

# Dr. B. JAGADISH



**BA-Journalism, MSW, MAMCJ, UGC-NET, PGDHRM, PGDMCJ, Ph.D.**

**Deputy Manager - Human Resources**

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## 1. Summary:

- Work experience of more than 13 years (11 years in Training and HR domain + 2 years in mass media).
- Trained more than 12,000 persons between the age group of 18 to 58 years across different levels.
- Cross functional expertise in Training, HRM, Employee Engagement, Mass Communication & Journalism.
- Believes in continuous learning, kaizen-mind, adaptable to change and a team player.
- **Key Skills:** Effective public speaking skills, trainer-motivator-facilitator and good interpersonal skills.

## 2. Professional Work Experience:

SN.	Organization	Designation	Duration		Key Focus Areas
			From	To	
1	Toyota Kirloskar Motor	Deputy Manager	June-2006	Till Date	- Training (L & D) - Communication - Employee Engagement
2	Synergy to Solutions	Development Consultant	July-2005	May-2006	- Training - Publications - Action Research
3	RUDSET Institute	Faculty	Aug-2002	June-2005	- Training - Publications
4	Mysooru Digantha	Reporter	June-1999	July-2001	- Reporting - Sub-editing

## 3. Education Background:

Degree	College	Duration		Grade	Key Subjects Studied
		From	To		
Ph.D.	Dept. of Studies in Social Work University of Mysore	2009	2013	Awarded	- Social Work
MSW	Dept. of Studies in Social Work University of Mysore	2000	2002	1 <sup>st</sup> Rank	- Personnel Management - Industrial Relations
BA	Maharaja's College University of Mysore	1997	2000	1 <sup>st</sup> Rank	- Journalism - Criminology, Public Admn.
PGDHRM	Karnataka State Open University	2000	2001	1 <sup>st</sup> Rank	- Personnel Management - Industrial Relations
UGC-NET	University Grants Commission New Delhi	2005	2005	Lectureship	- Social Work - Human Resource Mgmt.
PGDMCJ	Karnataka State Open University	2005	2006	1 <sup>st</sup> Rank	- Mass Communication - Journalism
MAMCJ	Karnataka State Open University	2007	2008	1 <sup>st</sup> Rank	- Media - Public Relations

#### 4. Present Occupation:

<b>About the Organization</b>	<ul style="list-style-type: none"> <li>Presently working in Toyota Kirloskar Motor (<a href="http://www.toyotabharat.com">www.toyotabharat.com</a>)</li> <li><b>Toyota Kirloskar Motor (TKM)</b> is a joint venture between Toyota Motor Corporation, Japan and Kirloskar Group of India (89:11)</li> <li>Started in the year 1997, TKM is situated in Bidadi near Bangalore</li> <li>TKM produces cars - Innova, Corolla Altis, Fortuner, Camry, Etios and Etios Liva</li> <li>TKM has a workforce of 6500 employees hailing from diverse backgrounds.</li> </ul>
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Responsibilities	Key Contributions to the Organization
<b>Deputy Manager L &amp; D [Overview]</b>	<ul style="list-style-type: none"> <li>Implementation of Leadership Development, Global Content and Corporate Trainings</li> <li>Ensure delivery of training programmes as per Work Life Plan of employees</li> <li>Driving Learning and Development initiatives as per Hoshin (Annual Targets).</li> </ul>
<b>Leadership Development Trainings (Top, Middle &amp; Plant)</b>	<ul style="list-style-type: none"> <li>Secretariat for Global-21 Programmes</li> <li>Executive Development Programme – For Vice President and above</li> <li>Leadership Development Programme – For General Managers</li> <li>Management Development Programme – For Deputy General Managers</li> <li>Managers Development Programme – For Managers.</li> </ul>
<b>Global Content Training Programs</b>	<ul style="list-style-type: none"> <li>Delivery of Toyota Way Foundation (TWF) and A-3, PDCA trainings</li> <li>Implementation of Toyota Business Practices (TBP), Toyota Communication Skills (TCS), Toyota Production System - Standard Work &amp; Kaizen, Team Leader &amp; Group Leader Role, Toyota Job Instruction (TJI) and Quality Control Circle Trainings</li> <li>Developing Trainers through Train-The-Trainer (T-3) Programmes.</li> </ul>
<b>Corporate Training Programs</b>	<ul style="list-style-type: none"> <li>Aligning new employees to Toyota culture</li> <li>Induction Programmes (Office, Plant and Apprentice)</li> <li>Behavioural Programmes for Supervisors – Winning Together</li> <li>Soft Skills and Post-Promotion Trainings to Office Staff and Supervisors.</li> </ul>
<b>Key Achievements</b>	<ul style="list-style-type: none"> <li><b>“Certified Trainer of Toyota Way Foundation (TWF) Course”</b>. [Certified by Toyota Institute, Toyota Motor Corporation, Japan]</li> <li><b>“Certified Trainer in Building Consensus through A-3 Reports”</b> [Certified by Toyota Institute-Asia Pacific, Thailand]</li> <li>Trained more than 2500 employees on DNA of Toyota – “The Toyota Way”</li> <li>Monthly training to more than 1000 employees every month</li> <li><b>Adopted feature films as training pedagogy</b> – Lagaan, Slumdog Millionaire, 3 Idiots, Chak De, Bhaag Milkha Bhaag !</li> </ul>

