

Nalinda Pathirana

ADVISOR EXCELLENCE OPERATIONAL INDUSTRY COACH & TRAINER

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Professional Summary

Operational Excellence Advisor and Human Resource Management and Development Partner with over 24 years of high-impact experience orchestrating continuous improvement and cultural transformation across specialized Tyre manufacturing and Wheel manufacturing plant environments. Subject matter expert in Human Resource Management and Development, recognized for successfully building Human-Centric Lean cultures and deploying Daily Management Systems (DMS) that tightly integrate complex technical factory operations with workforce capabilities. Proven track record leading end-to-end talent development, comprehensive corporate training frameworks, strategic performance management, and industrial compliance within large-scale manufacturing landscapes. Adept at leveraging continuous improvement methodologies to cultivate high-performance leadership pipelines and seamlessly align workforce engineering performance with global strategic business goals.

Work Experience

Advisor Excellence Operational Industry Progress Adviser

Michelin Lanka (Pvt) Ltd Sri Lanka

2024 – present

- Evaluate the performance of Team Leaders, Group Team Leaders, Shift In-Charge, and Production Managers on a monthly and quarterly basis; develop action plans for improvement opportunities and provide coaching
 - Lead the design, training, implementation, and coaching of the Daily Management System across the plant
 - Develop and redesign all documents related to the Daily Management System, including daily agendas, meeting agendas, meeting structures, and supporting formats
 - Build leadership capability at all levels by developing Lean leaders, instilling a PDCA-based problem-solving culture, and implementing a disciplined supervisory approach
 - Design and implement Gemba walks for leaders, production managers, and service managers to encourage workplace observation, waste identification, and active listening; create schedules and formats, and present progress in weekly meetings to strengthen management involvement
 - Provide training and coaching on the “Stand in the Circle” practice to leaders, enhancing their ability to engage with operations and drive continuous improvement
 - Conduct and coordinate the training of BIB Standard practices in Business units and Managing Daily performance project
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Daily Management System Coach

Michelin Lanka (Pvt) Ltd Sri Lanka

2020 – 2024

- **Design, Training & Implementation**
Designed and delivered Team Leader Base Organization (TLBO) training programs

Implemented Team Leader Base Organization (TLBO) practices and coached team members to ensure adoption

Updated production Role and Responsibilities and all TLBO-related documentation

Initiated coaching sessions for Wheel production line to strengthen TLBO sustainability

- **Leadership & Team Coaching**

Coached Production Managers |Shift in charge |Group Team Leaders and Team Leaders to sustain TLBO projects shift-wise at Wheel manufacturing Division

Provided situational coaching to top management based on project needs

Supported sustainability of 5S practices in TLBO-implemented cells

Developed Personal Development Plans (PDPs) for Group Team Leaders and Team Leaders each shift

- **Meeting Standards & Daily Agenda**

Designed and implemented meeting standards and daily agenda practices

Observed meetings and provided structured feedback to Production Managers |Shift in charge |Group Team Leaders and Team Leaders and service teams, improving meeting behavior and effectiveness

- **Skill Development Training**

Arranged and coordinated skill development training programs for newly recruited contract members based on plant business needs

Trained new contract members to develop skills required for the production line

- **Gemba Walk Implementation & Sustainability**

Implemented and sustained Gemba Walk practices in Wheel manufacturing Division

Prepared and communicated monthly Gemba Walk schedules

Developed and updated the Gemba Walk database weekly and monthly

Reported Gemba Walk progress to plant management on a weekly and monthly basis

- **Cardinal Health and Safety Integration**

Designed, trained, implemented, and coached for HSE integration

TLBO Program Coach

Camso Loadstar (Pvt) Ltd Sri Lanka

2016- 2020

- **Design**

Created Team Leader Base organization (TLBO) framework (Nave manufacturing Line) to streamline operational processes

- **Training**

Developed and delivered TLBO training modules, equipping leaders and teams with practical tools for improvement

- **Implementation**

Oversaw rollout of TLBO practices, ensuring adoption and sustainability across multiple zones.

