

<b>Event Name</b>	Punashchetana 2023
<b>Topic:</b>	Punashchetana 2023:Faculty Refresher Program
<b>Date: (DD/MM/YYYY)</b>	12 <sup>th</sup> to 24 <sup>th</sup> July 2023
<b>No. of Days:</b>	10 Days
<b>Start Time: End Time:</b>	12/07/2023 -24/07/2023
<b>Venue Campus Name &amp; Place:</b>	SH:03, CMS Business School, Sheshadri Road, Gandhi Nagar, Bengaluru – 560009.
<b>Section/Semester:</b>	NA
<b>Batch:</b>	NA
<b>Mod of Event Offline/ Online (Provide Virtual Link)</b>	Offline
<b>Name of Chief Guest/Dignitaries/Speaker:</b>	Attached
<b>Chief Guest/Dignitaries/Speaker Designation:</b>	Attached
<b>Chief Guest/Dignitaries/Speaker Contact No &amp; Email Id:</b>	Attached
<b>Chief Guest/Dignitaries/Speaker Company/ Institute Name:</b>	Attached
<b>Event Coordinators Name &amp; Contact No.</b>	Dr. L Sudershan Reddy - 9845472096 Dr. Chaya Bagrecha – 9844733999 Dr. Kumar Mukul - 9538351718
<b>Collaboration &amp; Association (Company Name)</b>	NA
<b>Moderator (if any)</b>	NA
<b>No. of Participants</b>	All the Faculty Members of CMS Business School
<b>Professional Photographer Name &amp; Contact No.:</b>	Mr.Charan K J - 9901980296
<b>Feedback:</b>	Yes
<b>Brochure/Poster: (if any)</b>	Yes

<b>Budget of the Program (if any):</b>	Yes
<b>Revenue Collected: (if any)</b>	NA

Resource Person Details:

Resource Person - Name	Designation and Institute Name	Resource Person - Mail ID	Resource Person - Mobile No.
Prof. M H Bala Subrahmanya	Department of Management Studies, IISC	bala@iisc.ac.in	
Ms. Malthi S S	Product Management Trainer, Herkey, IIM-U & Masters Union	malthi.satish@gmail.com	9845084431
Mr. Rajesh Singh	Senior Vice President, HDFC Bank	rajesh.singh16@hdfcbank.com	9611425678
Mr. Paul Jacob	HR Leader, Ph.D.Scholar, Happiest Minds Technologies	<a href="mailto:paul.jacob@happiestminds.com">paul.jacob@happiestminds.com</a>	7680884451
Dr. Gowrisha	Professor & Director, Centre for Educational & Social Studies	<a href="mailto:gowrisha@cessedu.org">gowrisha@cessedu.org</a>	6363851538
Mr. Bijal R Chhaya	Consultant	<a href="mailto:bijal.chhaya@gmail.com">bijal.chhaya@gmail.com</a>	9945278724
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Ms. Priya Jayaraman	Marketing & Business Consultant	priya.jayaraman@gmail.com	9741100804
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Ms. Shilpa Nagaraj	Clinical Psychologist & Psychotherapist, The Green Oak Initiative	reach.shilpanagaraj@gmail.com	9740638897

Mr. Paresh Ashara	Startup Mentor, Newchip Accelerator,USA	par_ash@hotmail.com	9739093980
Mr. Giridharan	BU Head, Arvind Limited (Telecom Division)	vk_giri@hotmail.com	9901416871
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Dr. Suresh Bhagavatula	Professor,IIM-Bangalore	<a href="mailto:sureshbh@iimb.ac.in">sureshbh@iimb.ac.in</a>	
Dr. Harold Andrew Patrick	Dean,CMS Business School	harold.patrick@jainuniversity.ac.in	
Panelists 1. Mr. Rajesh Pawar 2. Mr. Sameera Bharadwaj	1. Mr.Rajesh Pawar: CEO,Kasmo 2. Mr.Sameera Bharadwaj:Business Head,TCS Interactive	pawar.rajesh@gmail.com sameerab@gmail.com	Rajesh - 9980100229  Sameera - 9845540065
Mr. Venkatraman G	CFO,Maveric Systems	venkatramang@maveric-systems.com	9986080633
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Mr. Sarang Satish	Senior Associate,Pricewaterhouse Coopers	<a href="mailto:sarang.satish@pwc.com">sarang.satish@pwc.com</a>	7840084205
Dr. Amitabh Anand	Associate Professor,Excelia Business School, France	<a href="mailto:ananda@excelia-group.com">ananda@excelia-group.com</a>	9902870856

## 1. Introduction:

Punashchetana is a Sanskrit word meaning ‘To Refresh’, ‘To Re-energies’. Punashchetana is a two-week refresher program scheduled between 12<sup>th</sup> – 24<sup>th</sup> July 2023 for faculty members of the Business School to stay attuned and be conversant with the latest andragogy and be conversant with the latest andragogy and facilitating techniques. The resource persons are subject and industry experts from renowned institutions, distinguished organizations, successful entrepreneurs and domain specialists.

## 2. Program Objectives:

- Offer immersive and globally relevant management education.
- Foster research culture to enhance management capabilities.
- Equip human capital with skills relevant for sustainable development.
- Instill entrepreneurial mindset for value creation.
- Develop ethical and socially-responsible global citizens.

## 3. Relevance to PO, Relevance to PEO and PSOs

PO	Program Objective (PO)
PO1	Apply knowledge of management theories and practices to address and resolve business challenges
PO2	Demonstrate analytical and critical thinking abilities for information-based decision making
PO3	Analyse global, economic, legal and ethical aspects of business
PO4	Apply trans-disciplinary tools and techniques towards effective problem solving
PO5	Assist others and self in accomplishing organizational objectives and contribute effectively to a collaborative team setting.
PO6	Exhibit an entrepreneurial mind-set for the establishment of sustainable businesses and societies.
PO7	Exemplify value-based leadership for excellence

## 4. Activity Overview:

**Punaschethana 2023** was scheduled in **three phases**.

**Phase 1:** 12<sup>th</sup> July to 20<sup>th</sup> July: In the first phase, we had four hours of sessions every day, which in turn was divided into two parts. The first part was a common session for all between 9 AM to 11 AM and the second part comprised of three parallel sessions, specific to area between 11.30 AM to 1.30 PM.

**Phase 2:** 21<sup>st</sup> and 22<sup>nd</sup> July: Phase 2 of Punaschethana was held on 21<sup>st</sup> and 22<sup>nd</sup> of July 2023 in a remote picturesque location – The Talakadu Jaladhama, a back water holiday resort on the river bank of Kapila and Kaveri.

**Phase 3:** 24<sup>th</sup> July 2023(Assessment and Valedictory): In Phase 3 of Punaschethana, the faculties were given an assessment in which each faculty member took a test comprising 52 multiple choice questions drawn from various sessions they had attended in Phase 1. As the day progressed, the event transitioned to a valedictory function, which served as a fitting conclusion to the entire Punashchetana program.

## 5. Guest/Speakers' Profile:

- 1. Prof. M H Bala Subrahmanya:** Prof. M H Bala Subrahmanya is a Senior Professor (Economics) at the Department of Management Studies, Indian Institute of Science (IISc), Bangalore. He has been serving in IISc since May 1996, i.e., for more than 27 years now. He is a recipient of Commonwealth Fellowship (1999/00), Japan Foundation Fellowship (2004/05) and Fulbright-Nehru Senior Research Fellowship (2009/10). Prof. Bala has more than 200 publications to his credit comprising research papers in refereed national and international journals, among others. He is on the Editorial Board of Current Science Journal, Competition Commission of India (CCI) Journal on Competition Law and Policy and on the Editorial Advisory Board of International Journal of Entrepreneurial Behaviour & Research, and International Journal of Global Business and Competitiveness, among others. His field of specialization is Industrial Economics. Two of his recent research works have been published as monographs by De Gruyter, Berlin, Germany in 2021, namely, (i) Entrepreneurial Ecosystems for Tech Start-ups in India: Evolution, Structure & Role, and (ii) Technology Business Incubators India: Structure, Role & Performance.
- 2. Ms.S.S.Malathi :** Ms. Malathi has more than 2 decades of experience of developing, building and scaling Enterprise, SMB and Platform Global Products used by thousands of LE and millions of users in SMB and Individual users. She has held several product leadership positions across various organizations and set up high performing teams. She was responsible for defining the product strategy and execution for various global product lines and has been a catalyst for Design Thinking and has conducted several workshops. In the last 5 years, Ms. Malathi have been mentoring several early stage start-ups to curate their strategy, refine their GTM and positioning, build their pitch decks for investors, refine UX of their products, define the product discovery scope etc. She recently ventured into a Consulting role as a freelancer and working with Start-Ups across sectors on strategy, GTM, product org, Discovery scope definition, building MVP, train and upskill their Pms. She can collaborate with SMB or LE for upskilling their product teams, building product mindset, design thinking concepts, setting up product organizations, building strategy for emerging market or a new product concept. Ms. Malathi is also passionate about coaching and mentoring and offer 101 paid mentorship for aspiring or practicing PMs and is also actively involved in teaching PM courses.
- 3. Mr. Rajesh Singh:** Mr. Rajesh Singh works as the market head for the Private Banking business managing markets in South India and Goa and has 18 years of experience in

private banking and Wealth management. He had a short stint of about 18 months in HDFC bank prior to which he worked for Citibank for 16.5 years and was heading branch banking and wealth management for South and West India. Mr. Singh started his career with a 2-year stint at Tata Steel as a Mining engineer! Mr. Rajesh is BE in Mining Engineering from Bengal Engineering College, Shibpur, Kolkata (now IIST) and MBA from NMIMS, Mumbai. He enjoys long distance running, swimming, watching movies, listening to music, tracking Indian politics and spending time with family.

