SUMMER INTERNSHIP PLACEMENTS RAINING IN AURORA’S BUSINESS SCHOOL
Rajya Sabha Passes Real Estate Bill, 2015

The Rajya Sabha passed a landmark Real Estate Bill, 2015 on 10th March, 2016. The Bill promises to secure the interests of both home buyers and developers equally, and reduce scope for corruption in the realty sector which contributes nine percent to the country's GDP.

The Bill was passed with twenty amendments to accommodate the views and suggestions of different stakeholders and political parties.

Venkaiah Naidu, the Union Minister for Parliamentary Affairs, claimed that the Bill will facilitate better regulatory oversight and orderly growth of real estate business. This Bill was earlier rejected by the Congress dominated Rajya Sabha alleging that it favoured the developers and did not serve the interests of consumers. The Bill could be passed due to the cooperation of the Congress this time.

Further, once the Bill becomes law, real estate developers will be required to deposit 70% of the funds received from buyers for a project into an escrow account so that funds cannot be directed to other projects.

With this Bill investment in a new house will become safer and thereby will also help the real estate sector to grow in healthy manner.

The Bill provides for imprisonment of up to three years in case of promoters and up to one year in case of real estate agents and buyers for violation of orders.

Prof G Sreenivas Reddy
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NEWS @ AURORA’S BUSINESS SCHOOL

01.03.16 Placement drive of Webtel Electronics PVT Ltd held
01.03.16 Emino Soft Corp Off-Campus placement for HR Specialization
01.03.16 Registrations done for Broadridge Campus placements for Finance Majors
02.03.16 Released booklet on I year III Trimester syllabi & Teaching-learning schedules
03.03.16 Aliens Group Campus placement held at APGC(R) for Marketing Specialization
03.03.16 Guest Lecture on “Strategies for Business Transformation by Ajay Chandra Sadhuneni, Head HR,Axiom Solutions
03.03.16 Dr. Sree Jyothi, Associate Professor,ABS, donates 20 books to the Library
04.03.16 Prof G. Sreenivas Reddy attends JNTU Faculty Selection Committee Meeting at VBIT
04.03.16 Placement Drive of United Health Group for Finance Majors held at APGC (M)
05.03.16 Thomson Reuters Campus Placement held at APGC (R)
05.03.16 IndusInd Bank conducts induction program for the newly placed students on ABS campus
05.03.16 Pool Drive of Wells Fargo held at APGC (M)
10.03.16 Birla Sun Life Insurance Summer Internship Placement (SIP)Drive held – 10 Finance + 11 Mktg Specialization students selected
11.03.16 First Mid Exams of III Trimester commence
11.03.16 MTR Foods Campus Placement drive for Marketing majors held
14.03.16 Commencement of PGDM IV Semester Exams
15.03.16 Karvy Summer Internship (SIP)Off-Campus Placement Drive held for HR Specialization
15.03.16 Bajaj Capital Campus Placement Drive Held for Finance & Marketing Majors & Minors with 3.27 lac CTC
15.03.16 Pre- Placement talk delivered by Sweekriti Goyal of Karmic Education Society
16.03.16 Broadridge Campus Placement Drive held for all specialisations
16.03.16 India Infoline(IIFL) Off-Campus drive held for Summer Internship Placements
18.03.16 Director attends a meeting with Mr. Ned Modi the Country Head of Berkadia India regarding Training, placements and internships
18.03.16 Mrs Harika and Mrs Kameshwari, Faculty members appear for Ph.D interviews at JNTU
21.03.16 Collected student feedback of Faculty from IV Semester Students
21.03.16 Business School gives Farewell Party to the outgoing students
22.03.16 Students, Staff & Faculty celebrate Green Holi on the Campus
28.03.16 to 31.3.16 I year III Trimester 2nd Mid-exams held
29.03.16 Writer Corporation Campus Placement Drive held and 4 students secure placements
Rama Navami (Devanāgarī: राम नवमी; IAST: Rāma navami) is a Hindu festival, celebrating the birth of the god Rama to King Dasharatha and Queen Kausalya in Ayodhya. Rama, the seventh avatar of Vishnu, is one of the oldest avatars of Lord Vishnu having a human form. The holy day falls in the Shukla Paksha on the Navami, the ninth day of the month of Chaitra in the Hindu calendar. Thus it is also known as Chaitra Masa Suklapaksha Navami, and marks the end of the nine-day Chaitra-Navaratri (Vasanta Navaratri) celebrations. Rama Navami is one of the most important Hindu festivals.

