**CV: Prof Dr. K S Gupta**

**PhD (IIT Bombay, on Empowerment)**

**MBA (HR & Mktg), PGDBA**,

**ME (Electronics), C Eng (I), FIE, LMISTD**.

***Director- KSG Center for Quality Minds, Bangalore***

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**Ia. Summary**

**An Expert Energy Intensifier, Empowerment Guru and Mind Reprogrammer**, having 49+ years of experience in Quality Assurance System at all the three levels (Primary, Secondary and Tertiary), Training and Development, Management Teaching, Research and administration of B-Schools, Guiding M Phil and PhD Scholars, conducting FDPs, EDPs and MDPs in development skills and Reprogramming of Minds with strongly working and advocating for quality improvement in Education system and post self-assessment procedure to improve the quality as a cyclical manner.

1. **3-Day Training Program** on **“Industry 4.0”** for the Officers and supervisors of MSME Department of Govt. of UP from 24-26 Feb 2021 at Bangalore.
2. Number of Keynote addresses on **“Industry 4.0: Challenges for present and future Busines**s”. Challenges of ”**I (Individual) 4.0** for **I (Industry) 4.0”.**
3. Invited to present Keynote address on ”**I (Individual) 4.0** for **I (Industry) 4.0”** in one-day National Conference on **“Industry 4.0: Embracing Change and Transformation”** on 13 March 2021.
4. Conducted two-day sessions on “**Entrepreneurial Mind”** in each four DST Sponsored **FDPs on Entrepreneurship Development Programs** in Bangalore and Coimbatore on the following topics:

* Understanding Entrepreneurship and Processes
* Entrepreneur Mindset & Eco-System
* Entrepreneurship Development Process and Model: Concept, EDP Model and Strategies
* Skill and Behavioral Training: Entrepreneurial Motivation and Competencies, Counselling, Confidence building.

1. Conducted 6 Face–to-face, Three-day (18-hour) FDPs and One-Online, 5-day on **“Case writing and Teaching”** .
2. Conducted one day sessions on **“Research Mind”** in number of FDPs on **Research Methodology.**

**Paper setter for many Universities and Institutions for General Management, Organisation Behavior, HRM, Marketing areas, Ethics and Values subjects.**

1. **Invited as a Speaker and panel moderator in 7th Global Education Summit on 26-27 May 2021.**

**Webinar Conducted**

1. Research Orientation
2. Energetic Communication
3. Enhancing Communication Ability
4. Public Speaking
5. Building Empowering Relationships
6. Socially Relevant Research orientation
7. Behavior Modification
8. Interdisciplinary Research Orientation
9. Overcoming Fear of Research
10. **7 Habits of Highly Effective People**
11. Developing and Writing Research Paper for Scopus Publication
12. Goal Setting
13. Personal Energy Management
14. Reprogramming Mind for Research Through Empowerment
15. Managing Change: Importance, Role, Process and Approach
16. Entrepreneurial Mind: Born to Succeed, Programmed to Fail
17. Industry 4.0 – Global Scenario, Future Possibilities & Trends
18. Achieving Success Through Empowerment
19. Career Counseling/Guidance
20. Student to Adult Learner: A Transformation
21. Innovation in Education and Need of Capacity Building in Today’s Competitive Scenario
22. Teacher to Facilitator: An Essential Transformation in Digital Era
23. Empowered and Empowering facilitator
24. Productivity Improvement through Empowerment
25. Transformation of faculty to Facilitator, Student to Adult & Learner and using Andragogy and Heutagogy approaches in Transfer of Learning in Higher  Education
26. Managing Challenges of Today’s Market
27. Educational Technology and People Alignment for Enhanced Learning
28. Reprogramming Mind for Interdisciplinary Research
29. Transformation of faculty to Facilitator and Student to Adult & Learner for Enhanced Transfer of Learning in HE
30. Born to Succeed, Programmed to Fail
31. Empowering Leadership for Meeting Covid-19 Challenges
32. Born to Flourish (Succeed), Programmed to Fail
33. How to Learn and Teach Effectively online?
34. Online Education & Impact on Marketing
35. Industry 4.0
36. Virtual Internship for HRM Students on Recruitment and Selection
37. Virtual Internship for HRM Students on Induction & Placement
38. Student to Adult Learner: A Transformation
39. Hiring HR Executives
40. Gender Equality
41. Inclusive Innovation in Education
42. Empowering through Financial Inclusion

