

CAMPUS CONNECT PROJECT 2017

An Initiative of CII Telangana HR & IR Panel



CII Telangana has embarked on an initiative to strengthen the Industry-Academic partnership with a 'Campus Connect Program'. This program aimed at helping the Industry address the issue of talent (employable skills) deficit which leads to steep learning curves in the campus hires.

The pilot launch of this initiative was aimed at the HR function.

BACKGROUND

To adequately capture the industry's involvement in building employable skills in the students and have an effective program designed to achieve result, the HR Panel designed two short and simple surveys—One for the HR Heads and another for HR Campus Recruits

A Roundtable Meeting was organised with HR Leaders and Directors of 10 B schools in Hyderabad. The Survey findings were presented and the project scope was discussed with the B Schools.

THE STAKEHOLDERS

The Stakeholders for this project were B Schools, Faculty and Industry



EXPERIENTIAL LEARNING PROGRAM (ELP) FOR FACULTIES

As part of this Project, Internships opportunities were provided to HR faculties. 5 HR Faculties from 4 B-schools of Hyderabad completed Internship projects at 5 corporates in Hyderabad.

NAME OF FACULTY	INSTITUTION	PROJECT TITLE	CORPORATE
Dr. Suman Babu	GITAM- Hyderabad Business School	Evaluating the Effectiveness of Training - A Study of Public Private Partnership (PPP) Model Based Airports in India	GMR Hyderabad International Airport
Dr. A. Jagan Mohan Reddy	Symbiosis Institute of Business Management	Work Culture at Dr.Reddy's	Dr Reddy's Laboratories Ltd.
Dr. Ridhi Rani	Symbiosis Institute of Business Management	Career Aspirations of Associates A Study at M&M, Auto Division Zaheerabad	Mahindra & Mahindra Ltd
Dr. Romina Mathew	IMT Hyderabad	Experiential Learning Program at Synchrony Financial	Synchrony Financial
Prof. Mohd Khaja Qutubuddin	ICBM- School of Business Excellence	Employee Engagement initiatives in Signode	Signode India Ltd

READY RECKONERS

A Ready Reckoner for the HR functions of Learning & Development, Talent Acquisition and Compensation & Benefits is provided to the B schools which will help to link theory to its applications. The Ready Reckoners mentions the Gaps observed during learning curve of campus hires, Popular Models / formats as well as details of Reference articles / books. These Reckoners has been prepared and compiled by Industry HR leaders.



LEARNINGS & IMPACT

On Completion of the Experiential Learning Program (ELP) the faculty members submitted their report with their findings and recommendations to the corporates. They also presented their learnings to the HR & IR Panel.

Dr. A. Jagan Mohan Reddy from Symbiosis Institute of Business Management was awarded with an ELP Impact Award for the best research work & presentation.

The Faculties found the Program very useful. They mentioned that after the program they were able to better connect the dots - theory and application.



TESTIMONIALS

The ELP was a great learning experience. I added lot of real time examples for the next lecture on "Culture" after witnessing HR in action. I whole heartedly thank CII for giving me this opportunity and also for the outstanding support for enabling me to complete the ELP in a meaningful way.

Dr A Jagan Mohan Reddy, Symbiosis Institute of Business Management

The ELP was a good exposure to Project Managing implementation of Employee Engagement initiatives. Students were thrilled to know about their faculty going thru ELP ...for me it was a great experience of "walk the talk"
Prof. Mohammed Qutubuddin Khaja , ICBM- School of Business Excellence

Learning truly never stopsELP has been a great experience. This was wonderful opportunity given to me by CII-Telangana, GITAM University and GMR Hyderabad International Airport Limited
Dr.S. Suman Babu, Hyderabad Business School, GITAM University

Thank You Team CII and M&M. Credit to my ELP, one of the amazing learning I'm taking to the classroom : Progressive companies like M&M have zero differentiation between the Blue and White collar workers in terms of policies regarding Grievance Redressal, Whistle Blowing, Capturing Career Aspirations and many more...

Dr. Ridhi Rani, SIBM, SIU, Hyderabad

I would like to acknowledge the CII HR Panel for conceptualizing and driving forward this initiative. Experiential Learning Program was a fruitful experience. Having taught the course multiple times, I could get a fresh perspective on the Talent Acquisition function in a corporate set-up and see the real life challenges.

Dr. Romina Mathew, IMT Hyderabad



Confederation of Indian Industry

CII Telangana Campus Connect Project 2017

Certificate of Participation

This is to certify that **Dr. A. Jagan Mohan Reddy**, Professor ,
Symbiosis Institute of Business Management has completed the
Experiential Learning Program (ELP) at **Dr Reddy's Laboratories Ltd.**,
Hyderabad. The program was organised by CII Telangana as part of its
Campus Connect Project 2017.