At some places the festival lasts the whole nine days of the Navaratri, thus the period is called 'Sri Rama Navaratra'. It is marked by continuous recitals, Akhand Paath, mostly of the Ramcharitmanas, organized several days in advance to culminate on this day, with elaborate bhajan, kirtan and distribution of prasad after the puja and aarti. Images of the infant Rama are placed on cradles and rocked by devotees. Community meals are also organized. Since Rama is believed to have been born at noon, temples and family shrines are elaborately decorated and traditional prayers are chanted together by the family in tial havans are organized, along with Vedic chanting of mantras and offerings of fruits and flowers. Many followers mark this day by vrat (fasting) through the day followed by feasting in the evening, or at the culmination of celebrations. In South India, in Bhadrachalam the day is also celebrated as the wedding anniversary of Rama and his consort Sita. Sitarama Kalyanam, the ceremonial wedding ceremony of the divine couple is held at temples throughout the south region, with great fanfare and accompanied by group chanting of name of Rama.

Ambedkar was born on 14 April 1891 in the town and military cantonment of Mhow in the Central Provinces (now in Madhya Pradesh). He was the 14th and last child of Ramji Maloji Sakpal, a ranked army officer at the post of Subedar and Bhimabai Murbadkar Sakpal. His family was of Marathi background from the town of Ambavade (Mandangad taluka) in Ratnagiri district of modern-day Maharashtra. Ambedkar was born into a poor low Mahar (dalit) caste, who were treated as untouchables and subjected to socio-economic discrimination. Ambedkar's ancestors had long worked for the army of the British East India Company, and his father served in the British Indian Army at the Mhow cantonment. Although they attended school, Ambedkar and other untouchable children were segregated and given little attention or help by teachers. Despite his humble origins he rose to be one of the builders of modern India by dint of his enormous contributions to social uplift, economic development, constitution making a struggle for freedom.
Celebrations of the Month

International Women Celebrations of Telangana State 4th March
Prominent speakers on the subject included Ms Suchitra Ella, chairperson, Bharat Biotech International Ltd; Ms. Kiranmayi Pendyala, CVP, HR, Advanced Micro Devices (AMD), Ms. Ananda Shankar, Classical Performer& IAS, Ms. Karuna Gopal, Smart Cities Advisor to Government of India, Mr. Madhu Poomalil Managing Director, D. E. Shaw India, Bharani Kumar Aroll, Secretary, SCSC (Society for Cyberabad Security Services).

Ancient Psychology – Modern Management 10th March, 2016
Mr. Rayasam Sridhar said that during the ideation “space” of design thinking, drawing is often a means of sharing creative ideas and connecting dots that have never before been connected. Mr. Sridhar had taken various examples from ancient and Indian epics and made the participant to understand about mind mapping of different roles and tried to match with modern management principles. One of the most obvious incidences, in which management were used is very clearly visible from Ramayana is that of Hanuman going to Lanka. His mission was to locate sita there and give her Lord

Founder and executive chairman of Cyient Ltd B.V.R. Mohan Reddy, who is chairman of Nasscom as well, has been selected for the HMA Life Time Achievement Award for 2015. Manager of the Year - Varanasi Udaya Bhaskar, CMD r of Bharat Dynamics Ltd; Entrepreneur of the Year – G.Leelavati, chairperson of Shivashakti Bio Technologies Ltd; Small Scale Entrepreneur of the Year’ – A.Sridhar Reddy, managing director of Esenar Transformers (P) Ltd; Young Manager of the Year’ A.Soma Sekhar Reddy, senior manager (techno commercial) of Prathista Industries Ltd; HR Manager of the Year – Ch.Dakshina Murty, AGM - corporate HR of Suven Life Sciences Ltd; and Member of the Year – E.N.Prasad Reddy, Life Member. Announcing the winners, HMA president E.N.Prasad Reddy said the awards were presented at the 43rd HMA annual awards function on March 17.

