

# Industry Expectations from Academia

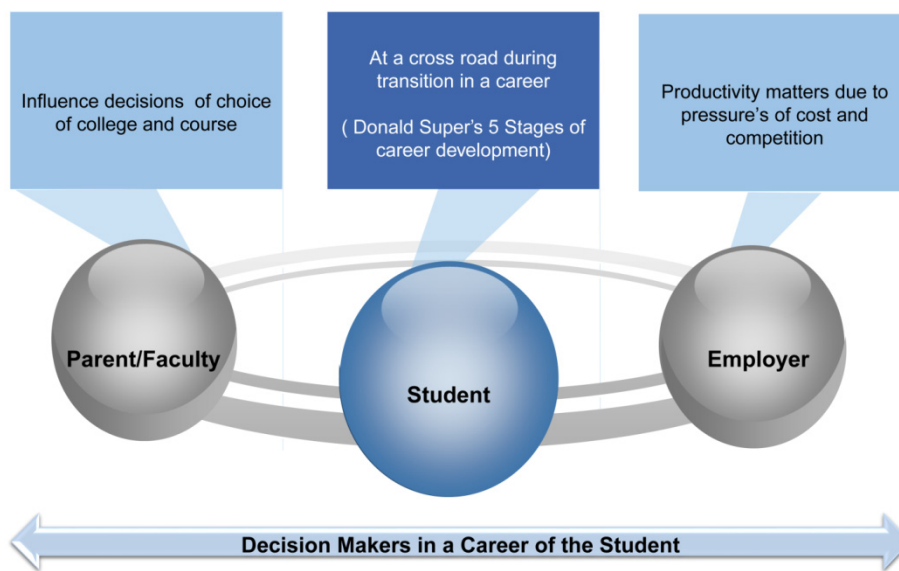
Yogi Sriram  
Sr. VP -L&T LTD

## PRESENTATION FLOW