- 4. Mr. Paul Jacob:** Mr. Paul Jacob is an HR professional with over 18 years of experience in Talent Management, Talent Acquisition, HR Operations, Learning & Development, HR Strategy, Labour Issues/Statutory Compliance. He is trained as a Six Sigma Black Belt by ACB UK and is an ISO Certified Trainer and Auditor. He completed his General Management Program from XLRI. Mr. Paul has extensive experience in various fields of Talent Management & Total Rewards, Talent Acquisition, HR Operations, Learning & Development, HR Strategy, HR Policy, Engagement & Labour Issues, and Statutory Compliance. He has played a key role in designing and implementing PMS systems across multiple organizations, benchmarking rewards, and managing end-to-end Talent Management functions. He successfully launched R & R frameworks and HIPO programs in various organizations. Mr. Paul actively contributes to HR structuring and policy-making and has helped organizations scale their operations 3 times within short durations. He has also worked on OU- level structures and budgets. Known for his leadership abilities, Mr. Paul has led large people teams in various organizations. He finds consulting assignments engaging and has considerable exposure to V&A projects.
- 5. Dr. Gowrisha:** Dr. Gowrisha holds BBM degree with 9th Rank from University of Mysore, MBA with specialization in Finance and Marketing, M.Phil. in Management and Ph.D. from Bangalore University. He has more than 15 years of teaching experience at postgraduate level - teaching Management subjects. He has experience in Quality Management and Accreditation of Higher Education Institutions. He served as Assistant Professor, Co-ordinator of IQAC and editorial team member of Management Research Journal at one of the prestigious MBA Institutions in Karnataka namely R V Institute of Management (RVIM), Bengaluru. He worked as Chief Consultant in the Technical Secretariat of Committee for draft the National Education Policy (former ISRO Chairman Dr. K Kasturirangan Committee) constituted by MHRD, Government of India in 2017. He served as honorary Secretary and Treasurer of C-LAMPS, a Bengaluru based NGO. Dr. Gowrisha has been involved in many research pursuits in the area of management and education. He was Co-Director for a project sponsored by ICSSR, New Delhi. He has delivered close to 100 lectures on National Education Policy at various National Seminars, Conferences, Workshops and Webinars. Dr.

Gowrisha is Governor Nominee Member for Academic Council of Dr. B R Ambedkar School of Economics University (BASE University), Bengaluru. Presently he is serving as Director at Centre for Educational and Social Studies (CESS), Bengaluru and is involved in NEP 2020 implementation initiatives in Karnataka.

- 6. Mr. Bijal R Chhaya:** Mr. Bijal R Chhaya is a seasoned professional with over 31 years of industry experience. With a diverse background in civil engineering, finance, and leadership development, he has successfully carved a path in various domains. Mr. Bijal's expertise lies in executive education, coaching, and mentoring. He has been involved in conducting online and classroom-based executive education programs for large corporates in sectors such as pharma, IT, and biotechnology. Additionally, he serves as a consultant for a startup in the communication field. Mr. Bijal is passionate about coaching and mentoring mid-level executives to help them achieve their career aspirations. He also extends his guidance to junior executives and fresh graduates in both India and the USA, assisting them in shaping their professional paths. In addition to his professional endeavors, he has served notable clients during his time in the advertising industry, including Tata Tea, TTK Prestige, Taj Hotels, Tata Motors, UB Group, and the Indian Army. Overall, Mr. Bijal R Chhaya's extensive experience, diverse skill set, and passion for coaching and development make him a valuable asset in driving organizational growth and individual success.
- 7. Dr. N S Viswanath:** Dr. Vishwanath is the Director of Bhavan's Management Research Centre (BMRC), Bangalore & Founder Principal & Dean, of Bharatiya's Vidya Bhavan's M.P. Birla Institute of Management, Bengaluru. He also serves as the Chief Editor of Dharana- Bhavan & International Journal of Business. He has a Ph.D. in Economics preceded by Master's degrees in Statistics, Economics, and Agri-Business (Agricultural Marketing Management). In addition, he is specialized in Training and Development and Managerial Skills. His areas of expertise are Quantitative Techniques, Marketing & Economics. He has successfully guided eight Ph.D. theses in Management-HRM, Social Marketing, Strategic Marketing, Finance, General Management, Global Marketing, and Training & Development. He is on the Editorial Team of the African Journal of Marketing Management (AJMM). He was a Professor of Marketing and Academic Coordinator at M.S. Ramaiah Institute of Management and at Maharishi Institute of Management, Bangalore. He was an Associate Professor at Mudra Institute of Communications, Ahmedabad (MICA). He served for two decades as an Assistant General Manager at KSAM Board. He has won the Best Paper Award for a paper in Marketing at an International Conference in Atlas Vegas, USA. He has been given an appreciation award for his dedicated service as a Teacher imparting knowledge & values

to students and moulding them into responsible citizens of India on 28th September 2013 by His Excellency, The Governor of Karnataka, India.

- 8. Ms. Priya Jayaraman :** Ms. Priya is very passionate everything India and her outing in 1997 on the Azad Bharat Rail Yatra shaped much of what she believes in today. An entrepreneurial hand-on leader with a proven track record of growth and marketing for start-ups, P & L management and people management, she founded and built an award winning advertising agency, Propoganda India, in 2009. Propoganda India specialized in the start-up ecosystem before being acquired by global network agency, Publicis Groupe, in 2019. Ms. Priya is a believer in a culture of innovation. Known for solution-oriented leadership that has led to multiple customers coming with category-first marketing requests or to solve hard problems. She graduated from Delhi University in Maths & Economics and holds a Masters in Advertising from SIBM. During her free time, you will often find her gardening or playing around with a new tool, app or gadget.
- 9. Dr. Spurthy Dharanikota:** Dr. Spurthy Dharanikota serves as an Assistant Professor in the Information Systems (IS) Area. Her current research interests include exploring, identifying, and resolving complex problems in the Human-Artificial Intelligence Collaboration and Health Informatics disciplines, using a combination of behavioral and analytical frameworks. Specifically, her most recent research models the collaboration between developers and bots in knowledge-intensive virtual communities like open-source software. In the healthcare informatics realm, her work on clinical trials for intelligent diagnostics has partly been funded by the Seattle Flu Study, Gates Ventures. Dr. Spurthy has presented her research at major international conferences in the IS area and Health Informatics, including DESRIST, AMCIS, and AMIA. With experience in using quantitative and qualitative research methodologies to design research studies, she led and co-authored publications in peer reviewed IS and health informatics journals. She also actively engages in practical service to her area of interest as a reviewer for several major IS conferences and journals.
- 10. Mr. Arun Rajpurohit:** Mr. Arun Rajpurohit is the founder and Director at DLithe Pvt Ltd. With over two decades of experience in the Banking & Finance, Insurance, Retail, and manufacturing domains, he has served as an engineering delivery head. Mr. Arun possesses a wealth of knowledge in end-to-end project management, product development, and the successful delivery of various technologies using agile methodologies. He is committed to achieving Customer Experience and Operational Excellence goals. Mr. Arun's primary objective is to leverage his extensive knowledge and experience to mentor the younger generation on Domain, Process, and Technology.



- 11. Mr. Ramanan Vaidyanathan:** Mr. Chidambaram Vaidyanathan Ramanan is a multi-skilled and multifunctional individual with over 3.5 decades of international experience. He holds a degree in Mathematics and is a professional in cost accounting. Additionally, Ramanan possesses strong computer programming and application skills. He began his career at Metal Box India Ltd and has played a crucial role in organizations such as Ashok Leyland Ltd, Comcraft Group of Companies, Mascon Global Ltd, and neoIT. In the latter part of 2004, Mr. Ramanan pursued his entrepreneurial aspirations and established Ladder Consultancy Services Pvt Ltd. He currently holds the position of Founder CEO at Ladder Consultancy Services Pvt Ltd, a company that offers HR Advisory Services and takes on the overall management responsibilities of Facilities & Infrastructure administration for multinational corporations (MNCs). He has a pending patent for his invention on Aspirations Management. Additionally, Mr. Ramanan is an esteemed member of the GLG Council of World Advisors.
- 12. Ms. Asha Merugu:** Ms. Asha Merugu is an Executive Director in the EY Financial Accounting Advisory Services, bringing 15 years of extensive experience in accounting advisory. She previously spent 12 years at KPMG in the Accounting Advisory practice. With qualifications such as a Bachelor of Business Management, Chartered Accountant, Company Secretary, Cost and Management Accountant, Dip IFRS, and CIMA, Ms. Asha possesses a strong educational foundation. Alongside her professional achievements, she is also a passionate teacher, public speaker, and serves as a board member of reputed universities. Her expertise includes business acumen, strategic thinking, team building, IFRS/US GAAP, IFRS 17/LDTI, ESG reporting, IPO/transactions, accounting change, fund accounting and compliances, finance transformation, as well as public speaking and corporate training skills. Ms. Asha is a key member of global managed services leadership team, strategy team developing products for winning the annuity. Introduced multiple people and business initiatives to attract and retain high performance teams.
- 13. Ms. Shilpa Nagaraj:** Ms. Shilpa is a RCI licensed Clinical Psychologist, psychotherapist and therapy Supervisor. She has been clinically trained in her post-graduation and M.Phil at KMC, MAHE, Manipal. Her training and experience in the mental health field involves managing a wide range of clinical presentations such as mood and anxiety spectrum disorders, substance use disorders (addiction) and personality disorders both in an in-patient and out-patient facilities. In addition to carrying out various psychological assessments, she is also trained in various psychotherapy modalities. Ms. Shilpa's therapeutic stance leans towards a client centered approach, she believes each of us have the ability to understand and unravel our potential and work through our deepest

fears, as a therapist she would nudge her clients in that direction. To help her in this path, she takes a trauma Informed approach and has been trained in evidence-based psychological interventions including Mentalization based treatment (Certified), Cognitive Behavioural Therapy (Certified), Motivational Enhancement Therapy, and Mindfulness based treatment approaches. Currently her focus of research and psychotherapy predominantly revolves around working with individuals suffering from emotional and attachment difficulties. Along with, designing and providing mental health services to corporate organizations in collaboration with their employee wellness programs.

**14. Mr. Paresh Ashara:** Mr. Paresh Ashara is a start-up mentor involved in mentoring start-up founders in the areas of business idea validation, market sizing, solution, investment pitch book, financial plan for investment needs, etc. Mr. Paresh has over 25 years of IT business experience in managing complex delivery with the ability to organise, manage and supervise all human, financial, and technological resources essential for digital transformational program delivery/change management in the areas of data strategy, data management, business intelligence, analytics, artificial intelligence/machine learning and web application development in a complex and fast-paced environment. He is extremely versatile in Capital Markets/Asset Management/Mutual Funds/ Financial Planning/Wealth Management/Accounting with a good understanding of Front, Mid and Back office operations and support systems (worked with USA-based top Investment Bank and Brokerage businesses).

