



**Dr. Y R Reddy**  
**Professor of Practice**  
**School of International Business**  
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Dr. Y Raghuram Reddy was earlier on the Board of RINL-Vizag Steel as Director (HR). Besides a distinguished academic record, he has received training in three of the world's top-ranked B-Schools- Harvard, Berkeley Haas and IIMA.

### **Education**

- Global Colloquium on Participant centred Learning, Harvard Business School, Boston campus, USA, 2015
- Summer School in Corporate Governance & Board Effectiveness, University of Groningen, Groningen campus, The Netherlands, 2018
- Ph.D. (Management), Andhra University, Visakhapatnam, 2014
- Global Advanced Management Programme, UC- Berkeley, USA, 2013
- Human Resource Management & Organization Development, IIM Ahmedabad, 1985
- MBA (Part-time), 1984, Andhra University, Visakhapatnam
- Certificate in German Language, 1979, Max Mueller Bhavan, Rourkela
- MA (Industrial Relations & Personnel Management), 1976, Andhra University, Visakhapatnam, University First Rank (Gold Medal)

### **Industry Experience**

- On the board of RINL/ Vizag Steel, as full-time Director (HR), (2010- 2014), a Navratna Company, with an annual turnover of Rs.15,000 crore and 18,000 employees.
- Had 37 years of rich and varied experience in SAIL and RINL in different areas of Human Resource Management, Industrial Relations, and Corporate Governance

### **Academic Experience**

- Professor (HR & OB), International Management Institute, Bhubaneswar ( July, 2014 – December, 2015)
- Adjunct/ Visiting Professor, Gitam School of International Business, GITAM ( Deemed University), Visakhapatnam ( Jan. 2016 - Dec. 2020)
- Visiting Faculty in Management, Andhra University, Department of Commerce & Management, (Jan. 2021 -June,2023)
- Areas of teaching expertise : Human Resource Management, Strategic Management, Business Ethics & Corporate Governance, Training & Development
- Other interests / Research areas: Leadership, and General Management

## Awards

- IPE – Asia Pacific HRM Congress: HR Leadership Award for outstanding contribution to HR profession, 2012
- NIPM Award for Innovative HRM practices in Vizag Steel, 2014
- ISTD National Competition for Young Executives, First Prize, New Delhi, 1985

## Publications

- **Book : Corporate Turnarounds and Human Resource Management**, Vrinda Publishing House, Hyderabad, 2022
- Research papers published in renowned journals including Indian Management, Indian Journal of Industrial Relations and in national and international conferences.

## PAPERS PRESENTED IN CONFERENCES / SEMINARS/ CONVENTIONS etc. (In the past ten years)

1. *Quality Circle Initiatives in Vizag Steel*, at the 7<sup>th</sup> International Convention on Quality Control Circles (ICQCC), Yokohama, Tokyo, Japan, 2011
2. *Knowledge Management in Manufacturing Industry : A Case Study of Vizag Steel*, International Conference on Organization & Management- ICOM 2015, Asian Academy of Management and Abu Dhabi University, at Abu Dhabi, 2015
3. *HRM Challenges in the Banking Sector*, Keynote Address @ SBI HR Conclave, Kochi, 2014
4. *Changing Business Landscape & Role of HR for Value Proposition*, 44<sup>th</sup> National Conference, Indian Society for Training & Development(ISTD), Bhubaneswar, 2015
5. *Boards in State Owned Enterprises in India : Trends and Challenges*, Summer School on Corporate Governance and the Effectiveness of Boards, Institute for Governance & Organizational Responsibility, University of Groningen, Groningen, The Netherlands, 2018
6. *Corporate Turnarounds and the Role of HR: The Vizag Steel experience*, INDAM 2020 International Conference, IIM – Trichy ; & Indian Academy of Management, IIM- Trichy, 2020
7. *Board Management in State-Owned Enterprises in Emerging Economies: A Comparative Study of Two Power Companies in India and South Africa"*, ISDSI-Global Conference 2021, IIM Nagpur, 2021
8. *Upskilling & Reskilling in Manufacturing Industry: The case of Vizag Steel*, Pritam Singh Memorial (PRISM) Conference, Pritam Singh Foundation and IIM Nagpur, Nagpur, 2022