Falcon- It's all about Mentoring by Dr. Chandra Sekhar
Mentor is a wisdom transferring from one to one and generations to generations. His is a trainer, advisor counsellor to a trainee who is called a mentee. It turns out however that it makes better sense to suggest finding for one self mentoring that required. Mentors provide many different functions and different people can and do provide different kinds of support. Finding role models, preferably same gender, same-race, likable ones, hopefully of the same value structure. One is told to find this saint and then learn to be like her or him. Saints however are few, (especially ones of the same-sex, same-race, etc.). Therefore, it is easier just to find mentors. Even a crusty grouch can be encouraged to be a mentor, just so long as she or he is honourable and knows more than you do about the topic at hand — or a skill that you need — or an opportunity that you might like.

HMA meeting on 30th March, 2016 Leading the Reserve Bank: Challenges and Dilemmas by Dr. Duvvuri Subbarao, Former Governor, RBI
Dr. Subbarao’s speech was interesting and exciting since he shared his experiences with anecdotes. Scams surfaced globally and the global economy was heading for recession. He worked in global economic uncertainty and under tremendous pressure. Instead of focusing on development and growth, he started to focus on setting the Indian economy in order, and to insulate it from global economic turbulence. He shared several successes and failures and the lessons others must learn from him. He spoke on the significance of body language and the pitfalls involved in communication. He concluded his message: “Keep your ear close to the ground,” where leaders at the top must listen to all sources before taking their final call.
YOU ARE PLACED, CONGRATULATIONS!

Birla Sun Life

Sai Kumar S  
DM-11-001

Sagar K  
DM-11-004

Sai Shekar P  
DM-11-005

Shandilya T  
DM-11-006

Soumya T  
DM-11-007

Nisha Agarwal  
DM-11-008

Ravali K  
DM-11-009

Madhusree T  
DM-11-015

Praneeth Reddy P  
DM-11-017

Shirisha B  
DM-11-020

Sanjay Soni  
DM-11-026

Vikas Kumar Vyas  
DM-11-027

Sunitha Tiwari  
DM-11-028

Pratik Awasti  
DM-11-029

Vijaya Sri  
DM-11-034
YOU ARE PLACED, CONGRATULATIONS!

Birla Sun Life

TVN Sai Teja
DM-11-048

Lavanya S
DM-11-054

India

IndusInd Bank

Chavi Garg
DM-11-039

Sreenivas Chaitanya
DM-11-049

Reliance General Insurance

Arihant Jain
DM-11-011

Achraj Jain
DM-11-012

Varun Gaur
DM-11-030

Balam Anirudh
DM-11-050

Karvy

Kasturi Biswal
DM-11-040

Jagadeesh M
DM-11-042

Kezia Florence P
DM-11-051
YOU ARE PLACED, CONGRATULATIONS!

