



# Centre for Organization Development

## Newsletter

No.118

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JANUARY 2010

**W**e wish all the friends of the Centre and the readers of this Newsletter a very healthy, joyful and prosperous New Year.

On 1<sup>st</sup> January, 2010, the Centre celebrated its 30<sup>th</sup> birthday. Completion of 30 years represents a major milestone in the life of an institution. Although the journey has not always been smooth, we are happy that during this period, the institution has acquired, retained, nurtured a number of large and appreciative organizations as clients. We have also had the benefit of guidance and support of a distinguished Board of Governors. During these 30 years, the Centre designed and conducted 512 executive development programmes which were attended by close to 12,000 executives. We also completed 32 research studies and provided consulting support to more than 40 client organizations. In fact, it is a matter of pride that the Campus and all the facilities were developed without seeking assistance from the Government. COD has maintained its character of being a small, specialized and client oriented institution. While the experience of the past 30 years gives us confidence. We are aware that the future will hold more challenges.

This Newsletter shares some of the highlights of the last quarter at the Centre and also provides glimpses of the coming months.

### **Board Meeting**

The Sixty-second meeting of the Board of Governors was held at the campus, on Saturday, the 10<sup>th</sup> October, 2009. In the absence of the Chairman, Capt. S. Prabhala presided. Other members present were Mr. J.A. Chowdhary, Mr. Ramesh Gelli, Mr. V.V.R.Sastry and Dr. C.V. Madhavi.

### **Board Membership**

We Welcome Mr. A.K. Datt, Chairman and Managing Director, BEL and Mr. Abhay Shankar, Managing Director, Hyderabad Industries Limited, Hyderabad, who have accepted our invitation to join the Board of Governors. Their advice, guidance and support will be valuable in carrying forward the process of Institution Building.

The Board approved the revised pay scales for the staff of the Centre, to be implemented with effect from 1st November, 2009.



Mr. A.K. Datt



Mr. Abhay Shankar

### Faculty Pay Scales

Scale Title	New Pay Scale
Senior Professor	50000 - 75000
Professor	48000 - 70000
Associate Professor	43000 - 68000
Assistant Professor	30000 - 42000
Research Associate (Lecturer)	16000 - 32000

### Executive Education Programmes

During the quarter, we conducted two inter organizational programmes and four organization based programmes.

### Inter Organizational Programmes

A one day workshop on **Emotional Intelligence Leadership Master - Class** was jointly conducted by COD, Potentia and RocheMartin at the Centre on November 9, 2009. Mr. Martin Newman was the Key Facilitator from Australia.

The third programme on **Leadership for Organizational Transformation** was conducted at the Campus from November 25-27, 2009. Prof. Sundar Rao and Dr. C.V. Rao were the resource persons. Mr. Pavan Atukuri, Sr. Programme Manager, Wipro was the guest speaker. Dr. C.V. Madhavi was the Programme Director.

### Organization based Programmes

#### Power Grid Corporation of India

A three day workshop on **Mentoring and Counselling** for a group of 18 managers of Power Grid Corporation of India was held at the campus from October 8-10, 2009. Mr. S.K. Datta, ED (SR) and Ms. R. Subbalakshmy, Dy. General Manager



Programme on **Management Development** for NMDC, November 30 - December 5, 2009

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(HR) were the resource persons from the company. Mr. S.P. Kamath was the Programme Director.

### **Hospet Steels Limited**

Two programmes on **SWOT analysis**, each attended by a group of 20 managers were held for Hospet Steels Limited at Hospet from November 2 -5, 2009. Dr. C.V. Madhavi conducted these programmes, assisted by Mr. Harish Srivatsava.

### **NMDC**

A six day programme on **Management Development** for 19 managers of NMDC was held at the Campus from November 30 to December 5, 2009. Mr. S. Venkatesan, Director Production and Mr. K. Harinarayana, Joint General Manager (Per/HRD) were the resource persons from the company. Dr. C.V. Madhavi was the Programme Director.

### **Satyam Venture Engineering Services**

A two day programme on **Team Building** for a group of 22 executives of Satyam Venture Engineering

Services was held at the Centre on 23 & 29 of December, 2009. Ms. Uma Maheshwari and Mr. Amarnath Rao were the Programme Directors.

### **Conference Presentations**

1. Mr. V. Harish Srivatsava presented the following two papers at the **National Conference on 'Managing in an Uncertain Era - Embracing Change in a Service Economy'** held at the School of Management Studies, University of Hyderabad on 5-7 November, 2009.
  - a. Corporate Governance and Investor Protection in India: An overview of regulatory perspective and decade long pathways.
  - b. A Joint paper on An Approach to Urban Development Projects Through Efficient Public-Private Partnerships
2. Ms. Sarwath Khizrana's paper-"Innovation - A Strategic Option for Survival", was presented at the **7th AIMS International Conference held at IIM, Bangalore** from December 20 to 23, 2009.



