

Industry Interaction Session

Mr. Dayanand Allapur 

&
Ms. Swapna Allapur 



SAHYADRI
COLLEGE OF ENGINEERING & MANAGEMENT
MANGALURU



SAHYADRI

COLLEGE OF ENGINEERING & MANAGEMENT
MANGALURU

Cordially invites you to the
INDUSTRY INTERACTION SESSION

by

MR. DAYANAND ALLAPUR

VP & Head HR,
Capgemini Business Services India Ltd, Bengaluru

&

MS. SWAPNA ALLAPUR

Vice President, Talent Acquisition and
Mobility Leader - Shared Services, Deloitte U.S. India

.....
Date: Friday 12th August 2016 - **Time:** 9:30 am
Venue: Sahyadri Seminar Hall
.....

Dr. Vishal Samartha
Director-MBA

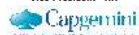
Prof. Umesh M. Bhushi
Principal



SAHYADRI
COLLEGE OF ENGINEERING & MANAGEMENT
MANGALORE



Mr. Dayanand Allapur
Vice President - HR



Welcomes



Mrs. Swapna Allapur
Vice President - HR



INDUSTRY INTERACTION SESSION

Master of Business Administration



To bring academia closer to industry and vice-versa, Sahyadri College of Engineering & Management invites eminent personalities adorning top positions in corporate organizations to visit the institution and interact with students on a regular basis to stay current with the trends prevailing in the practices of corporate organisations. The purpose is to bring together at common forum academicians, industrialists, practicing managers and administrators and to participate in discussions. Industry Institute Partnership forms an important activity of any academic institute as its participants interact with the real world. Primarily, the students are benefited immensely due to exposure to current practices in industry.

Brief Profile



MR. DAYANAND ALLAPUR

Mr. Dayanand Allapur, VP & Head HR, Capgemini Business Services India Ltd, Bengaluru, is a Global Human Resources professional with over 25 years of expertise as a strategic business partner, playing progressively higher roles in India, USA, Australia & UK. He is associated with multi-national setups working with Founders, CEO's, Globally dispersed Executive Leaders, Labour Unions, and State & Federal Organizations. He is a people savvy with an inclusive leadership style and has a proven ability to manage across cultures. Currently, he heads the overall HR function for 10,200 employee organization, spread across seven locations in India. In his current role, he is accountable for the entire HR function that includes, Business Partnering, Talent Acquisition, Talent & Rewards, Learning & Development, HRSS, Global Mobility & Immigration and also Corporate Communications. Apart from Capgemini, he previously worked in TESCO HSC and Patni Computer Systems. Mr. Dayanand is an MA in HR from Tata Institute of Social Sciences and also an MA in English from the University of Mumbai. He has actively involved himself in community services in Rotary International Bangalore and Round Table India in supporting community development in the field of education, health and empowerment for the underprivileged children.

Brief Profile



MS. SWAPNA ALLAPUR

Ms. Swapna Allapur, Vice President, Talent Acquisition and Mobility Leader - Shared Services, Deloitte U.S. India offices is a Certified SPHR with extensive international HR experience in the areas of Employee Relations, Talent Management, Organization Development, Change Management and Staffing. Her experience spans across High-Tech, Financial Services, Pharmaceutical and Manufacturing Organizations in India and USA. Her Specialties include International HR, Employee Relations, Talent Acquisition, Leadership Development, Cross Cultural Sensitization and Designing initiatives in the area of Diversity and Inclusion. As a leader in Core Talent Services, her responsibilities include ensuring End to End support to the recruiting organization, sourcing and coordination at large scale recruiting events for experienced and campus hires, responsible for Global Mobility and Immigration of resources to other Deloitte member firms, ensuring right strategy to deploy resources in a timely manner with appropriate visas to serve clients, managing a shared service centre to ensure seamless transition and deployment of resources between member firms. A critical component in her role is to ensure compliance on wage, tax and immigration laws. Prior to Deloitte, she worked in Sun Life Financial, Hexaware Technologies and also Satyam Computer Services Ltd. Ms. Swapna is an MA and MPSW from Tata Institute of Social Sciences.

Highlights of the Session



Mr. Dayanand Allapur appreciated Sahyadri Campus for its scenic view and the concept of authenticity in which the infrastructure has been designed. He was pleased to observe Sahyadri culture which highlighted very evidently that knowledge and innovation was inculcated among the younger generation. He mentioned that Dr. Umesh M Bhushi, Principal, Sahyadri College of Engineering & Management, was an Elementary school classmate of Mr. Dayanand Allapur and was here with an intention to contribute to the young minds for their progress in the years to come. He enlightened students on what is awaiting them outside college. He urged each student to groom themselves to meet corporate expectations. He also emphasised on the necessity of thinking beyond academics and take up additional certification courses that can enhance their profiles. He stressed on the importance of being well versed with the latest trends in the domain area they are specialised in. Mr. Dayandand alarmed the students of Automation being the need of the hour which has replaced human interference in transaction related jobs and urged everyone to be unique in building their skill sets and competencies to add value to the organization they will be hired for. He was very particular in his message that one should adapt to technological changes quickly in order to sustain in this competitive business world.

