**LAKSHMY GANDHI**

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**SUMMARY AND PROFILE**

**Senior Manager**

As a seasoned leader, I thrive on enabling people’s potential. I’ve built and managed high-performing, diverse global teams, delivering breakthrough performances and complex projects within scope, quality, and budget. My passion for program management drives me to achieve delivery excellence while fostering innovation. I am committed to operational excellence, strategic planning, and mentoring diverse talent.

**Areas of Expertise**

Leadership and Team ManagementStrategic Balance and Technical Maturity

Digital Transformation and Data ExpertiseOperational Excellence and Service Innovation

Supply Chain Solutions and Technical AcumenProduct Vision and Strategic Roadmap

Business Value and Customer ExperienceStakeholder and Cross-Functional Collaboration

Risk and Compliance ManagementEffective Communication and Cultural Awareness

Continuous Learning and MentorshipCommunity Involvement

**PROFESSIONAL EXPERIENCE**

**Microsoft**

**Senior Manager**

**07.2018–08.2023**

* Global DevOps Leadership: Led a team of over 50 DevOps professionals worldwide, fostering self-managing, high-performing leaders.
* Diversity and Inclusion Advocate: Promoted a culture aligned with Microsoft ‘values, providing opportunities for diverse candidates, interns, and Year-Ups within the MDM Team.
* Project Management Excellence: Applied PMP training to introduce the Master file concept, receiving positive feedback from senior leadership for enhancing project execution.
* Streamlined Project Execution: Guided the team in utilizing Microsoft project planning tools and the Master file to improve communication, change management, Wrote test scripts and automated them and overcome challenges.
* Agile Transformation: Leveraged SAFe methodology for Planning Increments and Semester planning, contributing to Microsoft’s digital transformation with technologies like Chatbots, Machine Learning, Power BI telemetry, anomaly detection, and automated alerts.
* Operational Stability: Implemented situational awareness and live-site maturity, defined DRI roles, and SOP documentation, and drove a self-sustainable automated telemetry process, reducing SAP-related tickets by 50% within six months.
* Innovation and Automation: Encouraged team participation in hackathons and implemented RPA for data migration.
* Knowledge Sharing: Established a platform for monthly brown bag sessions, enhancing visibility and mutual learning across teams.
* Leadership Development: Practiced the core principles of MODEL, COACH, and CARE, supporting team members in their career growth.

**Key Projects**

**Cayman Retirement, BigCat Migration, Jarvis:**

**Role:**

* Led data migration from legacy systems, redesigned CRUD processes, integrated data with surrounding systems, and data publication to data lakes and reporting.
* Accomplishment: Achieved digital transformation and platform maturity, resulting in $960K/year cost savings.

**Elevate:**

**Role:**

* Managed data migration from legacy systems for global data centers, implemented supply chain solutions, and integrated SAP ECC with SAP S/4 HANA.

**Accomplishment:**

* Delivered digital transformation with $550K/year savings and S/4 HANA Pilot project planning &amp; execution.

**Mavericks:**

**Role:**

* Led S/4 HANA implementation for MM &amp; S/4 HANA MDG, managed data migration for various master data, and ensured end-to-end project delivery.

**Accomplishment:**

* Achieved platform hardening and scalability with cost savings of $870K/year.

**Milan:**

**Role**

* Optimized pricing techniques for software materials, including VL, OEM, and Azure customers.

**Accomplishment:**

* Simplified processes, automated workflows, and enhanced customer experience, saving $90K/year.

**Meliora:**

**Role:**

* Supported SAP IBP solutions and integration from the MM.

**Accomplishment:**

* Enhanced integration and support for SAP IBP solutions.

**MOM:**

**Role:**

* Led Microsoft Organization Master for customer master data and achieved CVI for unified data management.

**Accomplishment:**

* Ensured accurate and efficient data management, automated synchronization, and maintained data integrity.

**EDL:**

**Role:**

* Managed enterprise data lake projects, ensuring seamless data storage and retrieval from Azure Cloud through Data Bricks.

**Accomplishment:**

* Improved data management and reporting capabilities.

**TTM (Time to Market):**

**Role:**

* Reduced product launch lead time from 60 days to 2 days, enabling on-demand market readiness.

**Accomplishment:**

* Enhanced market responsiveness and efficiency.

