

Syllabus for Koshy ~ MBA

Main Objective:

To create a cadre of Supply Chain professionals through professional education and training in advanced areas of Logistics & SCM. Especially designed for MBA students and corporate professionals, the end-objective is to create corporate-ready Supply Chain Analysts

Duration:

3rd semester Add-on Approximately 30 hours

Add-on Syllabus

1. International Trade Growth & Milestones
2. Elements of International Logistics
3. International Commercial Terms - understanding the rules/INCOTERMS strategy
4. Risks in International Transactions and Alternative Payment Mechanisms/Letters of Credit
5. Risk Management & Insurance
6. Foreign Trade Policy & procedures
7. Information Technology in Logistics
8. Supply Chain Planning and Optimization
9. Reverse Supply Chain
10. Performance Measurements and Controls

Syllabus for Koshy ~ MBA

Main Objective:

To create a cadre of Supply Chain professionals through professional education and training in advanced areas of Logistics & SCM. Especially designed for MBA students and corporate professionals, the end-objective is to create corporate-ready Supply Chain Analysts

Duration:

4 semesters Approximately 160 hours - Average of 40hrs / semester.

Teaching and Evaluation:

Classroom/online lectures, participative interaction sessions, analytical exercises, site visit to logistics & manufacturing facilities including ports, inland ports, airports, cargo warehouses, exhibitions, and industrial visits.

Exams to be conducted at the end of every semester for each paper.

Two assignments will need to be submitted per semester

Monthly objective type tests of 30 marks each will be conducted.

One viva voce prior to the end-semester examination

Semester-end examination will be of 100 marks, a model question paper will be circulated

Eligibility to sit for the end-semester exam:

- All assignments must be submitted
- Students must attend the monthly tests
- Expected minimum attendance at class - 90%.

FIRST SEMESTER

Paper one - International Trade & Supply Chain Management

1. International Trade Growth & Milestones
2. Trade Drivers & a Look at the Largest Exporting & Importing Countries
3. International Trade Theories
4. The International Business Environment
5. India's Place in International Trade
6. Historical Development
7. Logistics and Supply Chain Management
8. Elements of International Logistics
9. The Economic Importance of Logistics
10. The Logistics Sector in India

Geetha Viswanathan



TEACHING :At Krupanidhi College of Management studies, I handle MBA 1st year **Organizational behaviour** and **marketing for consumer value** and for the 3rd Sem MBA, I handle **learning and development & Strategic management**. At the undergraduate level I was handling **International Business** for the 5th Sem B.COM, for the 7th Sem BHM I handled **Entrepreneurship**.

Geetha is a dynamic Human Capital Strategist and Trainer with 36 years of rich experience extensively addressing diverse challenges across different industries.

Started her career as a lecturer in **Jyothi Nivas College**.

She has played an instrumental role in transforming companies from an ad-hoc, reactive, seat-of-the-pants approach to process driven organizations. A seasoned self- starter who has consistently helped scale-up operations, defined organization wide metrics, leveraged huge efficiencies thus steering the HR team towards success.

During her tenure in MVM she has the expertise to develop training modules at various levels for many vocational skills /English .She is a trained instructional designer and can design for the K12 level to the post graduate level and has monitored the production of the same.

In the RPG group the **Food world** chain employed 10th pass/failed students from BPL families where trained both in house and on the job in retailing. Have worked with NGO'S in skill development programmes.

- In her previous assignments, she has designed and implemented Systems & Policies addressing various HR facets of an organization. She has evangelized cost containment/ reduction strategies that resulted in significant savings across various HR practices. She has been very successfully in enabling HR Function to be system driven and not solely dependent on human intervention.

Co Author of a book "International Marketing strategy "A text book recommended for the 4th semester MBA students.

Focus areas -

- **Organization Development - Design & Implementation:**
Developed & Implemented Balanced and HR Scorecards. Prepared Annual HR operating plans. Manpower forecasting & planning. Initiated & executed various OD Interventions.
- **Assessment Centres:**
Evaluated, designed, implemented and monitored assessment centres and developed a learning and development division in companies.
Designed curriculum for each division of the company and helped in

Core Expertise:

- HR Generalist
- Building e-learning material
- Assessment centres
- Building leadership pipeline
- Change Management Strategies
- Competency Development
- Motivational /leadership trainer
- Vocational & life skill expert
- Developed skill modules
- English Language modules for foreign students

Professional Qualifications:

- MSc, B.Ed. .MBA[IB & Log]
- SAP –HR
- Diploma in marketing
- Certified Instructional designer
- Certified Trainer
- Developed skill development modules

Professional Career:

- TATA Elxsi
- Lotus Learning
- MVM Group/ Technologies - Africa
- RPG Group [FOODWORLD]
- Jyothi Nivas college
- SJES college. Koshy's college

Few prestigious clients:

- EDCIL –Government of India
- GTZ—German Projects
- ILO – Women in micro business
- African Government - Kigali

And many more...

career development.

- **Instructional designing:**

For the e- learning division –worked as a subject matter expert, designing lessons and overall responsible for the implementation of the same.

- **Trainings :** Conduct trainings & workshops for the senior management and am a certified trainer for the Asian HR board.

- **Competency Development:**

Competency Mapping, Performance Management, Organized & Facilitated Learning Interventions/ Competency Enhancement/ Training Programs. Planned & rolled out cost effective L&D initiatives.

- **Succession Planning & Management:**

Designed and implemented succession strategies. Identified & developed second line of resources for all critical positions across the organization. Expertise in Leader Development programs to foster executive excellence.

- **Compensation Strategies:**

Custom designed compensation strategies focussed on talent acquisition and retention. Trained & Coached Mid-Senior Level HR professionals across various industries on Compensation & Benefits Management.

