

GUEST LECTURE COMMITTEE REPORT

Sl.no	Dates	Topic	Target Group	Resource Person	Organisation
1	07-08-2019	Webinar on Team Work	MBA II Year (HR)	Mr. Ram Kumar	Finance Comptroller, Project Manager GEA, US
2	08-08-2019	Webinar on OD Interventions	MBA II Year (HR)	Ms. Maria Monica	HR Officer World Health Organisation, UN, Geneva.
3	21-08-2019	Guest Lecture on Reporting & Analytics	MBA	Mr. Kishore Kumar. A	Training Consultant, Excelytics
4	26-08-2019	Guest Lecture on MBA Prospects	MBA I Year	Prof. RamalaNageswar Rao	Director, IQAC Osmania Univesity
5	26-08-2019	Guest Lecture on Capital Raising & Venture Capital Funding	MBA II Year (Finance)	Mr. DSS Praveen	Managing Director Planet Finance
6	28-08-2019	Motivational Talk by KantriGuyz	Joseph's Orator Hub	Syed Viquar, Abdul Samad, Syed Atif	KantriGuys
7	31-08-2019	Parallel Learning Structures	MBA II year	Mr. Ram Kumar	Comptroller, Program Manager, GEA
8	20-09-2019	Guest Lecture on Goal Setting & Corporate Communication	MBA I Year	Soumyani	Journalist
9	20-09-2019	Guest Lecture on Road Map for Success	MBA I Year	Mr. MalleshAnnama	Motivational Speaker
10	01-10-2019	Guest Lecture on Big Data	MBA II Year	Mr. Srinivas Rao	
11	10-12-2019	Guest lecture on Awareness programme on Business Analytics	MBA I Year	G. Nagaraju	Founder Henotic Technologies

REPORT ON

“ Participation and Empowerment-Teams and Teamwork”

Reference number /SJC/HR/19/11/1

Date: 07/08/2019 **Timings:** 8:30 am to 10.00 am

Venue:(Computer Lab) St. Joseph’s PG College

For Whom: MBA II Year HR Students

No. of participants: 52

Objective:

To orient the students about how to work in a team and give them a brief understanding about how there are different kinds of teams in the corporate world.

Name/s of the Resource Persons: Mr. Ram Kumar

Sir is currently working with GEA, as a controller and program manager responsible for financial processes, systems, defining metrics for internal functional measurements and also responsible for implementing robotics and analytical solutions. He has worked in several different roles over the last 15 years involving financial reporting, financial planning, ERP implementation, audit with corporates like General Electric, Johnson Controls. He is a certified Blackbelt and project manager with degrees in both administration and law.

Session:

The department of Human Resource Management has conducted a session on Participation and Empowerment-Teams and Teamwork for the overall development of the students as well as to encourage the active participation of the students.



The orientation session began at 8.30 am. Mr. Ram Kumar, the resource person of the day has spoken about Participation and Empowerment-Teams and Teamwork. He spoke about a case of software contract which consists of tasks and challenges and Profit and Non-Profit Entities which also consist of tasks and challenges as well. Few of the examples of tasks given by Sir are need assessment, hiring, experience, skills inventory, cost of operation, conflicts, operations, brand building. Examples of challenges are hiring, attrition, profitability, service delivery, maintain goodwill, growth, bottomline and culture.

Teams are very important. It maybe a finance team or a marketing team. It can be homogeneous or heterogeneous team. In a team, people of different thought process come together. The team may have shared vision and goals, diversity, add experience and skills, mandatory contractual obligation, technical expertise and drive innovation.



The prerequisites/contributing factors are clear objectives, culture and trust, effective processes, value driven policies, well designed roles, leadership support, openness and

conflict handling, sound intergroup relations, motivational factors(reward,risk,etc), structure, and communication. Human Factor skills include decision making, situational awareness, workload, management, leadership and teamwork, communication.