*Workshop on Mentoring and Counselling, October 8-10, 2009*

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## Research : School Leadership Development

A survey of the learning and development needs of the school principals has been initiated in the last week of November, 2009 and is expected to be completed by the first week of January, 2010. The collation and analysis of the data is planned to be completed by the third week of January. Ms. Lalitha is the project coordinator.

## Staff

1. Mr. C. Madan Mohan joined the Centre as Project Associate on October 23, 2009. He has a Bachelors degree in Mechanical Engineering from Kakatiya University and a masters degree in Human Resource Management from Andhra University.
2. Ms. B. Pushpa Raga Veni joined the Centre as Research Fellow on October 24, 2009. She is a Post-Graduate in Psychology from Andhra University.
3. Ms. Meenakshi Jain joined the Centre as Research Fellow on November 2, 2009. She is a Post-Graduate in Management from University of Bangalore.
4. Ms. Zakia Begum has joined the Centre as House-keeping Supervisor on 2nd December, 2009

## Inter-Institutional Collaboration

1. Mr. V. Harish Srivatsava was in the panel for a Technical session on 'Models and Case Studies in Public Governance', at the **National Conference on Governance and Development-Challenges Ahead**, held at Vignana Jyothi Institute of Management, Hyderabad on 9-10, October 2009.
2. Dr. Madhavi and Ms. Meenakshi Jain are involved with TiE Hyderabad, in their initiative called **TiE Buddies** - the first of its kind program to kindle entrepreneurial orientation among the young children between the age groups of 13 to 18 years. COD facilitates the design and delivery of the programs with PV Narasimha Rao, who is a TiE member and associate faculty at the Centre. The first program was held on November 21, 2009.
3. Ms. Sarwath Khizrana was invited by **Vignana Jyothi Institute of Management** to take sessions on **Organizational Behaviour** for their post graduate students from November 27 to December 14, 2009.
4. Ms. Sarwath Khizrana was invited for a lecture on **Human Processes Interventions** at the **Vanitha Mahavidyalaya**, Hyderabad on the 23rd October, 2009. She also delivered a lecture on the same



*Mr. S.K. Datta*



*Mrs. R. Subbalakshmy*



*Mr. S. Venkatesan*



*Mr. K. Harinarayana*

theme at the Matrusri post graduate college on the 29th October, 2009.

5. Mr. C. Madan Mohan delivered a lecture on **Employee Engagement** at the Hyderabad Chapter of **National HRD Network**, on 10th December, 2009.
6. Dr Madhavi was invited as an examiner for MBA viva at the **JNTU School of Business Management** on 22nd December 2009.

### Utilization of Infrastructural Facilities

The following 06 organizations conducted their in-house programs on our Campus covering 38 days in the last quarter.

- 1) AMDISA;
- 2) Aurobindo Pharma;
- 3) BASIX;
- 4) Kinduz Business Consulting Ltd;
- 5) ODC;
- 6) PMIPCC.

### IMCI Breakfast

The third meeting was held on 29th October 2009 with a session on "Management Consulting - How the Pursuit of Excellence can Help" by Mr. Harimohan Paruvu.

### NHRD

The following three events were held in our Campus:

01. October 2, Facilitation of Mr. K. Satyanarayana, Executive Director, NHRD



*Our esteemed BL Sir and us*

02. NHRD - Hyderabad two day workshop on **Systematic Coaching** held at our campus on December 4-5, 2009

03. NHRD - Hyderabad Executive Committee Meeting held on 18th December, 2009.

### TiE on Campus

A seminar on **Cyber Security - Issues, Concerns and Opportunities** was held at the campus on 12, October 2009. The panellists were Mr. Ravi Varanasi, Vice President of Sipera Systems, Mr. Dinesh Pillai, Head-Operations Mahindra SSG, Dr. Zaki Qureshey, Founder, e2-labs, Mr. Ram Swaroop, President and Co-Founder of Cyber Security Work.

### Centre completes 30 :

The advent of the New Year and Centre's 30th birthday is a happy mode; all the spirits are jubilant and high. Lots of memories old and new are renewed at this time of the year. Friends, Family and Acquaintance are all like wisely bounded to join hands and welcome the new beginning.

Here we are all in the best of self, together, the COD family. We are having fun rejoicing the past and making promises to the future. The power of one collectively makes the group of COD. We are the FUTURE.



