

Activities conducted for the year 2014

Activities conducted for students:

Seminars:

- A seminar on the topic '**Personality Development**' was organized for the first semester MBA students on September 29, 2014. The sessions on '**Goal setting and Time Management**' was engaged by Col. Vijayasathy, Bangalore and '**Interpersonal Relations at Work**' was engaged by Mr.R. Srinagesh, Bangalore.
- On the theme "**Campus to Corporate**" was organised for III Semester MBA – HR Specialisation students of 2012-14 batch on 7th November 2013. The Resource Persons were **Mr. Girish Manimaran**, Trainer and Executive Coach, Still Water Consulting, Bangalore and **Mr. Ashok Narayan**, Director, Open Mind Learning Systems, Bangalore.
- **Seminar on "Performance Management system and Employee Relationship Management"** conducted for III Semester MBA students on 26th November 2014. The session was handled by Ms. Sukanya , Corporate trainer, HR House, Bangalore.
- Workshop on "**Lessons in Leadership**" was organised for First semester MBA students on January 11, 2014. Resource person was Mr. Amith Prakash, Regional Head (South and West), Corporate Global HR-Employee Engagement, HCL Technologies Limited, Bangalore.
- Workshop on "**Using Knowledge Management in Strategic Planning within an Enterprise**" for second semester MBA students on May 26, 2014. Resource Person was Mr. Soumen Choudhury, Deputy Manager – Human Resources, Forge and Foundry Division, Hindustan Aeronautics Limited (HAL), Bangalore.
- Workshop on "**Johari Window and Transactional Analysis - Tools for Organizational Effectiveness**" organised for the I Semester MBA students on 25th November 2014. The session was handled by Ms. Sukanya and Ms. Anubha, Corporate trainers, HR House



Bangalore.



A

Workshop on
Contemporary Recruitment Practices
For
II Sem MBA
On
23.03.2015

Mr. Gowrishw

IQAC copy

SM
20/05/15



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1. Approval letter
2. Profile of Resource Person
3. Circulars
4. Feedback



From,

Dr. Anupama.K.Malagi

23.03.2015

Department of HR

RVIM,

Jayanagar, Bangalore.

Ch. No. 063730	Date 23/3/15
R.V. INSTITUTE OF MANAGEMENT	
Head of A/c. Handaryum s/c	
Passed for Rs 3,000/-	
Rupees Three thousand only	
For AORVIM	Director

23/3/15

To,

The Director,

RVIM,

Jayanagar, Bangalore.

Respected Sir,

Sub: Proposal for conducting Workshop for II Semester MBA students

With respect to the above mentioned subject, we wish to put forward for your kind perusal, a proposal for conducting a workshop for the II Semester MBA students. The details of date, time and topic are as follows:

II Sem MBA :

Date: 24.03.2015 Time: 2.00 Pm to 5.00 Pm

Topics: "Contemporary Recruitment Practices"

Resource Person: Mr. Prakash Francis, Founder CEO, Enterprise Hiring Solutions, Bangalore.

A total amount of Rs.3000/- to be paid as honorarium . The cheque has to be drawn in favour of Enterprise Hiring Solutions.

Please do the needful.

Thank You,

Yours faithfully,

[Signature] 23-3-15

Approved
N. Jay - Smt. P. R. K.
23/03 23/03

Received chq. no
063730
24/3/15



Workshop for II Sem MBA Students on 24.03.2015

Brief profile of Resource person

Prakash Francis

Mr.Prakash is the CEO and founder of Enterprise Hiring Solutions – EHS for short for more than 15 years – a consulting and training firm helping companies find and hire exceptional talent. More than 5000 professionals have been successfully placed over the last decade. Mr.Prakash is a member of Toastmasters International and a Competent Communicator. He is a Trainer certified by the Dale Carnegie Institute. Prior to his executive search experience. Prakash had stints in diverse industries like Telecom, Manufacturing and Trading. He holds an MBA from the University of Madras and a B.Tech from NIT Rourkela.



Rashtreeya Sikshana Samithi Trust

R V Institute of Management

CA-17, 36th Cross, 26th Main, 4th T Block, Jayanagar, Bangalore – 560041

Accredited by NAAC with "A" Grade

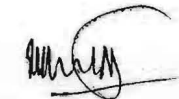
23.03.2015

CIRCULAR


This is to inform all the II Semester students of 2014-16 batch that Centre for Leadership and Human Excellence, Department of Human Resources will be organizing a Workshop on the topic "Contemporary Recruitment Practices" on Tuesday, 24th March 2015, from 2.00 Pm to 5.00 Pm in Seminar Hall (Third Floor).


Resource person invited for this programme is Mr. Prakash Francis, Founder CEO of Enterprise Hiring Solutions , Bangalore.

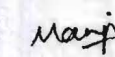
Attendance is compulsory .



Director 23.03.2015

I) Sem MBA

Sec. A 
23/3/15

Sec. B 
23/3/15

Sec. C 
23/3/15

Sec. D 
23/3/15



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R V Institute of Management

CA-17, 36th Cross, 26th Main, 4th T Block, Jayanagar, Bangalore – 560041

Accredited by NAAC with "A" Grade


23.03.2015

CIRCULAR

This is to inform all the Faculty Members that Centre for Leadership and Human Excellence, Department of Human Resources will be organizing a Workshop on the topic "Contemporary Recruitment Practices" on Tuesday, 24th March 2015, from 2.00 Pm to 5.00 Pm in Seminar Hall (Third Floor).

Resource person invited for this programme is Mr. Prakash Francis, Founder CEO of Enterprise Hiring Solutions , Bangalore.

Faculty members who are free at the specified time are requested to participate in the programme.


Director 23-03-15



Rashtreeya Sikshana Samithi Trust
R V Institute of Management

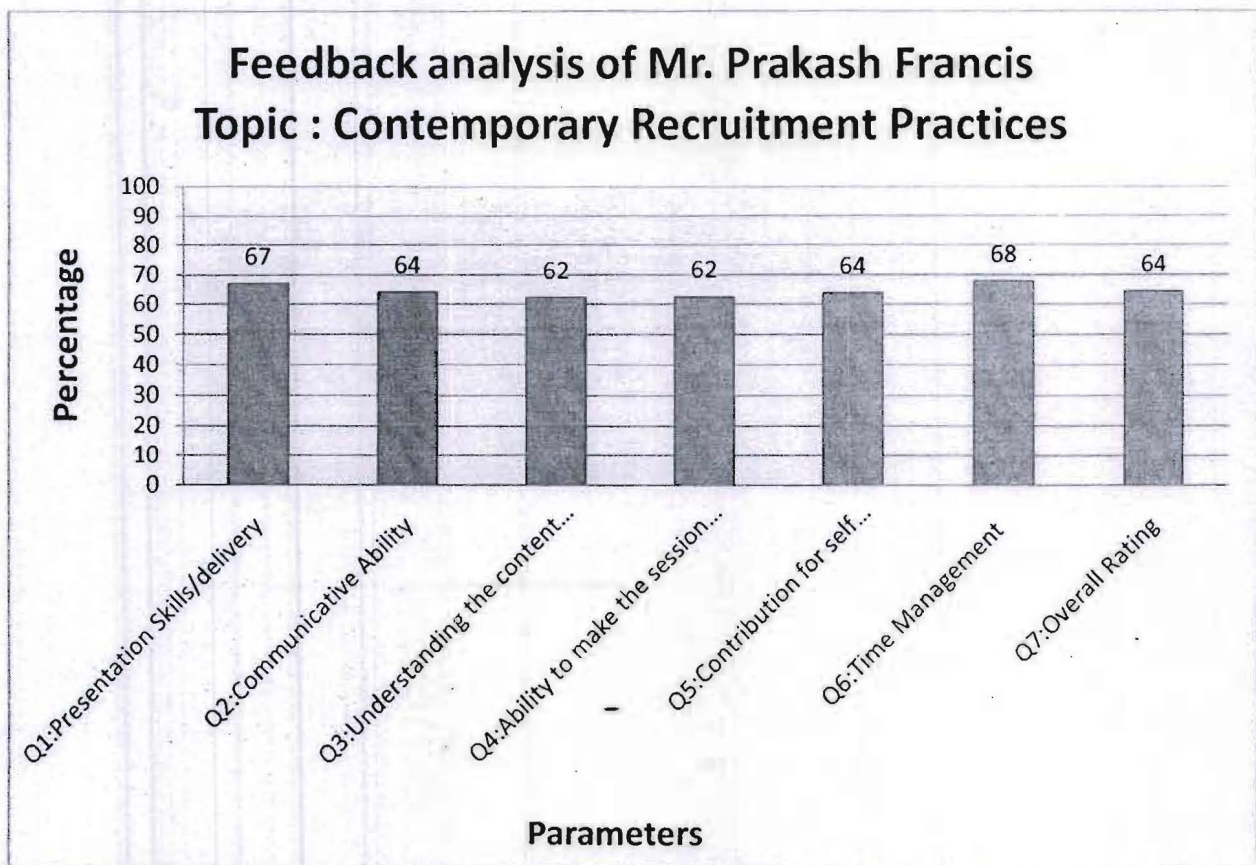
FEEDBACK ANALYSIS

March 23, 2015

WORKSHOP ON CONTEMPORARY RECRUITMENT PRACTICES

Mr. Prakash Francis

Attributes	Presentation Skills/delivery	Communicative Ability	Understanding the content covered	Ability to make the session interactive	Contribution for self development	Time Management	Overall Rating
%	66	64	62	62	63	67	64



