



**IEEE**  
**BANGALORE SECTION**

# CATALYST

## Re-Fueling Mid-Career


**One Day Coaching for Future Senior Leaders**

In Partnership with



**May 26, 2023**

**THE CHANCERY PAVILION**

 135, Residency Rd, Bengaluru - 560025

[www.catalyst.ieeebangalore.org/](http://www.catalyst.ieeebangalore.org/)

# ABOUT IEEE BANGALORE SECTION

IEEE Bangalore Section was established in 1977 and is one of the most vibrant and dynamic IEEE sections across the globe. Over the years, the strength of the section has grown steadily, and the composition of the membership has gradually changed in keeping with the shifting pattern of employment. In the early years, most of the members were drawn from the R & D, public sector establishments, and various IT and Start-up companies such as the Indian Institute of Science, Indian Space Research Organization (ISRO) Defence R&D laboratories (DRDO), Bharat Heavy Electricals Ltd (BHEL), Central Power Research Institute (CPRI), and C-DoT, while in the last decade, the bulk of the membership has come from the leading Communication and Computer companies such as TCS, Infosys, and technology start-ups. The nature of activities has gradually evolved to meet the changing and more diverse needs of the membership.

The Industry Engagement Committee of IEEE Bangalore Section facilitates industry engagement activities, identifies and acts on opportunities, gaps, and overlaps across industries, and launches initiatives, evangelizes the programs, events, and conferences for the development of products and services that meet the needs of industry, government, and industry professionals.

# RE-INVENTING & MAKING HIGHLY EFFECTIVE MID MANAGERS

## Wisdom from Industry Leaders

### Mid Management Challenges

An organization's culture can see significant erosion when its middle management is unstable and prone to rapid turnover. This hits the productivity of teams, causing ballooning talent costs. These are challenging times for middle managers; asked to take on more roles in both in-person and virtual environments, many have been eager for a change. A recent report on the 2022 Gartner study found that about a quarter of mid-level leaders “feel overwhelmed by their responsibilities,” and a similar percentage “*don't feel mentally engaged at work.*” Mid Managers oversee change management in the organization & create an effective work environment. They face many challenges, including expectation management, establishing Credibility, balancing between Technical & management expertise, managing change, supporting risk-takers, managing time & managing their own career goals. Hence, it is evident that companies must invest in mid-manager development.

In this Day Long Workshop, Industry Leaders will share their Experience & thoughts on Challenges faced by Mid Managers. It will help the Mid Managers equip themselves to solve these challenges and prepare for future career goals.

# Program Overview

The program will focus on improving essential skills for Managers who are either struggling to cope or want to be better managers, including Stress Management & Work-Life Balance, Managing Expectations & Managing Change, Bridging the Generation Gap & Building your own Career & Bridging the dynamic Skill Gaps. It also addresses some of the dilemmas managers face – “I know what to achieve but not sure how to achieve.”

## Target Audience



You are a Level 2 Manager & leading a Technology Team either from Product or Services or Start-Up Organization.



You are an aspiring Leader & want to understand Leadership Challenges & be ready to face.



You have ambitions to grow your career into a Senior Leadership Position & start working on your plans.

# MEET THE FACULTY



## SUBHASH KHARE

Leadership Development Consultant,  
Coach and Facilitator

### Professional Summary:

- **Certified coach** on Hogan, Belbin, MBTI, Assessment Center (from XLRI), LSIP (Large Scale Interactive Process), and Design Thinking (from NID)
- Created frameworks and models for Business Strategy, Customer Success, Big Picture Thinking, Outcome Mindset, Managing Ambiguity, Collaboration, etc.
- Worked extensively on HR Analytics, Digital Behaviors, Business Transformation, Change Management
- Speaker in Leadership conferences
- Author (Book: Optimizing the Organization, Tata McGraw Hill 2006)

### Career Contour:

- **Thirty-five** years of industry experience in a variety of roles, including Leadership Development, Workforce Management, Business Leadership, Service Delivery and Operations, Consulting, Quality Management, etc.
- Last role: Vice President – Leadership Development, Wipro Ltd.
- Conceptualized, created, and implemented a Customer Centricity program, Leadership Pipeline programs, high potential Leaders program, programs for Digital Transformation and Digital Behaviors.