- **Coaching**
Guided leaders and teams in TLBO principles, strengthening leadership alignment and team performance
Coached Production managers | Shift in charge | Group Team Leaders | Team Leaders to enhance leadership capabilities
Provided situational coaching to top management based on project needs
Helped the service team members sustain TLBO projects shift- wise at Wheel manufacturing Division
Supported sustainability of 5S practices in TLBO implementation Cells
- **Documentation**
Updated and redesign production Role and Responsibilities and all TLBO-related documents to maintain clarity and compliance
- **Personal Development Planning**
Designed Personal Development Plans (PDPs) for GTLs and TLs in each shift, fostering career growth and skill development
- **Meeting Standards & Daily Agenda**
Designed and implemented meeting standards and daily agenda practices
Observed meetings and provided structured feedback to Team Leaders | Group Team Leaders | Shift in charge | Production Managers | service teams, improving meeting behavior and effectiveness
- **Gemba Walk Implementation & Sustainability**
Implemented and sustained Gemba Walk practice in Wheel Manufacturing Division
Prepared and communicated monthly Gemba Walk schedules
Developed and updated Gemba Walk database weekly and monthly
Reported Gemba Walk progress to plant management on a weekly and monthly basis

TLBO Coach

Camso Loadstar (Pvt) Ltd Sri Lanka

2012– 2016

- **Design**
Managed Ekala Tire Division -01 and 02 factories, improving workflow efficiency and reducing process bottlenecks
- **Training**
Developed and delivered TLBO training modules, training over 50+ leaders and employees to enhance operational excellence
- **Implementation**
Oversaw the rollout of TLBO practices across multiple zones, resulting in improved standardization and consistency in operations
- **Coaching**
Guided Team Leaders | Group Team Leaders | Shift In charge and Production Managers through TLBO principles, strengthening leadership alignment and team performance

Provided leadership coaching at ETD1 & ETD02, increasing leadership capability scores by measurable margins

- **Production & Service Role and Responsibilities**

Designed role and responsibility frameworks for HR, SHE, Quality, Planning, and Engineering teams, clarifying accountability and boosting cross-functional collaboration

Trainer - Training and Development

Loadstar (Pvt) Ltd Sri Lanka

2006 – 2012

- **Training Needs Analysis:** Identified skill gaps through performance reviews, business requirements, and competency frameworks.
 - **Program Design & Delivery:** Developed and coordinated technical, leadership, and skill-development training programs across Ekala Metal Product Division and Kyoto Wheel Division.
 - **Onboarding & Orientation:** Managed induction and orientation programs to accelerate new employee integration and retention.
 - **Technical Coaching:** Trained and coached lathe machine operators and technical staff to meet operational standards.
 - **Leadership Development:** Organized and delivered leadership training to enhance management capabilities and succession planning.
 - **HR & Administration:** Hands-on experience in recruitment of contract team members, performance evaluation of employees, handling personal files, documentation, and time & attendance management.
 - **External Collaboration:** Coordinated with trainers, consultants, and providers to deliver specialized learning interventions.
 - **Evaluation & Reporting:** Assessed training effectiveness using feedback, assessments, and performance metrics; generated reports and presented learning outcomes to management.
 - **Compliance & Records:** Ensured adherence to mandatory training requirements, maintained training budgets, and updated training records.
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Machinist & Coach

Loadstar (Pvt) Ltd Sri Lanka

2002– 2006

- Training and Coaching of Lathe operators according to business requirements of the Steel Band Division, Ekala Metal Product Division and Kyoto Wheel Division
 - Provide coaching to enhance lathe operators' professional skills and support their continuous development
 - Working as a Machinist in Engineering Maintenance division
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Industrial Trainee

Jinasena Industrial Park Sri Lanka

2000– 2002

- **Completed the industrial training of following machine operations**

Lathe	Milling & Gear milling	Boring	Vertical Lathe	Radial Drill
Surface Grinding	Tool & Cutter grinding	Shaping	Slotting	Power Saw