B

Faculty Development Programme
ON
Human Capital Management for
Organisational Effectiveness

08.04.2015



CONTENTS

1. Approval letter
2. Profile of Resource Persons
3. Circular
4. Brochure
5. Certificate
6. Programme Schedule
7. Registration Details
8. ~~Feedback~~



From,

07.04.2015

Dr.Anupama.K.Malagi

Assistant Professor,

Department of Human Resource Management

R V Institute of Management

Bangalore-41

To,

The Director,

R V Institute of Management,

Bangalore-41

Respected Sir,

Sub: Request for Honorarium to the Resource Persons of FDP on 8th April 2015.

Centre for Leadership and Human Excellence , Department of Human Resources is organizing a Faculty Development Programme on the theme " Human Capital Management for Organizational Effectiveness" on 8th April 2015 .

Details of the programme are as follows:

Name of the resource person	Designation	Time	Honorarium Amount
Dr.Pallab Bandyopadhyay	Leadership Architect and Career Coach	10.45am-12.45pm	Rs.3000/-
Mr.Bhasker Bhandary	Senior Director-HR, Acer India Pvt.Ltd	1.30pm-3.00pm	Rs.2,250/- 2500/-
Mr.M.G.Raghuraman	Senior VP and Chief Information Officer, Mphasis	3-15pm - 4.45pm	Rs.2,250/- 2500/-

Kindly do the needful.

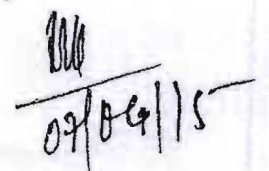
Yours Sincerely





Totally Rs 8000/-

Approved
pay from the
Dir All


07/04/15

Dr. Pallab Bandyopadhyay

Dr Pallab Bandyopadhyay is a Leadership Architect, Career Coach, Change and Transition Specialist. A doctoral fellow in HRD from XLRI, Jamshedpur, he has also been trained at various human process and organization development interventions at NTL, USA.

Dr. Pallab has thirtyone years of successful professional experience in managing entire gamut of Human Resources Management with proven expertise in managing multicultural globally-distributed knowledge professionals as head of HR function at Citrix Systems, Dell services, Perot systems, Cambridge Solutions, Sasken Communication Technologies and Ashok Leyland Information Technology. Hehas been responsible for providing strategic HR leadership to achieve business and people growth in multi-cultural and multi-locational fast growth environment in USA, Europe, India and APAC region. He is currently engaged in providing HR consulting to many large Indian and MNCs and start-ups in the area of Leadership coaching, Organization development, Long-term capability building, Career Management, Strategic change, Organization design and alignment. His diverse set of clients includes names like Dr Reddy's Laboratory (DRL), Honeywell Technology Solutions (HTS), Cadila Pharmaceuticals, and Manhattan Associates India, Asian Institute of Technology (AIT) Bangkok and Indian Institute of Management (IIM) Indore.

He has vast expertise in Change and Transition management having participated in twenty five M&A deals across the globe. Dr Pallab was the past-President of NHRD Bangalore He is also an expert reviewer at Harvard Business School (HBR) Press and an advisory member of the board for "Sukrut" a unique psychotherapeutic clinic and professional development centre based at Bangalore. Dr Pallab is also a certified executive coach and spends considerable time in coaching and mentoring both senior business and technology leaders as well as HR professionals across the country.He has been a recipient of Super Achievers Award for two times and HR Leadership Award for outstanding achievements in the field of HR.



BHASKER BHANDARY

Career summary

He is associated with Acer **India Pvt Ltd as senior Director – Human Resources** Presently, he is responsible for managing the entire gamut of HR operations for Acer India. Prior to this he was associated with **Airtel Broadband and Telephone services, Karnataka Circle.**

He began his career as Management Trainee with a manufacturing company and later moved to Eureka Forbes Ltd. He was designated as Regional head – Human Resources at Eureka Forbes for the Southern Region. His next big career move was with Magnasoft Consulting India Pvt Ltd., as General Manager – Human Resources.

Over the last 20 years he has worked extensively in the area of Employee engagement, Design and development of Human Resources Policies, Training & Development, Education Programs, Self learning initiatives, Performance management, Assessment centre, Skill gap analysis, and Executive coaching.



M G Raghuraman - Senior Vice President & Chief Information Officer, Mphasis

MG Raghuraman is the Chief Information Officer of Mphasis over the last 5 years. He had been with Mphasis for 14 years starting with the erstwhile EDS in 2001. Prior to becoming the CIO, he had held senior leadership positions in Mphasis, as President of Infrastructure Outsourcing, Head of Business Operations and Delivery Head in Application Services. He has wide and deep experience in Global delivery, IT Application and Infrastructure outsourcing, Business Process Reengineering, and IT solutioning. He had transitioned several IT projects very successfully from international clients to offshore in India.

His 35-year work experience includes a long stint in the manufacturing and transportation domain, when he worked for the Indian Railways Service of Engineers, prior to joining Mphasis. He held senior positions in the Railways, heading Train Operations and Manufacturing, Locomotive Maintenance and heralded new IT projects in Railways.

He was voted by his peers as one of the Best 50 CIOs in India during 2014. Currently Mg is also a member of the Technology Advisory forum for Airtel (the leading Telecom Services Company in India) and also a frequent speaker on panels on cloud computing in IT forums. He is also the Convener of the IT panel of CII Karnataka and has led several key initiatives for development of Entrepreneurship and IT adoption in Karnataka.

He is a Mechanical Engineer who has a post graduate degree in Software Systems from BITS Pilani. He is a 6-Sigma Green belt and a certified PMP. He strums the guitar, an avid book reader, a keen Bridge player and loves Gardening, his latest hobby being growing Orchids.





No.001/RVIM/MBA/Dept./CIR./2015-16

07-04-2015

CIRCULAR

This is to inform all the faculty members that Centre for Leadership and Human Excellence, Department of Human Resources will be organizing a Faculty Development Programme on “ Human Capital Management for Organisational Effectiveness” on Wednesday, April 8 ,2015.

The Inauguration will be held at the conference Hall at 10.00 Am.

Faculty members who are free at the specified time are requested to participate in the programme.


Director





Rashtrveeya Sikshana Samithi Trust

R V INSTITUTE OF MANAGEMENT

CA-17, 36th Cross, 26th Main, 4th 'T' Block, Jayanagar, Bangalore – 560 041

Phone: - 080-42540300 E-mail: contact@rvim.in Website: www.rvim.in

Accredited by NAAC with 'A' Grade

Centre for Leadership & Human Excellence

Department of Human Resources

Certificate

This is to certify that Mr./Ms. _____ from

_____ has participated

in the Faculty Development Programme on “**Human Capital Management for**

Organisational Effectiveness” held on April 08, 2015 at R V Institute of Management,

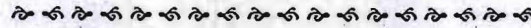
Bangalore.