Sir gave a practical insight about team building.He mentioned that teams can be also formed accidentally, individuals can be passive players,teams may have external implied support and resistance, teams swing back and forth, team development is continuous.

In the end, Sir explained about Google practices about how they make the employees feel valued and also gave examples of their practices like Google Cafes, Google moderators, 20% method, Googlelegist.

GUEST WEBINAR

**DEPARTMENT OF BUSINESS MANAGEMENT
ACADEMIC YEAR 2019-2020**

REPORT ON

“Organizational Development Interventions”

Reference number: SJC/

Date: 08/08/2019 **Timings:** 11:30 am - 12:20 pm

Venue:(Computer Lab) St. Joseph’s PG College

For Whom: MBA II Year HR Students

No. of participants: 49

Objective:

To orient the students about organizational development intervention and give them a brief understanding about the importance of individual and organizational development.

Name/s of the Resource Persons: Ms. Maria Monica.

Maria Monica is currently working as a HR Officer in switzerland.

Session:

The department of Human Resource Management has conducted a session on Organizational Development for the overall development of the students as well as to encourage the active participation of the students.

Ms. Maria Monica spoke about development at individual level and organizational level. The company she is currently working at consists of different committees and one of them is decision making committee which is responsible for major decision making of various projects. This committee is responsible for approving projects. There are various teams and each team has a lead.



The executive board wanted to develop the organization. They wanted to hire young staff in order to get new and innovative ideas. The main objective being innovation and to reach people and to access blood banks in remote areas. The company was originally located in WHO Building but it was later shifted to a new building due to the Executive Directors decision.

The turnover of the organization was increased by 60 %. There were around 40-50 staff working out of which 30 of them left due to which the Executive Director came up with new organization structure with 95 staff members which was approved by the Executive Board.

Several teams were created including the external resource team which was responsible for collecting finds and the finance and administration team. It takes about 6 months to recruit 1 person and 500 people applied for 1 position. The applicants applied for the job through advertising and job description provided by the company. After the application, the CV of the applicants are screened and a written test and interview are conducted. It is a long process to recruit a person. The number of staff increased from 40 to 90 members in 4 years. The difficult part of an organization is “maintaining” which was one of the reasons for employee turnover. The salaries of the employees were reduced by 5 %.

In 2017 the Executive Director came up with a new strategy. The focus was on HIV, TB and malaria. The organizations focus was to recruit young people who can think out of the box. The employees who were newly hired left the organization because they were not happy with the management. The solution for this is to retain the employees so the Executive Director decided to hire an OD Consultant from BCG to monitor the status of the performance and check the implementation of the plan for OD development.

In the end, Ma'am explained about how the communication within the organization improved over the years. The Executive Director held 1 on 1 meetings with the staff members in order to improve communication despite his busy schedule (The ED was a traveller and a politician). The monitoring is conducted 3 times a year. Every year new objectives are set and they are accomplished and approved. During Mid-year meeting is conducted to check the status of the organization.

REPORT ON

“REPORTING AND ANALYTICS”

Date:21st AUGUST'2019 **Timings:**11:30A.M TO1:30PM **Venue:**VIANNEY HALL

For whom:MBA II year students (A&B)

No. of participants: 105 Nos

Objective of the event/programme: The workshop was aimed at creating awareness about Reporting and Analytics used for decision making in the organisations

Name of the resource person:Mr.Kishor Kumar Ananthapalli, Training Consultant, Excelytics, Hyderabad.

About the resource persons (3 to 4 lines): **Mr. Kishor Kumar Ananthapalli** is a Microsoft certified professional and Six Sigma yellow belt certified. He has also certified in quality management system. Mr. Kishor Kumar has 11 years of experience in report automation and financial data analysis. He has over 6 years of experience in various MNC's like iSpace global services, I Health Technologies and United Health Group. He has good experience in development of Data Visualisation Application using Qlikview.