**Member of Panel in: DRDO** and number of other organisations for the **selection** as well as Promotion of Scientist, Managers, Faculty and others Professionals**.**

**Mentor and Advisor:**

1. Consultant for HAL divisions on development of people, system, processes and their alignment.
2. Conducted development Program for Top Management team (Director, Executive Director and Head of the divisions) of HAL, BEML, ABB etc
3. Career and educational advisor and counsellor
4. Advisor in Higher Educational Institutions
5. Mentoring and Coaching of Higher education faculty
6. Mentoring and counseling of students
7. Alignment of 4Ps (People, Process, Policies and Procedures)
8. Faculty Development Programs
9. Balance among all stakeholders
10. Transformation of Teacher to Facilitator
11. Adaptation of Adult Teaching Methodology called Andragogy and Heutagogy
12. Transformation of students to Adult and Learner.

**Continuous Self Development**

Attended 25 Webinars on different topics of self and professional development

Also conducted 20 Webinars on following topics:

**1.  For all:**

a. Born to succeed, Programmed to Fail.

b. Empowering Leadership for Meeting Covid Challenges.

c. Unleashing Human Potentials to face Covid Challenges

d. Reprogramming Mind to Live with Covid.

e. Entrepreneurial Mind

f. Induction programs for Management and Executive Trainees in HAL

**2.   Exclusive to Women:**

a. Reprogramming Women Mind to enhance Self Esteem

b. Women Empowerment for Higher Self Efficacy”.

**3. For Faculty**

a. Transformation of Faculty to Facilitator”

b. Research Mind”

c. Mentoring

**4.   For Students:**

a. “Transformation of Student to Learner to meet Covid Challenges”

b. “Individual Development to face Future Challenges “

**Recent Key Note Addresses in Seminars/Conferences:**

* Presented Keynote address in Vardhaman College Bijnor
* Conducted FDP in ATS Ghaziabad.
* Conducted 2-day FDP on Educational Technology amdPeople Alignment for Enhanced Learning
* FDPS in Kanpur and Lucknow
* “**Quality on Higher Education”** in a Conclave on “Quality in Higher Education” organized by Christ University at Lavasa on 29-31 Jan 2016.
* **“Managing Change through Empowerment” 0n 10th& 11th Feb 2017** in Pune
* **“Dealing with Specific Learning Situations” in Pollachi, Coimbatore on 17th Feb 2017.**
* **“HRD through Empowerment” in NEHU Tura, Meghalaya on 23 Jun 2017.**
* **“Innovation in Education” in UTKARSH 2019**
* **Reprogramming Mind for Interdisciplinary Research**

**International Consulting For Quality Improvement**

**Expert in the field of Quality Assurance in Higher Education.**

Auditing, Reporting and helping as Foreign Quality Expert for Quality improvement for the following Universities in Bangladesh during 2017-18:

* World University of Bangladesh, Dhaka and
* American International University of Bangladesh
* Uttara University Dhaka.
* Shahjalal University of Science and Technology, Sylhet
* Bangaloadesh University Dhaka
* Jahangirnagar University Dhaka
* Jagannath University Dhaka
* **Shanto Mariam University Dhaka**
* **Khulana University of Engineering and Technology Khulana**.

**Conducted sessions in MDPs** conducted in IIM Bangalore and Kozhikode. Recently conducted 2 programs on **“Teaching –Learning, assessment procedures**, **Ranking system of Journals and HEIs at India”** at ISBR and 5 programs on **“Building Empowering Relationships to Motivate Team Members”** for BEL Top Management teams. (from Jul to Nov 2015) in IIM Kozhikode. And in June and Jul 2016 three programs on “E**mployee Engagement through Empowerment”.** Training programs for more than 200 organisations (with repeat programs) and more than 15000 participants.