Uma Devaguptapu

Immediate Past Convenor - HR & IR Panel
CII Telangana

V Rajanna
Chairman
CII Telangana



Confederation of Indian Industry

CII Telangana Campus Connect Project 2017

Certificate of Participation

This is to certify that **Dr. Ridhi Rani**, Assistant Professor at **Symbiosis Institute of Business Management** has completed the Experiential Learning Program (ELP) at **Mahindra & Mahindra Ltd.**, Zaheerabad, Telangana. The program was organised by CII Telangana as part of its Campus Connect Project 2017.

Uma Devaguptapu

Immediate Past Convenor - HR & IR Panel
CII Telangana

V Rajanna
Chairman
CII Telangana



Dy.Director SIBMHYD <dydirector@sibmhyd.edu.in>

Fwd: CII Telangana |Campus Connect InitiativeExperiential Learning Program (ELP) for FacultyNext Step

2 messages

Dr. A. Jagan Mohan Reddy <a.jaganmohanreddy@sibmhyd.edu.in>
To: "Dy.Director SIBMHYD" <dydirector@sibmhyd.edu.in>
Cc: Director SIBMHYD <director@sibmhyd.edu.in>

14 May 2017 at 15:45

FYI please

Thanking you

Dr A Jagan Mohan Reddy

----- Forwarded message -----

From: Anurag Sharma <anurag.sharma@cii.in>

Date: Sat, 13 May 2017 at 10:38 PM

Subject: CII Telangana |Campus Connect InitiativeExperiential Learning Program (ELP) for FacultyNext Step

To: a.jaganmohanreddy@sibmhyd.edu.in <a.jaganmohanreddy@sibmhyd.edu.in>

Cc: Tapati <tapati.d@cii.in>

Dear Dr Jagan Mohan Reddy,

Greetings from CII Telangana !!

Thank you once again for your partnership with CII in taking forward our king pin initiative under "Campus Connect" umbrella i.e. ELP

Basis the information shared by the Corporate and your interaction with our panel members, we are glad to confirm that we have proposed your name to undergo an ELP at Dr Reddy's Laboratories Limited, Hyderabad under the able leadership of Ms Surabhi Kaul, Head L&D. The project area for you is proposed to be "Transforming the work culture of the manufacturing organization and creating a change mind-set with an intervention around Back to Basics (SOP adherence, discipline, compliance, safety) at the shop-floor".

Please find attached Guidelines for ELP.

What is expected of you as a next step:

- Step 1. Research company web site, find out more information around the topic / area of the project. Ask for help but preparing yourself for this wonderful opportunity is not an optional.
- Step 2. Telephonic discussion with Mr Megh , in case you need any clarity
- Step 3. Interact with corporate next week (dates to be decided but its going to be short notice) thereby represent the brand CII as well as your institution and make us feel proud
- Step 4. Kick start ELP on mutually agreed date

We can't stress enough that this program is aimed at striking WIN –WIN combination for the Faculty as well as Corporate.

Let me know in case you want me to call you or set up some time with Mr Megh before you proceed.

Looking forward to hear from you.

Thanks & Regards,

Anurag

=====

From the desk of

Anurag Sharma

Confederation of Indian Industry

1-11-252/9, Plot No 7, 'Regal House'

Motilal Nehru Nagar, Begumpet,

Hyderabad - 500 016

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Prof A Jagan Mohan Reddy,
Symbiosis Institute of Business Management,
Symbiosis International University
Survey Number 292,Off Bangalore Highway,
Nandigama Mandal,Mamidipalli Village,
RangaReddy District-509217,
INDIA
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Campus Connect - ELP - Guidelines.pdf
343K

Dr. Ridhi Rani <ridhi.rani@sibmhyd.edu.in>

15 May 2017 at 10:01

To: Director SIBMHYD <director@sibmhyd.edu.in>, "Dy.Director SIBMHYD" <dydirector@sibmhyd.edu.in>

Good Morning Sir

Received mail from CII regarding the campus connect initiative. After the interview and discussion with the CII panel members mapping has been done at Mahindra & Mahindra Limited Hyderabad.

Thank you for your support. I will be making the best use of this extremely wonderful opportunity for learning and interacting with the assigned company.

[Thanks and Regards](#)

Dr. Ridhi Rani

Assistant Professor
In-charge Women Development Cell
Symbiosis Institute of Business Management
Symbiosis International University,
Hyderabad Campus
District: Rangareddy
Hyderabad 509217 (Telangana), India

8969346278

----- Forwarded message -----

From: **Anurag Sharma** <anurag.sharma@cii.in>
Date: Sat, May 13, 2017 at 11:04 PM
Subject: CII Telangana |Campus Connect InitiativeExperiential Learning Program (ELP) for Faculty
.....Next Step
To: "ridhi.rani@sibmhyd.edu.in" <ridhi.rani@sibmhyd.edu.in>
Cc: Tapati <tapati.d@cii.in>

Dear Dr Ridhi Rani,

Greetings from CII Telangana !!