Email id: info@excelytics.in, kishorkumar@rocketmail.com

Contact No: +91-9177377555

About the programme with photographs:

The Department of Business Management organised the guest lecture on “Reporting and Analytics” for MBA II year students on 21st August'2019 from 11:30 am to 1:30 pm. Ravali, MBA II year student welcomed the resource person, faculty and students. The session was inaugurated by resource person Mr.Kishor Kumar Ananthapalli, Dr.R.Anita, Dean Academics; P. Ganesh Anand, Head of the Department and Dr.Vandana Samba. Ms. Srinitha presented the profile of the resource person, Mr.Kishor Kumar Ananthapalli. Mr.Kishore Kumar Ananthapalli started an interactive session about Reporting and Analytics by giving few examples. He explained how analytics is playing an important role. He explained about how effectively the data is presented and why data analysis is needed.



Mr.Kishor Kumar Ananthapalli, Training Consultant From Excelytics Addressing The Students

He explained how data is analysed using Pivot Table in Excel, Fundamentals of data analysis and how to present the data in the tabular form. He said that in order to analyse data, knowing dimensions, measures and data visualisation are very important. He also spoke about Facts of MS Office Package and various certifications. The Session was very informative, interactive and valuable. Student Rohit Raj proposed formal vote of thanks.

REPORT ON

MBA PROSPECTS

Date: 26.08.2019

Timings: 10.00am – 11.30 am **Venue:** Vianney Hall

For whom: MBA I year

No. of participants :80

Objective of the programme: To give the scope of MBA programme and motivate the students to equip themselves with the required skills by the end of the MBA programme.

Name of the resource person: Prof. R. Nageswar Rao, Professor and IQAC director, Osmania University

About the resource person: Dr.RamalaNageswar Rao graduated in Bachelor of Commerce in the year 1985 and subsequently completed MBA from University College of Commerce & Business Management, Osmania University, in the year 1987. After MBA, Prof Rao had a short stint of 1 year as an ‘ **Analyst and programming officer**’ at **Bharat Petroleum Corporation Limited**, Mumbai. The Academic journey of Prof. Rao at Osmania University started in the year 1989 as **Assistant Professor** in the Department of Business Management. Subsequently, he was awarded **PhD degree** in the area **finance** from Osmania University in the year 1994. He also has an international academic presence at the capacity of professor and specific project director in ten countries. He was promoted to Professor in the year 2006. He made several paper presentations at IITs, published 30 national and international articles, authored 6 Books for Centre for Distance Education, Osmania University and 2 Books in the area of finance. He chaired an innumerable number of seminars as a chair person and delivered key note addresses at several national and international seminars. He successfully supervised 16Ph.Ds and 4 MPhil degrees. Presently, Dr Rao is Director, IQAC, Osmania University. Dr.Nageswar Rao is also a recipient of Bharat Gaurav Award at national level for the year 2016 and also recipient of “Dronacharya” award for the year 2018.

Contact No: 9490682441 and Contact mail id:nagsuj@gmail.com



Prof.R.NageswerRao,Director,IQAC,Osmania University, addressing MBA I YEAR STUDENTS

About the programme with photographs:

The Department of Business Management conducted Guest lecture on “ MBA Prospects” on 26th August 2019 as part of three day orientation. The resource person for the day was Prof. R. Nageswar Rao, Director, IQAC, OU. On this occasion Principal, Rev. Fr. Dr. D. Sunder Reddy addressed the first year MBA students and urged the students not to look MBA programme from the exam perspective but use different ways and approaches to develop oneself.



Prof. R. Nageswar Rao the Guest speaker gave students his background and the challenges he faced in his life. He engaged the students with meaning stories and exercises. He said one need to be a leader not a manager. He mentioned that “we know what we have to do but we don’t do it and thereby we fail and we blame others for the failure”. He said to focus on important things in life and have proper goals. He ended his talk by telling students that to get a better output one need to focus on input and process. Professor was felicitate by Principal and formal vote of thanks was proposed by Student.

