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CATALYST
Re-Fueling Mid-Career

One Day Coaching for Future Senior Leaders

In Partnership with

IEEE TEMS
Technology & Engineering
Management Society

October 13, 2023

THE CHANCERY PAVILION

135, Residency Rd, Bengaluru - 560025

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.

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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.

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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.

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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

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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.

Dr. Prasant Kumar Misra
Senior Scientist and
Principal Investigator, **TCS**

Dr. Prasant Misra is a Senior Scientist and Principal Investigator for Electric Mobility research at Tata Consultancy Services. He is a Visiting Faculty at the Robert Bosch Center for Cyber Physical Systems in IISc Bangalore. He has been felicitated by numerous honors and awards for his work, of which it is noteworthy to mention the MIT TR 35 – India "Top 10 Innovators under the age of 35 in India" (for the development of new technology or creative application of existing technologies to solve problems) and the TCS "Exemplary Contribution Award" (for increasing the brand value of TCS) in 2017; the ERCIM "Alain Bensoussan" and "Marie Curie" Fellowship (for scientific excellence) in 2012; and the Australian Government's AusAID "Australian Leadership Awards" Scholarship (for his potential to make substantial impact on social, economic, and development challenges of the Asia-Pacific region at a leadership level) in 2008. He is the Chair of IEEE Computer Society Bangalore Chapter; Vice-Chair (Industry Engagements) of IEEE Bangalore Section; and an executive committee member of the COMSNETS Association. He is the Chair of the technical subcommittee for IoT, FutureSkills Prime (A MeitY – NASSCOM Digital Skilling Initiative) and is a member of the MeitY working group on IoT based technologies for Smart Cities. He has contributed to standardization initiatives on Smart Cities and Infrastructure for the Bureau of Indian Standards. He has served on the editorial board of IEEE Communications Magazine as Series Editor of Internet of Things (2019-2022). He is the Founding Chair of the IMOBILE ACM Chapter, which is the India chapter of ACM SIGMOBILE. Prasant has 16+ years of professional experience. He has a Ph.D. in Computer Science and Engineering from the University of New South Wales, Sydney. He has previously held research positions at CSIRO Australia, RISE SICS Stockholm, and IISc Bangalore; short-term visiting positions at NICTA Australia, TIFR Mumbai, Universiteit Gent, and ETH Zurich; and software engineering positions at NTT Data. He is a senior member of the IEEE and ACM. He is a member of the IEEE Computer Society and ACM SIGMOBILE. He is an ACM Distinguished Speaker.

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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. Sithu D Sudarsan
Executive Director,
C-DAC

Dr. Sithu D Sudarsan presently working as Executive Director, C-DAC Bangalore has over 3 decades of R&D experience in India as well as the United States and a wide expertise in various technology domains. His areas of interest include Semantic mining/BIG Data, HPC, Cyber Security, IPR, Technology Management, Strategic Management and emerging technologies. Prior to his position at C-DAC Bangalore, Dr. Sudarsan was associated with ABB Corporate Research; The United States Food and Drug Administration (US FDA); Central Research Laboratory (Bharat Electronics Limited (CRL-BEL); ERDCI; CEDTI. He has been a Featured Reviewer at "reviews.com" (2010) and he has also been mentoring Graduate and Doctoral students. Dr. Sudarsan completed his Ph.D. from Univeriay of Arkansas at Little Rock (UALR) USA and is a Fellow IETE and Senior Member IEEE.

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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

CAREER CHOICES

Interactive presentation and experience sharing by Senior Industry Leaders. This also introduces instruments to choose preferred future roles.
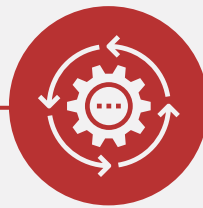
Session 5

WRAP UP & CLOSURE

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

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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.

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Program Fee Structure

CATEGORY	DISCOUNT	FEES
STANDARD FEE		3000 INR
STANDARD FEE (EARLY BIRD TILL SEP 30, 2023)	600 INR	2400 INR
IEEE MEMBERS	400 INR	2600 INR
IEEE MEMBERS (EARLY BIRD TILL SEP 30, 2023)	520 INR	2080 INR

Inclusive of GST

Venue

THE CHANCERY PAVILION

📍135, Residency Rd, Bengaluru - 560025

Registration Link

https://bit.ly/catalyst_register

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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

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