**Product Hierarchy Expansion:**

**Role:**

* Implemented changes across 72 systems, including EDM, Phoenix, MPP, DML, EDL, POP, Bigcat, Ariba, Tidal, MDG – DGP, and Work soft scripts.

**Accomplishment:**

* Streamlined product hierarchy management and integration.

**KTLO (Keep the Lights On)/Production Support:**

**Role:**

* Managed incident, service, and change management, providing production support for all SCM-related issues. Conducted RCA analysis, executed repair items, and created SOP documents.

**Accomplishment:**

* Ensured operational stability.

**CELA/Legal Support:**

**Role:**

* Ensured legal compliance and SOX adherence and GDPR requirements.

**Accomplishment:**

* Maintained regulatory compliance and risk management.

**SPIKE/POC/Pilot Projects Handling:**

**Role:**

* Managed and executed SPIKE requirements.

**Accomplishment:**

* Addressed critical project needs and ensured timely delivery.

**General Electric Power (Digital)**

**03.2017 – 06.2018**

**Role:**

* Supported Project GE Power and Alstom merger. Supported Digital Transformation of the GE Gas turbine factory to Alstom’s strategic platform.

**Accomplishment:**

* Delivered Business and Organizational transformation and moved $2.5B COGS to SAP.

**Accomplishment:**

* Reduced Order to Remittance cycle time by 25%.

**Accomplishment:**

* Improved the WIP stock visibility by creating a sub-ledger accounting for $700M.

**Accomplishment:**

* Eliminated COPICS Mainframe system and saved $3M.

**Deloitte Consulting LLP**

**11.2015 – 03.2017**

**Client: Magic Leap**

**Role:**

* Led the Implementation of SAP ECC, SAP Ariba upstream and downstream, and S/4 HANA for Augmented Reality Display supply chain processes.

**Accomplishment:**

* Delivered the IT Strategy and Roadmap for Augmented Reality Display Unit’s Supply Chain process.

**Accomplishment:**

* Defined processes for the creation and maintenance of Ariba catalogs and Ariba contract compliance and other purchasing activities in support of Line of Business using S/4 HANA Fiori apps.

**Accomplishment:**

* Managed the project, program development, enhancement initiatives, and compliance management activities.

**Accomplishment:**

* Created project planning, requirements documents, and stakeholder presentations for project milestones.

**Accomplishment:**

* Designed and enabled a 360-degree end-to-end supplier performance management process.

**Accomplishment:**

* Personally prototyped and delivered project/event templates and managed fit/gap with Ariba for complex sourcing processes.

**Constellation Brands Inc.**

**Client:**

**Role:**

* Led the team to implement SAP MDG 7.5.

**Accomplishment:**

* Enabled SAP MDG MM and BP models. Set up TREX and enterprise search in MDG, floor plan manager activities for vendor master and customer master.

**Accomplishment:**

* Conducted MDG DRF and import framework IMG activities, MDG key mapping and value mapping functionality settings, integration of MDG with other systems to replicate master data and cross- reference data, DQM integration with MDG to leverage duplicate checks and address standardization functionality in MDG.

**Client: Dart**

**Role:**

* Created APO demand planning process flows in Visio, APO DP requirement metrics, and DP project plan methodology.

**Accomplishment:**

* Developed configuration guides, security and authorization templates, master data templates, integration templates, defined roles and responsibilities, and metrics, and built integration and UAT test scripts.

**Client: Deloitte, Preconfigured Solution**

**Role:**

* SAP Supply Chain &amp; Recipe Management Consultant (SAP PT Package).

**Accomplishment:**

* SAP Food and Beverage Pre-Configured Solution. Hands-on team led for the upgrade of SAP logistics and procurement systems.

**Accomplishment:**

* Subject matter expert in repetitive manufacturing and detailed line scheduling.

**Accomplishment:**

* Secured procurement contracts and procurement manufacturing stock.

**Accomplishment:**

* Led the team in configuring and testing BPPs end-to- end scenarios.

**Accomplishment:**

* Managed subcontracting, subcontracting with excise duty, purchase rebate, and returns complaints. Raw material sales, stock transfer with and without delivery, cross-company stock transfer, WM, and QM inbound and outbound, transportation management, tested component specification, in-process inspection, source inspection, and formula management.