Ms. Swapa Allapur was extremely amazed with the Gender Diversity at Sahyadri College of Engineering & Management. She initially opened the forum for questions to understand the perspective of the students and to align her talk as per what the students wanted them to be enlightened on. With this, several students shared their doubts and requested clarity in terms of corporate organization. Apart from that, in the context of “Personal Branding”

“Work on Personal Branding which can be attained by elevating their Skill sets and Values”

- Ms. Swapa Allapur

which is called as “Executive Presence” at Corporate Level, Ms. Swapna insisted on the participants to think as to - Why we prefer certain brands? On getting inputs from the audience that they prefer brands for Status, Quality and Durability she added by saying “It delivers what it says, it will deliver”. On same lines, one should work on Personal Branding which can be attained by elevating their Skill sets and Values. “Executive Presence” mainly talks about - “How you come across at work and one's own alignment with the Organization Culture”. She stimulated students by saying - “Be known for what you want to be known for and for what you are good at”. She encouraged the participants to do a SWOT Analysis of self, know who you are, document it and start working on it. She emphasised that one should do the home work about the company they would like to apply for a job first. Identify and study about the Company's Competitors and also the SWOT of the company. Ms. Swapna indicated that it was imperative for the aspirants of job to stay up to date with current affairs and also do a thorough research about the ROLE for which one would like to get into. She concluded by stating that people judge us as per the identity we showcase through our posts in social media hence it is important to be observant about our posts on social networking sites which brings out our personality. She also urged the students to utilise all the resources that the college provides as they would not find it outside.



Interaction with Students

Question: Please share few tips on bridging gap between academics and industry.

Answer: Be thorough with what is going on in current affairs. One should be proficient in all the spheres they are interested in like digital, robotics or aeronautics. General knowledge plays a key role in bridging gap between academics and industry. Identify what kind of organization you want to join. You can see whether organization is publishing any papers, are they doing any research, what is their next way of moving forward. If you are a computer science graduate then JAVA is the hot skill. There are many other programming languages that you can learn from many channels. With regards to communication skills, one may have all the attributes and skills that the organization requires to hire you; however you are unable to articulate it. We should be able to validate the skills with relevant examples as to why you are the right candidate for them to hire. Do not be single dimensional. Prepare yourself for many roles because only few are born like Sachin Tendulkar who knew that it was only cricket for him.

Question: How do we prepare for interviews?

Answer: People are waiting for you outside. Hence how you prepare for your interviews, how you are updated with the information is important. Do mock interviews. Make the recording. Check how you come across with the recording. Get people to give you feedback.

Question: What are the Corporate Social Responsibilities carried out in your organization?

Answer: Ms. Swapna Allapur emphasised that it is mandatory for every company earning revenue to contribute to the society in the form of CSR initiatives. Many organisations practice it; however few organisations report it on a triple bottom structure which focuses largely on what they are doing to the community, stakeholders and environment. She continues by stressing on the initiatives at Deloitte wherein the focus is on education, health & awareness. She adds on by mentioning that partnering with NGO's and institutions will take an organization a long way. As a CSR, Sahyadri has contributed Engineers to the country which is fantastic. She stimulated students to pursue CSR by contributing as Entrepreneurs or to the Neighbouring Schools.

Question: What are the focus areas for students?

Answer: Students know about the conceptual theory but do not know how to apply it. This is the gap that every student should cover. You should know about current affairs especially on how many companies got acquired, how many got merged recently etc. You can subscribe for Economic Times or Times of India where you get this information. This will certainly impress the panel. Equip yourselves with questions that you want to ask the panel when they say urge you to ask questions. Even if you do not have any questions create opportunity to market yourself. This will be an eye opener for them which will push them to think that this candidate is interesting and is curious. There should be eager or hunger for knowledge. You should inculcate it in this age.

Question: Throw some light on the Work Culture at your respective organizations

Answer: Mr. Dayanand Allapur lays emphasis on Proxemics (Personal Space - Amount of space that people feel it necessary to set between themselves and others) in this context. Picking food from a colleague's plate in a Corporate Dinner may be accepted in one culture; however the same may be unacceptable in another arena of culture. Hence it is imperative to research on net for various etiquettes, ways of behaving in an organisation, values and culture which enhances the fitment of oneself into the corporate work culture.