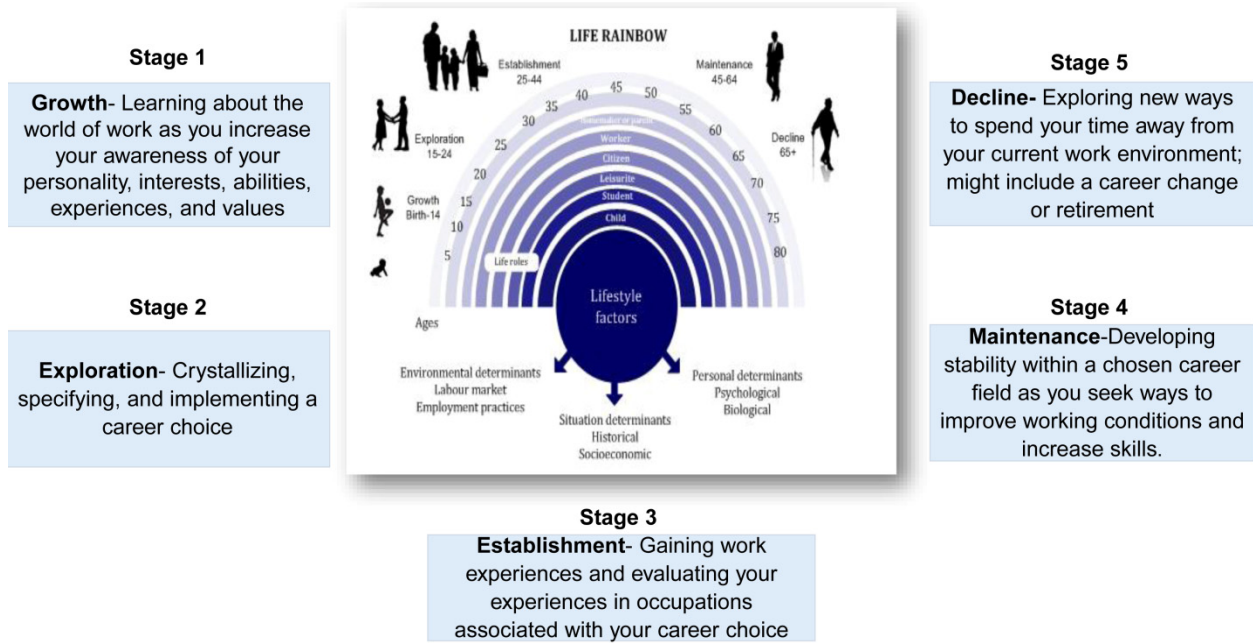


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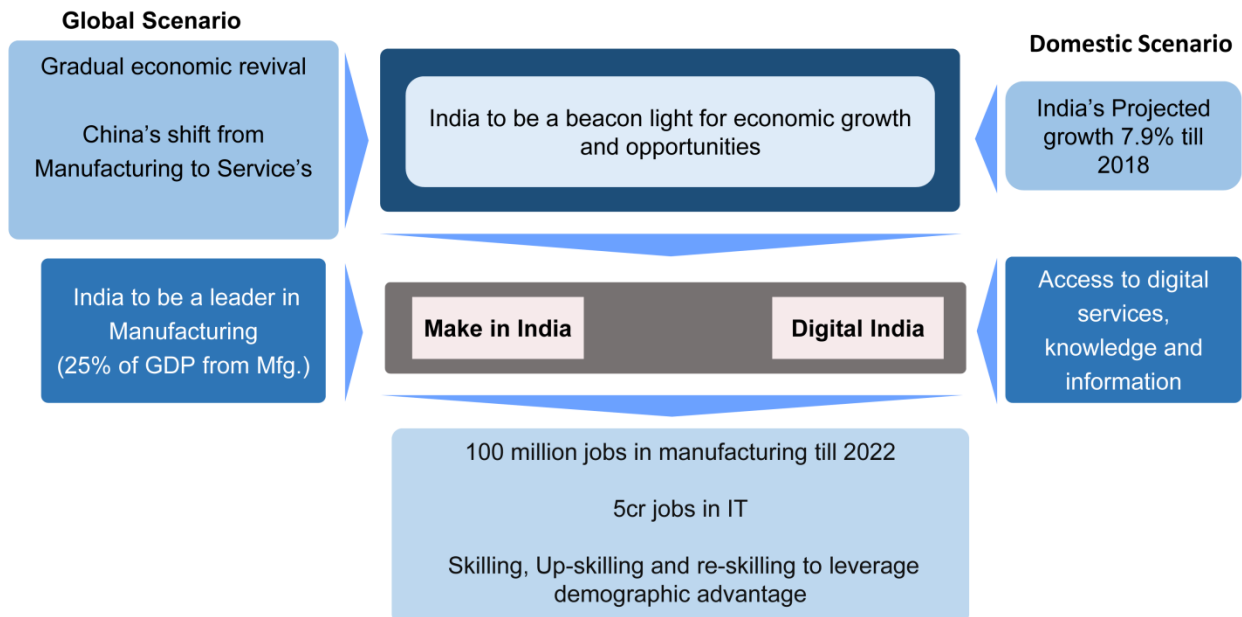
## INTRODUCTION