Bajaj Insurance

Murali S
DM-11-013

Jagadeesh Babu
DM-11-014

Tharun Yadav
DM-11-019

Sekhara B
DM-11-033

Doulanna
DM-11-047

Prabhas S
DM-11-055

Harini K
DM-11-056

Shiva Kethan Reddy
DM-11-057

India Infoline

Satish Kumar M
DM-11-002

Sushant Kumar
DM-11-003

Naveen Kumar P
DM-11-021

Karthik R
DM-11-035

AURORA’S BUSINESS SCHOOL

PROFESSIONAL ACTIVITIES 2015-2016

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<tr>
<th>sno</th>
<th>DATE</th>
<th>VENUE</th>
<th>PROFESSIONAL ACTIVITY</th>
<th>GUEST SPEAKER</th>
<th>SUMMARY</th>
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<tr>
<td>1</td>
<td>25th Nov 2015</td>
<td>Aurora’s Business School</td>
<td>Guest Lecture on “Macroeconomic tools to Measure Indian Economy”</td>
<td>Mr. Biswajit Hazra, Centre for Monitoring Indian Economy, Hyderabad.</td>
<td>Indian economic indicators are available from numerous sources, including multiple government agencies, departments and ministries. Combined with the data from other organizations, which maintain a politically-neutral stance, one has to access many tools and balance them to assess the country and its economy. However, regulatory inefficiencies, corruption, a slow growth rate over the last decade, bureaucratic red tape in starting and running businesses, political pressures, and heavy financial burdens due to subsidies, are some of the challenges facing the Indian economy.</td>
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<td>11th Dec 2015</td>
<td>Aurora’s Business School</td>
<td>Guest Lecture on “Pre-requisites for Employment Opportunities vis-a-vis Corporate expectations”.</td>
<td>Mr. Subba Raju Parecharla, CEO, Global strategy solutions.</td>
<td>The objective of this initiative was to help the students in assessing themselves regarding job readiness and to build a platform that would bring jobseekers and employers together. Their coming together would be a step undertaken to bridge the skill gap between industries. According to Mr. Subbaraju, “Unemployment and unemployability are the two major issues prevailing in our country. An integrated approach that ensures collaborate between job seekers and employers will link the demand and supply of manpower and will certainly bridge this gap.”</td>
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<td>17th Dec, 2015</td>
<td>National HRD network</td>
<td>Re-designing An Inside-Out Approach</td>
<td>Mr. Vikramaditya Duggal, professional Banker, Administrative Staff College of India</td>
<td>Mr. Vikramaditya sharing his thoughts with the participants said “we have ability to change the very definition of precious. We are in powerful positions to influence our clients’ perceptions of the types of connections to forge with their customers. Through design research, we have that uncanny ability to see what lies ahead when others do not. Ultimately, we are curators, forecasters, and distributors of tomorrow’s experience, of tomorrow’s products. Inside/out design is a philosophy that designs to the heart of the matter—the meaningful interactions at the core of great product design. We can only hope that consumers echo Gollum when he says, “So bright… so beautiful…” When a design provides a personal benefit, it becomes a possession worthy of a consumer’s loyalty. There is no room for the “tricky” and “false” in that kind of equation—it’s a true experience in every way imagined”.</td>
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<td>31st Dec, 2015</td>
<td>National HRD Human Resources</td>
<td>Strategies for Organization Transformation</td>
<td>Mr. Raamchander Maddela, Executive Vice</td>
<td>Long term organisational success requires the alignment of people with the organisation’s strategy. This is HR’s role in the organisation and yet it is often unable to connect people and processes effectively. Identified factors includes</td>
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<td>5</td>
<td>7th Jan</td>
<td>National HRD Network: An Interactive Session on &quot;Importance of Leadership Model&quot;</td>
<td>Mr. K. Srinivas Rao, Founder, Indian Manufacturing Academy</td>
<td>Mr. Srinivas Rao stressed that the way that we manage ourselves will determine whether or not we become effective leaders. He also said that it is vital to recognise the personal qualities like self-awareness, self-confidence, self-control, self-knowledge, personal reflection, resilience and determination are the foundation of how we behave. Being aware of your strengths and limitations in these areas will have a direct effect on how you behave and interact with others. Without this awareness, it will be much more difficult (if not impossible) to behave in the way research has shown that leaders should. This, in turn, will have a direct impact on your colleagues, any team you work in, and the overall culture and climate within the team as well as within the organisation. Working positively on these personal qualities will lead to a focus on care and high-quality services for patients and service users, their careers and their families.</td>
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<td>6</td>
<td>21st Jan</td>
<td>National HRD Network: An Interactive Session on &quot;Business Dynamics and New HR&quot;</td>
<td>Mr. Venkatesh Palabatla, HR professional</td>
<td>Panch Tantras for Business Dynamics and New HR are Versatility and Adaptability, Sound Knowledge of Business, Deep HR domain Knowledge, Empathy and ability to market, comfort working with numbers and data are the factors for ensuring success of new generation HR.</td>
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| 7    | 21st Jan | Association of Lady Entrepreneurship of Andhra Pradesh (and Telangana State) - ALEAP | Industrial visit | • Students were exposed to industrial and business practices in real time.  
• Interaction interacted with guides and other person from the industry. This motivated some students to take to entrepreneurship  
• See & Know is better motto than ‘read & learn’  
• After completing the industrial visit, students felt that they have upgraded their knowledge significantly.  
• It was a good learning experience. In each and every industry that was visited, students got new ideas and new thinking which was very necessary for their personal development  
• We have visited the entire process departments and seen the use of new They are using new technologies that helps understand the role of advanced technology in productivity of manufacturing goods |
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<tr>
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<th>Date</th>
<th>Organization</th>
<th>Event Description</th>
<th>Presenter/Dates</th>
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<td>8</td>
<td>4th Feb 2016</td>
<td>National HRD network</td>
<td>Aligning Values to Build Sustainable Growth</td>
<td>Ms. Jyotsna Cheruvu, HR, Behavioral Training.</td>
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<td>Companies are increasingly connecting the dots between sustainability and its impact on their organization. As a result, more and more organizations are seeking ways to transform themselves into sustainable organizations. They are now mindful of their economic, environmental and social impact. HR departments sometimes miss understanding the extent of their potential impact in driving an organization’s sustainability agenda. Sustainability is an issue, which is good for business, as it positively impacts the employees and other stakeholders. Furthermore, it is employees that drive the sustainability agenda and implement sustainability plans on the ground level. People drive a sustainable culture and bring about enduring change in the organization and HR revolves around people management.</td>
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<td>9</td>
<td>11th Feb 2016</td>
<td>National HRD network</td>
<td>An Interactive Session on “Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, relevance to HR Fraternity”</td>
<td>Ms. Geeta Gotti, Ex-Vice President of coalition of Women Entrepreneurs of India (COWE)</td>