**Conducted Two-day (18-hour) Workshops on:**

* **Electrical Safety (45)**
* **Maintenance Management (25)**
* **Total Productive Maintenance (15)**
* **Predictive and Preventive Maintenance (16)**
* **Developing Safety Orientation (4)**
* **Maintenance Orientation (Mind) (4)**
* **I (Individual) 4.0 for I (Industry) 4.0**
* **Human Process Reengineering (12)**
* **Managing Self Energy**
* **Introduction to Empowerment (40)**
* **Product Life Cycle Management**
* Manufacturing Processes
* Enhancing Happiness through Empowerment (25)
* Reprogramming Parents’ Mind to Empower Teens ( 5)
* Customer Delight through Empowerment (4)
* Innovation in Learning for Head of the Institutions (5)
* Transformation of Teacher to Facilitator (12)
* Learner Oriented Facilitation (8)
* Transformation of Student to Adult Leaners (9)
* Understanding Customers and Sales Closing (3)
* Three-day workshop on “Sales promotion and management (3)
* Six-day program on “Overview of Marketing Management”

**II. Experience: Industry** 34 years,

**Teaching**: 58 years (from KG to PhD) Part time, Visiting and Full time.  **PG level**: 28 yrs.

**Consultancy**: 35 years; **Research 40 years**

Research Papers Presented and Published: 91

Book: 1 (Title: **Empowerment: Concept and Applications**)

**II. EDUCATIONAL QUALIFICATION:**

**Research**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Examination | Year | Institution | Subject |
| 1 | Ph.D | 1999 | IIT, Bombay | **Empowerment: A Conceptual and**  **Exploratory Study** |

* **Technical**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Examination** | | **Year** | **Institution** | **% of Marks** | **Subject** |
| 1 | M.E. | 1985 | PSG College of. Technology, Coimbatore | 74.8  I Rank | Applied Electronics |
| 2 | Sec A & b of IE  (A.M.I.E.) | 1981 | Institution of Engineers (India) | Sec.A=55  Sec.B=59 | Electronics &  Communication |

* **Managerial**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Examination** | | **Year** | **Institution** | **% of Marks** | **Subject** |
| 1 | MBA | 1996 | IGNOU | B (76.4) | Marketing & HRM |
| 2 | PGDBA | 1987 | Annamalai University | 56.2 | Business Admin. |

* **Academic**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Examination** | | **Year** | **Institution** | **% of**  **Marks** | **Subject** |
| 1 | High School | 1968 | UP Board  Allahabad | 55.2 | Hindi, English, Maths, Science, Sanskrit |
| 2 | Intermediate | 1970 | - do - | 57.2 | Hindi, English, Maths, Physics and, Chemistry |
| 3 | B.A. | 1977 | Panjab University | 43.7 | Maths, English, Hindi |

**PhD Guided: 10** Awarded and MBA project guided: 50+

**Some of the Subjects Taught recently to PhD scholars including syllabus design and evaluation:**

1. Organisation Development
2. Organisational Leadership (3 scholars)
3. Emotional Intelligence
4. Stress and Life Style Management
5. Performance Management
6. Impression Management
7. Technology management
8. Strategic HRM
9. International HRM

**Some of the FDPs Conducted**:

* 6 FDPs for HODs of Training and Development Centres of HAL
* 2 FDP in New Horizon College of Engineering Bangalore,
* 3 FDPs in JNU Jaipur
* 4 FDPs in Sri Ramakrishna PG (Autonomous) College Nandyal on
* **Case Study Method of Teaching**
* **Case Writing and**
* **Learner-oriented-facilitator**
* **Shifting Focus from teaching to Learning**
* **Research and Publication**
* Quality assurance in Higher education and class auditing
* Introduction to Research and writing research paper
* Writing and Publishing Research Paper
* **Empowering and Empowered Facilitator**
* **Learner-Oriented Facilitation through Empowering Relationships**
* Case Analysis for Teaching and Learning
* Case Analysis and Writing Workshop
* **Research Mind**
* **Entrepreneurial Mind**
* **Interdisciplinary Research**
* **Transformation of Teacher to Facilitator**
* **Transformation of student to Adult Leaner**

**b.**  **Awarded** **“Best Teacher Award 2016”** by Bangalore Education Trust on 7th Sept 2106 and “**Distinguished Teacher Award: For Ensuring Quality Education”** by MTC Bangalore.