Strategic Human Capital Management: Key Achievements

- **Enabled Growth Strategy:**

- Have supported the training of BPL families and worked with varied groups to build employability skills.
- Implemented and aligned HR Systems, policies, procedures & industry best practices that would address exponential organisation growth of about 3000+ employees. Facilitated smooth transition with a comprehensive change management program.
- Co-ordinated and implementing the balanced score cards & industry best practices.
- Reorienting HR interventions with the business operation catalyst to change processes based on business trends.
- Implemented HR Management Systems -“Humanet”

- **Vocational training expertise- Key achievements**

- In the field of vocational training and skill development for the past 20 years .
- The industrial training institute runs 2 years courses in **Electronics, Fitter, Electrician, Refrigeration & AC.**
- Uses more innovative techniques of training like on the job training in the related trades.
- Has the credit of offering 100% placement assistance.
- Students are offered personality development, Leadership development, soft skill training and career counseling .It also has a track record of having a number of students employed in the Gulf countries, Australia China and many more.

- **Projects successfully done**

- **GTZ (Germany) Worked in the GTZ project of linking NGO's all India to synchronize and work together.**
- **African government –Women empowerment in starting ancillary units. She was invited by the Government of India to conduct a woman entrepreneurship program in Africa.**
- **I L O –Teaching HR and entrepreneurial skills to single uneducated women(pilot program)**
- **Swiss government -4 years. Training the wayside technicians how to use ecofriendly gas in refrigerators and air conditioners. She was involved in designing various low-cost methods of starting new business with minimum infrastructure. She was involved with the project from the feasibility study to completion of the project.**
- **Developed English modules for developing countries.**

- **Organizational Development**

- Anchored organization design, effectiveness and transformation projects to make educational institutes work like a factory by bringing in the corporate culture.

- Worked on reorganizing, restructuring organizations using various OD tools and techniques.
- Providing opportunities for professionals to connect their needs, values & relate it to work.
- Facilitated and build culture of Knowledge Management, talent banks and building leadership pipelines.
- Mentoring *students to fulfil their goals* by adding on employable skills and upgrading the same.
- Used Pugh's OD matrix to alter their approach to change management Drive standardization of HR practices (Globally) – policies, processes and SOP.
- To develop structured activities focused on Business & self-improvement.
[Interventions/ Instruments included experiential exercises, questionnaires, attitude surveys and other programs].
- Trained Business Unit heads to mentors their teams.*[Benefitted in retention of key employees].*

- **Training designs:/e learning modules.**
- Designed annual training calendar based on effective evaluation of the training needs.
- Trained 100's of foreign students in English both on speaking and writing skills .Have developed content in the form of work books.
- Guided the skill development modules - self learning, Instructor lead and distance learning for employees.
- Managed Career Development - Self-development & Leadership Development programs nationwide for the middle management and have developed material on the same.
- Successfully administered Change Management and role adaptation/ job profile fitment for Senior Management.
- Developing internal trainers for conducting in-house training programs ensuring cost effectiveness while enhancing skill at various levels in the organization.
- Demonstrated ability to lead large, complex projects; ability to work in a diverse environment and develop efficient enablement/development solutions that inculcates a culture of operational excellence.
- The ability to manage large scale events and programs including design and development activities, logistics, speaker preparation, global communication, program delivery and analysis of impact and effectiveness.
- A committed trainer who is able to integrate & drive a multitude of ideas, projects and processes across broad and diverse work groups and mentor teams effectively.

- **Assessment Centre Management**
- Expertise in development of an assessment centers.
- Developed people according to their cognitive and behavioral learning patterns
- Extensive usage of psychometric tools like MBTI for talent sourcing.
- Developed succession planning strategies by identifying high potential employees & building leadership pipe-line
- Reduced the learning curve of recruits and helped increase productivity within 30days of joining.

- **Total Quality Management:**
- Initiated & implemented **Total Quality Management** for the service sector –both in operations and the HR department.

- **Talent Acquisition & Management:**
- **Developed client intelligence mapping and trend analysis on employee hiring [required by universities today for placement .**
- Build an aggressive “buzz strategy” within company and Industry to develop a strong brand in the talent market.
- Helped achieve talent goals by focusing on passive job seekers, Head hunting and external consultants.
- Developed & updated Skills Database [based on market intelligence] within the company.
- Build a good presence amongst different networks for the talent market.
- Developed “focused teams” in recruitment to co-ordinate, work with business heads, marketing professionals and recruiting agencies. Focus was on building a “recruitment company” within the HR.
- Co-ordinate the administration and negotiation of union contracts and coordinate grievances and mediate workplace disputes.
- Devised retention & career growth path for high potential employees.
- Working on Leadership development programs & succession plan for all critical positions.

- **Performance management**

- Managed the performance management system in which the KRA are mapped on quarterly basis of mapped KRA versus actual performance.
- Designed & developed training programmes for the self-development, professional development in line with the organisational goals.
- Aligned employees to the company's goals.
- **Identifying & mapping High potential employees on a talent map in consultation** with BU head & Line Managers to develop the talent pool.
- Developed a succession plan and ensuring plan is in place for all critical 2 tier positions at all levels in 2 companies.
- Back end training for all support functions to keep them abreast with all the new methods available in the respective fields to gear the departments towards growth.
- Developing the Total quality management concept in the service industry by defining the Service SLA's and going from a stage of efficiency to effectiveness.
- Ensured linkages of Performance Management System to Compensation increases, Identification of high Performers, Promotions, Job Rotation, Career Management and Training & Development.

- Can be reached at email-geetha261@gmail.com
- Cell number -9972531719