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<td>Legally, workplace sexual harassment can no longer be dismissed as some moral transgression. “Each incident of sexual harassment” as a violation of the fundamental right to equality. That notion has found its way into the Act, which promotes the right of women as citizens to a workplace free of sexual harassment. Complaints Committees at all workplaces are now charged with the role to ensure that the right remains intact. through a fair, informed, user-friendly process of redress. Prioritising prevention and establishing a redress mechanism, which comprises of 50 per cent women, a woman chair and an external third party expert, is India’s innovative model in responding to working women’s experience of sexual harassment. Assuming adequate changes follow, in both law and practice to meet global benchmarks, that model can evolve into an exemplary best practice. To get there, workplaces in India today, must rise to the requirement of promoting gender equality.</td>
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<td>10</td>
<td>18th Feb, 2016</td>
<td>National HRD network</td>
<td>“Engaging Employees in Organizational Development Initiatives”</td>
<td>Mr. S.V, Lakshmikanth, Lead- HRD, Hyundai Motor India Engineering (HMIE)</td>
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<td>The four engagement principles—Widen the Circle of Involvement, Connect People to Each Other, Create Communities for Action, and Promote Fairness—and the three leadership practices—Honesty, Transparency, and Trust—form the New essence of Change Management. Apply any principle or practice and you will benefit. Apply them together and you get a systemic impact that is greater than the impact of applying the principles and practices individually. In organizations where the New Change Management is practiced:</td>
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<td>• People grasp the big picture, fully understanding the dangers and opportunities.</td>
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<td>• There is urgency and energy as people align around a common purpose and new directions.</td>
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<td>• Accountability is distributed throughout the organization and people come to understand the whole system.</td>
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<td>• Collaboration across organizational boundaries increases as people connect</td>
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<td>11</td>
<td>18th Feb 2016</td>
<td>Hyderabad Management Association</td>
<td>Digital transformation</td>
<td>Mr. Ramesh Loganathan, Vice-President &amp; Managing Director, Progress Software Development Pvt. Ltd</td>
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| 12 | 25th Feb 2016 | National HRD network | Leading Digital Age Employees: Opportunities, Challenges and Threats. | Mr. V. Srinivasa Rao, Chief Executive Officer & Chief Digital Consultant at BT & BT Management Consultancy (btbt.co.in) | Leading digital companies connect all the motions of their businesses—from engineering, to servicing customers, and everything in between—in a synchronized and agile way. It’s about creating a continuous cycle of innovation in the product portfolio and in the operating model. It’s about going to market more efficiently without institutionalizing old processes. It’s about monetizing every investment we make with the intelligence we have access to. It’s about reaping all the benefits of technology, new processes, great talent and the reams of information sitting in our data systems. Driving a digital transformation is not automating existing workflows or layering new tools and technologies on top of traditional processes. It isn’t an IT strategy trying to catch up with a business strategy. It isn’t cloud, collaboration, systems or applications. And it isn’t just a technology issue. Our customers ask us all the time about business transformation and reinvention on a completely different scale than even during the Internet age. The conversation is about business challenges and opportunities, with technology as the key enabler. How their business and technology strategies come together is now on the top of mind for all companies that see the potential, and the risks, of this digital transformation in their industry and world. We’re moving fast to help lead this digital transformation across our company and with every one of our county, city and enterprise customers. Many have asked me to share what we’re seeing and doing, so you’ll hear more from me soon. We can see the future and potential, and the fun part comes in realizing
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<td>13</td>
<td>29th Feb 2016</td>
<td>Hyderabad Management Association Ethics in Management</td>
<td>Smriti, Gnanamani Swami, BAPS (Bochasawasvi Aishwar Purushottam Swaminiarayanan Santhiya). Smriti threw light on two qualities, being Proactive and Ethical which differentiate &quot;Able Leaders&quot; from &quot;Smart Managers&quot;. He said that able leaders are proactive in adverse situation and with confidence take the situation in their stride. He also said that Ethics plays a very crucial role in every phase of life. If someone plays with Ethics, in the long run Ethics will definitely play with that person. He gave various examples of big tycoons like Mr. Rajat Gupta, CEO, McKinsey &amp; Company, USA; Mr. Raj Rajaratnam, Founder, Galleon Group; and Mr. Subrato Roy, Founder and Chairman, Sahara India whose business tumbled down due to lack of Ethics. Their 30-40 years of hard work was washed by their one unethical decision. At the end, Smriti said that work hard with honesty, enthusiasm and continue working for the society without the expectation of receiving anything in return. Indeed the talk was very enlightening and was enjoyed by all present.</td>
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<td>14</td>
<td>29th Feb 2016</td>
<td>AURORA’S BUSINESS SCHOOL An Interactive session On Research aspects in Start-up Business</td>
<td>Mr. Kiran Gali, (IIM) founder &amp; CEO, Number mall. Mr. Kiran, graduated from IIM and had his interactive session in a highly motivational way. In this regard, he started six businesses but failed due to various reasons and his seventh business established in 2006 is still running successfully. He said most of the specific mistakes that startups make stem from the first two mistakes in this list, falling to recognize the importance of intellectual property and failing to take the time to create an intellectual property plan. Startups that recognize the importance of IP from the outset and spend the time and money to develop a plan have a significant leg up in the market.</td>
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<td>15</td>
<td>3rd Mar 2016</td>
<td>National HRD network HR Strategies for Business Transformation</td>
<td>Mr. Ajay Chandra Sadhuneni. Mr. Ajay Chandra inspiringly discussed about the different processes of Human resource organizations transform which turn themselves in a strategic vacuum, responding to the business’ day-to-day operating needs without a clear view of the big picture. To be effective, HR needs to align its improvement efforts with the company’s business strategy. This requires an HR transformation strategy that is realistic and executable—with accurate plans, schedules, resource requirements, and estimated benefits that the company can rely on. The first step is to work with the business to understand its top three or four strategic priorities—and then to develop an HR transformation vision and strategy that aligns with those priorities. The next step is to identify the detailed actions, resources, timing, and budget necessary to put the strategy into action. Detailed transformation plans and expected benefits should be based on facts and real-world experience, not wild guesses or wishful thinking.</td>
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<td>16</td>
<td>4th Mar 2016</td>
<td>Tech - Mahindra Women – An Anchor for life – International Women</td>
<td>Prominent speakers on the subject included Ms Suchitra Ella, chairperson, Bharat Biotech International Ltd., Ms. Kiranmayi Pendyala, CVP, ...</td>
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New Possibilities and New Horizons Telangana State