- Initiated the Tool and cutter grinding technical method in the workshop, focusing on the grinding drill bits and milling cutters

Educational & Professional Credentials

Master's in labor Relation and Human Resources Management

University of Colombo - Sri Lanka

2019 – 2020

Post Graduate Diploma in Labor Relation and Human Resources Management

University of Colombo- Sri Lanka

2017 – 2018

Professional Qualification Human Resource Management

Institute of personal Management (IPM) - Narahempita, Sri Lanka

2015

Diploma in Human Resource Management

Jayasekera Management Centre -JMC Gampaha- Sri Lanka

2011

National Diploma in Training and Human Resource Development (NDTHRD)

Chartered Institute of personal Management (CIPM) Narahempita - Sri Lanka

2018 – 2019

Training & Human Resource Development Certificate Course IPM.

Institute of personal Management (IPM) Narahempita - Sri Lanka

2008

Up Skilling Coaching Abilities for Managers

International Academy of Mentoring and Coaching

International Auditing for Iso 9001:2015 Quality Management System

Sri Lanka Standard Institution

2019

Coaching Skills for Effective Leadership and Performance Excellence

Smart Quest Coaching and consulting (Pvt)Ltd - Sri Lanka

2019

Skill Craftsman Machinist (Special) - NVQ LEVEL -04

National Apprentice and Industrial Training Authority Moratuwa- Sri Lanka

1999 – 2002

Machining Fitter

Ceylon - German Technical Training Institute Moratuwa- Sri Lanka

2005

Areas of Expertise

Technical Skills

- **Operational Excellence**
 - Lean Six Sigma
 - 5Why Analysis
 - PDCA
 - Problem Solving
 - 5S
 - A3
 - Value Stream Mapping (VSM)
- **Process Management**
 - Change Management
 - Process Improvement
 - Stand in the Circle (SIC)
 - Visual Management
 - Gemba Walks
 - Auditing
- **HR & Compliance**
 - Performance Management
 - Recruitment & Selection
 - Records Management
 - Quality Management
 - Employee Relations
- **Systems & Software**
 - MS Office
 - PowerPoint (PPT)
 - Internet & Email

Soft Skills

- **Leadership & Development**
 - Executive Coaching
 - Technical Training & Mentoring
 - Leadership Development
 - Action Planning
 - **Communication & Teamwork**
 - Cross-functional Collaboration
 - ICE-Breaking & Outbound Training
 - Professional Communication
 - **Organization & Strategy**
 - Decision Making
 - Meeting Organization & Facilitation
 - Organizational Skills
 - Time Management
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Publications

Lathe Machine (Part 1)

ISBN 978-624-95694-0-9 / Published 2019

Introduced the Lathe Machine Book (Part 1) to develop the knowledge of newcomers and technical trainees. This publication serves as a foundational resource, providing practical insights and structured learning to support skill development in Lathe machine operations.

Extra-Curricular Activities

Athletic Achievements

School Colors Awardee: Achieved the highest level of recognition for excellence in Athletics, Cricket, Volleyball, and Elle. Demonstrated high-level performance, discipline, and commitment to multi-sport competition.

Leadership & Community Development

Secretary | Village Development Society (231A Yakkala West) (2025–Present)

Spearheading infrastructure improvements and social welfare initiatives.

Managing community engagement programs to drive local growth and connectivity.

Chairman | Welfare Society (Aluthgama Watta, Yakkala) (2024–Present)

Directing welfare operations and leading community support projects for local residents.

Chairman | Youth Society (2005–2007)

Mentored young members and organized events focused on fostering teamwork and leadership skills

Volunteerism & Social Impact

Organizer & Volunteer | United Community (2023–Present)

Collaborating on village development projects and promoting social cohesion through grassroots initiatives

Personal information

- Language Sinhala: Native
 English: Professional Working Proficiency
- Noticed period one Week

REFEREES

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