At the end of the programme “*Inhouse Journal – The Voice of Joseph’s 2019*” was released by Prof. R. Nageswar Rao, Director IQAC, OU, Rev.Fr. Dr. D. Sunder Reddy, Principal and the Research team



On this occasion Poster on National Conference on ***“Emerging Trends In Modern Business Era In 21st Century”*** was also released by Prof. R. Nageswar Rao, Director IQAC, OU, Rev.Fr. Dr. D. Sunder Reddy, Principal and the Research team. The Conference focuses on the emerging areas of business management and invites research papers from the research scholars, academicians and corporate personnel. The National conference will be organized on 19th October 2019 at St. Joseph’s Degree & PG College

REPORT ON

MOTIVATIONAL TALK BY KANTRI GUYZ AT JOH LAUNCH

Ref: SJC/28-08-19/

Date: 28/08/2019 **Timings:** 9:30 AM TO 11:10 AM. **Venue:** Vianney Hall

For whom: JOH members and all interested UG & PG students

No. of participants: 150+

Objective of the event/programme:

To kick-start the Joseph's Orator Hub with a motivational talk that encourages students to bring out ideas their ideas and opinions as well as improve their soft skills.

Names of the resource persons:

- Syed ViquarMohiuddin
- Syed AtifMohiuddin
- Mohd Abdul Samad

The programme began with the formal inaugural ceremony anchored by Mr. Rishikesh, which was initiated by the lighting of the lamp and a prayer song. The guests along with our principal were welcomed with floral bouquets after which the profile of the principal was read out by Ms. Rincy Sebastian. Next, our principal Rev. Fr. Dr. D Sunder Reddy addressed the gathering. This was followed by the profile reading of KantriGuyz and the main resource person Mr. Viquar by Ms. Neelima with this, the inaugural ceremony was brought to an end. The stage was handed over to Mr. Viquar who delivered an impressive and inspirational talk. He successfully captured the attention of the students with relatable anecdotes and light hearted humor. The session covered various topics such as 'difficulties faced by students who handle both academics and hobbies' to 'valuing your own ideas above the negative opinions of others'.



After the talk was concluded, a vote of thanks was delivered by Mr.Parag and the KantriGuyz team was facilitated with mementos. At the end the resource persons undertook an interactive session which was anchored by Mr.Yashraj. The team spoke with the students, answered questions and even sang at the request of the students. The programme was a success, positive feedback was given by the students and the heads of JOH were asked to conduct another programme soon.

Prepared by:
Habeeb Reza BBA IT II &
Reddy
Firdous Fatima BBA IT II
Principal

Rev. Fr. Dr. D. Sunder

REPORT ON

“ Parallel Learning Structures”

Reference number SJC/

Date: 31/08/2019 **Timings:** 08:30 am - 10:00 am

Venue:(Computer Lab) St. Joseph’s PG College

For Whom: MBA II Year HR Students

No. of participants: 34

Objective:

To orient the students about Parallel Learning Structures (Normative - Reeducative strategy) and give them a brief understanding about the importance of change management.

Name/s of the Resource Persons: Mr. Ram Kumar

Sir is currently working with GEA, as a comptroller and program manager responsible for financial processes, systems, defining metrics for internal functional measurements and also responsible for implementing robotics and analytical solutions. He has worked in several different roles over the last 15 years involving financial reporting, financial planning, ERP implementation, audit with corporates like General Electric, Johnson Controls. He is a certified Blackbelt and project manager with degrees in both administration and law.

Session:

The department of Business Management has conducted a session on Parallel Learning Structures (Normative - Reeducative strategy) to educate the students about change management.

Mr.Ram Kumar Sir spoke about Organization learning, rapid change in technology, change triggered due to external environment, importance of change management and agents, rapid need for change and so on.