### Interests and Focus:

- **Thought leader** in Leadership Behaviors with several articles and two books published.
- Special interest in linking Business Challenges to Behavioral areas and creating a behavioral solution to solve the business challenge.
- Digital Transformation journey for organizations

# MEET THE INDUSTRY EXPERTS

This Program will be supported by Industry Leaders and IEEE Bangalore Section ExeCom Members who will share their experience in their respective tracks.



## • Vasantha Erraguntla

Proven technologist, Innovator,  
and Recognized Leader

**Vasantha Erraguntla** spent her entire professional career of a quarter century at Intel Corporation, half in the US and half in Bangalore. She led teams to innovate, build and demonstrate high-performance and energy-efficient technologies and facilitated world-class circuit research. Intel demonstrated best-in-class through her innovative work and received worldwide press, accolades and awards. Vasantha also drove strategic technology efforts in areas of high-performance computing, market-enabling pathfinding in computer vision, and related technologies. She is a senior member of IEEE and is passionate about people, technology, and development. She has volunteered with various organizations advocating and promoting literacy, women's empowerment, STEM education, and technology advancement and now continues to do so full-time.



## • Tathagat Varma

VP Strategy and Chief of Staff  
Walmart Global Tech India

**Tathagat Varma** has donned various roles as a Software executive, product leader, technology strategist, and innovation evangelist with over three decades of experience building organizations ground-up and shipping multiple "1.0" products (revenue impact over several US\$\$ Billion+) with American and European and Chinese Fortune 1-500 companies and Silicon Valley unicorns. Currently heading Technology Strategy and Business Operations at Walmart Global Tech, and additionally playing the role of Chief of Staff. He has played significant technical and leadership roles in establishing and growing organizations and his own solopreneurial gig as a strategy and management consultant during 2014-17. He is a highly sought-after public speaker, accomplished thought leader, agile transformation leader, published author, and startup mentor and has trained over 5000+ professionals, published 1000+ blogs and articles, delivered 500+ public talks and conference papers, mentored over 100+ startups, published a book ("Agile Product Development," 2015).



## Ravikiran Annaswamy

CEO and Co-Founder,  
Numocity Technologies

**Ravikiran Annaswamy** is the Co-founder and CEO of Numocity Technologies. He is very passionate about clean mobility and is working towards accelerating Electric Mobility in India and the world market. His strategy is to use IoT, Analytics, and Deep Learning to accelerate the adoption of Electric vehicles and innovate through new business models of Energy as a service. He has over 25 years of experience; as an Entrepreneur and as a business leader at Nokia Siemens Networks and Siemens AG. He was instrumental in launching and scaling frugal and innovative solutions like Mobile Prepaid, Data Charging, and various VAS solutions in India and global markets. He championed Intrapreneurship by working as the Innovation head for the Bangalore site of Nokia Siemens Networks. He was the Co-founder of the Deccan Institute of Innovation and Design, Co-Director at Founder Institute (Fi.com) Bangalore, Mentor at NUMA Bangalore, and mentor and coach for many early-stage start-ups. He is also a professional volunteer at IEEE and is currently the Global President of the IEEE Technology and Engineering Management Society. He is a thought leader and a speaker at numerous prestigious international business conferences. He is also a charter member of TiE Bangalore.



