



Symbiosis Institute of Business Management, Hyderabad



Symbiosis International (Deemed University), Pune

Guest Lecture Report

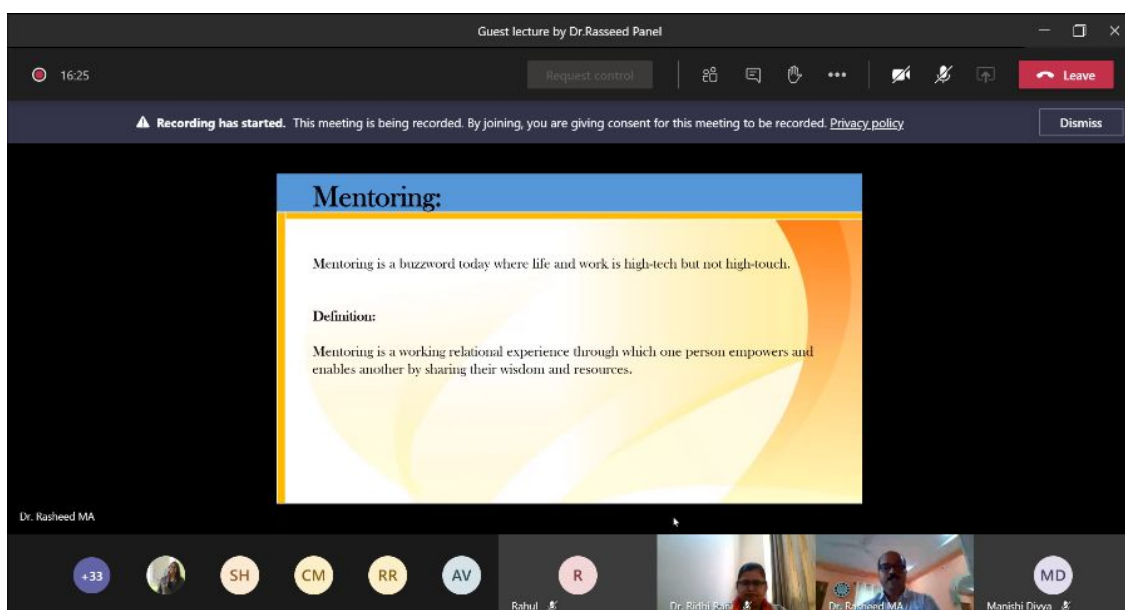
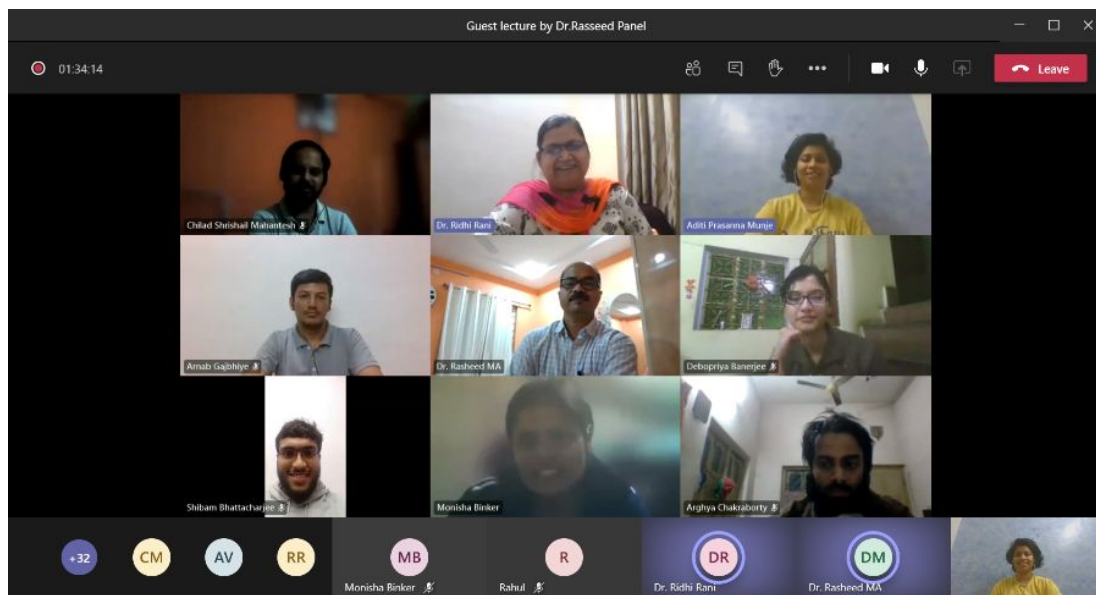
Dr. Rasheed M A