Previous Role	Key Contributions to the Organization
<b>Employee Communication &amp; Engagement</b>	<ul style="list-style-type: none"> <li>In charge of 12 formal and informal channels of communication</li> <li>Developing communication strategy of the Company</li> <li>Communication to all employees (Team Members).</li> </ul>
<b>Industrial Relations</b>	<ul style="list-style-type: none"> <li>Communication and involvement of Union in company-wide activities</li> <li>Supporting to negotiation team in Charter of Demands (COD) discussion</li> <li>Attrition and exit formalities.</li> </ul>
<b>Publications</b>	<ul style="list-style-type: none"> <li>In charge of publishing “I-Mag” and “Carz” monthly Newsletters.</li> <li>Introduced “Just Like That” (“Haage Summane”), monthly informal Newsletter</li> <li>Publication of Memorandum of Settlement between Union and Management</li> <li>Transliteration of company communication from English to Kannada and vice-versa.</li> </ul>
<b>Family Communication</b>	<ul style="list-style-type: none"> <li>Organizing family get-together and talent hunt for family members</li> <li>All communication with families of Team Members including Festival Greetings.</li> </ul>

<b>Employee Motivation Activities</b>	<ul style="list-style-type: none"> <li>Organizing annual sports activities to positively channelize energy of workers</li> <li>Organizing cultural activities, talent hunt programmes, product-quiz etc.</li> <li>Happiness (Marriage Scheme, Birthday celebration etc.) and Sadness (Death, Hospitalization) activities.</li> <li><b>Improved Company's public image by formation of "Toyota Band" consisting of Japanese singers who sing Kannada songs !</b></li> </ul>
<b>Company-wide Programmes</b>	<ul style="list-style-type: none"> <li>Conceptualization and organizing new car launches involving all employees</li> <li>Annual communication by top management</li> <li>Master of Ceremony for Company-wide programmes.</li> </ul>

## 5. International Exposure:

SN.	Place of Visit	Purpose	Month & Year
1	Toyota Institute Asia Pacific, <b>Thailand</b>	Asia Pacific Training Conference	March 2012
2	Total Quality Management Division Toyota Motor Corporation, <b>Japan</b>	Global Quality Control Circle Training	November 2010
3	Toyota Institute Toyota Motor Corporation, <b>Japan</b>	Certification as Trainer	November 2008
4	Toyota Sports Centre Toyota Motor Corporation, <b>Japan</b>	HR Co-ordinator for Team India	December 2007