**15. Mr. Giridharan:** Mr. Giridharan is currently serving as the India BU Head for EC & NI at Arvind Limited's Telecom Division in Bangalore, India. Arvind Group is a prestigious Indian business conglomerate with a market valuation of over a billion US dollars. With a strong background in the ICT System Integration business and extensive experience in the telecommunications industry, Mr. Giridharan has consistently demonstrated his expertise and leadership skills. He has been instrumental in driving the success of various organizations throughout his career. Previously, Mr. Giridharan held the position of AVP Sales - South India at ABS India Pvt. Ltd. His role involved managing sales operations and developing key business strategies in the South Indian market. During his tenure as the Senior Manager of Business Development at AL FUTTAIM Telecom LLC in Dubai, UAE, Mr. Giridharan made remarkable contributions to the organization's growth and profitability. His exceptional sales acumen and strategic approach led to the successful achievement of revenue targets. Mr. Giridharan was the Co-founder and Director – Business Development at B-CUBE Technology & Consulting Pvt. Ltd prior to which, he served as the Regional Director – South India & Telecom BU Head at ENKAY Technologies Pvt. Ltd. in Bangalore, India. Some of the other prominent places of work

for Mr. Giridharan on this journey was with AVAYA GlobalConnect Ltd., AL FUTTAIM Telecom LLC, Dubai, TATA TELECOM LTD, and Edge Marketing.

- 16. Dr.R A Dakshina Murthy:** Dr. R.A. Dakshina Murthy has Master's degree in Polymer Science & Engineering from IIT Delhi, Post Graduate degree in Management and Ph.D in the area of Green Logistics. Before joining Academics, he worked in industry for over two decades in various capacities. As General Manager- Operations at M/s. Tata Advanced Systems Limited, he established the Quality Assurance and Manufacturing facility for production of composite products for Aerospace and Defense applications. He has wide variety of experience in the areas of Purchase and Supply Chain Management, Product Development and Manufacturing, Quality Control and Quality Management System. He has travelled widely across globe for Technology Transfer and Vendor development. He was instrumental in the implementation of Quality Management System Company wide as per ISO/AS 9000 and Aerospace Quality Assurance Standards. He is a certified Six Sigma black belt and has developed many composite products for GE Health care. Dr. Dakshinamoorthy got into academics in the year 2010 and was Associate Professor & Head of Lean Operations & Systems specialization at Institute of Management, Christ University. His specialized teaching and research area include Lean Production Planning & Control, World Class Manufacturing, Project Management, TQM, ERP and Supply Chain Management & Logistics. Dr. Dakshinamoorthy has many publications to his account in reputed International journals and have presented research paper in National & International conference in India. He has authored a chapter in the book titled "Operations Management for Circular Economy" published by Taylor & Francis Publications UK for the International Scopus Journal.
- 17. Dr.Nijaguna G:** Dr. Nijaguna Gurumurthy teaches Post Graduate and Guides doctoral Students at Acharya Institute of Technology as Professor in Marketing Management. His area of interest lies in Research, Marketing Management, and Supply Chain Management, Managerial Economics, Services Marketing and Business Statistics. He is the recipient of the Dewang Mehtha National Educational Award -2018 (Regional Round) as Best Professor in Business Administration. He has published research papers in peer-reviewed journals and has authored three books for Management Students namely: Marketing Management, Research Methodology, and Strategic Management.
- 18. Dr.Suresh Bhagavatula:** Prof Suresh is passionate about teaching entrepreneurship and has been associated with NSRCEL (<http://www.nsrcel.org>) at Indian Institute of Management Bangalore since 2007 where he has been interacting with many different types of entrepreneurs, but mostly operating within the technology domain. His interest in entrepreneurship has genesis in his formative experiences with helping Women

Entrepreneurs help set up micro- ventures in Kenya while pursuing his Masters. These experiences have set him on a life-long pursuit of understanding the determinants of entrepreneurial success, and more importantly entrepreneurial failure. He hails from Vizag, did his Bachelors in Engineering from Shivaji University, pursued a Masters from University of Flensburg, Germany and earned his PhD from Vrije Universiteit, Amsterdam, Netherlands. At a personal level, he enjoys traveling, knowing more about traditional arts and crafts and biking around the verdant IIM Bangalore campus during his free time!

**19. Dr. Harold Andrew Patrick:** Former Senior Manager – Leadership and Organization Development, Infosys Leadership Institute, Infosys Limited, Professor and Head - Organizational Behaviour and Human Resource Management Area, Institute of Management, Christ (Deemed-to-be University) for close to two decades, Dr. Harold Andrew Patrick is presently Professor and Dean, Faculty of Management Studies, CMS Business School, JAIN (Deemed-to-be University). Dr. Harold is a qualified industrial and organizational psychologist with over three decades of Postgraduate teaching, corporate training and research experience. He is a member of the Academic Council of three leading Business Schools in Bangalore. Dr. Harold has published extensively with over 100 plus articles in refereed and peer reviewed national and international journals and book chapters with an h-index of 14 and i10-index 20. He has won more than a dozen best paper awards at International conferences. His facilitation process is based on research, using diagnostic tools and psychometric instruments, videos, cases studies, and introspective learning. His interest lies in Human Behaviour and its application at the work place and has trained extensively in these areas with working managers, faculty members, Christian leaders, educational leaders, business graduates and working students. He is an elected member of the Society for Industrial and Organizational Psychology (SIOP), USA.

**20. Mr. Rajesh Pawar :** Mr. Rajesh Pawar is Global Digital Practice Leader with over 25 years of IT industry experience working with Fortune 500 clients of companies like TCS, Adobe, and Cognizant, in their Digital Engineering, Customer Experience, Digital Marketing, CRM, Loyalty Programs, Business Intelligence, Mobile Apps, Web Apps, Cloud and Analytics transformation engagements. He is an enterprising Strategic Leader who has effectively contributed to enhancing organizational processes through initiatives geared towards lowering risk, heightening productivity & improving internal controls, with analytical bent of mind and proven track record of stamping success in uncertainties & challenges. A customer-centric leader who effectively and efficiently utilizes Marketing technologies for developing customer obsessive strategies.

- 21. Mr. Sameera Bharadwaj:** Mr. Sameera Bharadwaj is a P&L Leader with more than 20 years of work experience with customer-focused companies like TCS, Mphasis, Genpact and others. At TCS, he leads a team that works with clients across industries to enhance their digital presence, engage customers effectively, and drive business growth. Mr. Sameera is leader with expertise in global project deliveries, new product development and technology consulting who manages customers in Asia by developing strategies for them in the domains of design, digital marketing, digital commerce, digital advertising and inclusivity. He is skilled in leading cross-functional teams, leveraging data-driven insights, and delivering measurable results in the ever-evolving digital landscape.
- 22. Mr. Venkatraman G S:** As Maveric's CFO, Mr. Venkatraman G S (Venky) leads the Finance function, including controllership, treasury, secretarial, and compliance. As part of Maveric's 4.0 growth journey. He plays a critical role in the areas of Investment Planning, Strategic ROI, and creating and administering wealth-sharing initiatives that would nurture high-caliber talent. Mr. Venkatraman is not a stranger to winning in complex business situations and has worked in senior finance roles in Mindtree, Subex, Accenture, and Wipro in the past. Previously, as a CFO with Subex, he successfully led capital reduction initiatives that helped create significant shareholder value. The company's market cap rose from INR 325 Crore to over INR 2000 Crore. Recognized among the top 100 CFOs for 2021 by CFO India and part of the CII Economic Affairs Committee, Mr. Venkatraman is a sought-after speaker across renowned Finance forums - CII, BCIC, and CFO Engage. Certified from IIM-A for Advanced Corporate Finance, his passion for being a better version each day is evident in his work ethic. Whether winning the India Risk Award as Mindtree's Chief Risk Officer or running global marathons, he lives his belief - 'Efforts show up in the outcome when we do what is right and not what is convenient.'
- 23. Ms. Bindu James:** Ms. Bindu James is a senior Human Resource professional with over 25 years of industry experience. With a strong passion for working with individuals to unlock their potential, she has dedicated her career to helping people excel and embark on a journey towards excellence. As a certified Life and Executive Coach and a Leadership trainer, Ms. Bindu has developed a unique coaching style that inspires and influences professionals to navigate their transformational journeys and achieve their desired goals. Her expertise lies in various areas including Organizational Change Management, Cultural transformation, Talent Development, Workforce Management, Succession Planning, Performance Management, Diversity, Equity & Inclusion, Leadership Training, and Coaching. With her deep understanding of these domains, Ms.

Bindu has successfully implemented strategies and programs that drive positive change within organizations.

**24. Dr. Ranjini C R:** Dr. Ranjini CR is a highly accomplished scholar with a diverse range of experience spanning over two decades in renowned academic and research institutes in India and abroad. She has contributed her expertise at esteemed institutions such as Cambridge University (UK), Lancaster University (UK), Indian Institute of Management (Bangalore), and National Institute of Advanced Studies (NIAS, IISc campus). Dr. Ranjini has conducted extensive research in both corporate and think tank settings. She has worked with GoogleHealth AI, Public Health Foundation of India, and Public Affairs Centre, gaining valuable insights into various domains. Additionally, Dr. Ranjini has a background in journalism, having worked as a former journalist with the New Indian Express in Bangalore. With her extensive academic and research background, she brings a wealth of knowledge and expertise to her field. Her contributions in the areas of artificial intelligence, public policy, and journalism highlight her multidisciplinary approach and dedication to advancing knowledge and understanding.