He spoke about Agenda which consists of an overview of organization structure, changemanagement, learning process, organizational culture, organization development and parallel learning. The different types of organizational structures are functional structure, hybrid structure, virtual structure and project based structure. Sir gave an example by speaking about the companies such as GE and Tesla.

Sir emphasized the importance of change management. He spoke about the Forces of Change due to direct costs, saving face, fear of the unknown, breaking routines, incongruent systems and incongruent team dynamics. He gave an example about how purchasing team and sales team have different goals. He also spoke about team dynamics and OD Intervention. Urgency for change can be created by communicating to the employees the need for change, cross functional integration, reduce uncertainty, positive learning reinforcement and customer driven change.

Organization learning is a system of principles, activities, processes and structures that enable organizations to realize the potential that is inherent in the knowledge and experience of human capital.

Parallel Learning Structures consists of steering committees and number of working groups that study the changes needed and make improvements and monitor the change efforts. Examples : Ideas Groups, Action Groups, EHS Groups, Quality Council. It uses roundtable approach to arrive at consensus. It is especially useful for merger, integration, restructuring. Organization uses anonymous blogs for idea generation, advisory committees and oversight action teams. The three types of strategies Sir mentioned are - empirical rational strategy, power coercive strategy and advanced change theory.

In the end, Sir spoke about few rules one should follow such as understanding one's strengths and developmental areas, acting now on developmental areas and leverage strengths, set career goals and working towards them (training, seminars, courses), maintaining network and having a mentor (industry and academia).

REPORT ON

“GOAL SETTING AND CORPORATE COMMUNICATION”

Ref No: SJC/20-09-2019/12/10

Date:20th September 2019, **Timings:**12.40 P.M TO 01.40 PM**Venue:**VIANNEY HALL

For whom: MBA I year

No. of participants: 150 Nos

Objective of the programme: To make students aware about corporate communication and goal setting

Name of the resource person: Ms.Soumayani is a persevering Journalist and Creator and Founder of Voice: Journalists of India (VJOI)

About the resource person: Ms.Soumayani is a persevering Journalist, focused on Global Communications and Politics. She was one of five students from India to study in the United States of America for the prestigious Global UGRAD scholarship. She has also been elected as the Global Alumni Secretary for India to represent the country on an International platform. In a short period of time, she has gained numerous experiences, interning with major syndicated national and international newspapers in India and the United States of America including; The Pittsburgh Post Gazette, The New Indian Express, The Hindu and NDTV. She is the Creator and Founder of Voice: Journalists of India (VJOI), a platform for aspiring journalists in the country to form hyper local groups. Soumayani is extremely passionate towards empowering women through social awareness and gender equality. She spearheaded a group of 20 student volunteers for a 16-day activism drive against gender-based violence, a collaborative program with the US Consulate in India.

Email id:soumyanig@gmail.com

Contact No: 8104989578

About the programme with photographs:

The Department of Business Management organised the guest lecture on “**Awareness on Goal Setting and Corporate Communication**” for MBA I year students on 20th September 2019 from 12.40pm – 1.40pm. Ms. Anuli, MBA II year introduced our Resource person of the day, Ms. Soumayani. Ms. Soumayani emphasized on the essentials of communication based on the various aspects of the internal and external organization culture. She gave us many real life scenarios including her own life struggles to overcome her fears in communications which helped the students to connect with the session with their own life scenarios. She pondered upon the importance of

networking as to how it can be used and manipulated both for good and bad. This was done by conducting an activity i.e. Chinese whispers. She also spoke on how to set SMART Goals to be successful.



***Ms.Soumayani Is A Persevering Journalist And Creator And Founder Of Voice:
Journalists Of India (Vjoi) Addressing The Students***

REPORT ON

“ROAD MAP FOR SUCCESS”

Date : 30/09/2109

Venu :Vianney Hall

Timings: 09:30 AM to 01:30 PM

Targeted Group : MBA 1st year

No. of participants : 170

Name of the resource person : Mr. MalleshAnnamaina

Objective of the event: The objective of the lecture was to create spark within the students and to make them look at their future in a broader manner.