## 6. Previous Experience Highlights

Organization & Duration	Key Contributions to the Organization
<b>Synergy to Solutions</b> (July 2005 to May 2006)	<ul style="list-style-type: none"> <li><b>Imparted soft skills training to 600 workmen-employees of Canara Bank</b></li> <li>Prepared Entrepreneurship Development Trainer Manual</li> <li>Developed soft skills Training Manual and Trainee Manuals</li> <li>Prepared case studies and success stories for training programmes</li> <li>Part of Editorial Team for publications of the organization</li> <li>Conducted base-line survey of 18 Most Backward Taluks in Karnataka</li> <li>Carried out Action Research Projects in Bangalore Urban areas.</li> </ul>
<b>RUDSET Institute</b> [Rural Development & Self Employment Training Institute] (August 2002 to June 2005)	<ul style="list-style-type: none"> <li><b>Trained 4000 unemployed youth, of which, 65% of them have become self-reliant</b></li> <li>Trained more than 1200 persons in HRD and Soft Skill programmes</li> <li><b>Developed Trainers' Training Manual on Entrepreneurship Development under PMRY scheme (National-level Training Manual)</b></li> <li>Identified training needs, designed, implemented trainings and documented KAWAD project funded by DFID, United Kingdom</li> <li>Capacity Building Training to lead NGO staff under World Bank funded Sujala Watershed Project</li> <li><b>Monitoring of all 20 Training Institutes spread across 12 States in India</b></li> <li>Initiated "Yashogaatha", newsletter of RUDSET Institute</li> <li>Developed innovative training pedagogy – Use of feature films like Lagaan, Swades, Chak De etc.</li> </ul>
<b>Mysooru Digantha</b> (June 1999 to July 2001)	<ul style="list-style-type: none"> <li>Learnt the nuances of reporting &amp; sub-editing in newspaper</li> <li>Specialist in Crime Reporting &amp; Speech Reporting</li> <li>Writing feature articles to supplements, newspapers and magazines.</li> </ul>

## 7. Awards & Achievements:

- Secured **first rank** in **BA (Journalism)** with **4 gold medals** and 4 cash prizes
- Secured **first rank** in **MSW (PM & IR)** with **one-gold medal** and one-cash prize
- Secured **first rank** in **PGDHRM (PM & IR)** and **PGDMCJ (Mass Communication and Journalism)**
- Secured **first rank** in **MAMCJ (Mass Communication & Journalism)** with **one-gold medal**
- **Trained more than 12500 persons** between the age group of 18 to 58 years across different levels
- Certified by Toyota Institute, Toyota Motor Corporation, Japan as trainer of “Toyota Way Foundation” course
- Certified by Toyota Institute-Asia Pacific, Thailand as trainer of “Consensus Building through A-3 Reports”
- Initiated newsletters like “Yashogaatha”, “I-Mag”, “Carz” and “Just Like That”
- **Instrumental in bagging CII’s Commendation for Significant Achievement in HR Excellence Award 2012.**

## 8. Co-Curricular & Leadership Skills:

- **Developing innovative training pedagogy to ensure experiential learning**
- Master Trainer in Soft Skills, HRD and Entrepreneurship Development Training
- Resource person to RUDSETI National Academy, Bangalore
- Imparted Training Skills training to more than 200 Directors and Heads of RUDSETI spread across India
- Guest Faculty to PG Department (MSW) of University of Mysore, Tumkur University and Mangalore University
- Penning articles to newspapers and magazines. **More than 30 articles have been published** in “Deccan Herald”, “Leisa India”, “Prajavani”, “Udayavani” etc.
- Research publications (10) published in Journals of Social Work
- Presented papers in 3 International Seminars and 6 National Seminars
- **Awarded ‘C’ Certificate in NCC (Army)**
- Interested in dance, anchoring and outdoor sports viz. Football, Cricket and Volleyball.

## 9. Personal Information:

Date Of Birth : 27<sup>th</sup> June 1980  
Gender : Male  
Parents Name : Mr. B. Boraiah and Mrs. B. Mahadevamma  
Address : #406, 1<sup>st</sup> Block, Skyline City Apartments, Chandra Layout, Bangalore-560072  
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Language Known : English, Hindi, Kannada, Sanskrit

## 10. References:

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### Mr. H. Somashekar

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