**25. Mr. Pramod Kanipakam:** With over 23 years of experience that includes 20 years in the financial services industry, which includes advising on Insurance, Financial planning, Investments, Teaching and Training, Mr. Pramod Kanipakam is an empanelled trainer with ICFL (ICICI Direct Centre for financial learning) and trainer / faculty with i-Nurture where he has delivered modules related to Financial Management, Security analysis & Portfolio management & Personal Financial planning. Mr. Pramod has delivered “Security analysis & Portfolio management” course to working professionals pursuing PGDM with IFIM Business School, Bangalore. He is also an empanelled trainer with Aditya Birla Sun life Mutual Fund and was engaged in content development and training delivery for their distribution channel and also with Franklin Templeton Asset Management (India) Pvt Ltd. He was also engaged in delivering training program for their channel partners. He was an empanelled training consultant with IMS Proschool where the training assignments were mostly of corporate clients in the field of financial planning, Investments, Wealth management etc. The clients list includes ICICI Direct, Kotak Securities, LIC, IDBI Bank, SBI Life insurance, Sundaram Mutual fund, State Bank of India, MetLife. Mr. Pramod was a faculty for the CFPCM (Certified financial planner CM) curriculum with some of the education providers in India such as IMS Proschool, NJ Gurukul, ICFL & IIFP. He has served ICICI group as a financial services consultant for about 3 years handling their bancassurance relationship for insurance products.

**26. Mr.Sarang Satish:** Mr. Sarang Satish is a member of PwC US's Advisory practice, based in Bangalore, India. With over eight years of experience in Consulting, Mr. Sarang has worked in various areas, including Change Management, Training Development, Organizational Design, Talent Management, Performance Management, Leadership Development, and M&A Harmonization. Before joining PwC, Mr. Sarang worked at Mercer Consulting as part of their Talent Consulting team, where he collaborated with clients in India, Sri Lanka, and the Middle East, providing valuable insights and solutions. With his diverse consulting experience and expertise in areas such as talent management and organizational design, he brings a wealth of knowledge to his role at PwC, helping clients navigate complex challenges and drive positive organizational change.

**27. Dr.Amitabh Anand:** Dr. Amitabh Anand is an Associate Professor for Excelsia Business School in La Rochelle, France. Previously he has held positions as Assistant Professor at SKEMA Business School, Université Côte d'Azur. Dr. Amitabh holds a bachelor's in Environmental Engineering degree from Mysore, India; He secured a scholarship to do MBA from Stockholm University, Sweden, and was a full scholarship winner for pursuing a Ph.D. from NEOMA Business School, Paris, France. Presently he is also defending his HDR (Habilitation) from Aix Marseille University, France, where he also serves as an affiliated researcher. Dr. Amitabh is an Affiliate at the Strategic Management Lab at Aalborg University Business School in Denmark and a Visiting Scholar at Corvinus University, Budapest. He is also the Doctoral Committee Member at the Indian Institute of Management Kozhikode, India. He is a member of the Academy of Management and the American Psychological Association member. He is a visiting professor for Aalborg University, Denmark, Corvinus University, Budapest, IIM-Kozhikode, India, and others. His research is interdisciplinary, with a particular emphasis on organizational studies in the context of individual, interpersonal, and group behaviors, and entrepreneurship in the context of ethics, uncertainty, sustainability, and emerging economies, and understanding the regular consumption pattern behavior from the context of products/services and digital technology. For his contribution to teaching and impact on student learning, Dr. Amitabh was the only one from Europe to be chosen as the "Top 50 Worlds Best Professor" in 2018, among 400 nominations worldwide by Poets and Quants, USA. He has won the Outstanding "Pedagogical Innovation Award" from SKEMA business school for his innovative course design.

## **6. Summary and Key Learnings of the session:**

**Prof. M H Bala Subrahmanya** spoke on “Significance and challenges of high-quality research in Management Schools in India”. He discussed upon the insights on changing nature and scope of management in contemporary management schools that would help to carry out meaningful research with increased visibility and impact. The takeaways will help the faculty participants in their future research engagements.

**Ms.S.S.Malathi** insisted on a)the Importance of keeping the customer at the center during product development. b) Customer empathy as a core skill for everyone in the organization. c) the use of Martech for gaining competitive advantage and learning from data to build products that will drive growth in an organization.

**Mr. Rajesh Singh**, emphasized on the significance of professional way of managing wealth. He highlighted on ' This is India's decade' stressing on the growth of the economy due to demographic benefits. He also covered the proactive steps taken by the government to bolster the growth of the Indian economy. He discussed the effects and benefits of various financial instruments available for the individuals as well as for the institutional investors. The session was concluded with 'the mutual fund industry at a glance' exhibiting the proportion of equity, debt, money market, ETFs increased as an impact of covid.

**Mr.Paul Jacob** discussed on the importance of encouraging mindfulness practice for long-term benefits and overall well-being for all. The participants were prompted to reflect on their personal definition of happiness and to experience how happiness is a choice that can be achieved through mindfulness. The session emphasized on self-care practices through mindfulness and showcased how mindfulness techniques can effectively manage stress and promote relaxation. Activity-based learning on happiness further enhanced the understanding of the concepts, providing participants with practical tools to prioritize their well-being.

**Dr.Gowrishankar** clearly stated the benefits of NEP 2020 in MBA programs and the effective articulation of the NEP regulations. The objective of the NEP initiative is to analyze its implications, evaluating their impact on the education system, institutions, and stakeholders, while providing insights for effective policy measures and implementation in India.

**Mr.Bijal R Chhaya** in his session which centered around creating deeper engagement with students by exploring the role of the left and right brain. He emphasized on enhancing self-belief through storytelling, using the example of the Battle of Trafalgar and Britain's victory against the odds. The session also drew inspiration from Sir Ken Robinson's TED Talk on transforming education, providing valuable insights to professors on effective teaching methods.

**Dr. N S Viswanath** explored into the background of management studies in India by narrating real-life stories of eminent scholars. Further, the determinants of trends in management



education and different induction methods were discussed in detail. Emphasis was given on the legal, ethical, and economic aspects of Management Education in India, adding relevant real-life examples authenticating the creative use of emerging trends in teaching and learning.

**Ms. Priya Jayaraman** inspired in her session how advertising has changed in the recent past. The advent of applications has made it possible to study the customer in depth and in every conscious step. Also because the markets have expanded it becomes easier to analyse any targeted study with the help of technology. She acclaimed on three major trends observed in Branding and communication. a) usage of AI & ML to study customer behavior b) Marketing automation where lead generations, streamlining of media etc are being studied c) Marketing strategies today are data driven.

**Dr. Spurthy Dharanikota** laid on human and AI collaboration which are threefold. Firstly, it aims to investigate the current landscape of AI integration in various industries, identifying key areas where human-AI collaboration is prevalent. Secondly, the research seeks to evaluate the impact of such collaborations on productivity, decision-making, and overall performance in different domains. Lastly, the study endeavors to propose guidelines and best practices for optimizing human-AI partnerships, fostering a harmonious and efficient working relationship between humans and intelligent technologies.

**Mr. Arun Rajpurohit**, asserted on the importance of combining Agile and project life cycle which can be powerful, especially in complex projects. By using the project life cycle as the overarching framework, and adopting Agile principles within each stage, teams can benefit from both structured planning and the enhance their ability to adapt quickly. This approach enables them to deliver its value incrementally, maintain stakeholder engagement throughout the project, and achieve successful outcomes in a dynamic and ever-evolving business environment.

**Mr. Ramanan Vaidyanathan** discussed on the relevance of the Natural Employability Index and shared assessment sheets to evaluate professors' understanding of student mindsets and their own effectiveness. An activity-based exercise explored individual identity in an innovative way. Assessments were also provided for professional growth as a team member and progression from teacher to guru. Overall, the session aimed to enhance employability understanding and provide valuable tools for assessment and personal development.

**Ms Asha Merugu** facilitated the key learning from her session "Walk the Tech in Finance" on the versatility of technology which has profoundly transformed the finance industry, revolutionizing its processes, improving efficiency, and enhancing customer experiences. Artificial intelligence, machine learning, and blockchain have emerged as critical technologies driving innovation in areas such as data analysis, risk assessment, and transaction security. Additionally, the advent of robo-advisors, automated investment platforms, and mobile banking applications has democratized financial services, making them more accessible and

empowering individuals with greater control over their finances. Embracing and leveraging technology is crucial for financial institutions to stay competitive and ability to meet the evolving needs of customers in the current digital age.

**Ms. Shilpa Nagaraj** in her session assisted the participants on how to thrive and build resilience in the process of enhancing skills to reflect and develop self-care practices. It provided effective strategies for coping with Stress Management and Fostering cognitive resilience in the academic setting. The outcome of the session: ‘Enhance and sustain mental well-being’ by empowering growth, embracing serenity to thrive in academia.

**Mr. Paresh Ashara** gave an overview of fintech in emerging markets especially the prospects of phenomenal growth in Asia pacific market. The focus was on various topics like financial inclusion, challenges, financial literacy, digital enablers, IoT connections etc. The speaker stressed on the role of fintech in various finance functions like insurance, regulations, access to credit, remittances and cross border payments. The session was loaded with information and highlighted the need for emerging technologies to manage the financial functions by the banking and financial institutions.

**Mr. Giridharan** had a clear objective to assess the impact of Martech (Marketing Technology) on sales and performance management. By analyzing the implementation of Martech tools and strategies, the study aims to measure their effectiveness in enhancing sales processes and overall performance management practices within organizations.

**Dr. R A Dakshina Murthy** specified the challenges and complexities in international logistics and applications of the global practices for optimization and leveraging on the technology solutions in cross-border operations. He proposed innovative strategies for enhancing efficiency and sustainability in international logistics networks.

**Dr. Nijaguna G** in his session explored on the AI's integration into green supply chains, identifying opportunities for resource optimization and environmental impact reduction. The research evaluates implementation challenges and provides insights for creating eco-friendly and efficient supply chains.

**Dr. Suresh Bhagavatula** examined several instances of entrepreneurial case studies detailing on the importance of ‘Zero to One’ and ‘One to N’ emerging trends in entrepreneurship and innovation, identifying key success factors and their impact on industries and economies. It aims to provide valuable insights for informed decision-making and sustainable growth in the dynamic business landscape.

**Dr. Harold Andrew Patrick** enlightened in his session to establish guidelines for effective mentoring, explore its impact on career advancement and job satisfaction, and identify key contributing factors and strategies to overcome challenges. Ultimately, it seeks to equip

mentors with essential skills to provide meaningful support, fostering mentees' growth and success in their respective fields.

