



Professional Certification & Achievement

- Certified Business Consultant from Institute of Certified Business Consultants – USA
- Certified KPI Professional from KPI Institute, Australia
- Certified NLP Practitioner by American Board of NLP
- ICF Certified Associate Leadership & Executive Coach
- Advance Diploma in NLP from ABNLP
- Lean Six Sigma Black Belt in HR [BBHR]
- Certified Six Sigma Master Black Belt
- Certified Six Sigma Trainer
- certified Lean Office Professional
- Certified Kaizen Facilitator
- Certified Strategic HR Business Partner
- Certified Total Reward Professional – ATRI-Singapore
- Accredited Management Consultant
- Business Process reengineering Consultant
- Performance Catalyst
- HR Auditor
- Certified Team Supervisor
- **Certified Corporate Leadership Facilitator**
- Certified Psychometric Professional
- World Training & Development Leadership Award

Professional Affiliation

- **Panel Trainer of Human Capital Institute – USA**
- Accredited Trainer of Singapore Training & Development Association
- Accredited Trainer and Consultant of ICBC-USA
- Senior Fellow: Management & Strategic Institute-USA
- Member-Harvard Business Review Advisory Council
- Professional International Member-ATD-USA
- Member of CPTN – Canada
- Member of American Management Association
- Member – SHRM-USA
- Life fellow BSHRM

Mr. Zaidi attended as speaker in International Conferences & Facilitated Training in

- Singapore
- Malaysia
- India
- Nepal
- Sri Lanka
- Bangladesh
- Tanzania
- Maldives

Rupak M Nasrullah Zaidi, General Manager- HRM, Power Grid Bangladesh

Mr. Zaidi is Training, Organization Development and HR specialist having more than 20 years' experience in different industry. He has exposure as KPI consultant at home and abroad. He has completed Masters in HRM under the University of Dhaka.

Expertise as Consultant for more than 30 organizations at home and abroad in the following areas:

- Business Growth & Management
- Business Process Reengineering
- Setting KPI
- Designing effective Performance Management System
- Running Assessment Centre
- Organization Restructuring
- Process Development
- Competency Mapping
- Organization Development
- HR Audit & Compliance Audit
- Management Development
- Business Automation
- Assessment Centre
- Visual Management System
- Kaizen & 5 S Implementation
- Operational Efficiency & Excellence

Specialized in training in the areas of:

- Strategic Leadership
- Advanced HR areas,
- Operational Excellence, Kaizen, '5 S'
- Salesmanship, Marketing, Branding, Negotiation
- Customer Service, Soft Skills
- Team Building, Change Management,
- Psychometric Testing, Personality, Behavioral Change
- Organization Development, Organizational Leadership
- Work Process Standardization

He has contributed in the HR Development in the country through his research based studies, knowledge sharing sessions, analytical paper preparation, information based module and material preparation and sharing. He is now servicing in Power Grid Bangladesh as GM-HR

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Résumé of Rupak Zaidi

Rupak Muhammed Nasrullah Zaidi

S-31, Nurjahan Road, Mohammadpur, Dhaka-1207



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Email: rmnzaidi@gmail.com

Section-A: Professional & Academic Attainment

Professional Attainment:

- **Masters in HRM**, University of Dhak, 2015
- Post Graduate Diploma in Management Consulting, Institute of Management Consulting Bangladesh, 2009
- Post Graduate Diploma in HRM, BIM, 2006

Academic Attainment:

- M. Com., Management, Jagannath University College, National University, 1999
- B. Com. (Hons.), Management, Jagannath University College, National University, 1998

Professional Experiences: More than 19 Years in HR, Training & Organization Development

Section-B: Professional Attachment & Affiliation

International Professional Attachment/Affiliation:

- Accredited Trainer for Human Capital Institute – USA
- Accredited Trainer for Singapore Training And Development Association – Singapore
- Accredited Trainer and Consultant for Institute of Certified Business Consultant – USA
- Accredited Trainer for Malaysian Institute of HRM – Malaysia
- Accredited Trainer for HR Educator's Association – Philippine
- Accredited Management Consultant – Cambridge Academy of Professionals UK

National Professional Attachment/Affiliation:

- Life Fellow of Bangladesh Society for Human Resource Management (**BSHRM**)
- Member, Institute of Management Consultants, Bangladesh
- Panel Trainer of Human Capital Institute – USA
- Accredited Trainer of Singapore Training & Development Association
- Accredited Trainer and Consultant of ICBC-USA
- Senior Fellow: Management & Strategic Institute-USA
- Member-Harvard Business Review Advisory Council
- Professional International Member-ATD-USA
- Member of CPTN – Canada
- Member of American Management Association
- Member – SHRM-USA

Section-C: Professional Certification

- Certified Business Consultant – Institute of Certified Business Consultant – USA
- Certified Strategic HR Business Partner – Human Capital Institute – USA
- Certified KPI Professional – KPI Institute – Australia
- Certified Total Reward Professional – ASEAN Total Reward Institute – Singapore

- Certified Associate Leadership and Executive Coach – ICF
- Certified NLP Practitioner – American Board of NLP
- Black Belt in HR – Management And Strategy Institute – USA
- Certified Lean Office Professional – India
- Certified Kaizen Facilitator - Management And Strategy Institute – USA
- Lean Six Sigma Black Belt in HR [BBHR] - Management And Strategy Institute – USA
- Certified Six Sigma Master Black Belt - Management And Strategy Institute – USA
- Certified Six Sigma Trainer - Management And Strategy Institute – USA
- Business Process reengineering Consultant
- Performance Catalyst
- HR Auditor
- Certified Team Supervisor
- Certified Corporate Leadership Facilitator
- Certified Psychometric Professional
- World Training & Development Leadership Award

Section-D: Involvement in Academic & Training Areas:

- Guest faculty for Calcutta Business School, Calcutta, India
- Guest faculty for Bangladesh textile University - Dhaka
- Guest Speaker for University of Dhaka
- Guest Speaker for Jahangir Nagar University
- Guest faculty for Leading Private Universities [since 2004 to till date]
- Guest Faculty for Titumir Govt College [2007-2012]
- Guest Faculty for Bangladesh Institute of Management [BIM]
- Guest Faculty for Institute of Management Consultants Bangladesh
- Guest Faculty for Engineering Staff College
- Also involved in Training with different training institute in Bangladesh

Section-E: Expertise as Consultant for more than 30 organizations in different countries in the following areas:

- Business Growth & Management
- Business Process Reengineering
- Setting KPI
- Designing effective Performance Management System
- Running Assessment Centre
- Organization Restructuring
- Process Development
- Competency Mapping
- Organization Development
- HR Audit & Compliance Audit
- Management Development
- Business Automation
- Assessment Centre
- Visual Management System
- Kaizen & 5 S Implementation
- Operational Efficiency & Excellence

Section-F: Expertise in Training & Development Areas:

- Strategic Leadership
- Corporate Leadership
- Situational Leadership
- Diversity, Equity & Inclusion
- Growth Mindset & positivity
- Emotional Intelligence
- Read the People, Lead the People
- People Potentiality
- Supervisory & Behavior Management
- Gender Equality
- Advanced HR areas,
- Operational Excellence, Kaizen, '5 S'
- Salesmanship, Marketing, Branding, Negotiation
- Customer Service, Soft Skills
- Team Building, Change Management,
- Psychometric Testing, Personality, Behavioral Change
- Organization Development, Organizational Leadership
- Work Process Standardization

Section-G: Experience in Training & Development Areas:

- Facilitated Public workshop on different topics in
 - Singapore
 - Malaysia
 - India
 - Nepal
 - Sri Lanka
 - Bangladesh
 - Tanzania
 - Maldives
- Facilitated Corporate training with different corporates in Bangladesh, Nepal, Maldives, Sri Lanka
- Facilitated training for different NGOs/ INGOs

Section-H: Research, Publication and Conference Paper Presentation:

Publications:

- **A reference Book on Training & Development for the professionals [yet to publish]**
- A Research based article 'Shape of HR in 21st Century: Four Eye's Observation: Bangladesh Perspective' published in CBS journal of Management Practice [ISSN: 2349-5073]
- A Research based article 'Organizational Conflict: an HR Challenge in the 21st century: Bangladesh Perspective' published in ICSMB Journal

Research based Paper for Publication and presentation in International Conference:

- Presented Paper on Role of HR in Crisis Management: Perspective Bangladesh in 2nd National Conference in Advances in Business Research and Management Practices in Kolkata, India.**
- Presented two papers in ICTA International HR Conference, Nepal in 2013** on 'Employee Engagement-tool for organizational excellence' and 'Research study on Competency based Performance Management System'
- Presented paper on Shape of HR in 21st century: Four Eye's Observation: Perspective Bangladesh in 1st National Conference in Advances in Business Research and Management Practices in Kolkata, India.**

- d. Presented Paper on **Crisis Management: Role of HR** in 8th International HR Conference held in July 2008
- e. **Competency Mapping: The tool for HR in 21st Century** has been presented in 4th Asian Business conference
- f. Presented Paper **Managing Organizational Conflict: A great Challenge for HR in the 21st Century** in 10th International HR Conference

Section-I: Sequential Work Experience in Professional Career

From 24 December 2023 - till date: GM-Personnel & Administration, Power Grid Company of Bangladesh Ltd.

Brief of the organization: It is the only State-Owned Company for managing National Grid for Electricity Transmission across the country. Around 5500 people are working for this Organization.

Current major Role: Playing major role as

- Strategic Partner
- Department Head of HR & Administration

From 1 March 2017 – 23 December 2023: DGM-HRM, Power Grid Company of Bangladesh Ltd.

Brief of the organization: It is the nly State Owned Company for managing National Grid for Electricity Transmission across the country. Around 4000 people are working for this Organization.

Current major Role: Playing major role as

- Strategic Partner
- Sectional Head of HRM, Training, Organization Development & Admin

From 15 November 2011-28 February 2017: Head, *HR, Training & Administration*, Prime Finance & Investment Limited

Brief of the organization: It is one of leading Financial Institutions in Bangladesh. In terms of Profit, In terms of equity, this is 2nd largest company in total Non-Banking Financial Institutions Industry.

Current major Role: Playing major role as

- Strategic Partner
- Functional Head of HRM, Training & Admin

From 02 April 2010-14 November 2011: Deputy General Manager, *HR, Training & Org. Development*, Labelon Group, UK, Bangladesh Office

Brief of the organization: It is UK based group of companies having head office at UK and liaison office at Srilanka, India, Turkey, Hongkong and Bangladesh. Business areas are Garments Accessories, Export-Import, Trading.

From 19 April 2008-1 April 2010: Head of Training & Org. Development, Palmal Group of Companies

Brief about the Organization: Palmal Group of Companies is one of the big groups in Bangladesh. It has branch & liaison office at UK, Canada, USA. Business areas are Agro-fisheries, Logistics, Real Estate, Export-Import, Trading, Manufacturer of Metallic Products & also manufacturer of export quality wears. It makes business in the International Market like UK, Canada, USA, China.

From 27 May 2006- April 15, 2008: *Assistant Controller (HR & Admin)[equivalent to Asst. Manager]*, Bangladesh College of Physicians & Surgeon (BCPS)

Brief about Organization: College of Physicians and Surgeons (CPS) are worldwide. Each country has their individual branch or unit. The Bangladesh unit name is Bangladesh College of Physicians and Surgeons. It is a post graduate Institute for the physicians. This college awards the fellowship to the physicians in different areas.

From October 2004- May 2006: *Administrative Officer (chief of Admin & HR), Bangladesh Medical Association (BMA)*

Brief about Organization: This is a professional body for the physicians. All country has such kind of organization. There is World Medical Association, which is the mother concern. Bangladesh Medical Association has 75 branches worldwide. All HR activities regarding employees of all branches maintained by the head office in Bangladesh.

Section-J: Personal Information

Interests: Sports, Photography, Gardening, Computer Operating, Music.

Other Activities: Participation in Debate Competition & different Cultural Programs.

Personal Information:

FATHER	: Late A.K.M.FAZLUR RAHMAN
MOTHER	: FATEMA KHATUN
BIRTH	: 28 th December 1978 (28-12-1978)
NATIONALITY	: Bangladeshi
RELIGION	: Islam (Sunny)
MARITAL STATUS	: Married

Permanent Address:

VILL	: DHAIRGAON
P.O.	: ZAIDABAD
P.S.	: GAFARGAON
DIST.	: MYMENSINGH