



Karan Sarpal

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Summary

A passionate & results-driven strategy professional with 8+ years at Reliance Industries Limited across diverse businesses. Brings holistic experience from Reliance's Chairman's office across high-impact areas including Corporate Planning & Strategy, Business development, Performance management, Investment & pre-acquisition evaluations, and People & Organization design. Experienced in large-scale manufacturing operations. Adept at driving transformation, enabling strategic initiatives, & delivering at scale.

Professional Experience

Senior Manager, Corporate Planning & Strategy – Chairman's Office | Reliance Industries Limited | Mumbai

- **Executive governance & performance reviews:** Worked with Chairman (Mukesh Ambani) to program-manage functioning of the executive committee and institutionalize group-wide performance review mechanisms
- **Strategic planning:** Collaborated with cross-functional stakeholders to formulate annual plans and 5–10-year long-term business strategies, incorporating macroeconomic and industry analyses to validate profitability and growth
- **Growth Strategy:** Evaluated opportunities across acquisitions, Joint Ventures, capacity expansions and new market & presented analysis to leadership. Screened initiatives worth ~ Rs. 75,000 Cr for the O2C business from a strategic & economic perspective
- **Governance & control:** Designed & deployed frameworks to monitor groupwide business performance and projects' execution, tracking key variances across profitability, cost, timelines and resources. Flagged deviations & instituted accountability
- **Organization design:** Spearheaded group-wide formulation of unified Organization Architecture & management structure, including business operating models. Led first principles-based manpower planning & optimization aligned to growth plans
- **People & Performance:** Analysed group wide people costs, attrition and key leadership/capability gaps. Introduced scorecards for holistic performance evaluation and implemented HR platforms (Zing) to drive digital transformation and efficiency
- **Functional Improvements:** Facilitated internal process & functional transformation along with External consultants (EY, Kearney), defining scope, independently validating analyses and contributing to actionable recommendations
- **Market intelligence & investors strategy:** Benchmarked RIL's performance with competitors and analyst projections; refined investor communication and crafted targeted market signals to align external perception with internal strategic priorities

Executive Assistant to Head – Process Developments, Cluster President's Office | Reliance Industries Limited | Jamnagar

- **Operational risk reduction:** Facilitated evaluation & implementation of process automation initiatives across 10 plants at RIL Jamnagar – the world's largest manufacturing complex, resulting in reduced process operational risks
- **Proficiency development program:** Conceptualized and led execution of enhanced competency assessment and development system, along with cross-functional stakeholders, by analysing gaps, aiming to eliminate incidents caused by human errors.
- **Critical supply chain continuity:** Ensured uninterrupted availability of catalysts/ chemicals across 50+ plants during COVID-19 by reviewing ~ Rs. 10 Cr. of procurement, and coordinating with Supply chain, Operations, Technology, Procurement teams

Executive Assistant to Head – Area Operations, Gasification Complex | Reliance Industries Limited | Jamnagar

- **Governance Systems:** Adapted & customized global best practices to establish systems for the newly commissioned complex
- **Cross functional Liaoning:** Coordinated critical activities among functions to ensure smooth day-to-day operations.
- **Monitoring operations:** Saved operational risks ~ Rs. 30 Cr. by proactively monitoring parameters and highlighting deviations

Graduate Trainee & Process Operations Manager | Reliance Industries Limited | Jamnagar

- **Start-up & commissioning:** Partook in the start-up activities of RIL's Acid gas recovery (AGR), the world's largest AGR unit.
- **Plant troubleshooting:** Ensured smooth plant operations by effectively troubleshooting quality and process deviations.
- **Safety & Technical Training:** Upskilled 250 labourers & 50 plant staff through regular training on emergency procedures and technical aspects of the plant, as part of the plant's safety improvement plan, including emergency response preparedness.

Education

Bachelor of Technology (Chemical Engineering) – VIT University | Vellore, Tamil Nadu, India

Accomplishments

- Awarded the **IET–YLP Leadership award** in 2016 by The Institution of Engineering & Technology (IET) for displaying outstanding leadership as Chairperson of the Students Chapter at VIT University, and for promoting of the Vision of IET
- Awarded consecutive **Merit Scholarship for Academic Excellence** and Special Achiever's Award at VIT University (2014-17)
- Honoured as **TIMES NIE Student of the Year** in 2012 at St. Columba's School, New Delhi for exemplary and all-round excellence in academics as well as extracurriculars.

Certifications

Executive General Management Program (FLYER), IIM Bangalore,
Understanding Financial Statement: Company Position, Illinois University and Coursera

Extra-Curriculars

- **Chaired the IET Students' Chapter** at VIT University, driving student engagement in engineering & technology (2015–16)
- Trained as an Indian classical vocalist and earned Grade 3 Certification in Music (Piano) from **Trinity College London**.
- **Co-founded "Beats & Strings,"** Reliance Jamnagar's first indie-rock band, fostering cultural activities within the organization
- Lead The VIT Technical United Conference in capacities of **Student Convenor** (2017) and **Organizer & Director Financial Affairs** (2016), ensuring smooth conduction of a major student driven event
- Served as **Student Organizer** of Technoscape 2016, an International Chemical engineering conference at VIT University.
- Held the position of **Organizer - Marketing** of graVITas 2016, VIT University's flagship technical fest.
- **Taught elementary Math and English to underprivileged children** through Reliance Foundation and the Juvenile Care Student's Chapter at VIT University