Thank you once again for your partnership with CII in taking forward our king pin initiative under "Campus Connect" umbrella i.e. ELP

Basis the information shared by the Corporate and your interaction with our panel members, we are glad to confirm that we have proposed your name to undergo an ELP at Mahindra & Mahindra Limited, Hyderabad under the able leadership of Mr KPN Rao, Head HR. The project area for you is proposed to be "Industrial Relations".

Please find attached Guidelines for ELP.

What is expected of you as a next step:

- Step 1. Research company web site, find out more information around the topic / area of the project. Ask for help but preparing yourself for this wonderful opportunity is not an optional.
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We can't stress enough that this program is aimed at striking WIN –WIN combination for the Faculty as well as Corporate.

Let me know in case you want me to call you or set up some time with Mr Megh before you proceed.

Looking forward to hear from you.

Thanks & Regards,

Anurag

=====

From the desk of

Anurag Sharma

Confederation of Indian Industry

1-11-252/9, Plot No 7, 'Regal House'

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Hyderabad - 500 016

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Campus Connect - ELP - Guidelines.pdf

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Dy.Director SIBMHYD <dydirector@sibmhyd.edu.in>

My Faculty Internship at Dr Reddys

1 message

Dr. A. Jagan Mohan Reddy <a.jaganmohanreddy@sibmhyd.edu.in>

20 May 2017 at 13:09

To: Director SIBMHYD <director@sibmhyd.edu.in>

Cc: Pravin Nawade <ao@sibmhyd.edu.in>

Bcc: dydirector@sibmhyd.edu.in

Dear Sir

A very good morning to you.

As discussed with CII officials and informed to Your goodselves, I have reported yesterday at Dr Reddys.

First I met Ms Surabhi Kaul, Director & a Global Head of Learning and Development who after brief exchange of pleasantries and introduction assigned me to one Mr Sandip Kr Ramji Associate Director.

Mr Sandeep gave me a birds eye view of the organisation till lunch time. I also had the opportunity of interacting with few supervisors as well.

In the afternoon I was sent to Mr G Muralikrishna Director Human Resources looking after FTO-3, under whom I presume I would be working. He briefed me about few initiatives taken by the organisation and Monday onwards my regular work starts. Everyday I need to do some spadework of what to do on that day and report sharp by 2.30 (as per formalities and reaching the unit takes about half an hour). I need to be there till 6 pm.

It's taking roughly taking around 2 hours to reach the place and another 2 hours to come back.

Since Akbar cab works out costly (as the driver need to stay back) I would be using uber and claim reimbursement as directed by your goodselves.

The environment looks lovely and people are cooperative and hope to enrich myself so as to enrich our students later.

This is for your information please

Dr A Jagan Mohan Reddy

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Prof A Jagan Mohan Reddy,
Symbiosis Institute of Business Management,
Symbiosis International University
Survey Number 292, Off Bangalore Highway,
Nandigama Mandal, Mamidipalli Village,
RangaReddy District-509217,
INDIA

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Dy.Director SIBMHYD <dydirector@sibmhyd.edu.in>

My Final Report and Request for Validation & Issuance of Completion Certificate

1 message

Dr. A. Jagan Mohan Reddy <a.jaganmohanreddy@sibmhyd.edu.in>

22 October 2017 at 11:47

To: surabhik@drreddys.com

Cc: muralikrishnag@drreddys.com

Bcc: dydirector@sibmhyd.edu.in

Dear Ms. Surabhi

A very good morning to you.

At the outset thank you very much for all your support, without which I wouldn't have been able to complete my internship at Dr.Reddy's.

Yesterday myself and my Industry mentor Mr. G Muralikrishna met at Dr. Reddy's and finalized the report. The final report, duly incorporating the changes suggested by Murali garu is attached herewith, with a request to

- Validate the same
- Add the new offerings including NHLP under **Leadership at Dr. Reddy's and**
- Arrange for issuing a completion certificate, for incorporating the same in the report being submitted to CII.

I understand CII is planning to have the presentation of our reports sometime next week.

Hence, it would be great if you could please take out some of your quality time and do the needful.