Dr. T V Raju

Director, RVIM

Rashtreeya Sikshana Samithi Trust
R V Institute of Management



DEPARTMENT OF HUMAN RESOURCES

Centre for Leadership and Human Excellence

Faculty Development Programme

on

'Human Capital Management for Organisational Effectiveness'

At 10.00 am, Wednesday, April 08, 2015

Venue: Conference Hall

Programme Schedule

9.00 am – 10.00 am	Registration	
10.00 am – 10.30 am	Inaugural Programme	
10.30 am – 10.45 am	Coffee Break	
10.45 am – 12.45 pm	Session I Understanding Change Management & its implications in Leadership - Current Practices and Future Ahead	Dr. Pallab Bandyopadhyay Leadership Architect, Career Coach, Change and Transition Specialist, Bangalore
12.45 pm – 1.30 pm	Lunch Break	
1.30 pm – 3.00 pm	Session II Bridging the Generation Gap	Mr. Bhasker Bhandary Senior Director – Human Resources, Acer India Pvt Ltd, Bangalore
3.00 pm – 3.15 pm	High Tea	
3.15 pm – 4.45 pm	Session III Building Trust Proactively for Successful Stakeholder Management in Business	Mr. M G Raghuraman Senior Vice President & Chief Information Officer, Mphasis, Bangalore
4.45 pm – 5.15 pm	Valedictory Programme	



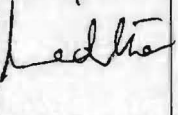



RashtreeyaSikshanaSamithi Trust
R V Institute of Management

Department of HumanResources
Centre for Leadership and Human Excellence

FACULTY DEVELOPMENT PROGRAMME

On
"Human Capital Management for Organizational Effectiveness."

April 8th 2015

Sl. No.	Name of the Participant and Designation	Name of the organization and Address	Email and Mobile No.	Amount Paid	Signature
1.	H.S. NIVEDITHA ASST PROF.	Vogue Institute of Fashion technology Richmond Circle Bangalore	hsniveditha@gmail.com	750/-	
2.	VEENA SHENOY.	Krupanidhi School of Management.	Veena317@rediffmail.com.	750/-	
3.	ROHINI G. SHETTY	MP BIRLA INSTITUTE OF MANAGEMENT	rgs_mys@yahoo.com 9902612328	750/-	
4.	LAKSHMYPRIYA K.	THE OXFORD COLLEGE OF BUSINESS MANAGEMENT	Lakshmyain@yahoo.com. 9916027817	750/-	



RESOURCE PERSON



Mr. Bhasker Bhandary

He is associated with Acer India Pvt Ltd as Senior Director – Human Resources. Presently, he is responsible for managing the entire gamut of HR operations for Acer India. Prior to this he was associated with Airtel Broadband and Telephone services, Karnataka Circle.

He began his career as Management Trainee with a manufacturing company and later moved to Eureka Forbes Ltd. He was designated as Regional head – Human Resources at Eureka Forbes for the Southern Region. His next big career move was with Magnasoft Consulting India Pvt Ltd., as General Manager – Human Resources.

Over the last 20 years he has worked extensively in the area of Employee engagement, Design and development of Human Resources Policies, Training & Development, Education Programs, Self learning initiatives, Performance management, Assessment centre, Skill gap analysis, and Executive coaching.

Topic: Bridging the Generation Gap

REGISTRATION DETAILS

- Registration: 9.00 am
- Venue: Conference Hall
- Programme Time:
10.00 am – 5.00 pm
- Registration fees:
Rs.750/- per participant
- DD/ Cheque to be drawn in favour
of "Director, RV Institute of
Management" Payable at
Bangalore.
- Spot registration with telephonic
confirmation in advance is
welcome.
- E-mail: rvim.hrfdp2015@gmail.com

ORGANISING COMMITTEE

Chief Patron

Dr. T V Raju
Director RVIM

Members

Dr. A Narasima Venkatesh
9986728377

Dr. Anupama K Malagi
9448079735

Ms. Sowmya D S
080-42540335

Mrs. Bindhu K
8904505808



R V INSTITUTE OF MANAGEMENT

Rashtreeya Sikshana Samithi Trust
CA 17, 36th Cross, 26th Main, 4th 'T' Block, Jayanagar, Bangalore – 560041
Ph:080-42540300 website:www.rvim.in
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Department of Human Resources
Centre for Leadership & Human Excellence

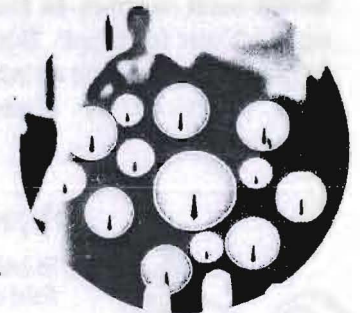
Presents

Faculty Development Programme

on

HUMAN CAPITAL MANAGEMENT FOR ORGANISATIONAL EFFECTIVENESS

Wednesday, April 8, 2015



R V INSTITUTE OF MANAGEMENT

RVIM started in the year 1999, with the purpose of providing quality management education to aspiring youngsters. The institute aims at imparting value based education in business administration and provide need based training, research and consultancy. The primary goal of the institution is to train and mould the students into professionally committed and socially responsible corporate leaders and entrepreneurs.

HUMAN CAPITAL MANAGEMENT FOR ORGANISATIONAL EFFECTIVENESS

About the Programme

In today's competitive world, human resource is considered as the most critical element in determining the success of any organization. Realizing the limited ability of other assets to differentiate the organization from its competitors, effective managers are shifting their focus towards human assets as retention of the acquired critical human asset becomes all the more difficult in the world of 'war for talent'. This Faculty Development Programme will provide an insight into important HR tools practiced by organizations for high performance.



Objectives of the Programme

- To help the participants to enhance their knowledge in the field of Human Capital Management.
- To bridge the gap between academic theory and industry practices.
- To explore, understand and focus on the HR initiatives of High Performing Organizations.



This programme basically aims at equipping faculty members with requisite knowledge and skills for effective classroom teaching in Human capital Management subject like Human Resource Acquisition and Development, Performance Management to the students with the help of various HR tools and their practical application in organizations.

RESOURCE PERSONS



Dr. Pallab Bandyopadhyay
Leadership Architect, Career Coach,
Change and Transition Specialist.

A doctoral fellow in HRD from XLRI, Jamshedpur, he has also been trained at various human process and organization development interventions at NTL, USA. He has thirty one years of successful professional experience in managing entire gamut of Human Resources

Management with proven expertise in managing multicultural globally-distributed knowledge professionals as head of HR function at Citrix Systems, Dell services, Perot systems, Cambridge Solutions, Sasken Communication Technologies and Ashok Leyland Information Technology. He has vast expertise in Change and Transition management having participated in twenty five M&A deals across the globe. He is also an expert reviewer at Harvard Business School (HBR) Press & recipient of Super Achievers Award for two times and HR Leadership Award for outstanding achievements in the field of HR.

Topic: "Understanding Change Management & Its Implications in Leadership – Current Practices and Future Ahead".

Mr. M G Raghuraman
Senior Vice President &
Chief Information Officer, Mphasis



He is a Mechanical Engineer who has a post graduate degree in Software Systems from BITS Pilani. He is the Chief Information Officer of Mphasis over the last 5 years. He had been with Mphasis for 14 years starting with the erstwhile EDS in 2001. Prior to becoming the CIO, he had held senior leadership positions in Mphasis, as President of Infrastructure Outsourcing, Head of Business Operations and Delivery Head in Application Services. He was voted by his peers as one of the Best 50 CIOs in India during 2014. Currently he is also a member of the Technology Advisory forum for Airtel, The leading Telecom Services Company in India and also a frequent speaker on panels on cloud computing in IT forums. He is also the Convener of the IT panel of CII Karnataka and has led several key initiatives for development of Entrepreneurship and IT adoption in Karnataka.

Topic: Building Trust Proactively for Successful Stakeholder Management in Business

C

Seminar on
Performance Management and
Employee Relations
For
II Sem MBA
On 17.04.2015



CONTENTS

1. Approval letter
2. Profile of Resource Persons
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4. Feed back



From,

Dr.Anupama.K.Malagi

15.04.2015

Department of HR

RVIM,

Jayanagar,Bangalore.

To,

The Director,

R V I M ,

Jayanagar, Bangalore.

Respected Sir,

Sub: Proposal for conducting Seminar for II Semester MBA students

With respect to the above mentioned subject, we wish to put forward for your kind perusal, a proposal for conducting a Seminar for the II Semester MBA students. The details of date, time and topic are as follows:

II Sem MBA :

Date: 17.04.2015 Time: 9.00 Am to 4.00 Pm

Topic : Performance Management and Employee Relations.