HR, Advanced Micro Devices (AMD), Ms. Ananda Shankar, Classical Performer & IAS, Ms. Karuna Gopal, Smart Cities Advisor to Government of India, Mr. Madhu Poomall Managing Director, D. E. Shaw India, Bharani Kumar Aroll, Secretary, SCSC (Society for Cyberabad Security Services).

The panelists discussed their personal challenges in their leadership journey and the attitudes a woman should possess to emerge as a leader. Initiating the debate, Ms. Vanita Datla, Chairperson, CII Telangana said: ‘The programme is based on the theme of ‘New Possibilities…New Horizons for women.’ We believe that a woman has and is constantly engaged in multiple roles in her life. Many a time, woman’s competing priorities limit her progress in career primarily because of the challenges associated with juggling work and family. It is commendable that women in general have risen up to the challenge of multitasking under pressure and deliver efficiently both professionally and personally. However, the onus is also on the family and the organizations to create an environment conducive for her constant professional growth and success.”

The session was attended by more than 500 working professionals, entrepreneurs, industry leaders and students.

17 10th Mar 2016 National HRD network Ancient Psychology – Modern Management Mr. Rayasam Sridhar, Principal Engineer at Qualcomm India

During the ideation “space” of design thinking, drawing is often a means of sharing creative ideas and connecting dots that have never before been connected. Mr. Sridhar had taken various examples from ancient and Indian epics and made the participant to understand about mind mapping of different roles and tried to match with modern management principles. One of the most obvious incidences, in which management were used is very clearly visible from Ramayana is that of Hanuman going to Lanka. His mission was to locate sita there and give her Lord Ram’s message. When it became clear that sita was in Lanka, jambhvant ask to go there. He helped him in realising his true potential and motivated him to go in the enemy’s camp.


