

COMMANDER R HARIDAS

Independent Director | Corporate Governance Board Advisor | Certified ESG & BRSR Expert

B.E. | MBA (IT) | FIE | IIM | Rushford School of Business | Oxford Saïd | Cambridge | ISB | 38+ Years of Leadership

PROFESSIONAL OVERVIEW

Commander R Haridas is a distinguished military and corporate leader with over 38 years of blended experience spanning the Indian Navy, Bharat Electronics Limited (BEL), and board-level advisory roles. Currently serving as an Independent Director on the Board of United Telecoms Ltd (UTL), Visiting Faculty at TAPMI (Manipal University), Senior Advisor to CropNow and Advisor to GBITCIA, he brings rare depth across strategy, governance, sustainability, risk, and digital transformation. Pursuing Doctorate scholar in International Business at Rushford Business School, France, and a certified expert in ESG, BRSR, Independent Directorship, and Digital Strategy from globally reputed institutions including Oxford Saïd, Cambridge, IIM Bangalore, and ISB, Commander Haridas offers students a uniquely integrated perspective bridging military precision with corporate governance rigour and industry-academic practice.

TEACHING AREAS & DOMAIN EXPERTISE

SUBJECT AREAS OFFERED FOR MBA / BBA PROGRAMMES	
Sustainability, Business Practices & Managerial Ethics	- Integration of ESG (Environmental, Social, Governance) principles into business strategy - BRSR (Business Responsibility & Sustainability Reporting) - framework, compliance, and disclosure - UN SDGs, TCFD, GRI, and global sustainability standards applied to Indian corporates - Managerial ethics, fiduciary duty, stakeholder capitalism, and ethical decision-making - Corporate social responsibility and value chain accountability - Case studies: TCS, Infosys, Mahindra & Mahindra BRSR/ESG analysis (practitioner-level) - Certified ESG Expert & Certified BRSR Expert (World Council of Directors, 2025) - Leading Sustainable Corporations (Oxford Saïd, 2026); Business Sustainability Management (Cambridge, 2026)
Business Strategy	- Strategic analysis frameworks: PESTEL, Porter's Five Forces, VRIO, BCG Matrix - Competitive advantage, value chain analysis, and strategic positioning - Corporate strategy, diversification, M&A, and strategic alliances - Strategy execution - translating vision to operational outcomes - Defence electronics sector strategy (India) - market structure, entry modes, JV/greenfield analysis - Business Strategy certification - IIM Indore (2023); Corporate Strategy - UCL (2023)
Digital Transformation Strategy	- Framework for enterprise digital transformation - roadmap design and governance - Risks, opportunities, and executive decision-making - Supply chain digitisation strategy and design - Data governance, digital enablement, and technology integration in operations - Industry 4.0 applications in defence, manufacturing, and infrastructure sectors

	- Digital Transformation Strategy - ISB Hyderabad (2024); AI & Business Analytics -Oxford Saïd (2025) - Certified Digital Director - World Council of Directors (2025) - Supply Chain Digitisation Strategy & Design - IIM Ahmedabad / Coursera (2024)
Corporate Governance	- Board structure, roles, responsibilities, and independent director obligations - Companies Act 2013, SEBI LODR 2015 - compliance and governance frameworks - MOA/AOA analysis, board committee mandates, and statutory compliance - Governance maturity models, board information systems, and oversight mechanisms - Director independence, conflict of interest, promoter entrenchment -case-based learning - Raymond, ZEEL case studies - practitioner analysis of governance failures - Qualified & Registered Independent Director - IICA / MCA, Govt of India (2025) - Certified Independent Director (IDCP) - World Council of Directors (2025) - IDCP -IIM Bangalore (2025–26); Certified Corporate Director - IOD (2025)
Project Management	- Project, Programme & Portfolio Management (PPM) - lifecycle, governance, and control - PRINCE2® Practitioner & Advanced - AXELOS, UK (2014); PMP - Google / Coursera (2024) - Risk management in multi-crore defence and infrastructure projects - Stakeholder engagement, scope management, and milestone delivery - Executed multiple ₹100–400 Cr naval programs; delivered ahead of schedule with quality compliance - SAP PS (Project Systems) integration for project execution governance - Cross-functional team leadership across 200+ professionals in 7 pan-India locations
Quality Assurance	- ISO 9001:2015 QMS design, implementation, and audit readiness - Quality frameworks in defence manufacturing and naval electronics systems - Diploma in Quality Management - Defence Institute of Quality Assurance / Bharatiar University (2010–11) - Fellowship in Engineering - Indian Institute of Electrical Engineering (2010) - Enhanced QA inspection protocols reducing failure rates across frontline Sonar, Communication, and Missile & Fire Control systems - Root cause analysis, non-conformance management, and continuous improvement (CI) - Quality governance in supply chain - vendor qualification and assurance oversight
Leadership	- Military leadership - 26 years of command experience as Head of Departments, Naval Warships, Indian Navy - Executive coaching, mentoring, and high-performance team building - Crisis leadership, decision-making under uncertainty, and resilience management - Change management and organisational transformation - BEL (11+ years, AGM level) - Managing multi-disciplinary teams of 250–300 professionals across functions and geographies - Postgraduate in Advanced HR & Strategic Analytics - IIM Ranchi (2024–25) - Award in Global Non-Executive Directors' Leadership - WOOLF University, USA (2025) - Experiential learning design and pedagogy - visiting faculty, TAPMI Manipal University (2026)