Head – Group Corporate HR of M/s My Home Group

Topic:- “Coaching, Counselling and Mentoring”

December 11, 2020

Guest lecture on Coaching, Counselling and Mentoring was conducted on December 11, 2020, at 05:00 PM on MS Teams. The speaker was Dr. Rasheed M A.



About the Speaker:-

Dr. Rasheed M.A. currently working as Head – Group Corporate HR of M/s My Home Group, Hyderabad heading HR function of their Constructions, Education, Transport and other allied Companies. Dr. Rasheed M.A. has over around 26 years of professional experience and extensive background in the functional areas of all Strategic HR interventions, OD, Policy designing, Leadership Development, Succession planning and P& A etc.

He is also a member of the National HRD Network, Indian Society for Training and Development, Administrative College of India, Quality Circles Forum of India and Alumni IIMC and Ph.D on “Employee Competencies to manage the Evolving Business Environment”. He started career with

M/s Sterling Group Chennai and had worked in major organizations like GMR Group, Lanco, Sureka Group as VP-HR and Aarvee Associates as Vice President – HR.

- Adroit in assessing existing HR processes and accordingly designing & implementing measures aimed at enhancing process efficiency, organizational effectiveness and employee potential as well as morale.
- Significant experience in driving HR & OD Interventions at the Corporate level.
- Hands on experience in the implementation of PCMM Level 2 standards for the Manufacturing sector of GMR Group and Balance Score Card, TQM initiatives at Greenfield projects of GMR.
- Attended many Leadership trainings programs at top business schools including IIMs and ISB etc.
- He is honorary Academic Counsel Member on the boards of in few Universities and MC on Government Schools in TS and Certified PPA Practitioner of Thomas Assessments of UK.

Mr. Rasheed is Recipient of many HR excellence awards to name a few

1. “40 Most Talented HR Leaders in India” conferred by ETNOW and World HRD Congress
2. Recipient of HR Leadership Award- (Manufacturing domain) conferred by IPE and Asia Pacific HRM Congress
3. SWAMI VIVEKANANDA NATIONAL AWARD of ISTD 2013.
4. 50 Best HR Leaders in Telangana State by IPE and HRD congress 2017
5. HR Manager of the year 2018 of Hyderabad Management Association from Vice President on India.

He addressed HR professionals in National and International Forums. Students across India including IIMs, Business Schools, IITs, NITs, Universities and Many Engineering Colleges.

Key Learnings from the Guest Lecture:-

1. Mentoring, counseling and coaching: Every business has uncertainties and we are working in VUCA world. We need to manage these business environments through these developmental programs.
2. Aspiring leadership model:-
 - a) Leadership groups to understand aspirations, strengths and weaknesses.
 - b) You need to work in a different country for diversification.

- c) People and soft skill competency by working for an NGO.
- d) Ask more questions. Have the curiosity to ask more questions
3. T shaped competency model: to understand the depth and width of knowledge
4. People-capability-maturity model. How to increase the people competencies to meet the growing demands
5. People management practices: staffing, Performance management process, T&D, communications and coordination, work environment, compensation management
6. Situational leadership: Cautious performer (supporting), self-reliant achiever (delegating), disillusioned employees (coaching), enthusiastic beginners (directing)

Some snapshots of the lecture:-