* **Best Teacher Award 2016 by Bangalore Education Society**
* **Distinguished Teacher Award in Management by MTC Global**

**c.** 3 months Educational and Holiday Visit to USA in California, New York, New Jersey and Cincinnati had meetings with Professors and Teachers about the Education System and improvements.

**d. Conducted Entrance Test and Selection interview for:**

* Management Trainees, Engineer Trainees, Personnel Finance and Marketing areas in HAL from 1997 to 2005.
* MBA students from 2002 to 2015 in various B-Schools
* MBA students of SJMSOM in 2016.

**e. Attended other training Programs**

* Quality Assurance Training Programs for 4 weeks
* ISO 9000:2000 Series Auditor/ Lead Auditor Training Course
* Managing Management Schools
* Examination Coordinators Conference (Program)
* Quali ty Assessor Program for Higher Education
* Conclave on “Quality in Higher Education”
* Maintenance of electronics Measuring Instruments
* General Management Development Program 3 weeks
* FDP on “Living the Future”
* FDP on “Case Writing and Teaching”
* Marketing Management Program with Special Emphasis on Exports for 4 weeks

**ii. Attended Continuous Learning Courses**

* Strategy and the Sustainable Enterprise | IIMBx on edX
* Ethical Leadership: Character, Civility, and Community
* Banking and Financial Markets: A Risk Management Perspective EDX FC 201
* The Science of Happiness BerkeleyX's GG101x!
* Inter Cultural Communication From Future Learn
* **Management and Leadership: Growing as a Manager.**From Future Learn
* **Behavioral Medicine** : A Key to Better Health
* The Science of Learning--What Every Teacher Should KnowTeachersCollegeX -EDSCI1xStarts - Nov 16, 2016.
* Finding Purpose and Meaning In Life: Living for What Matters Most, Coursera

**II. Teaching**

**Subjects Taught for the last 30 years:**

* Training and Development
* Organisaional Behaviour,
* Business Communication,
* Performance Management and Compensation
* Managerial Communication,
* Organisational Design and Development
* Human Resource Management
* Ethics and Values in Organisation
* Recruitment and Selection
* Business Ethics
* Business Communication Skills
* Marketing Management
* **Strategic Human Resource Management** (teaching currently)
* **International Human Resource Management** (teaching currently)

Member of **Syllabus Revision Committee** for IBS University and VTU University**.**

**Designed the Syllabus for Management courses of a Global University**

**III. Skills**

**a. Some of the Skills:**

* High level of negotiation skill
* Good Leadership skills
* Effective Delegation skill
* Effective Decision-Making skill
* Problem Solving skill
* Objection handling skill
* Probing skills
* Excellent Empowering (and facilitating) skills
* Self- Development skills
* Developing people skills
* Customer Delight skills
* Good Motivational skill
* Good Communication skill.
* Good Interpersonal skill
* Good Listening skill
* Good Team Working
* Institution Building Skills

**b. Values**

* Respect for people and their ideas
* Team Working
* Discipline
* Punctuality
* High Commitment
* Systematic approach
* Enthusiastic learner
* Effective transfer of learning
* No Wastage

**IV. Paper setter for many Universities and Institutions for General Management, Organisation Behavior, HRM, Marketing areas, Ethics and Values subjects**

**V. Research**

**Research Interests**

a. Conceptual Relationships of Empowerment with:

* Enhancement of Quality education in changing environment
* Leadership,
* Emotional Intelligence
* Empowerment
* Life styles and Stress management
* Human Process Reengineering,
* Organisational Practices and Performance
* Talent Management
* Knowledge Management,
* Supply Chain Management,
* Child Empowerment