**Mr.Rajesh Pawar & Mr.Sameera Bharadwaj**, in their panel discussion explored on the intertwining of marketing and technologies, focusing on the opportunities and challenges it presents in the modern landscape. By delving into the latest trends and advancements, the discussion seeks to identify how technology can enhance marketing strategies and customer engagement. Furthermore, the panel addressed on the potential challenges, such as data privacy and ethical considerations, while discussing effective ways to harness technology for sustainable and innovative marketing practices. Ultimately, the objective is to provide valuable insights to the audience, equipping them with a deeper understanding of the dynamic relationship between marketing and technologies in today's business environment.

**Mr.Venkatraman G S** focused on the various financial strategies of companies like Agile quarterly budgeting, cost management, digitizing of employee expenses, chatbots for expense management etc. The session was opened for discussin on Subex case, where the company resorted to capital reduction to wipe out the accumulated losses. The session also covered the best practices of financial reporting system followed by companies like Mindtree, Happiest minds etc.

**Ms.Bindu James** highlighted on diversity, equity, inclusion, and belongingness encompassed on activity-based learning that involved engaging with diverse individuals, exploring similarities and differences. Real-life comparative case studies were used to distinguish genuinely inclusive organizations from those with policy-bound inclusivity. Participants engaged in discussions about equity versus equality, highlighting associated advantages, challenges, and legal considerations. The session concluded with insights on fostering an inclusive workplace, emphasizing the importance of creating an environment where everyone feels valued and respected.

The session by **Dr.Ranjini C R** was on proposal development and execution for funded projects. She provided valuable insights on crafting effective proposals. Participants learned about the significance of highlighting key aspects in the proposal as a letter of funding, including identifying suitable grants and tailoring the proposal accordingly. Emphasis was placed on conducting a comprehensive literature review to demonstrate a strong understanding of existing research in the field. Additionally, the session discussed the importance of assembling collaborators, employing persuasive writing techniques, and showcasing the potential for publication, all of which are essential elements in creating successful funding proposals.

**Mr.Pramod Kanipakam** discussed on the much needed facets of personal financial planning. The session highlighted on the present value and future value analysis of the personal investments which helps to cater to the needs of the individuals at various stages of life

including retirement. The speaker highlighted on the holistic planning of personal finance which includes, insurance, estate planning, debt management and wealth creation. An interactive session involved every participant to eagerly explore the unknown facets of personal financial planning and ways to create wealth and secure their future returns.

The Session by **Mr.Sarang Satish** on Digital Transformation emphasized the novel digital trends that organizations are exploring last few years. Mr Sarang highlighted on latest digital HR trends like AI-driven HR analytics, VR-based training, AI-powered recruitment platforms, and large language models - applications in recruitment, learning and development, and data analysis. Participants engaged in discussions on employee engagement and experience in the digital era. The session concluded with the key takeaways from successful digital transformation initiatives such as Upskilling HR with soft and technical skills.

**Dr.Amitabh Anand** evoked interest to investigate upon recent trends and techniques in academic publishing in top-grade journal submissions. By understanding evolving preferences and innovative methodologies, to provide researchers with actionable insights for successful navigation of the rigorous peer-review process and increase utmost chances of acceptance and publishing.

**7. Participant details:** All the Faculty Members of CMS Business School

**8. Details of Winners (if applicable):** - NA

**9. Details of the judges (if applicable):** - NA

**10. Attendance records:** All the Faculty Members of CMS Business School

Name of Faculty	Area
Dr. Praveen Gujjar	BA
Dr.Irum Khan	General Management
Mr. Thilak Reddy	Decision science
Dr. Batni Raghavendra Rao	Finance
Dr. Naveen Kumar	BA
Dr. Vishal Soodan	Marketing
Dr. Trupti Dandekar Humnekar	Marketing
Dr.Mahalakshmis	Marketing

Dr. Anantha Subramanya Iyer K N	Marketing
Dr. Raja Sankaran	Marketing
Dr. Syed Kazim	General Management
Dr. Balaji Gopalan	Production, Operations and Logistics
Dr. Shalini	General Management
Dr. V Navaneethakumar	Decision science
Dr Lakshmi S	Business Analytilcs
Ms. Preethi A	ENVC
Dr Shalini R	Finance
Dr Divyesh Kumar	Finance
Mr. Sanjiv Mathur	Marketing
Dr. Chaya Bagrecha	Finance
Dr. Hemanth Kumar S	General Management
Dr. Sangeeta Devanathan	Marketing
Dr. Anurag Jain	Marketing
Dr. Sarangapani Nivarthi	General Management
Dr. Monoo John	OB & HR
Dr Shashank M Hiremath	Finance
Dr. Abhinav Tiwary	DS
Dr Urmila Itam	OB &HRM
Mr. Rahul Gupta	Marketing
Ms. Suparna Ghosal	Marketing
Dr. Kuldeep Singh	Finance
Dr. M.Govindaraj	MARKETING
Ms. Nehra Neelamma	General Management
Dr. Sharat Kumar	Marketing
Dr. Vedantam Seetha Ram	Finance
Dr Shakeela Banu C	GM
Dr. Krishna B Koppa	Marketing
Mr Sudharsana Reddy Pujari	FINANCE
Dr.Satish Kumar R	Marketing
Dr.G.S.Vijaya	Decision Science
Ms. Anshika Jain	Finance
Mr. Napoleon	Marketing
Dr. Neena Pc	OB & HR
Mr. Prithviraj	Learning Resource Center
Dr. Vinoth Kumar V	Decision Science

Dr V Y John	Finance
Dr. Gopalakrishnan C	Finance
Dr. Syed Shahid Raza	Business Analytics
Dr. Dhilipan C	Finance
Dr. Ks Srinivasa Rao	DECISION SCIENCE
Mr Kambam Vedantan	OB & HRM
Dr. Salma Begum	General Management
Dr. Kiran Kumar M	Finance
Dr. Premalatha K P	Finance
Dr. Madhavi R	Finance
Dr Anitha Nallasivam	Marketing
Dr Sanjana Samaddar	Marketing
Dr. Manita Shah	Finance
Dr.Amudha Sivanandam	Finance
Dr. Vinoth S	Finance
Dr Smita Manohar Gaikwad	Marketing
Ms. Rashmi Akshay Yadav	FINANCE
Dr.Geeti Sharma	Finance
Dr Vinayak Anil Bhat	OBHRM
Dr. Uma C Swadimath	General Management
Dr.Umesh Chandra	Marketing
Dr. Yavana Rani	Decision Science
<u>Dr. Yogananthan S</u>	Decision Sciences
Dr.Umesh Chandra	Marketing
Dr. Lubna Ambreen	ENVC
Dr.M.Nalini	OB & HR
Dr. Sumbul Samreen	General Management
Dr. M.K.Lodi	GM
Dr. Gayathri.R	OB & HRM
Ms. Minerva Das	GM
Dr Kalavathy K S	Marketing
Dr. Satyajeet Nanda	OB HRM
Ms. Jyothi M	Finance
Dr. Sireesha Nanduri	Finance
Dr.Mansi Kukreja	Finance
Dr. Shaji Thomas	FINANCE
Dr. Uma Warriar	OB & HR
Dr. Shrinivas R. Patil	Finance
Dr. Jaykumar Padmanabhan	DS

### 11. Participants' Feedback, Feedback Analysis, and Attainment Calculation:



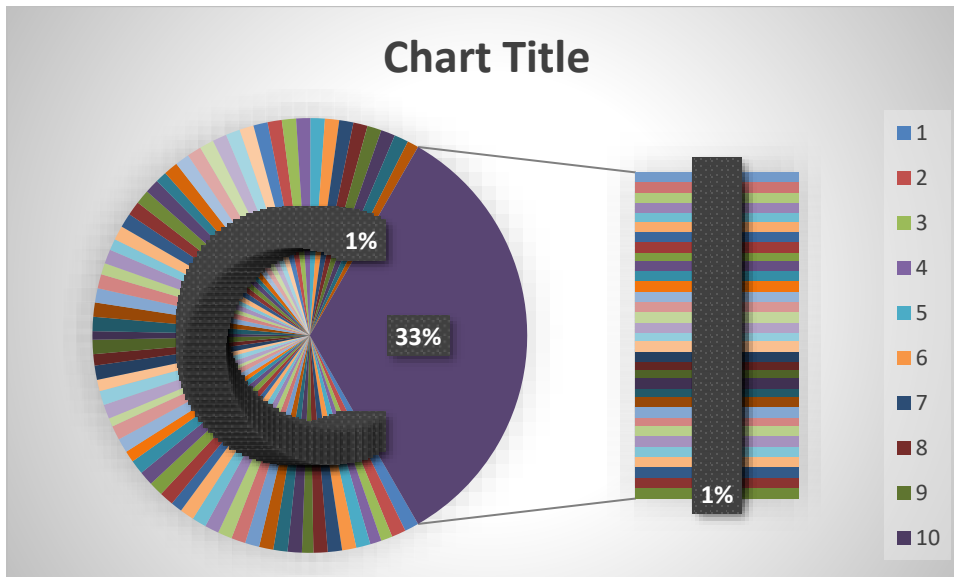
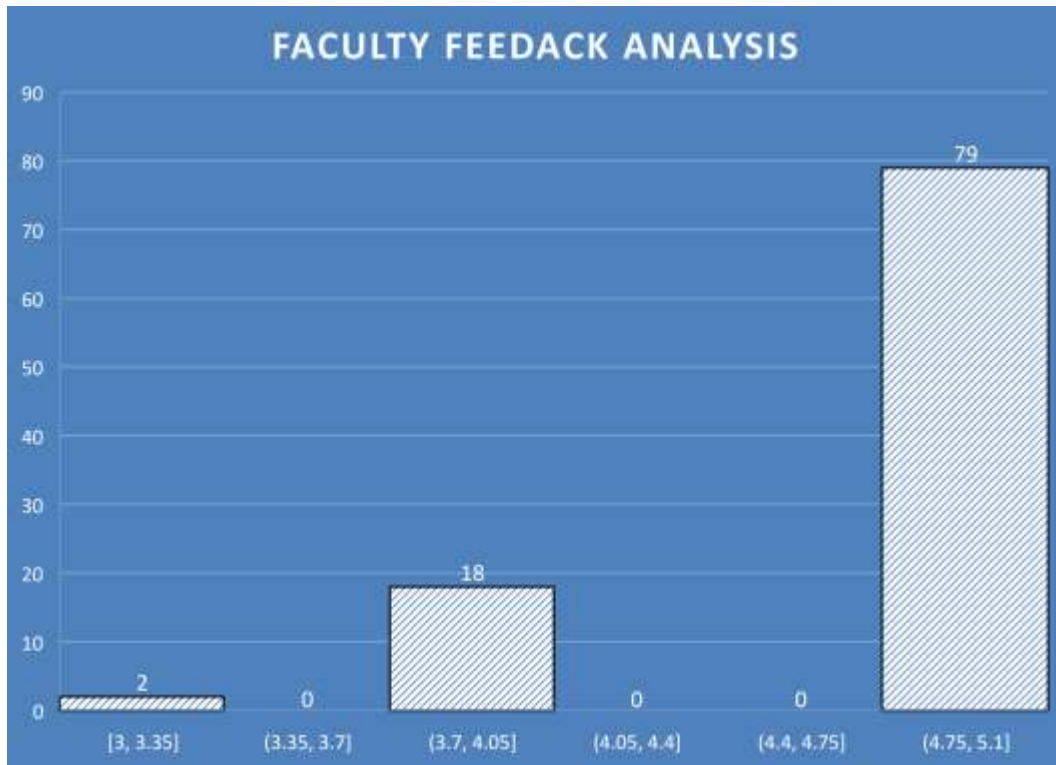
Overall  
feedback.xlsx