Ms. Swapna Allapur adds on to this by highlighting that Capgemini follows various programmes pertaining to training employees before sending them overseas. Capgemini has a cultural navigator, a tool which tells them the Do's and Dont's, What is acceptable and What is not, What they need to do when they go there, What are the documents they need to carry, What they should not be asking in the organisation, What is their culture etc. There are various training sessions built on equipping the employees before they go overseas for each country, since culture varies from country to country. She explains it further by quoting an example that in India it is fine to ask - Are you married? How many children you have? However in other countries people may react - "how does it matter to you?" It is not appropriate to ask such questions in other countries until and unless they reveal it themselves. She suggests that every time we visit a new country, we should enquire with someone who has already visited that country to get more information about that country.

Question: What is your thought on Glass Ceiling in the current business scenario?

Answer: Historically men have progressed a lot in their career compared to women and over the last 20 - 25 years, organisations have started to realise that their gender diversity across levels is not appreciative. She also mentions that today, when organisations hire from campuses they hire in the ratio of 50:50 which was not the case 25 years ago, however there are challenges in finding women who urge to grow up in the career ladder and occupy the senior position due to numerous life changing situations like caring for an elderly parent or child etc. It should be an inherent quality in women to be a leader. Some countries have had political leaders as women. There should be gender diversity at all levels especially at senior levels in the board.

Mr. Dayanand Allapur mentions that, today we talk about women being less recognised than men in an organisation as an issue but in future it should be a non-issue. He adds on by stating that United States of America is likely to break their glass ceiling by electing their first lady president. So they will be the first ones to break the glass ceiling after giving democracy to the world. There are many other countries like Sri Lanka, Pakistan, and Bangladesh who are developing countries which have already had women as their Political leaders.

“Youngsters should have the urge and curiosity to learn new things always”

- Ms. Swapna Allapur

A warm welcome by the Management



A Token of Gratitude by Sahyadri



Online Media News

www.NewsKarnataka.com

The screenshot shows the NewsKarnataka.com website. The main article is titled "Industry Interaction Programme organised at Sahyadri" and is dated August 13, 2016. The text mentions that Mangalore Dayanand Allapur, Vice President & Head HR, Caggenimi Business Services India Ltd, Bengaluru and Swagna Allapur, Vice President - Talent Acquisition and Mobility Leader - Shared Services, Deloitte U.S. India offices visited Sahyadri and shared their expertise and experiences with the Management, faculty members and students. A photograph shows a group of people on a stage during the event. The website has a navigation menu with categories like Home, News, Cities, Special, Entertainment, Sandalwood, Sports, Web, B & T, Campus, Classifieds, and More. There are also several advertisements on the right side of the page.

www.MegaMediaNews.com

The screenshot shows the MegaMediaNews.com website. The main article is titled "Industry Interaction Programme at Sahyadri" and is dated August 13, 2016. The text mentions that Mangalore Dayanand Allapur, Vice President & Head HR, Caggenimi Business Services India Ltd, Bengaluru and Mr. Swagna Allapur, Vice President - Talent Acquisition and Mobility Leader - Shared Services, Deloitte U.S. India offices visited Sahyadri and share their expertise and experiences with the Management, faculty members and students. A photograph shows a group of people on a stage during the event. The website has a navigation menu with categories like Home, Ad, Analysis, Business, Celebrations, Events, Exclusive, Featured News, Gallery, News, Recalled, Top Stories, and More. There are also several advertisements on the right side of the page.

www.Mangalorean.com

The screenshot shows the Mangalorean.com website. The main article is titled "Industry Interaction Programme at Sahyadri" and is dated August 13, 2016. The text mentions that Mangalore Dayanand Allapur, Vice President & Head HR, Caggenimi Business Services India Ltd, Bengaluru and Mr. Swagna Allapur, Vice President - Talent Acquisition and Mobility Leader - Shared Services, Deloitte U.S. India offices visited Sahyadri and share their expertise and experiences with the Management, faculty members and students. A photograph shows a group of people on a stage during the event. The website has a navigation menu with categories like Home, Mangalorean News, Local News, Industry Interaction Programme at Sahyadri. There are also several advertisements on the right side of the page.

Empowering Young Minds



MBA@ Sahyadri

The Department of Business Administration of Sahyadri College of Engineering & Management established in the year 2008, offers a two year full time MBA program approved by AICTE and affiliated to Visvesvaraya Technological University.

The basic philosophy of Sahyadri MBA is to provide high quality managerial talent with a framework for success in a turbulent economic environment. The program is intensive, integrated and provides an environment for students to work in groups, in a project oriented setting, that develops and enhances communication, collaboration and teamwork. The programme adopts PBL (Project Based Learning) in order to provide in-depth understanding of the business concepts. The Department of Business Administration has collaborated with the Ghent University, Belgium for the student and faculty exchange program, summer school and R&D activities. Within a short period of time, the Department has emerged as a centre of excellence in Management education.



SAHYADRI
COLLEGE OF ENGINEERING & MANAGEMENT
Sahyadri Campus, Adyar, Mangaluru - 575 007, Karnataka, India