With Warm Regards

Prof A Jagan Mohan Reddy,
Symbiosis Institute of Business Management,
Symbiosis International University
Survey Number 292, Off Bangalore Highway,
Nandigama Mandal, Mamidipalli Village,
RangaReddy District-509217,INDIA
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ELP Report.docx

99K



Dy. Director SIBMHYD <dydirector@sibmhyd.edu.in>

Re: Invitation to make presentation on ELP project at HR Panel Meeting - 12 December 2017

1 message

Dr. A. Jagan Mohan Reddy <a.jaganmohanreddy@sibmhyd.edu.in>

29 November 2017 at 12:53

To: Tapati <tapati.d@cii.in>

Cc: Director SIBMHYD <director@sibmhyd.edu.in>

Bcc: dydirector@sibmhyd.edu.in

Dear Ms Tapati

A very good afternoon to you.

Thank you so much for your mail confirming the fifth meeting of CII:HR-IR subcommittee meeting and our presentation at the same .

I hereby confirm attending the said meeting and giving presentation of my report.

Thanking you all for the support and awaiting to meet you all, I remain

With best wishes

Dr A Jagan Mohan Reddy

On Wed, 29 Nov 2017 at 12:11 PM, Tapati <tapati.d@cii.in> wrote:

Dear Dr Jagan Mohan Reddy,

Greetings from CII Telangana

Thank You for completing your Experiential Learning Program (ELP) at Dr Reddys Laboratories.

We invite you to make a 10 minutes presentation on your project to the CII Telangana HR Panel members on 12 December 2017.

The Meeting is scheduled from **0900 – 1045 hrs** on **12 December 2017** at **CII Green Business Centre, Kondapur, Hyderabad.**

We will also handover the certificates for completion of the project during the meeting.

Look forward for your kind confirmation.

Regards,

Tapati

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Ms. Tapati Dutta Deb

Executive Officer

Confederation of Indian Industry

1-11-252/9, Plot No.7, 'Regal House'

Motilal Nehru Nagar, Begumpet, Hyderabad- 500 016

Tel: 040 - 2776 5964 / 66 / 67 | Fax: 040 - 2776 6116

Mobile: 9885786280

Email: tapati.d@cii.in | Website: www.cii.in

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--
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RangaReddy District-509217,
INDIA
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Dy.Director SIBMHYD <dydirector@sibmhyd.edu.in>

Fwd: Campus Connect Initiative - Meeting with the Corporate Mentor

1 message

Dr. Ridhi Rani <ridhi.rani@sibmhyd.edu.in>

19 May 2017 at 11:34

To: "Dy.Director SIBMHYD" <dydirector@sibmhyd.edu.in>, Director SIBMHYD <director@sibmhyd.edu.in>

Cc: AO SIBMHYD <ao@sibmhyd.edu.in>, SIBM Reception <reception@sibmhyd.edu.in>

Dear sir

As per the belowmentioned email, I have to meet the company mentor on Saturday as part of the CII 's Corporate connect initiative.

Thanks and Regards**Dr. Ridhi Rani**

Assistant Professor
In- charge Women Development Cell
Symbiosis Institute of Business Management
Symbiosis International University,
Hyderabad Campus
District: Rangareddy
Hyderabad 509217 (Telangana), India

8969346278

----- Forwarded message -----

From: **Anurag Sharma** <anurag.sharma@cii.in>

Date: Fri, May 19, 2017 at 11:07 AM

Subject: RE: Campus Connect Initiative - Meeting with the Corporate Mentor

To: "Dr. Ridhi Rani" <ridhi.rani@sibmhyd.edu.in>

Cc: Tapati <tapati.d@cii.in>

Dear Dr Ridhi,

Greetings of the day !!

You can meet **Mr KPN Rao**, Head HR, Mahindra & Mahindra Limited, Zaheerabad at 3:00 pm tomorrow ie Saturday 20 May at CII GBC Madhapur.

Please let us know that time slot works good for you.

Looking forward to your quick response.

Best Regards

Anurag

From: Dr. Ridhi Rani [mailto:ridhi.rani@sibmhyd.edu.in]
Sent: Thursday, May 18, 2017 10:52 AM
To: Anurag Sharma
Subject: Campus Connect Initiative - Meeting with the Corporate Mentor

Good Morning Mr.Sharma

Any update regarding the meeting with the Corporate mentor.

Thanking you

With regards

Dr. Ridhi Rani

Assistant Professor

In- charge Women Development Cell

Symbiosis Institute of Business Management

Symbiosis International University,

Hyderabad Campus

District: Rangareddy
Hyderabad 509217 (Telangana), India

8969346278

On Sat, May 13, 2017 at 11:04 PM, Anurag Sharma <anurag.sharma@cii.in> wrote:

Dear Dr Ridhi Rani,

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Let me know in case you want me to call you or set up some time with Mr Megh before you proceed.

Looking forward to hear from you.

Thanks & Regards,

Anurag

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From the desk of

Anurag Sharma

Confederation of Indian Industry

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