## Introduction: Donald Super's 5 Stages of Career Development



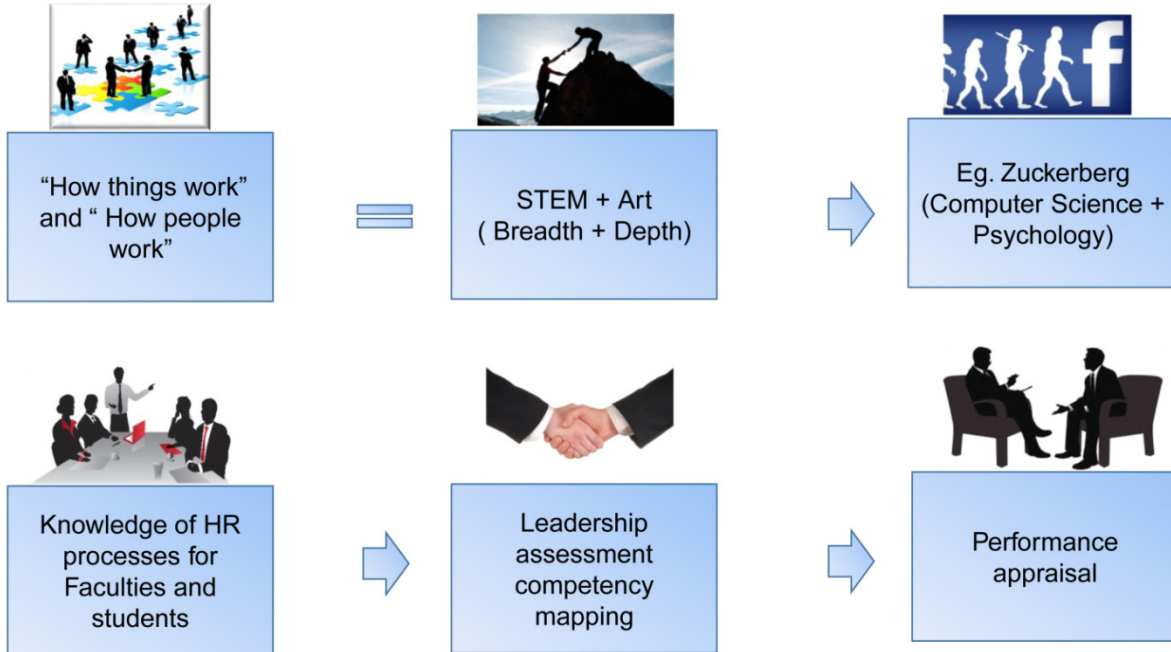
## Effect of Macroeconomic Parameters



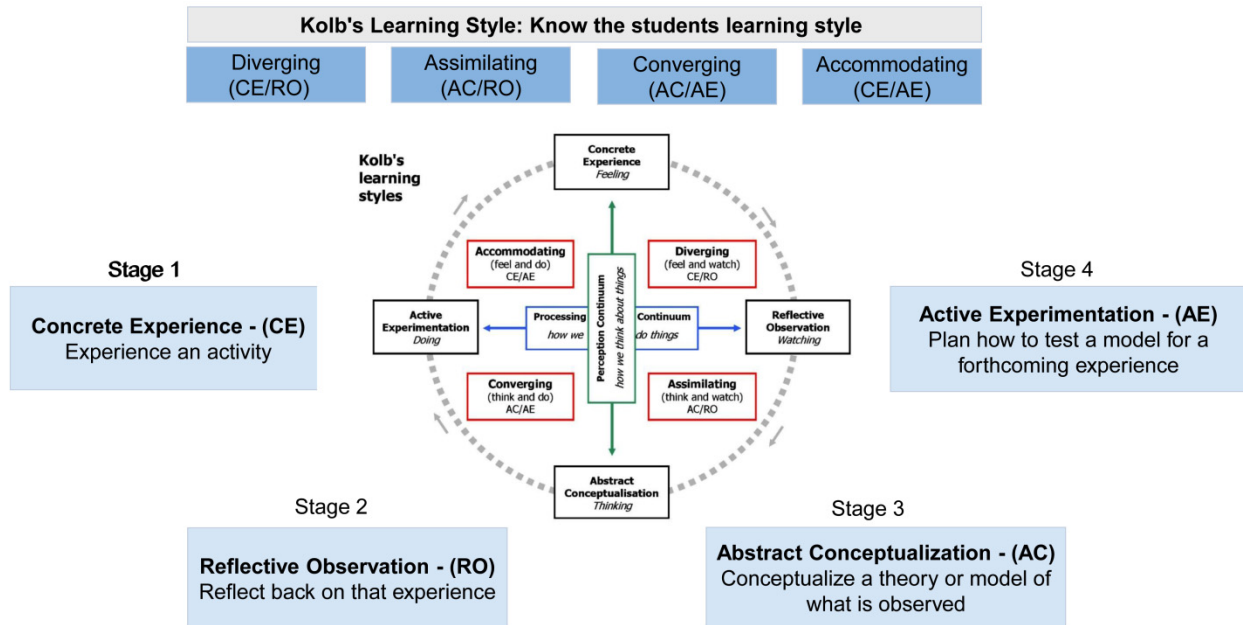
## Challenges for Academia in Current Scenario