Founder and executive chairman of Cyient Ltd B.V.R. Mohan Reddy, who is chairman of Nasscom as well, has been selected for the HMA Life Time Achievement Award for 2015. Manager of the Year - Varanasi Udaya Bhaskar, CMD r of Bharat Dynamics Ltd; Entrepreneur of the Year – G. Leelavati, chairperson of Shivashakti Bio Technologies Ltd; Small Scale Entrepreneur of the Year – A. Sridhar Reddy, managing director of Esennar Transfomes (P) Ltd; Young Manager of the Year’ A. Soma Sekhar Reddy, senior manager (techno commercial) of Prathista Industries Ltd; HR Manager of the Year – Ch. Dakshina Murty, AGM – corporate HR of Suven Life Sciences Ltd; and Member of the Year – E.N. Prasad Reddy, Life Member. Announcing the winners, HMA president E.N. Prasad Reddy said the awards were presented at the 43rd HMA annual awards function on March 17.
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<th>Date</th>
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<td>19 Mar 2016</td>
<td>National HRD network, Falcon - It's all about Mentoring</td>
<td>Dr. Chandrashekar</td>
<td>Mentor is a wisdom transferring from one to one and generations to generations. His is a trainer, advisor counsellor to a trainee who is called a mentee. It turns out however that it makes better sense to suggest finding for one self mentoring that required. Mentors provide many different functions and different people can and do provide different kinds of support. Finding role models, preferably same gender, same-race, likable ones, hopefully of the same value structure. One is told to find this saint and then learn to be like her or him. Saints however are few, (especially ones of the same-sex, same-race, etc.). Therefore, it is easier just to find mentors. Even a crusty grouch can be encouraged to be a mentor, just so long as she or he is honourable and knows more than you do about the topic at hand—or a skill that you need—or an opportunity that you might like.</td>
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<td>20 Mar 2016</td>
<td>Centre for Organisational (COD), HMA, Leading the Reserve Bank: Challenges and Dilemmas</td>
<td>Dr. Duvvuri Subbarao, Former Governor, RBI</td>
<td>Dr. Subbarao’s speech was interesting and exciting since he shared his experiences with anecdotes. Scams surfaced globally and the global economy was heading for recession. He worked in global economic uncertainty and under tremendous pressure. Instead of focusing on development and growth, he started to focus on setting the Indian economy in order, and to insulate it from global economic turbulence. He shared several successes and failures and the lessons others must learn from him. He spoke on the significance of body language and the pitfalls involved in communication. He concluded his message: “Keep your ear close to the ground,” where leaders at the top must listen to all sources before taking their final call.</td>
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<td>21 Mar 2016</td>
<td>National HRD network, Grooming Talent for Succession Planning</td>
<td>Joseph Thomas, Vice President, Franklin Templeton</td>
<td>Grooming talent for succession planning has three phases i.e., “Plan,” “Do” and “Review” of succession planning. Plan includes • Decide how deep you want to go: Just the C-suite? Management? Everyone? • Determine whether you will focus on high-potential workers or extend succession planning to a wider pool of employees. • Define the skills and experience needed for key roles: Think about where the company is going and what leadership skills you’ll need to get there. • Evaluate whether your HR software offers succession planning tools and whether you want to use them. Do includes • Assess employees’ current performance and identify any skill or experience gaps for their future roles. • Ask employees about their career goals so you are certain they want the role you are grooming them for. • Create training, mentoring and leadership opportunities for top talent to close the gaps.</td>
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• Work with the CEO and the board to create a list of two to three candidates for every top position.

Review includes

• Review assessments of top talent with the board every nine to 15 months, and again whenever there is a major change in leadership.
• Identify development roadblocks—such as lack of mentors or limited on-the-job leadership opportunities—and look for solutions.
• Review succession plans during annual strategic planning, to ensure development goals align with strategic goals.
• Be willing to adapt the succession planning list if your goals change, or if individual employees aren’t showing the leadership development you need.

Send in your suggestions, feedback, articles and comments to upgrade forthcoming issues of ‘AKSHARA’ to newsletter@absi.edu.in