## Dr. Alok Nath De

Chair, IEEE Bangalore Section  
Former CVP & CTO, Samsung  
Founder, Cyber-Physical Systems Initiative

**Dr. Alok Nath De** has been incessantly crafting Core Technologies to build a 'Better Connected World with Enriched Human-Machine Collaboration'. These Cyber-Physical System (CPS) solutions nestle in the intersection space of AI, IoT, Blockchain, B5G, and Robotics. His expertise and experience in solving complex problems, from Radar Systems to Futuristic Devices, from Rich Communication to Machine Understanding, fuels his assimilative thinking. Beyond playing Global roles in Canada and S.Korea, Dr. De has worked extensively with teams in the USA, France, Italy, Switzerland, Sweden, UK, Netherlands, and Belgium. Imbibing principles of Deep Technology, Consumer Experience, and Social Inclusion, Dr. De has become a strong champion of TechOnSciArt, TechOfValue and TechForAll .

# Program Schedule

This Program will be anchored by **Subhas Khare**, a well-known Leadership Development Consultant, Coach, and Facilitator. He will be supported by Industry Leaders as well as IEEE Bangalore Section ExeCom Members who will share their experience in their respective tracks. The program will be delivered through a combination of Presentations, Role Play & Workshops and will focus more on interactions with Coaches & participants.

## Session 1

### MANAGING EXPECTATIONS

Interactive Presentation with Case-Lets, Role Play & Exercise for TRUST.

## Session 2

### BRIDGING THE GENERATION GAP

Interactive Presentation with Case-Lets, Sharing Experience & Success Stories from Industry Leaders.

## Session 3

### STRESS MANAGEMENT & WORK LIFE BALANCE

Interactive Presentation with Story Telling, Sharing Personal Experience of Managing Stress & Group Discussions with actions to create mental Bandwidth.

## Session 4

### CHANGE MANAGEMENT

Interactive Presentation Framework for managing change, Industry Example & Expert Speak from Industry. This session will also focus on grooming Personal Skills for Senior Leadership positions.

## Session 5

### CAREER CHOICES

Interactive presentation and experience sharing by Senior Industry Leaders. This also introduces instruments to choose preferred future roles.

## Session 6

### WRAP UP & CLOSURE

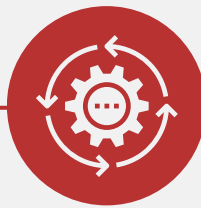
Insights and Learnings, Certificate Distribution, Wrap Up & Feedback by Participants.



# Key Takeaways



Learn from a comprehensive curriculum built on key pillars of general management, leadership and core functional areas.



Engage with faculty, peers and industry experts during highly interactive in-person modules



Organizations benefits by strengthening the Mid Manager.



Participants will get Certificate of Completion from IEEE Bangalore Section.



Participants can connect with Mentorship Network in case of Guidance needed.

# Program Fee Structure

CATEGORY	DISCOUNT	FEEs
STANDARD FEE		3000 INR
STANDARD FEE (EARLY BIRD TILL <b>APRIL 26, 2023</b> )	600 INR	2400 INR
IEEE MEMBERS	400 INR	2600 INR
IEEE MEMBERS (EARLY BIRD TILL <b>APRIL 26, 2023</b> )	520 INR	2080 INR

*\*Inclusive of GST*

## Venue

### THE CHANCERY PAVILION

📍 135, Residency Rd, Bengaluru - 560025



## Registration Link

[https://bit.ly/catalyst\\_register](https://bit.ly/catalyst_register)



# The Organizing Committee



• **Dr. Aloknath De**  
Chair, IEEE Bangalore Section



• **Dr. Prasant Mishra**  
Vice Chair, IEEE Bangalore Section



• **Mr. Supriyo Das**  
Execom Member, IEEE Bangalore Section



• **Dr. Chengappa M R**  
Secretary, IEEE Bangalore Section



• **Dr. Pushpa Mala S**  
Execom Member, IEEE Bangalore Section



• **Mr. Arun Tanksali**  
Treasurer, IEEE TEMS

**FOR QUERIES REACH US AT**

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