### Industry Expectations from Academia: Curriculum



### “Curriculum which Combines Technology Know How with Human insight” Industry Expectations from Academia: Curriculum



## Industry Expectations from Academia: Pedagogy

“We need to bring Universities to device and devices to Universities”



Use of Videos, Mobiles, Ipad to connect with the Industry



Free 24X7 online access to learning content



Judicious mix of Industry Professionals and Academicians as Faculties



Theory to be followed by demonstration and experimentation



Latest and adequate equipment's in the lab



Projects with industry: Making preliminary design/cost estimation for a task

## Industry Expectations from Academia: Practical Action Points

### L&T- IIT Jodhpur MOU

#### Blended B.Tech Program

Develop an industry immersed program

**Internships:** 8 weeks for 6 Students and 1 Faculty for 3 consecutive summers

- L&T Adjunct Faculties
- Course Development
- Introduction to shop floor activities/projects
- Joint research on projects of Mutual interest

### L&T EAIC-VJTI MOU

#### Centre for excellence in Complex and Nonlinear Dynamical Systems

Create an Innovation Centre and joint research facilities

**Internships & L&T Project Guide:** MTECH Students

- L&T has setup a Lab
- Support for design concept and equipment finalization
- PHD students working on real R&D projects of EAIC

### Outcome

Exposure to Industry practices

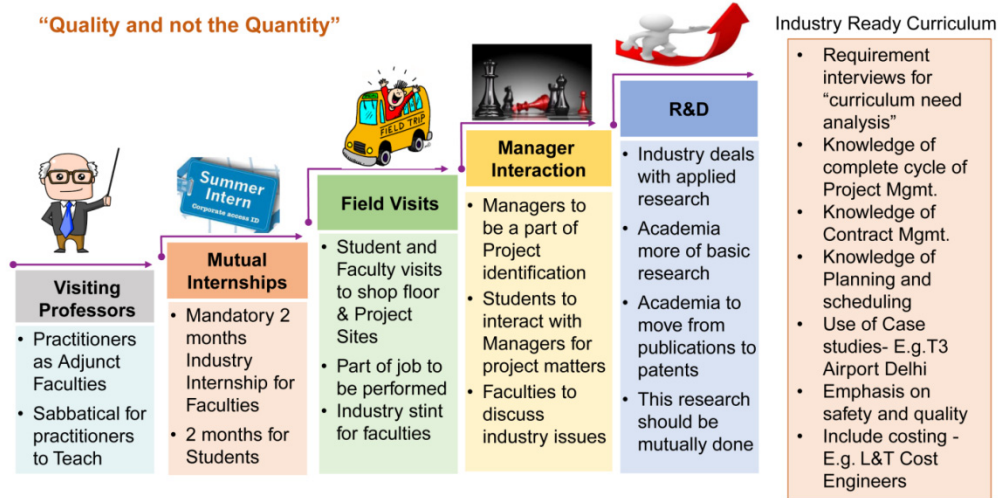
Understanding of shop floor

Participation in real tasks

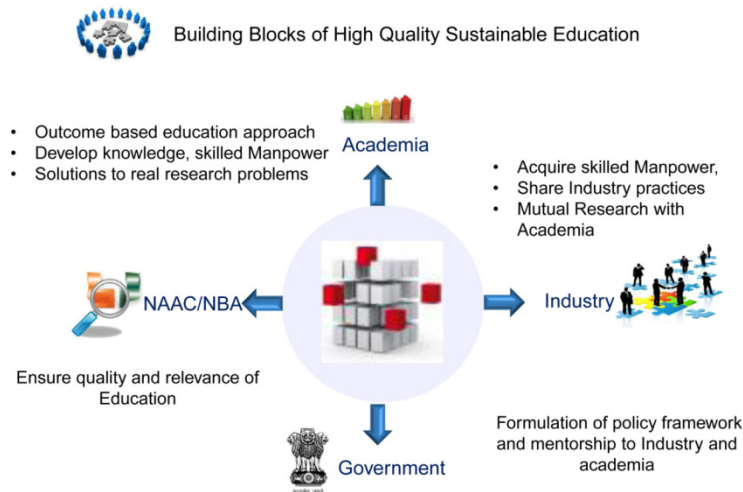
Industry specific research



## Industry Expectations from Academia: Practical Action Points



## Industry Expectations from Academia: Practical Action Points



“ Major Competitor for Universities in 10 years will be Google...if Universities were still alive”

THANK YOU

## Yogi Sriram

*Sr. VP -L&T LTD*



**Yogi Sriram**, is Senior Vice President – Corporate Human Resources, Larsen & Toubro Limited, a USD 16 billion technology, engineering, construction, manufacturing and financial services conglomerate, with global operations. He also leads a world class Institute of Project Management.

He has a B.A Honors degree in Economics from Shriram College of Commerce, Masters in Personnel Management & IR from the Tata Institute of Social Sciences, L.L.B. from the University of Delhi and M.B.A. in Organization Behaviour from the Faculty of Management Studies (FMS), University of Delhi, a Diploma in Training and Development from Indian Society for Training & Development. He is accredited in psychometric testing techniques such as MBTI at NTL Maine US, FIRO-B and has gone through extensive training in personal counseling (Karkuff Model). He has completed a Certificate Course on "Appreciative Enquiry" delivered by a Faculty of Case Western Reserve University, Cleveland Ohio. Sriram had been admitted as the first HR professional in India as Fellow of the All India Management Association.

Sriram has over 38 years of experience in the Human Resources Development function, of which 25 are in Leading Human Resources teams in companies of major significance such as Asea Brown Boveri Limited, BP and the Taj Group (Tata). His areas of interest are succession planning, career sculpting, team coaching, talent management and change management, having successfully contributed to the architecture and execution in these areas in leadership roles, in very large and diverse organizations. He has published papers in journals of international repute and has built a reputation as a successful thought leader and implementer having laid the foundation for most of L&T's signature leadership programs.

Mr. Sriram was on the board of AIMA Council of Management (Governing Board) representing the Fellow Members. He has been a past President of the Bombay Management Association (BMA) which has received the best LMA award in Category 2, in 2013 and has been the immediate past President of the Mumbai Chapter of National HRD Network (NHRDN) which has been awarded the best Chapter award in 2012. He serves on a HR committee to advise the board of NMIMS. He serves on a high level committee constituted for accreditation of Engineering Institutions in India. The committee has been constituted by the National Board of Accreditation (NBA). NBA is an autonomous body with the objective of Assurance of Quality and Relevance of Education, especially of the programmes in professional and technical disciplines, i.e., Engineering and Technology, Management, Architecture, Pharmacy and Hospitality, through the mechanism of accreditation of programs offered by technical institutions. He is also on the Governing Board of SP Jain Institute of Management and Research. The best HR Professional Award was presented to Mr. Sriram on February 22, 2014, at the HR Convention of the Faculty of Social Work, MS University, Vadodara.