name	Area	q 1	q 2	q 3	q 4	q 5	q 6	q 7	q 8
test	test	5	5	5	5	5	5	5	5
Praveen Gujjar	BA	5	5	5	5	5	5	5	5
Praveen	BA	5	5	5	5	5	5	5	5
Dr.Irum Khan	General Management	4	4	4	4	4	4	4	5
Thilak reddy	Decision science	4	4	3	4	4	3	3	4
BRR	Finance	5	5	5	5	5	5	5	5
Naveen	BA	5	5	5	5	5	5	5	5
Vishal Soodan	Marketing	5	5	5	4	5	5	5	5
Vishal Soodan	Marketing	5	5	5	4	5	5	5	5
Trupti Dandekar Humnekar	Marketing	4	4	3	4	4	4	4	4
Dr.MahalakshmiS	Marketing	5	5	4	4	4	5	5	5
Dr.MahalakshmiS	Marketing	5	5	4	4	4	5	5	5
Anantha Subramanya Iyer K N	Marketing	5	5	5	5	5	5	5	5
Dr. Raja Sankaran	Marketing	5	5	4	4	5	5	5	5
Syed Kazim	General Management	5	4	3	5	5	5	5	5
Dr. Balaji Gopalan	Production, Operations and Logistics	5	5	5	5	5	5	5	5
Dr. Shalini	General Management	5	5	4	4	5	5	5	5
V Navaneethakumar	Decision science	5	5	4	4	1	4	4	5
Dr Lakshmi	Business Analytilcs	5	5	4	5	1	3	5	5
preethi a	ENVC	4	4	3	4	4	3	4	4
Dr Shalini R	Finance	5	5	4	5	5	5	5	5
Dr Divyesh Kumar	Finance	5	5	4	4	5	4	5	5
Sanjiv Mathur	Marketing	5	5	4	4	5	4	5	5
CHAYA	Finance	5	5	5	5	5	5	5	5
Dr. Hemanth Kumar S	General Management	4	5	4	4	5	4	5	5
Sangeeta Devanathan	Marketing	5	5	4	4	4	5	4	5
Dr. Anurag Jain	Marketing	5	4	3	4	5	3	4	3
Dr. Sarangapani Nivarthi	General Management	3	4	2	4	5	4	5	3
Monoo John	OB & HR	5	5	4	4	4	5	5	5

Dr Shashank M Hiremath	Finance	5	5	5	5	5	5	5	5
Abhinav Tiwary	DS	4	5	3	4	4	5	3	4
Dr Hemanth Kumar S	Marketing	5	5	3	3	4	3	4	4
Dr Urmila	OB &HRM	4	4	4	4	4	5	4	4
Dr Hemanth Kumar S	Marketing	5	5	3	3	4	3	4	4
Rahul Gupta	Marketing	3	4	3	1	1	2	2	3
Suparna Ghosal	Marketing	5	5	4	4	4	5	5	5
KULDEEP SINGH	Finance	5	5	4	4	5	4	5	5
M.GOVINDARAJ	MARKETING	5	5	5	5	5	5	5	5
Nehra Neelamma	General Management	5	5	5	4	5	5	5	5
sharat Kumar	Marketing	4	5	5	3	4	4	5	5
Vedantam Seetha Ram	Finance	5	5	4	5	4	5	4	5
Dr Shakeela Banu C	GM	4	4	4	4	5	4	5	4
Krishna B Koppa	Marketing	5	4	4	4	4	5	4	5
SUDHARSANA REDDY PUJARI	FINANCE	5	5	5	5	5	5	5	5
Dr.Satish Kumar R	Marketing	5	5	5	5	5	5	5	5
Dr.G.S.Vijaya	Decision Science	5	5	5	5	5	5	5	5
BRR	Finance	5	5	5	5	5	5	5	5
Anshika Jain	Finance	4	4	4	3	4	5	4	4
Nepoleon	Marketing	5	5	5	5	5	5	5	5
NEENA PC	OB & HR	5	5	4	4	5	3	4	5
NEENA PC	OB & HR	5	5	4	4	5	3	4	5
NEENA PC	OB & HR	5	5	4	4	5	3	4	5
Prithviraj	Learning Resource Center	5	5	5	5	5	5	5	5
SUDHARSANA REDDY PUJARI	FINANCE	5	5	5	5	5	5	5	5
Vinoth Kumar V	Decision Science	5	5	5	5	5	5	5	5
Dr V Y John	Finance	5	5	5	5	5	5	5	5
GOPALAKRISHNAN C	Finance	5	5	4	5	5	5	5	5
Syed Shahid Raza	Business Analytics	5	5	4	4	5	5	5	5
Dhilipan C	Finance	5	5	5	5	5	5	5	5
Dhilipan C	Finance	5	5	5	5	5	5	5	5
Dr. KS Srinivasa Rao	DECISION SCIENCE	5	5	4	4	4	4	4	4
kambam vedantan	OB & HRM	5	5	4	4	5	5	5	5
Dr. Salma Begum	General Management	5	5	5	5	5	5	5	5
Kiran Kumar M	Finance	5	5	5	5	5	5	5	5
Premalatha K P	Finance	5	5	4	4	5	5	5	5
Madhavi R	Finance	5	5	5	4	5	5	5	5
Dr Anitha Nallasivam	Marketing	4	4	4	4	4	4	4	4



Dr Sanjana Samaddar	Marketing	5	5	4	5	5	5	5	5
Dr Sanjana Samaddar	Marketing	5	5	4	5	5	5	5	5
Manita Shah	Finance	5	5	5	5	5	5	5	5
Dr.Amudha Sivanandam	Finance	5	5	5	5	5	5	5	5
Vinoth S	Finance	4	5	4	4	5	5	4	4
Dr Smita Manohar Gaikwad	Marketing	5	5	4	4	5	5	5	5
Rashmi Akshay Yadav	FINANCE	5	5	5	5	5	5	5	5
Dr.Geeti Sharma	Finance	5	5	5	5	5	5	5	5
Dr VINAYAK ANIL BHAT	OBHRM	4	5	4	4	4	5	4	5
Dr. Uma C Swadimath	General Management	5	5	5	3	5	4	5	5
Dr.Umesh Chandra	Marketing	5	5	4	5	5	5	5	5
Dr. YAVANA RANI	Decision Science	5	5	5	5	5	5	5	5
YOGANANTHAN S	Decision Sciences	5	5	5	5	5	5	5	5
Dr.Umesh Chandra	Marketing	5	5	4	5	5	5	5	5
Dr. Lubna Ambreen	ENVC	5	5	5	5	5	5	5	5
Dr.M.Nalini	OB & HR	5	5	5	5	5	5	5	5
Dr. Sumbul Samreen	General Management	4	5	2	4	1	4	4	4
Dr. M.K.LODI	GM	5	5	4	5	5	4	5	5
Gayathri.R	OB & HRM	5	4	3	3	5	3	3	4
Minerva Das	GM	4	4	5	4	3	3	4	4
Minerva Das	GM	4	4	5	4	3	3	4	4
Dr Kalavathy K S	Marketing	5	5	5	5	5	5	5	5
Satyajeet Nanda	OB HRM	4	4	5	3	4	5	5	5
Jyothi M	Finance	5	5	4	5	5	5	5	5
Nehra Neelamma	General Management	5	5	4	5	5	5	5	4
Dr. Sireesha Nanduri	Finance	4	4	4	4	4	4	4	4
Dr.Mansi Kukreja	Finance	5	5	5	4	4	5	5	5
SHAJI THOMAS	FINANCE	5	4	5	4	5	4	4	4
uma warrier	OB & HR	5	4	3	5	4	3	5	4
Gayathri.R	OB & HRM	5	4	3	3	5	3	3	4
Dr. Shrinivas R. Patil	Finance	5	5	5	5	5	5	5	5
JAYKUMAR PADMANABHAN	DS	5	5	4	5	5	5	4	5
PK Thomas	ENVC	5	5	4	4	4	5	5	5



**12. Proposals for the Event/Programme:**

To,

The Programme Coordinator for kind approval,

**Sub:** Punashchetana 2023

The purpose of the guest lecture is to provide specific inputs and exposure from a practitioner’s perspective on select concepts Different Areas. The lecture has been planned for two hours. The planned program duration will be during 12/07/2023 to 24/07/2023.

Respected Programme Coordinator your kind approval is requested for the conduct of the same.

The Dean has recommended this proposal.