About the programme :

The programme started at 09:30 AM with the introduction of Rev. Fr. Sunder Reddy, Principal and the resource person Mr. MalleshAnnamaina. Sir started his lecture with the clapping activity to check student's attentiveness and concentration. During the lecture sir spoke on expectations, handling reality, making right choice between birth and death, Energy flow, Importance of Qualification and Quality for a MBA student, Overcoming fear, Mindset of champion, belief in oneself and attitude of a professional. In the entire session he provided students with some motivational lines. Few of them were;

"Where your focus goes, energy flows and where energy flows, results show".

"Courage is not the absence of fear, it is standing inspite of fear".

After this the session ended with a motivational video at 01:30 PM followed by Vote of thanks.





Mr. Mallesh Annamaina Addressing MBA I Year Students

REPORT ON

“BIG DATA”

DATE: 1st October,2019

VENUE: VIANNEY HALL

TIME: 12:00 PM to 1:30 PM

Target group: MBA II year students (A&B)

Number of Students attended: 110

Objective of the guest lecture: The workshop was aimed at creating awareness about Big Data

About the Resource Person:

Mr. Srinivas Rao is a technology and management professional with more than 25 years of experience in the IT industry. He holds a Masters degree from IIT Chennai and an MBA from IIM Kozhikode. He has worked for reputed companies like Price water Coopers, Oracle and PDP Australia. He has experience working in several countries such as USA, UAE, Oman, Kenya and Mangolia apart from India. His skills sets include IT consulting, design and implementation of enterprise wide applications. He currently runs a startup specializing in emerging technologies such as Machine Learning, Artificial Intelligence, Blockchain and Xtended reality.



Mr. Srinivas Rao is a technology and management professional addressing MBA II Year Students

The Department of Business Management organised the guest lecture on “Big Data” for MBA II year students on 1st October’2019 from 12:00 pm to 1:30 pm. Ms.Anuli, MBA II year student welcomed the resource person, faculty and students. The session was

inaugurated by resource person Mr.Srinivas Rao, Dr.R.Anita, Dean Academics, Dr.Vandana Samba. It was followed by a prayer song, by the choir group from MBA II year. Dr. R.Anita, Dean Academics welcomed Mr.Srinivas Rao with a floral bouquet. Ms. Sachal presented the profile of the resource person, Mr.Srinivas Rao. r.Srinivas Rao started an interactive session about data by giving few examples. He explained how data is playing an important role. He explained about how effectively the data is presented and why data analysis is needed.

He explained how data is generated, statistics of data explosion and the opportunities available in the field of Data Science. He also explained about the Big Data and Industry 4.0 and its impact by giving some examples. He also spoke about interesting bytes by different professionals on Big Data. He also said that students should open to change and adapt to new roles and environments. He spoke about Virtual Reality and the jobs that becomes extinct and Data Science new Roles and responsibilities and also its applications. He stressed more about the analytics cycle and Data Science Ecosystem and the tools used for analysing data.

The Session was very informative, interactive and valuable. Feedback forms were circulated to the students.

Formal vote of thanks was proposed by Student Ms.Ritika. Mr.JyothiKalyan, Assistant Professor felicitated the resource person, Mr. Srinivas Rao with a memento.

REPORT ON

“Awareness Programme On Business Analytics”

Date: 10.12.2019

For: MBA I year

Resource Persons: G. Nagaraju CEO & Founder, &

B. Mallesu –MD & Founder Henotic Technologies

Pvt.Ltd



B.mallesu –MD & Founder Henotic Technologies Pvt.Ltd

They spoke on Data Science, Business Analytics, Artificial intelligence, Machine Learning concepts and their application in the real world. It was a good interaction session to make them aware of the industry need and requirements