**Client: Verizon Communications Inc.**

**Inventory Management Process Reengineering**

**Role:**

* Designed and implemented innovative business processes and enterprise- wide governance standards. Delivered projects as an S/4 HANA MM Procurement and BW Logistics Reporting Specialist.

**Accomplishment:**

* Gathered legacy systems requirements, responsible for configuration, built specifications for BW reports, and BEx queries.

**Accomplishment:**

* Documented Business Process Re-Engineering (BPR) processes and provided OCM and COE recommendations to support VzW’s “To- Be” Process, furnished end-user training plan and materials.

**CONAGRA Foods, INC**

**Senior Systems Engineer**

**06.2013 – 10.2015**

**Printed Packaging Display:**

**Objective:**

* Improve the capability to execute PPD planning and build to improve service to customers and reduce costs. PPDs are integral to ConAgra’s growth strategy and increased with opportunities to combine branded and PB products on a single display.

**ROI:**

* $254K/year obsolescence reduction, $310K - $620K/year on margin improvement.

**Pilot Plant:**

**Objective:**

* Bring ConAgra’s Research and Development Plant, known as the Pilot Plant, into compliance with new Food Safety Modernization Act (FSMA) regulations. Directly supports Al Bolles FY15 objective to become “FSMA ready”.

**ROI:**

* Estimated cost saving of $53K.
* One Ardnet Mills and Neo Mills Divestiture:

**Objective:**

* To form Ardent Mills, the parents, Cargill and ConAgra, need to divest four mills to one or more buyers. Per a decree by the Dept. of Justice (DOJ), the parents must effectively support the potential buyer(s) to operate competitively on Day 1. IT must determine effort and impacts for all possible buyer and TSA scenarios.

**Oracle Database R3 Move (R3VM):**

**Objective:**

* Move R3 Oracle database to our DC 2.0 infrastructure to reduce maintenance downtimes, provide more flexibility in infrastructure maintenance, and avoid annual recurring costs by reducing use of

**Symantec cluster software.**

**ROI:**

* Hard cost savings of $168K, soft savings of $150K.

**Common Business Language:**

**Objective:**

* Set the definition of SAP hierarchies/attributes for the new ConAgra structure moving forward, request/update master data, restate forecast/historical/annual operating plan (AOP) SAP data, and align reporting and transactional systems.
* Sterling Integrator (SI) Upgrade:

**Objective:**

* Upgrade SI to version 5.2, move into the DC 2.0 environment, and migrate to Oxford framework as the current version is nearing end of support and the hardware is nearing end-of-life.

**Data Integration:**

**Objective:**

* Data migration project to bring data from non-SAP systems like JD Edwards, LX BPCS, PRISM to SAP system for products like Pasta, CEREAL, Azusa OTC, Cliff bars, Indy South Harlan Colt, 3Cs (Cookies, Crackers, and Condiments), 3Ps, Azusa SC, Snack Nuts and Candies, Peanut Butter (project Ghost), Streator and Buckner, Bakery, International.

**OTHER RELEVANT EXPERIENCE**

**ERP and ERP CORP, US**

**SAP MM/IM/LE Functional**

**NOV 2012 – JUN 2013**

**IBM Corporation**

**SAP MM/IM/LE/WM**

**DEC 2008 – NOV 2012**

**Hewlett-Packard, INDIA**

**SAP MM**

**JUL 2008 – NOV 2008**

**Lenovo, INDIA**

**SAP MM/SD (Implementation)–Environment: SAP ECC 6.0**

**JAN 2007 – JUL 2008**

**HCL Technologies, INDIA**

**SAP MM Functional Environment: ECC 4.7**

**DEC 2005 – JAN 2007**

**IBM, INDIA**

**SAP MM**

**MAY 2003 – DEC 2005**

**EDUCATION AND OTHERS**

**Pondicherry University, Pondicherry, India**

Master of Business Administration (MBA) in International Business

**Pondicherry Engineering College, Pondicherry, India**

B. Tech (Electronics and Communication Engineering)

**Artificial Intelligence:**

* Implications for Business Strategy / MIT SLOAN CSAIL, MA, USA Jan 2024
* Berkeley Technology Leadership Program / Berkeley Haas, CA, USA April 2024

**Certification / Trainings**

* Gen AI at SAP – Certified by SAP
* Leading with Vision
* Technical Product Management
* Collaboration Principles and Process

**Work Authorization:**

* GC EAD Valid till Jan 2029