes CNC machines & various sizes of conventional Lathes, drilling, milling & Jig boring machines, grinding machines- surface, cylindrical, center-less and jig grinding. CNC Wire Cut EDM and CNC EDM).

- ⌘ Have been pivotal in generating the optimal Scheduling and fixing problems using PPC concepts taking into accounts: machine break down, sudden material shortage, work force vacancy, Tool breakage, etc.
- ⌘ Reduced the cycle time of Brake Body of LCA from 30 hrs to 8 hrs (73% reduction). Received appreciation letter.
- ⌘ Formed three cells: Hubs cell, body cell and small part cell. This led to reduction of manufacturing cost by 32%.
- ⌘ Established new manufacturing shop – Layout Design incorporating LEAN concepts to ensure enhanced utilization of facilities, equipments, material and staff. Established CAD/CAM/CAE and DNC networking Cell.
- ⌘ Implemented SMED concepts and cut off set up time by 90% (i.e., reduced to 10%) in many cases.
- ⌘ Process improvements for complex and long cycle aero engine components and assemblies ranging from gears, turbine blades, impellers, inducers, rotors, stators, pump bodies and parts made of honeycomb and metal matrix composites.
- ⌘ Developed Castings for Kaveri engine for LCA by using concepts of rapid prototyping in association with IIT, Kanpur.

#### **Notable Accolades as Engineer/Deputy Manager, Assembly and Testing**

- ⌘ Responsible for production of new and repair / overhaul of various systems of fuel, hydraulic, instrument and wheels & brake of Jaguar aircraft. Coordinating all activities relating to Production Planning, Manufacturing of detail components, ensuring availability of tools/jigs & fixture, Outsourcing, Purchasing of items from vendors and Assembly and Testing. Supplied Nose wheel and Main wheel assemblies to IAI Israel in contracted time. Re-Organized Assembly lines as per lean principles to shorten lead time.

#### **Notable Accolades as Engineer, Aero Engines Manufacturing & Fabrications & Press shop applications**

- ⌘ Been instrumental in introducing new dimensions in complex manufacturing of detail components of aero engines like turbine blades, stator blades, impellers, inducers, casings, housings, gears etc. Adopted scientific approach to cut down cycle time without compromising on product quality.
- ⌘ Hands on experience in managing the facilities like Electron Beam Welding, Robotic Plasma Spray Facility, CNC electron Discharge machines, Wire EDM, Electro Chemical Forming, Chemical size reduction, cermetal and other coatings, Vacuum Brazing, special welding such as Fusion Welding, Manual & Automatic circumferential welding, Longitudinal welding, Orbital welding, Resistance welding, laser cutting and drilling, Ring rolling, etc.
- ⌘ Handled Heat Treatment shop consisting of state-of-art equipments and versatile processes like various types of hardening processes, stress relieving, various types of plating, carburizing etc. Well versed with Material Science concepts. Designed Heat Treatment and plating fixtures for special featured Products.
- ⌘ Handled press operations consisting of hot forgings and cold forgings. Applied Cell manufacturing concept to reduce Cycle time and cost. Used SMED concepts for quick change over to reduce the set up time.

- ⌘ Designed and developed complex fabrication fixtures such as Assembly fixtures, welding fixture, bending fixtures and press tools. Maintenance of fixtures and press tools.
- ⌘ Exposure to GRP/FRP composites applications.
- ⌘ Managed Sheet Metal, Complex Aerospace Fabrications. Handled stretch forming of plastics and super plastics, Stator and Rotor Assemblies. Hot forming of Titanium and Greek Ascoloy. Experience in forming of Front Frames of Adour Mk 801/804, Garrett and Artouste Engines. Repair and Overhaul of Brazed and welded Fabrications.

### **Notable Accolades as Manager, Lean Mfg. System Implementation**

- ⌘ Part of Lean resource team from 30-08-2004 till January, 2007.
- ⌘ Organized 38 Kaizen events at HAL Accessories Division, Lucknow.
- ⌘ Participated in 10 Kaizen events in other Divisions of HAL.
- ⌘ Trained officers & workmen the structured methodology of Kaizen events.
- ⌘ Formed various teams to carry out 5S in different departments.

### **Major Lean Initiatives**

- ⌘ Made Value Stream mapping for many model lines identifying average 38 Kaizen events.
- ⌘ Formed many Cross Functional Teams and by applying 5 Whys Terminology identified the root cause of many long pending problems.
- ⌘ Designed new layout for assembly by bringing different departments like: micrometry (inspection), lapping, cleaning room, production control room all very close to assembly room, and thereby reducing total movement of man, material & paper by 40%.
- ⌘ Point of use was implemented to further reduce all movements by 13%.
- ⌘ Kanban was introduced in assembly area to bring down waiting time in assembly reducing cycle time by 22%.
- ⌘ Created a 'Pull' in manufacturing shop for items required for assembly reducing WIP by 36%.
- ⌘ Made separate cells for manufacturing Hubs, bodies, small parts and springs reducing production cost by 32%
- ⌘ Started Total Productive Maintenance (TPM) Kaizens for many critical Machines & Testing equipments ensuring availability of equipment.
- ⌘ Improved Overall Equipment efficiency by 42% of many machines by SMED and also Test Rigs down Time was reduced by 26% through series of TPM, SMED.

Thanking You,



Yours Faithfully,

**Prabhu Dayal**