

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 14 years (12 years in HRM domain + 2 years in mass media).
- Cross functional expertise in Industrial Relations, Human Resources Management, Training, Mass Communication and Journalism.
- Trained more than 12,500 persons between the age group of 18 to 58 years across different levels.
- 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	- Learning & Development - Industrial Relations - Employee Engagement
2	Synergy to Solutions	Development Consultant	July-2005	May-2006	- Training - Publications
3	RUDSET Institute	Faculty	Aug-2002	June-2005	- Training & HRM - 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 st Rank	- Personnel Management - Industrial Relations
BA	Maharaja's College University of Mysore	1997	2000	1 st Rank	- Journalism - Criminology, Public Admin.
PGDHRM	Karnataka State Open University	2000	2001	1 st 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 st Rank	- Mass Communication - Journalism
MAMCJ	Karnataka State Open University	2007	2008	1 st Rank	- Media - Public Relations

4. Present Occupation:

About the Organization	<ul style="list-style-type: none"> • Presently working in Toyota Kirloskar Motor (www.toyotabharat.com) • Toyota Kirloskar Motor (TKM) is a joint venture between Toyota Motor Corporation, Japan and Kirloskar Group of India (89:11) • Started in the year 1997, TKM is situated in Bidadi near Bangalore • TKM produces cars - Innova, Corolla Altis, Fortuner, Camry, Etios and Etios Liva • TKM has a workforce of 6500 permanent employees hailing from diverse backgrounds.
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Responsibilities	Key Contributions to the Organization
Deputy Manager L & D [Overview]	<ul style="list-style-type: none"> • Implementation of Leadership Development, Global Content and Corporate Trainings • Ensure delivery of training programmes as per Work Life Plan of employees • Driving Learning and Development initiatives as per Hoshin (Annual Targets).
Leadership Development Trainings (Top, Middle & Plant)	<ul style="list-style-type: none"> • Secretariat for Global-21 Programmes [EDP, LDP & MDP] • Competency-based training to plant, middle and senior management • Post Promotion Programmes to all levels (Worker to General Manager)
Global Content Training Programs	<ul style="list-style-type: none"> • Delivery of Toyota Way Foundation (TWF) and A-3, PDCA trainings • Implementation of Toyota Business Practices (TBP), Toyota Communication Skills (TCS), Toyota Production System (TPS), Team Leader & Group Leader Role Trainings
Key Achievements	<ul style="list-style-type: none"> • “Certified Trainer of Toyota Way Foundation (TWF) Course”. [Certified by Toyota Institute, Toyota Motor Corporation, Japan] • “Certified Trainer in Building Consensus through A-3 Reports” [Certified by Toyota Institute-Asia Pacific, Thailand] • “Certified Trainer of Ji Kotei-Kanketsu (Self Process Confirmation) Course”. [Certified by Toyota Institute, Toyota Motor Corporation, Japan]

Previous Role	Key Contributions to the Organization
Industrial Relations	<ul style="list-style-type: none"> • Communication and involvement of Union in company-wide activities • Organizing Union Opinion Polls and Union Elections
Employee Engagement	<ul style="list-style-type: none"> • Happiness (Marriage Scheme, Birthday celebration etc.) and Sadness (Death, Hospitalization) activities • Organizing annual sports activities and cultural activities
Employee Communication	<ul style="list-style-type: none"> • Developing communication strategy of Company • In charge of 12 formal and informal channels of communication • Communication to all employees (Team Members) and supervisors.
Family Engagement	<ul style="list-style-type: none"> • Organizing family get-together, family plant visits and talent hunt for family members • All communication with families of employees including Festival Greetings.
Publications	<ul style="list-style-type: none"> • In charge of publishing “I-Mag” and “Carz” monthly Newsletters. • Introduced “Just Like That” (“Haage Summane”), monthly informal Newsletter • Publication of Memorandum of Settlement between Union and Management • Transliteration of company communication from English to Kannada and vice-versa.
Company-wide Programmes	<ul style="list-style-type: none"> • Conceptualization and organizing new car launches involving all employees • Master of Ceremony for Company-wide programmes

5. International Exposure:

SN.	Place of Visit	Purpose	Month & Year
1	Toyota Institute Asia Pacific, Thailand	Certification as Trainer	April 2015
2	Toyota Institute Asia Pacific, Thailand	Asia Pacific Training Conference	March 2012
3	Total Quality Management Division Toyota Motor Corporation, Japan	Global Quality Control Circle Training	November 2010
4	Toyota Institute Toyota Motor Corporation, Japan	Certification as Trainer	November 2008
5	Toyota Sports Centre Toyota Motor Corporation, Japan	HR Co-ordinator for Team India	December 2007

6. Previous Experience Highlights

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

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
- Awarded Ph.D. in Social Work for Thesis on “A Study on the Knowledge and Attitude of Parents, Teachers and Students on Sex Education in Secondary Schools in Karnataka”.
- 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, Toyota Motor Corporation, Japan as trainer of “Ji Kotei-Kanketsu”
- Certified by Toyota Institute-Asia Pacific, Thailand as trainer of “Consensus Building through A-3 Reports”
- Initiated publications/newsletters like “Yashogaatha”, “I-Mag”, “Carz” and “Just Like That”
- Instrumental in bagging CII’s Commendation for Significant Achievement in HR Excellence Award 2012
- Certified as HR Excellence Assessor by Confederation of Indian Industries (CII), New Delhi. Successfully assessed SAIL (2013), Robert Bosch Engineering Solutions (2014) and Vedanta Aluminium (2015).
- Author of 2 Books: “Sex Education in India – A Social Work Perspective” (2014) and “Field Work Learning in Social Work” (2014).

8. Co-Curricular & Leadership Skills:

- Developing innovative training pedagogy to ensure experiential learning
- Master Trainer in Soft Skills, Human Resource Management and Entrepreneurship Development Training
- Resource person to RUDSETI National Academy, Bangalore
- Imparted Train-The-Trainer course 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
- Articles have been published in “Deccan Herald”, “Leisa India”, “Prajavani”, “Udayavani” etc.
- Research publications published in National and International Journals of Social Work
- Awarded ‘C’ Certificate in NCC (Army)
- Interested in dance, anchoring and outdoor sports viz. Football, Cricket and Volleyball.

9. Personal Information:

Date of Birth : 27th June 1980
Gender : Male
Parents Name : Mr. B. Boraiah and Mrs. B. Mahadevamma
Address : #406, 1st Block, Skyline City Apartments, Chandra Layout, Bangalore-560072
Telephone No : +919900516376
E-mail : jagadishtkm@gmail.com
Languages Known : English, Hindi, Kannada, Sanskrit