*Staff present flowers to the Director Dr. C.V. Madhavi*

## **Forthcoming Programmes - January - March 2010**

The following four inter-organizational programmes are planned for the next quarter January-March 2010:

1. **Team Building** program by Mr. Amarnath Rao and Ms. Meenakshi Jain in collaboration with HMA - January 23, 2010.
2. **Corporate Social Responsibility** by Mr. Harish Srivatsava - January 29-30, 2010.
3. **Team Building** program by Mr. Amarnath Rao and Ms. Puspa Raga Veni - February 20, 2010.
4. **Corporate Social Responsibility** by Mr. Harish Srivatsava - February 26-27, 2010.
5. **Team Excellence** by Mr. Hari Mohan - March 10 - 11, 2010.

## **V Krishnamurthy Award for Excellence 2010**

The Centre established V Krishnamurthy Award for Excellence in the year 2000 to honour individuals who have set high standards of achievement in pursuit of excellence in their respective organizations. The following criterion for eligibility will govern the selection process:

1. The individual has achieved high standards of excellence in building organization.
2. The individual has a track-record of achieving superior organizational performance.
3. The individual has made important contribution to the community, in general.
4. The individual is recognized as leader with vision and dynamism.
5. The individual has demonstrated support for innovation, enterprise and development of future leadership.

The following distinguished personalities were the recipients of the award in the past.

1. Mr. T.P.G. Nambiar, Chairman BPL Group (2000).
2. Mr. N. Vittal, Chief Vigilance Commissioner (2001).
3. Dr. K. Kasturirangan, Chairman ISRO (2002).
4. Smt. Ela R Bhatt, SEWA (2003).
5. Mr. Subir Raha, Chairman ONGC (2004).
6. Dr. Y.K. Hamied, Chairman CIPLA (2005).
7. Mr. Baba N Kalyani, CMD, Bharat Forge Limited (2006).
8. Mr. Uday S Kotak, Executive Vice Chairman, Kotak Mahindra Bank (2007).
9. Mr. Anil M Naik, Chairman and MD, L&T Limited (2008).
10. Dr. S.S. Badrinath, Founder and Chairman Emeritus, Sankara Netralaya (2009).

As per the convention, the recipient of the award chairs the award committee to select his successor. Therefore, the award committee for selecting the recipient for V Krishnamurthy Award for Excellence - 2010 will be chaired by Dr. S.S. Badrinath. Other members of the award committee include, Capt. S. Prabhala, Ms. Rathi Vinay Jha, Mr. Abhay Shankar, Mr. Habil F Khorakiwala. Dr. C.V. Madhavi will coordinate the award committee work.

The award committee will meet in 3rd week of February.

Members, friends, and readers of the Newsletter are invited to suggest suitable names for consideration by the award committee by 10<sup>th</sup> February, 2010.

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# VISITORS

*During the quarter, the following distinguished persons visited us :*

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01. **Mr. J.A. Chowdhary**  
Former Managing Director  
NVIDIA Graphics Pvt. Ltd  
Hyderabad
02. **Mr. S.K. Datta**  
Executive Director  
(Southern Region)  
PowerGrid Corporation Limited  
Secunderabad
03. **Mr. K. Harinarayana**  
Joint General Manager (Per/HRD)  
NMDC  
Hyderabad
04. **Mr. Harish Raichandani**  
Potential Growth Services Pvt. Ltd  
Hyderabad
05. **Mr. S.P. Kamath**  
P3 HR Solutions  
New Delhi
06. **Dr. Marion Keil**  
Executive Partner  
Symetz - The Management Consultant  
Germany
07. **Dr. Martin Newman**  
Managing Director  
RocheMartin  
Australia
08. **Mr. S.V. Nathan**  
VP (HR)  
Deloitte  
Hyderabad
09. **Mr. Pavan Atukuri**  
Sr. Program Manager  
Wipro  
Hyderabad
10. **Mr. Pavan Kota**  
Chief Executive Officer  
KINDUZ Business Consulting  
Hyderabad 500007
11. **Capt. S. Prabhala**  
Former Director, BPL  
Bangalore
12. **Mr. Ramesh Gelli**  
Former Chairman  
Global Trust Bank  
Hyderabad
13. **Dr. C.V. Rao**  
Founder & Chairman  
Kapila Maharshi Research for Resources  
Hyderabad
14. **Mr. V.V.R. Sastry**  
Former CMD, BEL  
Bangalore
15. **Mr. K. Satyanarayana**  
Executive Director  
NHRD  
Hyderabad
16. **Lt. Gen. IJ Singh**  
Commandant  
MCEME  
Secunderabad
17. **Ms. R. Subbalakshmy**  
Dy. General Manager HR  
Power Grid Corporation of India  
Hyderabad
18. **Mr. S. Venkatesan**  
Director (Production)  
NMDC  
Hyderabad
19. **Mr. Vijay Mahajan**  
Chairman  
Basix  
Hyderabad



**COD**

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Phones : (040) 23118889, 23118903, 23114173, 23117405; Fax : (040) 23117703; Web Site : [www.codhyd.org](http://www.codhyd.org)  
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