**Overall Teaching, Training and Consultancy 26+ Years**

**VI. Positions held (Latest some):**

Feb 18 – Till date Director KSG Center for Quality Minds, Bangalore

Jun 17 – Jan 18 Director, IQAC & Continuing Education, ISBR B-School Bangalore

May 15 – May17 Director, KSG Center for Leadership and Development Bangalore

Jul 14- April 15 Professor, Asia Pacific Institute of Management New Delhi

Nov11 – Jun14 Director, KSG Center for Learning and Development Bangalore

Mar11 – Oct11 Director, Academy for Excellence in Management Education, Bangalore.

July 10 – Jan11 Director, School of Management and Technology, Jaipur National University,

Jaipur.

Apr09 – Apr10 Dean, Management Studies, New Horizon College of Engineering, Bangalore

Jun07 – Mar09 Associate Dean (**Examinations and Students’ Development & Welfare),** ICFAI Business School (IBS), Bangalore

Apr06 – May07 Professor of Organisational Behaviour, IBS Bangalore. Area Coordinator for Organisational Behaviour and Human Resource, PhD Supervisor and Researcher

Nov05 – Mar06 Professor of Organisational Behaviour, ISBM Bangalore

Jul05 – Oct05 Deputy General Manager, Integrated Materials Management, HAL, Bangalore (Planning, sourcing, procurement, and supply of materials for manufacturing line of aircraft including inventory management. Leading a team of more than 175 employees and managing a budget of INR 500 Crores for the division)

Nov96 – Jun05 Senior Faculty (Trainer), HAL Management Academy

(Managed HAL Management Academy and designed, developed & conducted Training programs for Management Trainees, Executive Trainees and Management Development for Middle to Top level Executives of HAL and other organisations.)

Oct86 – Oct96 Manager (Maintenance) and Manager (Export Marketing), HAL Bangalore

Jan72 – Sep86 Quality Control Inspector, Aircraft Maintenance and Overhauling.

**VII. International Study Tour in USA on**

Paradigm Shift in Management Education in globalised Era in:

* April/May 2010 in California
* May-Aug 2013 in New York, New Jersey, California and Hawaii
* Aug-Nov 2016 visited universities in California, New York

**VIII.  Editor-in-Chief of the journal**;

International Research Journal of Management and Business Studies (IRJMBS).

**Member of Editorial Board** of “International Journal of Advanced Research in Business Management and Administration”

**Reviewer for Research Papers of the following Journals:**

* ICFAI Journal of Organisation Behaviour from April 06 to March 09.
* International Journal of Information Resources Management Association, May 08.
* Journal of Management Development, Emerald journals Since Jan 10
* African Journal of Business & Management.

**Member of Scientific Committee of the** 2nd International Conference on Marketing 2014 to be held on 25-26 Feb 2014 in Colombo, Srilanka**.**

**(**http://www.marketingconferences.co/scientific-committee.html)

**Organised and attended number of national and international conferences, workshops and seminars.**

**Have been invited for Key Note addresses, panel discussions, chairing the sessions by the organisers of various national and international conferences for the past 20 years.**

**X. Publications:** Total 91

**Summary of Publications**

* *International Refereed Journal 10*
* *National Refereed Journal 25*
* *International Conference Proceedings 16*
* *National Conference Proceedings 31*
* *Book 1*
* *Edited Books 6*
* *Journal Article 2*

**Book: Empowerment Concept and Application**

**Book Reviews**

* *Book Reviews 4*

**X. Board Membership**

* NVT Quality Certification Pvt Ltd, Bangalore.
* International School of Management Excellence (ISME), Bangalore.
* Academy for Excellence in Management Education (AEME) Bangalore, Bangalore

**XI. Membership of Professional Bodies**

* Life Member of India Society for Training & Development, LMISTD.
* Chartered Engineer and Life Fellow of Institution of Engineers (India), C Eng., FIE.

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