

Dr. K V Prabhakar conducts
Workshop on Mindset for New MBAs at BPBIM, Mysuru



Dr. K V Prabhakar, Former Vice Chancellor, Gulbarga University and Senior Professor at MPBIM spoke to students at Bhavan's Priyamvada Birla Institute of Management, Mysuru, on the need to upgrade the skills by understanding what MBAs need to learn & know and what the Corporate wants its MBAs to be.



As a background he emphasised on the mark Indian employees have made in foreign countries. It is gratifying to note that - 12% Scientists in USA are Indians; 36% of NASA scientists are Indians; 34% of Microsoft employees are Indians; 28% of IBM employees are Indians; 17% of INTEL scientists are Indians and 13% of XEROX employees are Indians.

He likened the Green Revolution, industrial revolution with the IT revolution and now the latest Revolution in development of Human Capital with focus on Technology & Management education. He said Institutions are creators of knowledge society and are emerging as emerging as knowledge supermarket. He stressed that in functioning as a manager Human Resource Development, InfoTech and Systems and Financial Management are essential



He said that for an MBA the skill sets consist of marketing person Customer Orientation needs to be 65.6%. The employees must exhibit the ability to learn, perform, possess leadership skills. The Skills at the Companies value are - The Ability to work in a team; On the job performance; Leadership skills; Problem-solving abilities; Adaptability to organization; Interpersonal skills; Analytical abilities; Entrepreneurial spirit and Practical knowledge, Mastering New Tools, Ability to Manage Others and last but not the least Loyalty to organization



A new MBA must - Consider personal goals secondary, Does not expect to be in strategy-making, Does not claim to be superior to non-MBAs. One can justify his/her salary with multiple skills including career-savvy skills and of course Sharing his/her learning with others

All the above call for a Flexible Mindset towards career development as a Career map is created all the way taking into account the external and internal changes. Organic career development employees need to know the competencies needed for jobs. The corporate world is changing too fast and the employees to review, re-evaluate and

navigate their careers. Career development is driven more organically and based on meaningful conversations. Career development conversations are alive in the conversations between managers and employees



Organisations need to realise that Mindset towards managers: Managers need assistance so that they can back the career development of their staff; They need to develop a Provocative thought- The issue is what if they do not develop people and they stay.



The employee should visualise Organization as a partner. Learning is a path to improvement for the managers and employees and also Focus on the organization: Nurture

employees for the organization.



The programme was interlaced with videos and presentations. Faculty of BPBIM participated in the workshop. Prof. K L Ramadas introduced the Professor Prabhakar to the students highlighting his contribution to the Institutions he served. It may be noted that Dr. K V Prabhakar was among the pioneers who started MBA programme at Mysore University and also at Gulbarga University.

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