ACADEMIC & PROFESSIONAL CREDENTIALS

EDUCATION	SELECT CERTIFICATIONS
Doctorate in Business Management - Rushford Business School, France (2024–26)(in progress) PG - Advanced HR & Strategic Analytics - IIM Ranchi (2024–25) MBA (Information Technology) - Sikkim Manipal University (2008–09) Fellowship in Engineering - Indian Institute of Electrical Engineering (2010) Diploma in Quality Management - Def. Inst. of QA / Bharatiar University (2010–11) B.E. (Engineering) - Naval College of Engineering, JN University (1988–92)	- Leading Sustainable Corporations - Oxford Saïd (2026) - Business Sustainability Management - Cambridge (2026) - AI & Business Analytics - Oxford Saïd (2025) - Independent Director (IDCP) - IIM Bangalore (2025–26) - Qualified Independent Director - IICA / MCA (2025) - Certified ESG Expert - World Council of Directors (2025) - Certified BRSR Expert - World Council of Directors (2025) - Certified Digital Director - World Council of Directors (2025) - Digital Transformation Strategy - ISB Hyderabad (2024) - PRINCE2® Practitioner & Advanced -AXELOS, UK (2014) - PMP — Google / Coursera (2024); CBAP® -IIBA (2024)

PROFESSIONAL EXPERIENCE SNAPSHOT

PERIOD	ORGANISATION / ROLE	KEY CONTRIBUTION
May 2026–Present	Independent Director - United Telecoms Ltd (UTL)	Board governance, statutory compliance oversight, ESG advisory
Feb 2026–Present	Visiting Faculty (Sustainability) - TAPMI, Manipal University	Teaching sustainability, ESG, and business ethics to management students
Feb 2026–Present	Advisor - GBITCIA, Bangalore	Strategic advisory to Greater Bangalore IT Companies & Industries Association
Aug 2014–Feb 2026	Additional General Manager - BEL, Bangalore	Led 200+ professionals across 7 pan-India teams; ₹100–400 Cr program management; ESG & risk frameworks
Nov 1987–Aug 2013	Naval Officer (Commander) - Indian Navy	26 years - Warships, dockyards, shipyards; QA, electronics systems, operations; CNS & CinC Commendations

PEDAGOGICAL APPROACH

Commander Haridas employs an experiential learning methodology, integrating real-world case studies, board-level simulations, and practitioner narratives into every session. His approach bridges the gap between textbook theory and industry reality, drawing on lived experience from naval command, defense manufacturing governance, and corporate board advisory. Students gain exposure to Indian regulatory frameworks (Companies Act 2013, SEBI LODR 2015, BRSR), global standards (ISO 31000, COSO ERM 2017, TCFD, GRI), and strategic tools used at the C-suite and board level.

NOTABLE ACHIEVEMENTS FOR CLASSROOM CONTEXT

- Awarded the Chief of Naval Staff Commendation and Commander-in-Chief Commendation (Eastern Naval Command) for exceptional techno-managerial leadership - among the highest recognitions in the Indian Navy.
- Delivered 15–20% operational efficiency gains through workflow optimisation across seven national support centres at BEL.
- Successfully executed multiple ₹100+ Cr naval defence programs, delivering ahead of schedule with strengthened compliance and quality benchmarks.
- Elevated QA inspection protocols to ISO 9001:2015 standard in the Controllerate of Quality Assurance, Indian Navy - reducing failures across Sonar, Communication, Missile & Fire Control systems.
- Maintained 98% operational availability on assigned warships, significantly strengthening Indian naval fleet capability.
- Produced practitioner-grade ESG/BRSR analyses for Mahindra & Mahindra, TCS, and Infosys - spanning COSO ERM 2017, ISO 31000, TCFD, and UNGP saliency frameworks.
- Contributed to board governance frameworks as Independent Director at United Telecoms Ltd - applying Companies Act 2013 and SEBI LODR 2015 compliance at board level.

CONTACT & ENGAGEMENT

Email	Phone	LinkedIn
commander.haridas@gmail.com	+91 9342420068	linkedin.com/in/commander-haridas-221693297

Location: Bangalore, India | Visiting Faculty, Guest Lectures, Executive Education, and Board Advisory