Kind Regards,

Faculty Coordinator

Dean

Signature

Approval Authority

Signature

**13. Minutes of Meetings:**

<b>Meeting Title</b>	Punaschetana 2023	
<b>Date of Meeting</b>	15/06/2023	
<b>Meeting Venue</b>	Board Room 2	
<b>Meeting Agenda</b>	Planning for Punashchetana 2023	
<b>In Attendance</b>	<b>Name</b>	<b>Title/Department/Organization</b>
1	Dr. Harold Andrew Patrick	Dean, Academics
2	Dr. L Sudershan Reddy	Program Coordinator, Decision Science

3	Dr. Chaya Bagrecha	Area Head, Finance
4	Dr. Kumar Mukul	Area Head, ENVC
5	Mr. Harsha S	Manager
<b>Key Meeting Outcomes</b>		
	<ul style="list-style-type: none"> <li>Final program flow along with dates &amp; number of days</li> <li>Number of Sessions to be held.</li> </ul>	
<b>Action Plans, if any (along with the First Person Responsible)</b>		
	<ul style="list-style-type: none"> <li>Dr. L Sudershan Reddy, Dr. Chaya Bagrecha and Dr. Kumar Mukul - faculty coordinator agreed to do the needful.</li> </ul>	

<b>Meeting Title</b>	Punashchetana 2023	
<b>Date of Meeting</b>	23/06/2023	
<b>Meeting Venue</b>	LH:201	
<b>Meeting Agenda</b>	Sessions to be held in FRP	
<b>In Attendance</b>	<b>Name</b>	<b>Title/Department/Organization</b>
1	Dr. L Sudershan Reddy	Program Coordinator, Decision Science
2	Dr. Chaya Bagrecha	Area Head, Finance
3	Dr. Kumar Mukul	Area Head, ENVC
<b>Key Meeting Outcomes</b>		
	<ul style="list-style-type: none"> <li>Final session timings, session titles &amp; session coordinators.</li> </ul>	
<b>Action Plans, if any (along with the First Person Responsible)</b>		
	<ul style="list-style-type: none"> <li>Dr. L Sudershan Reddy, Dr. Chaya Bagrecha and Dr. Kumar Mukul - faculty coordinator agreed to do the needful.</li> </ul>	

<b>Meeting Title</b>	Punashchetana 2023	
<b>Date of Meeting</b>	05/07/2023	
<b>Meeting Venue</b>	LH:210	
<b>Meeting Agenda</b>	Discussion with Session Coordinators	
<b>In Attendance</b>	<b>Name</b>	<b>Title/Department/Organization</b>
1	Dr. Anitha Nallasivam	Professor, Marketing
2	Dr. Batani R Rao	Professor, Finance
3	Dr. Chaya Bagrecha	Area Head, Finance
4	Mr. Krishna Koppa	Associate Professor, Marketing
5	Dr. Kumar Mukul	Area Head, ENVC
6	Dr. L Sudershan Reddy	Program Coordinator, Decision Science
7	Dr. Monoo John	Area Head, OB & HRM

8	Naveen Kumar V	Assistant Professor, Business Analytics
9	Dr. Pallavi Vyas	Assistant Professor, OB & HRM
10	Dr. Praveen Gujjar	Area Head, Business Analytics
11	Dr. Salma Begum	Assistant Professor, General Management
12	Dr. Sangeeta Devanathan	Area Head, Marketing
13	Dr. Satish Kumar R	Adjunct Faculty, Marketing
14	Dr. Shalini R	Associate Professor, Finance
15	Dr. Shalini Rao	Assistant Professor, General Management
16	Ms. Suparna Ghosal	Adjunct Faculty, Marketing
17	Dr. Urmila Itam	Assistant Professor, OB & HRM
<b>Key Meeting Outcomes</b>		
	<ul style="list-style-type: none"> <li>Finalised session coordinators &amp; resource person for each session to be held during FRP.</li> </ul>	
<b>Action Plans, if any (along with the First Person Responsible)</b>		
	<ul style="list-style-type: none"> <li>Dr. L Sudershan Reddy, Dr. Chaya Bagrecha and Dr. Kumar Mukul - faculty coordinator agreed to do the needful.</li> </ul>	

**14. Budget: -**

To,

The Directors/ Dean for kind approval

**Sub:** Budget for “Punashchetana 2023: Faculty Refresher Program”

The Punashchetana 2023: Faculty Refresher Program from 12<sup>th</sup> July 2023 to 24<sup>th</sup> July 2023, in CMS Business School, Faculty of Management Studies, JAIN (Deemed-to-be University), Bengaluru

The following are the requirements for the same:

Sl. No.	Details	Amount (₹)
1	Honorarium to Resource Persons	1,45,000
2	Team Building, Stay and Food	6,84,000

3	Travel Expenses	1,20,000
4	Momento and Bouquet	7,000
5	Kit for Faculties	24,750
6	Certificates	16,500
7	Refreshments	24,800
	<b>TOTAL</b>	<b>10,22,050</b>

Total in Words: Rupees Ten Lakh Twenty-Two Thousand and Fifty Only.

Director/Dean, kind approval is requested for conducting the 'Punashchetana 2023: Faculty Refresher Program', and incurring the expenses Rupees Ten Lakh Twenty-Two Thousand and Fifty Only towards the same.

The Dean has recommended this proposal.

Kind Regards,

Faculty Coordinator  
Approval Authority  
Signature

Dean  
Approval Authority  
Signature

Director  
Approval Authority  
Signature

### 15. Trailing Emails/communications:

  
Jain University -  
Center For Manager

  
Jain University -  
Center For Manager

8/24/23, 11:26 AM

Jain University - Center For Management Studies Mail - Fwd: Punaschethana 2023-Faculty Refresher Program



Jyothi M <jyothi\_m@cms.ac.in>

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**Fwd: Punaschethana 2023-Faculty Refresher Program**

1 message

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Rajani Rajani <rajani@cms.ac.in>  
To: Jyothi M <jyothi\_m@cms.ac.in>

Wed, Aug 23, 2023 at 10:56 AM

Rajani | Senior Admin Executive | CMS Business School | JAIN (Deemed-to-be University)  
Ph: 94800 91088

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

From: CMS Business School <bschool@cms.ac.in>  
Date: Wed, Aug 23, 2023 at 10:55 AM  
Subject: Fwd: Punaschethana 2023-Faculty Refresher Program  
To: Rajani Rajani <rajani@cms.ac.in>

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

From: CMS BUSINESS SCHOOL <bschool@cms.ac.in>  
Date: Fri, Jun 23, 2023 at 4:07 PM  
Subject: Punaschethana 2023-Faculty Refresher Program  
To: <sarang\_satish@pwc.com>  
Cc: <dr.umilaitam@cms.ac.in>

Dear Mr. Sarang Satish

Greetings from JAIN (Deemed-to-be University), CMS Business School.

We are pleased to inform you that JAIN (Deemed-to-be University), CMS Business School is organizing a two-week **Punashchethana 2023 - Faculty Refresher Program**, from 12<sup>th</sup> – 24<sup>th</sup> July 2023. On behalf of the Business School, it is our privilege to invite you as a **Resource Person** for the program.

Please find below a brief on the theme of the Refresher Program.

**Punaschethana 2023 – Faculty Refresher Program**

*"Elevate yourself through the power of your mind, and not degrade yourself, for the mind can be the friend and also the enemy of the self." (Bhagawad Gita 6:5)*

**Punaschethana** is a Sanskrit word meaning 'to revitalise', 'to refresh', 'to re-energise'

8/24/23, 11:23 AM

Jain University - Center For Management Studies Mail - Fwd: Punashchetana 2023 - Thank you letter



Jyothi M <jyothi\_m@cms.ac.in>

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## Fwd: Punashchetana 2023 - Thank you letter

1 message

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Rajani Rajani <rajani@cms.ac.in>  
To: Jyothi M <jyothi\_m@cms.ac.in>

Wed, Aug 23, 2023 at 10:56 AM

Rajani | Senior Admin Executive | CMS Business School | JAIN (Deemed-to-be University)  
Ph: 94800 91088

----- Forwarded message -----  
From: CMS Business School <bschool@cms.ac.in>  
Date: Wed, Aug 23, 2023 at 10:56 AM  
Subject: Fwd: Punashchetana 2023 - Thank you letter  
To: Rajani Rajani <rajani@cms.ac.in>

----- Forwarded message -----  
From: NIJAGUNA GURUMURTHY <nijaguna@acharya.ac.in>  
Date: Fri, Jul 28, 2023 at 4:08 PM  
Subject: Re: Punashchetana 2023 - Thank you letter  
To: CMS Business School <bschool@cms.ac.in>

Dear Sir  
I received the thanking letter, I am truly inspired from the interaction we had as part of the Punashchetana Programme. I thank you and Jain profusely for an opportunity extended to me and looking forward to being present in such future endeavours.

Best Regards  
Dr. Nijaguna G  
Professor-MBA  
Acharya IT

On Thu, Jul 27, 2023 at 10:15 AM CMS Business School <bschool@cms.ac.in> wrote:  
Dear Dr. Nijaguna G,

Greetings from JAIN (Deemed-to-be University), CMS Business School!

Thank you for your presence as the Resource Person during Punashchetana 2023 - the two-week Faculty Refresher Program held from 12th to 24th July 2023.

As a gesture of our gratitude, please find attached a thankyou letter and a couple of photographs of the session.

Looking forward to your continued association with JAIN (Deemed-to-be University) and CMS Business School.