Session	Resource person	Topic	Time
I	Mr.Vittal Rao, Management Consultant	Industrial Relations	9.00Am-11.00Am
II	Dr.Sam Jobin Manohar, Director-Learning Organizational Development, CDC Software, Bangalore	Compensation Management	11.15Am-1.15 Pm
III	Mr.S.Gagarin, IRTS, CEO- Hassan Mangalore Rail Development Co. Bangalore	Performance Management	2.00Pm-4.00Pm



The details of the honorarium to be paid to the resource persons is as follows:


- i) Dr.Sam Jobin Manohar: Rs.3500/- to be paid as honorarium .
- ii) Mr.Vittala Rao : Rs.3500/- to be paid as honorarium .
- iii) Mr.S.Gagarin : Rs.3000/- + Conveyance to be paid as honorarium .

Please do the needful.

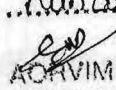

Thank You,

Yours faithfully,

 15/4/15

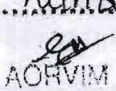

Approved
M-pay

16/04/15

Vittala Rao

Ch No.	065187	Date	16/4/15
R.V. INSTITUTE OF MANAGEMENT			
Head of A/c. Honorarium a/c.			
Passed for Rs. 3,500/-			
Rupees Three thousand five hundred only -			
 AORVIM		 Director	

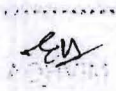

16/4/15

Dr. Sam Jobin Manohar.

Ch No.	065188	Date	16/4/15
R.V. INSTITUTE OF MANAGEMENT			
Head of A/c. Honorarium a/c.			
Passed for Rs. 3,500/-			
Rupees Three thousand five hundred only -			
 AORVIM		 Director	

16/4/15

S. Gagarin.

Ch No.	065189	Date	16/4/15
R.V. INSTITUTE OF MANAGEMENT			
Head of A/c. Honorarium a/c.			
Passed for Rs. 3,000/-			
Rupees Three thousand only -			
 AORVIM		 Director	

16/4/15



Mr K.Vittala Rao – Brief Profile

He is a Management Consultant in Bangalore specialized in the area of Legal Compliance Management, Industrial Relations and collective bargaining, for more than 10 years.

He has an overall experience of 40 years in the field and had held positions as Corporate General Manager, General Manager & Head- HR, IR & Legal in reputed Companies like Escorts Mahale & Goetze, Kirloskar Group of Companies, Triveni Engineering, Guest Keen Williams, John Fowler, Gokak Mills, MICO.

He held the positions as Secretary, Joint Secretary & Treasurer at NIPM, Karnataka Chapter.

He was also nominated as a Board Member on Contract Labour Advisory Board by the Government of Karnataka for a period of 3 years.

He was also Chairman of sub-committees – HR & IR of GMCI, member of IR & HR sub-committees of CII.



Dr.SAM JOBIN MANOHAR Ph.D., SHRM-SCP - Brief Profile.

Doctorate in Social Work with specialization in Human Resource Management over three decades; Experienced in Managing and Developing Human Resources and Research, Consulting experience in IT, Real Estate, Manufacturing Sector.

APTEAN (FORMERLY CDC SOFTWARE), BANGALORE, INDIA

DIRECTOR, LEARNING AND ORGANIZATION DEVELOPMENT; EARLIER DIRECTOR, HUMAN RESOURCES

Industry Experience:

AS VICE PRESIDENT – HUMAN RESOURCE & DIRECTOR, CONSTRUCTION TECHNOLOGY AND VOCATIONAL TRAINING INSTITUTE; BRIGADE GROUP
AS GENERAL MANAGER – HUMAN RESOURCES - SLK SOFTWARE SERVICES,
AS DEPUTY GENERAL MANAGER – HRD, KIRLOSKAR COMPUTER SERVICES
AS ASSISTANT GENERAL MANAGER, HUMAN RESOURCES -HMT LIMITED.
AS PERSONNEL OFFICER - SESHASAYEE INDUSTRIES.

EDUCATION

PhD in Social Work, Bangalore University, 2002
M.A. (Social Work), Madurai Kamaraj University, 1982 (with First Rank & 3 Gold Medals)
SHRM-SCP (Senior Certified Professional, Society for Human Resource Management,2015)

PROFESSIONAL AFFILIATIONS

Member- SHRM (Society for Human Resource Management)
Life Member, NIPM (National Institute of Personnel Management)
Life Member, ISTD (Indian Society for Training and Development)



Mr.S. Gagarin – Brief Profile.

Presently Chief Executive Officer, Hassan Mangalore Rail Development Co.,
Bangalore **Experience**

Education : M.A. (Public Administration).

Service : Civil Services (known as IAS)1986 exam, IRTS

26 Years in the Operations, Commercial and Safety departments of Indian Railways;

Worked in Southern Railway, South Western Railway and South East Central Railway) covering Karnataka, Kerala, Tamilnadu, Maharashtra, Goa, Chattisgarh, MP and Odisha.

Awards won : Thirteen awards.

Attended : **Many Trainings/Seminars/Conferences**

Academic : Visiting Faculty in more than a score of institutes.

Hobbies: Teaching and Serving Humanity and addressed more than two lakh students and employees in my spare time.

Favourite topic : LIVE YOUR DREAMS

Skills:

- ❖ Eye for innovation and conceptualization of novel schemes (Battery operated Ferry Cart for the convenience of the physically challenged is my innovation and was first introduced in Bangalore in 2001).
- ❖ Expertise in Humane management and developing teams with high morale. Many awards for efficient working buttress this.
- ❖ Focused implementation of the conceptual designs with zeal.





No.001/RVIM/MBA/Dept./CIR./2015-16

15-04-2015

CIRCULAR

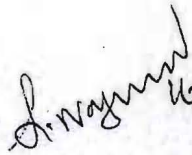
This is to inform all the students of II Sem MBA 2014-16 Batch that Centre for Leadership and Human Excellence, Department of Human Resources will be organizing a Seminar on "Employee Relations and Performance and Compensation Management" from 9.00 Am to 4.00 Pm on Friday, April 17,2015.

Attendance is compulsory.

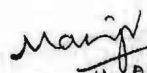

Director

II Sem MBA

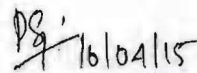
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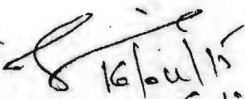
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Sec. 'D'

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Rashtreeya Sikshana Samithi Trust
R.V. INSTITUTE OF MANAGEMENT
CA-17, 36TH CROSS, 26TH MAIN, 4TH T BLOCK, JAYANAGAR, BANGALORE - 41

No.001/RVIM/MBA/Dept./CIR./2015-16

15-04-2015

CIRCULAR

This is to inform all the faculty members that Centre for Leadership and Human Excellence, Department of Human Resources will be organizing a Seminar for the II Sem MBA students 2014-16 Batch from 9.00 Am to 4.00 Pm on Friday, April 17, 2015.

Faculty members who are free at the specified time are requested to participate in the programme.

Director



Rashtreeya Sikshana Samithi Trust
R V Institute of Management

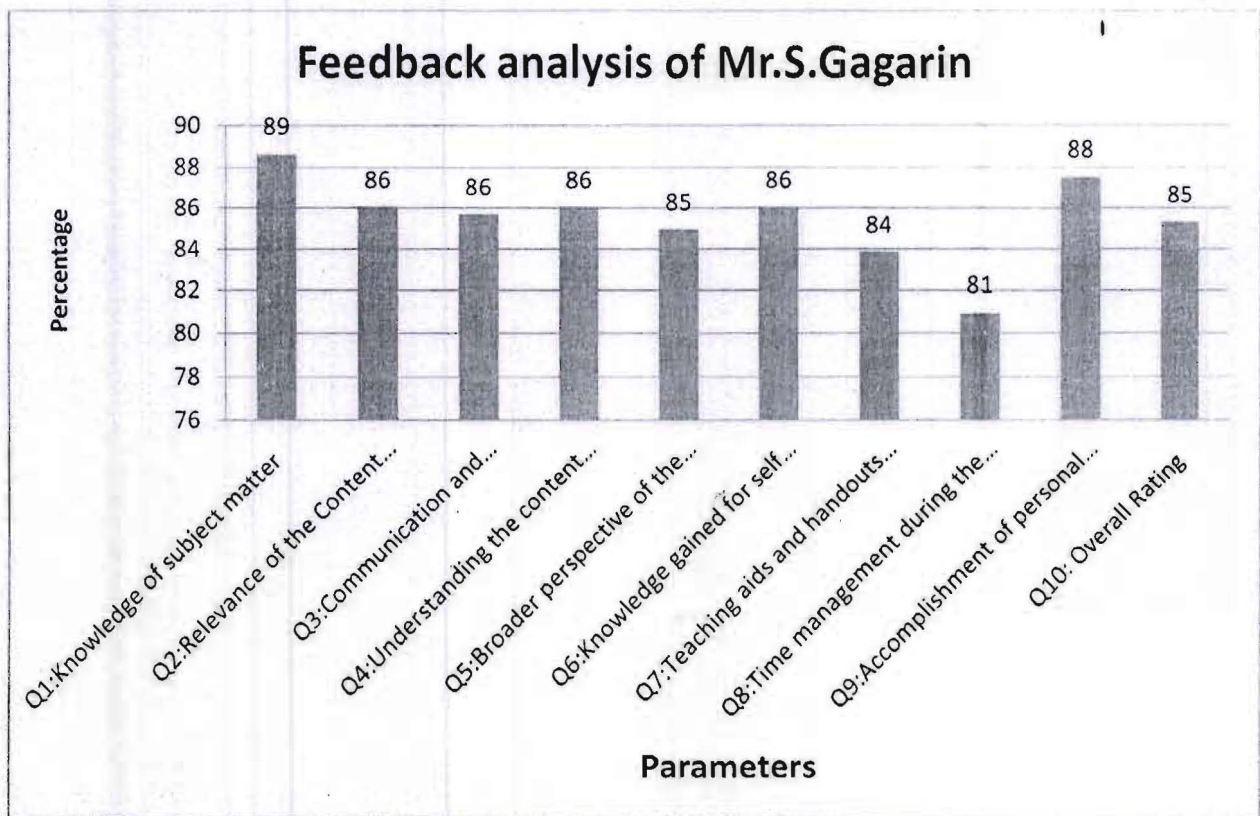
FEEDBACK ANALYSIS

April 17, 2015

Seminar on "Performance Management and Employee relations"

Feedback analysis of Mr.S.Gagarin

	Knowledge of subject matter	Relevance of the Content Delivered	Communication and Interaction of the Resource person(s)	Understanding the content delivered	Broader perspective of the topic covered	Knowledge gained for self development	Teaching aids and handouts used during the session(s)	Time management during the session	Accomplishment of personal expectations	Overall Rating
100	89	86	86	86	85	86	84	81	88	85



R V Institute of Management

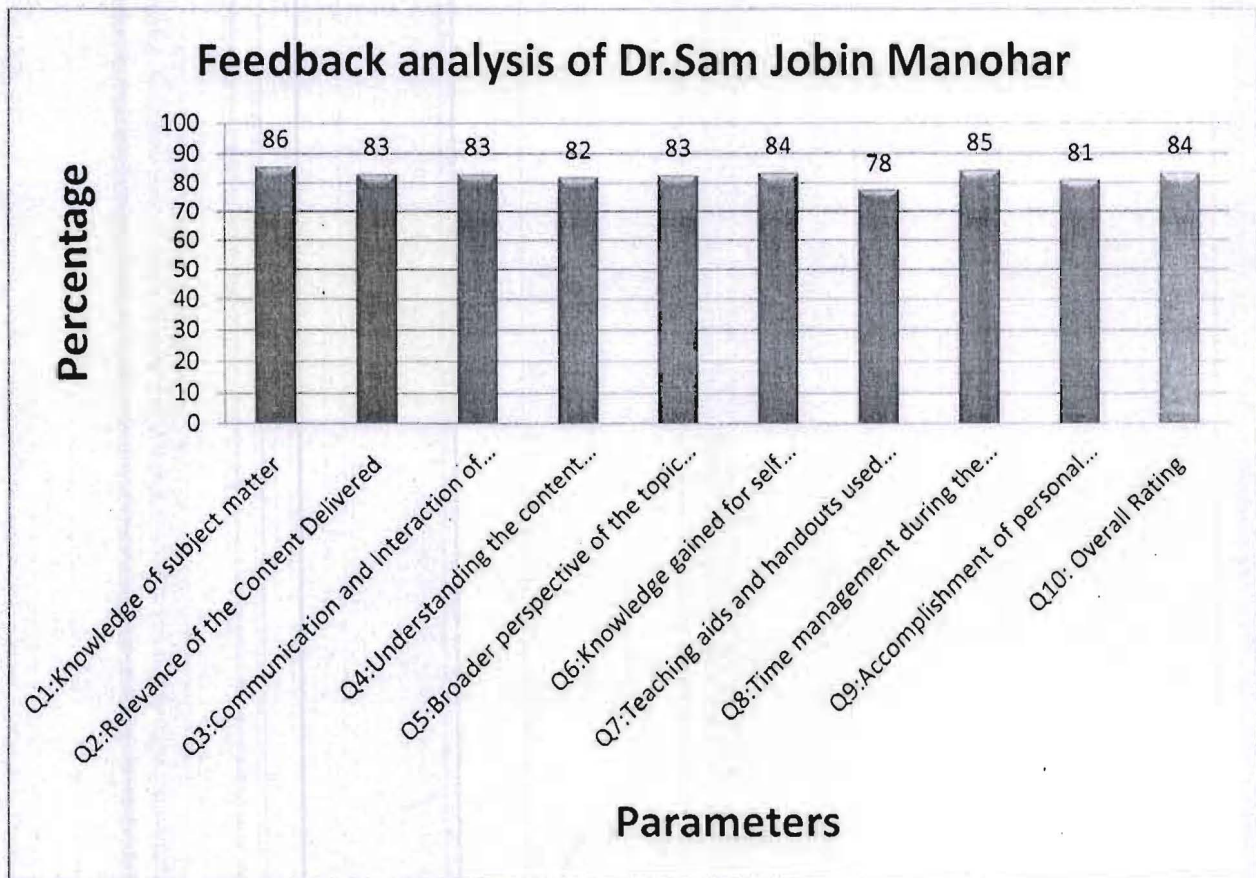
FEEDBACK ANALYSIS

April 17, 2015

Seminar on "Performance Management and Employee relations"

Feedback analysis of Dr.Sam Jobin Manohar

	Knowle dge of subject matter	Relevanc e of the Content Delivered	Communicati on and Interaction of the Resource person(s)	Understandi ng the content delivered	Broader perspec tive of the topic covered	Knowledge gained for self developme nt	Teaching aids and handout s used during the session(s)	Time manage ment during the session	Accomplishm ent of personal expectations	Overall Rating
100	86	83	83	82	83	84	78	85	81	84



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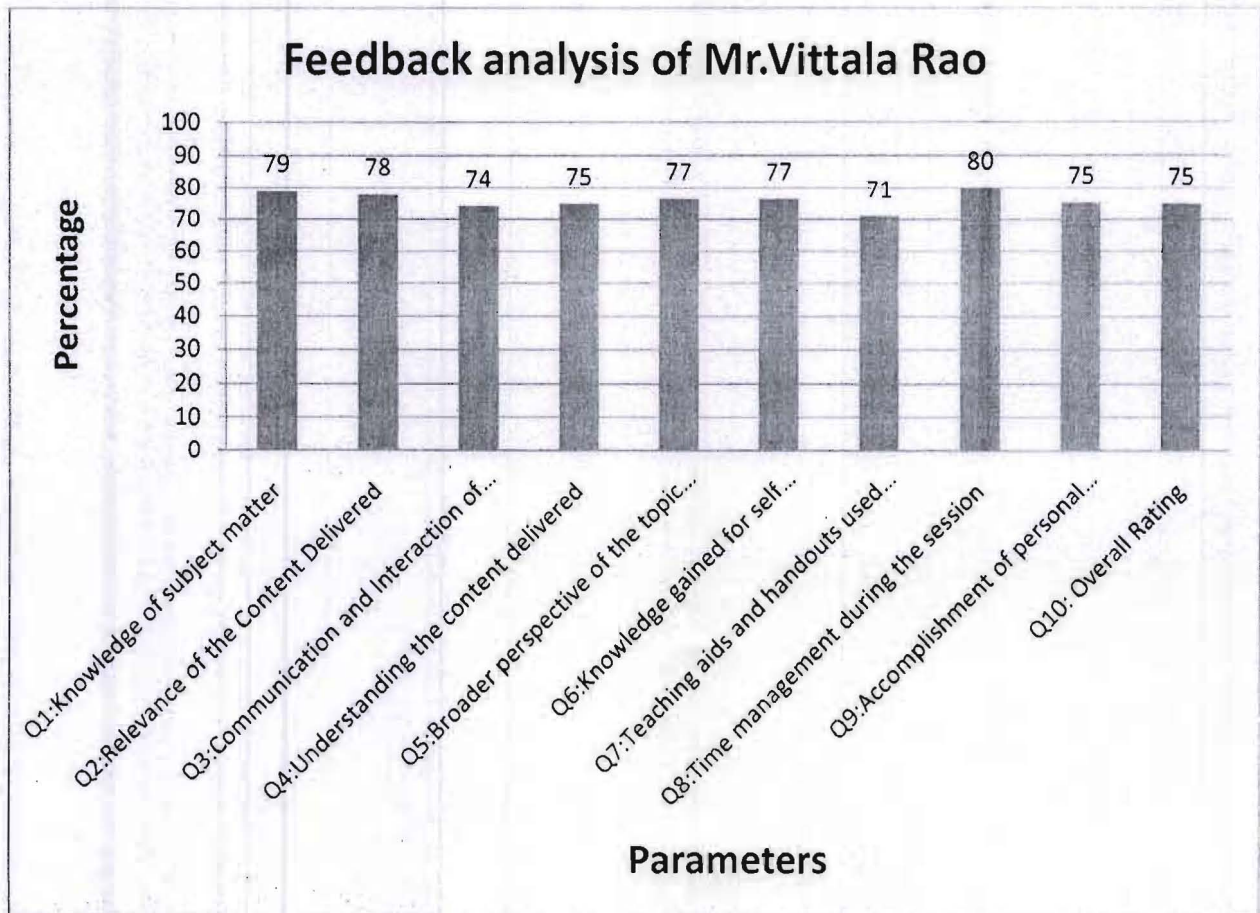
FEEDBACK ANALYSIS

April 17, 2015

Seminar on "Performance Management and Employee relations"

Feedback analysis of Mr.Vittala Rao

	Knowledge of subject matter	Relevance of the Content Delivered	Communication and Interaction of the Resource person(s)	Understanding the content delivered	Broader perspective of the topic covered	Knowledge gained for self development	Teaching aids and handouts used during the session(s)	Time management during the session	Accomplishment of personal expectations	Overall Rating
100	79	78	74	75	77	77	71	80	75	75



D

Workshop on
Knowledge Management
For
IV Sem MBA
On
28.04.2015



Contents

1. Approval Letter
2. Profile of resource person
3. Circulars
4. Feedback



From,

Dr. Anupama.K.Malagi

23.04.2015

Department of HR

RVIM,

Jayanagar, Bangalore.

To,

The Director,

VIM,

Jayanagar, Bangalore.

Respected Sir,

Sub: Proposal for conducting Workshop for IV Semester MBA HR Specialization students

With respect to the above mentioned subject, we wish to put forward for your kind perusal, a proposal for conducting a workshop for the IV Semester MBA HR specialization students. The details of date, time and topic are as follows:

IV Sem MBA HR students :

Date: 28.04.2015 Time: 2.00 Pm to 5.00 Pm

Topics: "Knowledge Management"

Resource Person: Ms.Pushpa Menon , Director – Learn to Empower, a Learning Consultancy Company in Bangalore

A total amount of Rs.3000/- to be paid as honorarium . The cheque has to be drawn in favour of Ms.Pushpa Menon.

Please do the needful.

Thank You,

Yours faithfully,

[Signature] 23/4/15

Approved
M-pay
23/04

Ch. No.	065198	Date	24/4/15
RV INSTITUTE OF MANAGEMENT			
Head of A/c. <i>Honorarium</i>			
Passed for Rs. 3,000/-			
Rupees <i>Three thousand only</i>			
<i>25</i> For AORVIM		<i>KM</i> Director	

24/4/15



Rashtreeya Sikshana Samithi Trust
R V Institute of Management

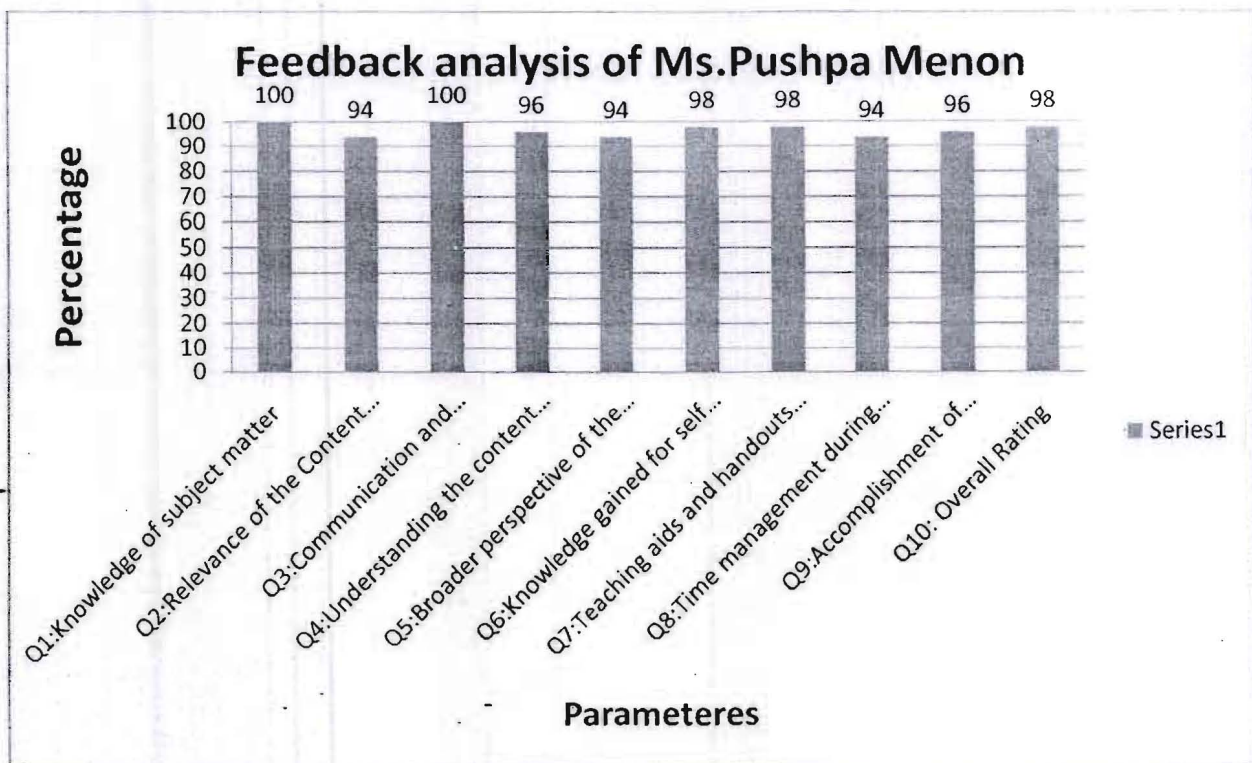
FEEDBACK ANALYSIS

April 28, 2015

Workshop on “knowledge Management”

Feedback analysis of Ms. Pushpa Menon

Knowledge of subject matter	Relevance of the Content Delivered	Communication and Interaction of the Resource person(s)	Understanding the content delivered	Broader perspective of the topic covered	Knowledge gained for self development	Teaching aids and handouts used during the session(s)	Time management during the session	Accomplishment of personal expectations	Overall Rating
100	94	100	96	94	98	98	94	96	98





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No.006/RVIM/MBA/HR/CIR./2015-16

24-04-2015


CIRCULAR

This is to inform all the Faculty Members that Centre for Leadership and Human Excellence, Department of Human Resources will be organizing a Workshop on "Knowledge Management" for HR specialization students of IV Sem MBA 2013-15 Batch from 2.00 Pm to 5.00 Pm on Tuesday, April 28, 2015.

Faculty members who are free at the specified time are requested to participate in the programme.

The Resource person invited is Ms. Pnehpa Menon, Director, Learn to Empower, a Learning consultancy company, Bangalore

Resource person?


Director





Rashtreeya Sikshana Samithi Trust

R.V. INSTITUTE OF MANAGEMENT

CA-17, 36TH CROSS, 26TH MAIN, 4TH T BLOCK, JAYANAGAR, BANGALORE - 41

No.005/RVIM/MBA/HR/CIR./2015-16

24-04-2015

CIRCULAR

This is to inform all the HR Specialization students of IV Sem MBA 2013-15 Batch that Centre for Leadership and Human Excellence, Department of Human Resources will be organizing a Workshop on "Knowledge Management" from 2.00 Pm to 5.00 Pm on Tuesday, April 28, 2015.

Attendance is compulsory.

The Resource person invited is Ms. Puthpa Menon, Director, Learn to Empower, a Learning consultancy company, Bangalore


Director



Who is the Resource person?

MBA IV Sem

Sec. 'A' dt 25/4

Sec. 'C' dt 28/4/2015

Ms.Pushpa Menon – Brief Profile

Currently Director – Learn to Empower, a Learning Consultancy Company in Bangalore

Past Work Experience

As Head- Learning and Development function as an integral part of HR are:

- McAfee (an Intel Company)
- Robert Bosch Engineering Solutions
- Thomson Reuters India
- Motorola

A senior professional with impressive academic credentials and an outstanding track record of close to twenty years with organisations of repute.

Extensive experience in design and facilitation of learning programs that positively impacted Organisational Development.

Designed & facilitated programs across geographies & worked closely with Global teams.

Key Learning & Development Interventions

- Preparing top Talent for Management roles
- Middle And Senior Management development programs
- Train the Trainer for Subject Matter Experts
- Career Development Strategy
- Managing Organisation Transition etc.,

Certifications

- ISTD certified- Diploma in Training & Development conducted by ISTD Delhi.
- MBTI certified
- Certified in Crucial Conversations by “Vital Smarts”



Events conducted for the year 2016

1. The Centre for Leadership and Human Excellence, Department of Human Resources organized a **Leadership Summit on the theme” Transformational Leadership for the 21st Century** on Saturday, 19th March 2016.

The resource persons for the summit were :

1. Ms. Revathy Ashok , Founder, Iris Consulting, & Hon. CEO and Managing Trustee, B PAC, Bangalore
2. Mr.K.Ullas Kamath, Joint MD & CFO, Jyothy Laboratories, Bangalore
3. Mr.M.G.Raghuraman, Senior V P & Chief Information Officer, Mphasis, Bangalore.

Centre for Leadership and Human Excellence, Department of Human Resources has organized a Workshop for the II Sem MBA students on Tuesday, April 26, 2016.

The resource persons for the workshop were:

Topic : Recruitment, Performance and Compensation Management.

Session	Resource person	Topic	Time
I	Mr.S.Gagarin, IRTS, CEO- Hassan Mangalore Rail Development Co. Bangalore	Performance Management	9.00Am- 11.00Am
II	Ms. Divya Anand Sr Manager, Rewards Centre of Excellence, Flipkart, Bangalore	Compensation Management	11.15Am-1.15 Pm



III	Mr Amith Prakash, Practice Lead , Employee Experience Centre of Excellence, HCL Technologies, Bangalore	Human Resource Planning and Recruitment Practices	2.00Pm- 4.00Pm
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Centre for Leadership and Human Excellence, Department of Human Resources has organized

Faculty Development Programme on Thursday,

May 19, 2016 on the theme **STRATEGIC HUMAN RESOURCE MANAGEMENT.**

The resource persons for the FDP were :

Session	Resource person	Topic
I	<i>Dr. Pallab Bandyopadhyay</i> Leadership Architect, Career Coach, Change and Transition Specialist	Strategic Options and HR Decisions
II	Mr. Shrihari Udupa Director, Agora Analytics, Bangalore	SHRM and Business Performance
III	Meghashyam Karanam Director, Megdap Innovation Labs	Linking HR Strategy with Business Strategy





ACTIVITIES CONDUCTED FOR the year 2017

ACTIVITIES CONDUCTED FOR FACULTY MEMBERS:

- Faculty Development Programme on **“UNLOCKING HAPPINESS AT WORK”** was conducted on **May 24, 2017**.

The FDP was held with the main aim to reiterate the fact that happy employees are productive employees. The programme also sought to bring forth how to achieve this in reality. Based on this the objectives of the FDP were outlined as:

- To understand the context of happiness at work
- To explore techniques and interventions to sustain happiness at work
- To facilitate creativity at digitalized workplace

The resource persons were Mr. M G Raghuraman, Co-founder, Ipause Consultants, Bangalore and Ms. Veena Ramagopalan, Co-founder and Director, Inroads Leadership Development, Bangalore.

- Seminar on **“Human Values in Management education”** on **March 21, 2017** was organised for the Faculty Members. The seminar was inaugurated by the **Chief Guest and Keynote Speaker Padmashri Dr. H R Nagendra, Hon’ble Chancellor, S-VYASA University, Bangalore**. He emphasized the need for self -management and introspection in order to effectively manage stress. The inaugural session was presided over by **Sri. A V S Murthy, Hon. Secretary, Rashtreeya Sikshana Samithi Trust, Bangalore**. The speakers for the various sessions were:

Session I: **Dr. S Ranganath**, Director, R V Institute of Sanskrit Studies, NMKRV College for

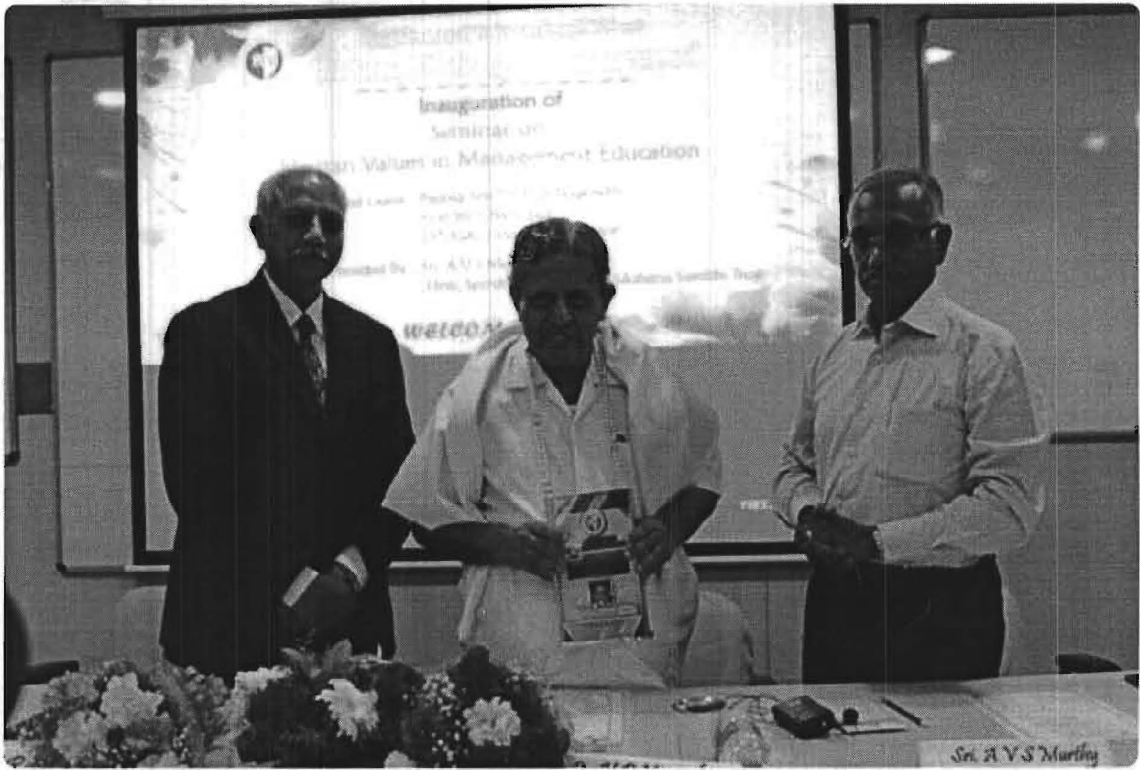
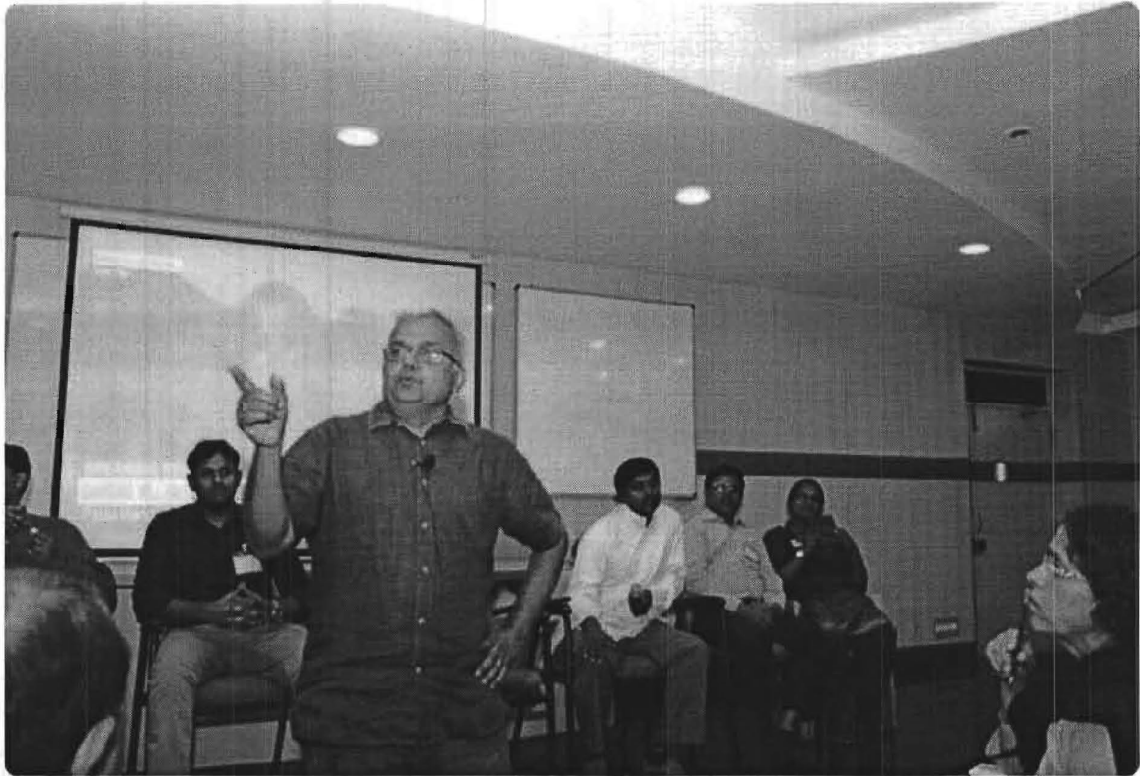


Women, Bangalore. He emphasized on the need for Values in Management Education.

Session II: **Mr Meghashyam Karanam**, Co-Founder & CEO, Megdap Innovation Labs Pvt.Ltd., Bangalore. He spoke on the topic 'Human Values & Business Management-The (Im)Possible Balance'.

Session III: **Dr Thimmappa Hegde**, Director & Senior Consultant Neuro Surgeon, Narayana Hrudayalaya, Institute of Neuro Sciences, Bangalore. He enlightened the participants on the topic 'Spiritual Centred Leadership'.





ACTIVITIES CONDUCTED FOR STUDENTS:



Workshops:

Workshop on **CONTEMPORARY HR PRACTICES** was organised for the students of II Semester MBA on **April 27, 2017**. The resource persons invited for the seminar were Ms. Geetha Ramakrishnan, Senior Consultant, T V Rao Learning System, Bangalore; Mr. Amith Prakash, Senior Manager, HCL Technologies, Bangalore and Mr. Albin Rajan, Regional HR Head, Matrimony.com, Bangalore.

Seminar:

Seminar on **“Industry Readiness and Realities of Corporate Life”** was organised for the students of III Semester MBA on November 8, 2017. The resource persons invited for the seminar were Mr M G Raghuraman, Mr Nitin Goyal, Mr Arvind and Ms Veena, Co-founders of iPause Consultants LLP, Bangalore.



» Activities - HRM

Centre for Leadership and Human Excellence, Department of Human Resource Management

Introduction:

The Department of HR through its “**Centre for Leadership and Human Excellence**” aims to provide education and training of consistently high standards through innovative and versatile programmes that contributes to achieving the institution’s strategy, emphasized by clear values and principles.

Objectives:

- To develop **Competence** in the field of Academics and Profession among Faculty members and Students.
- To foster a **Culture** of Mutual respect, personal maturity, integrity and teamwork.
- To develop a **strong Ethical Code** through Character building, Value consciousness, and Moral integrity.
- To strengthen **Societal skills** through sensitisation towards the environment.

Activities conducted during the year 2018

Industry Academia Interface (IAI)

This initiative of the HR department is aimed at enabling faculty members to keep abreast with the latest trends in the industry (HR Domain). It also focuses on integrating live industry experiences in classroom teaching. Each faculty member is linked to the HR Head of a company and has regular interactions with them to update themselves on the latest trends and happenings in the industry.



Grassroots (GI)

This initiative of the HR department is aimed interaction with the heads of operations of the HR in the industry in order to gain knowledge in the actual day-to-day functioning of HR activities.

The interactions with the organizations identified have been conducted during August and September 2017.

The organizations identified for the industry academia interface programme are:

Motorola India

Oracle Financial Software Services,

Kennametal India Pvt Ltd

Astra Zeneca.

Membership of Professional Bodies

- All members of the HR department are members of NIPM – Karnataka Chapter.
- Dr.Anupama Malagi is on the expert panel of the Industry Academia Interface of Bangalore Chamber of Industry and Commerce.
- Dr.Shruthi J. Mayur is on the expert panel for Human Resource of Bangalore Chamber of Industry and Commerce.

Workshop and Seminar

- **HR Analytics**
 - A two day workshop on HR Analytics was organized for the faculty of RVIM. The resource person for this course is Mr Santosh Mishra, Director, Human Capital



Foundation, Bangalore.

- A certificate course on HR Analytics was conducted for the students of III Semester MBA opting for HR Specialization. The duration of the course is 30 Hrs. The resource person for this course is Mr Santosh Mishra, Director, Human Capital Foundation, Bangalore.
- A certificate course on Organization Theory and Practice was offered to the I Semester MBA students. The duration of the course was 30 Hrs and was facilitated by Dr Shruthi J Mayur, Associate Professor, Department of HR, RVIM.

HR Symposium on the theme “ Future Fit Talent- Decoding the DNA”

The Department of Human Resources, R V I M, organised HR Symposium on the theme “ **Future Fit Talent- Decoding the DNA**” on **February 24, 2018**. A panel discussion was organised as part of the symposium wherein panellists invited were from different sectors like FMCG, IT, Pharma, Consulting and startups. The panelists were:

- Mr Karthik M- Accenture
- Mr Shubasis Chakraborty- ITC
- Mr Abhishek De- Alcon
- Ms Radhika – Glow worm consulting
- Mr Nishant Singh- Redbus

The panelists emphasized on various aspects of HR and how management students can equip themselves to face the present day challenges in terms of technology and its impact on HR and also the crucial role played by Big Data in HR.

NIPM Foundation Day Celebration and Inauguration of Student Chapter:



R.V. Institute of Management in Association with National Institute of Personal Management, Karnataka Chapter, organised NIPM Foundation Day Celebration and had a Seminar on **“Employee Engagement and Beyond”** on March 17, 2018.

Mr. Sivakumar Venkateswaran, Chief Human Resource Officer, IIMB delivered the Key Note Address. Mr. Ashok Thammayya, Chairman, NIPM-Karnataka Chapter and Director- HR and Country Social Relations, Schneider Electric India Pvt. Ltd; Mr. Girinarayan, Director and HR Mentor, Corporate Cognition India; Mr. Bhaskar Bhandary, Acer India; Mr. Alwyn Misquith, Yokogawa Group of Companies; Mr. Narasimha Murthy, the Director of HR, AutoLiv were the panelists. And the Inauguration of the Student Chapter of NIPM was held on the same day.

Industrial Visit:

An industrial visit was organised for the HR Specialization students of IV Semester on 19th April 2018. The visit was intended to give a practical perspective to the HR students regarding the HR practices adopted.