Warm regards,

Dr. Dinesh N  
Director  
JAIN (Deemed-to-be University)  
CMS Business School

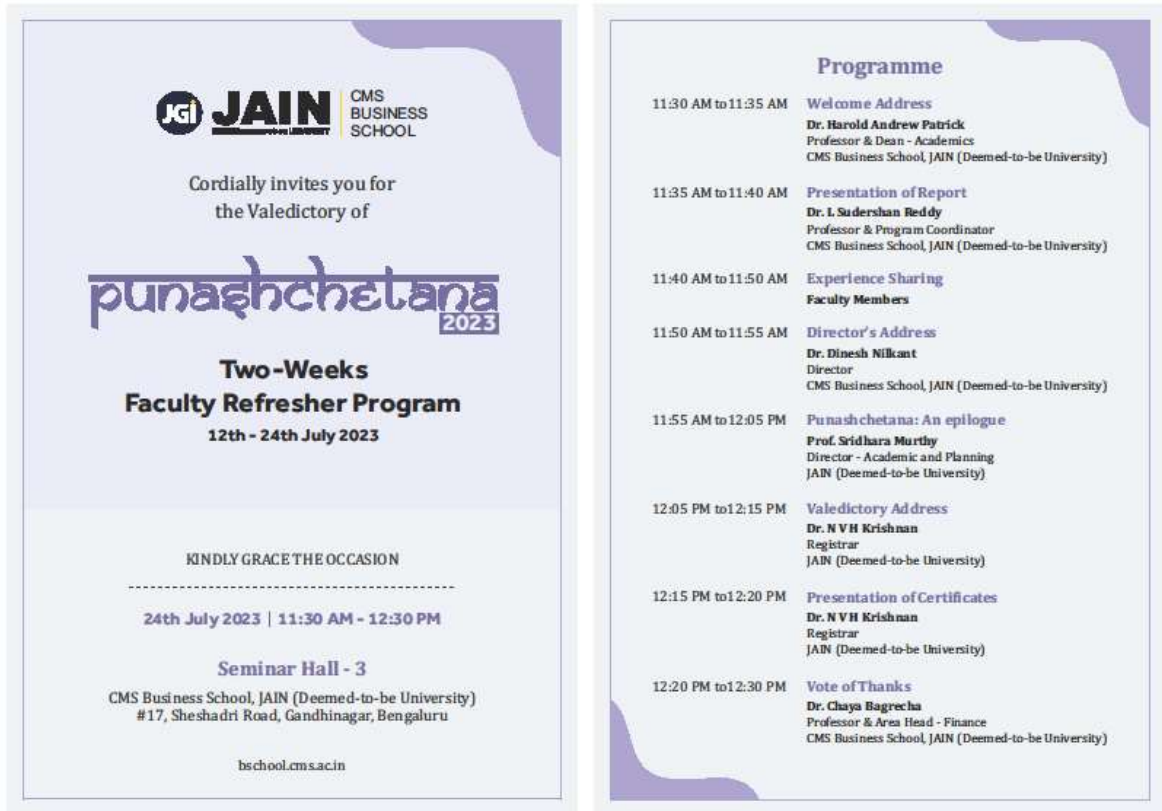
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To know more on us, Please click on any of the following links;

<https://mail.google.com/mail/u/0/?ik=f104176a70&view-pt&search=all&permthid=thread-f:1774996333949651625&siml=msg-f:1774996333949651625> 1/2



**16. Brochure/Poster:**



**17. Pictures for the Event:**

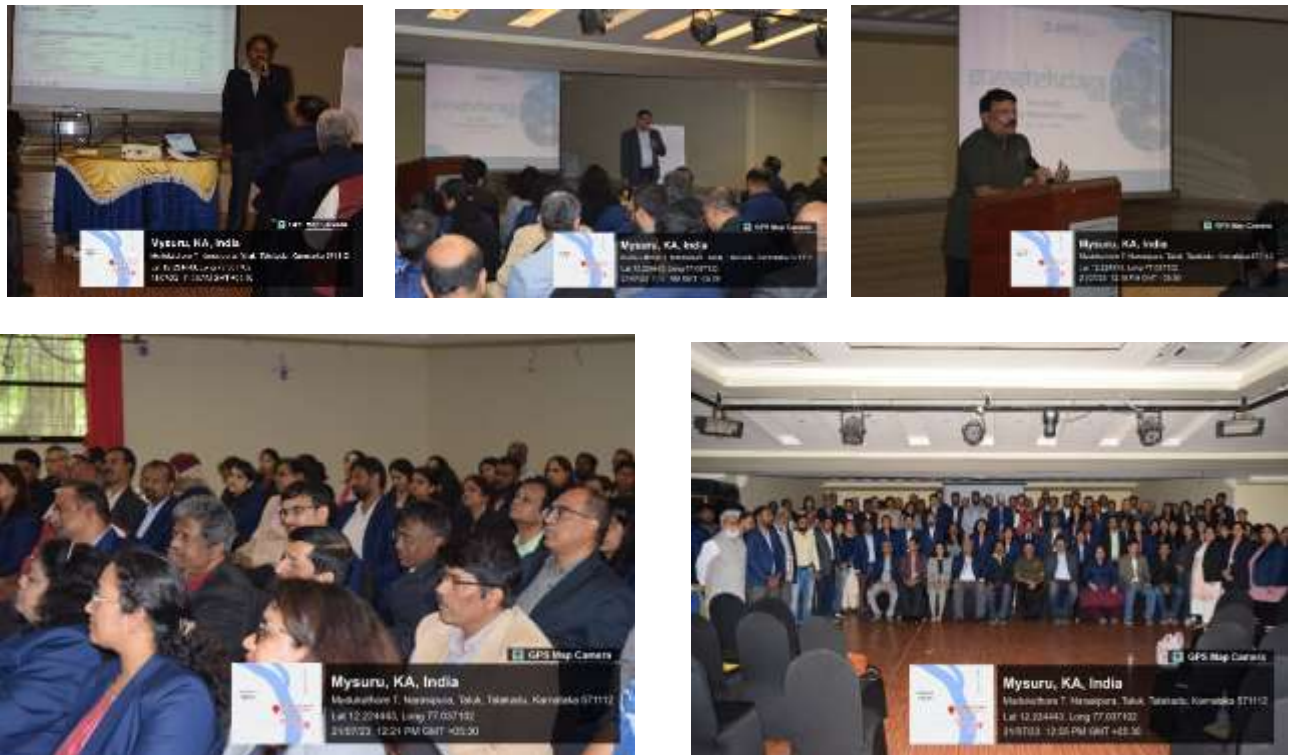


**Fig 1: Inauguration of Punashchetana 2023 Event: Punashchetana 2023-Faculty Refresher Program; Date: 12/07/2023; Venue: Seminar Hall-3, CMS Business School, Sheshadri Road, Gandhi Nagar, Bengaluru – 560009.**





**Fig 2: Session Photos of Punashchetana 2023 Event: Punashchetana 2023-Faculty Refresher Program; Date: 12/07/2023 – 20/07/2023; Venue: CMS Business School, Sheshadri Road, Gandhi Nagar, Bengaluru – 560009.**

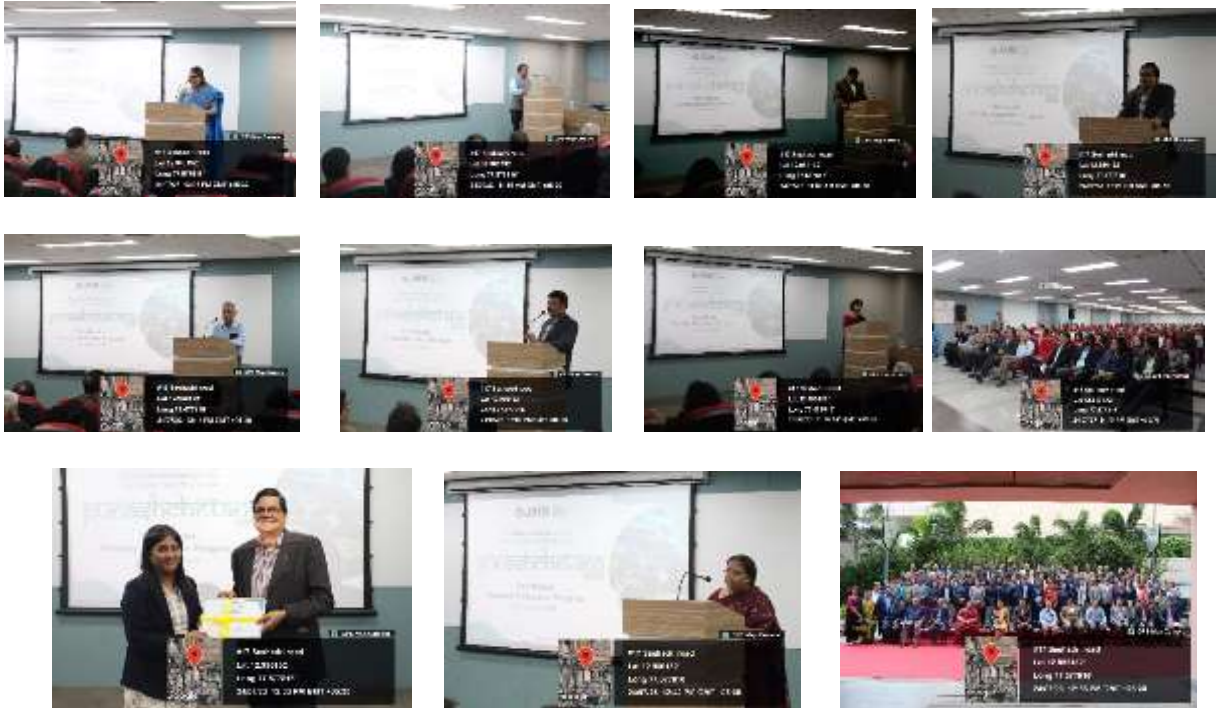


**Fig 3: - Business School Strategic Plan & Targets, Event: Punashchetana 2023-Faculty Refresher Program; Date: 21/07/2023; Venue: Jaladhama - Talakadu Jaladhama BackWater Holiday Resort, Mudukuthore, Talakadu, T. Narasipura Taluk, Mysore District – 571.**





**Fig 4: - Area Presentation on Contribution Index & Targets, Event: Punashchetana 2023-Faculty Refresher Program; Date: 22/07/2023; Venue: Jaladhama - Talakadu Jaladhama BackWater Holiday Resort, Mudukuthore, Talakadu, T. Narasipura Taluk, Mysore District – 571.**



**Fig 5: - Valedictory of Punashchetana 2023, Event: Punashchetana 2023-Faculty Refresher Program; Date: 24/07/2023; Venue: Venue:CMS Business School, Sheshadri Road, Gandhi Nagar, Bengaluru – 560009.**

**18. Name of Chief Guest/Designation/Email ID and Contact Number:**



Refresher Program  
2023 - Resource Per: