

Dr. Radha Iyer

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Current Job

Working with the K.J. Somaiya Institute of Management Studies and Research since 2003

Courses Taught –Entrepreneurship management, Social entrepreneurship - Design for affordability, Managing new ventures and Creativity & innovation.

Educational Background

- PhD in the area of “Employee Training and Development in the NGOs” from SNDT, Mumbai.
- Masters in Administration Management, Jamnalal Bajaj Institute of Management Studies, Mumbai University.
- Bachelor of Arts, Mumbai University.
- Diploma in Hotel Management and Catering from the Institute of Hotel Management, Catering and Applied Nutrition (Mumbai).

Other qualifications

- Attended a one-week, “New venture creation programme,” as an observer at the Hunter Center for Entrepreneurship, University of Strathclyde – Glasgow, Scotland.
- Received a certification, “Certified programme in Entrepreneurship Teaching” - Indian School of Business (ISB) Hyderabad, India.
- Received an honors certification, “Entrepreneurs Educators Course”- Jointly awarded by Stanford Technology Ventures programme, Indian Institute of Management Ahmedabad, National Entrepreneurship Network.
- Received an honors & Certified as a mentor by London Business School, National Entrepreneurship Network & Goldman Sachs
- Certified as a trainer for Marketplace simulation by Innovative Learning Solutions, INC
- Certified as a recruitment analyst, a Workplace Big 5 practitioner & a HR Aligner- Strategic HR

Management Development Programs

(a) Training

- **Academic Institutions- Entrepreneurship, Innovation & Social entrepreneurship** - National Entrepreneurship Network, - Target audience - Indian institute of management Ranchi - IIM Ranchi, Faculty from engineering, pharmaceutical and other institutes, Zoology & students from Narsee Monjee, Jaihind, Birla College, Narsee Monjee institute of management studies & research, colleges in Mumbai K. J. Somaiya Polytechnic institute, S. K. Somaiya College of Arts, Science & Commerce, Sardar Patel College of Engineering, Veermata Jijabai technical institute (VJTI),Thakur College of engineering and technology, Indira Institute of Business Management ,K. J. Somaiya College of Science and Commerce,. Stree Mukti Sanghatna - (NGO), Thane entrepreneurs Network (TEN) & Business network international and young entrepreneurs and Entrepreneurship Development Institute.
 - Conducted webinars for National entrepreneurship network on, Idea to start up and Opportunity evaluation and Accelerating Scaling Entrepreneurship – Mariwala group (ASCENT) for internship orientation.
- **Organizations** - Entrepreneurship management, Creativity & innovation – *target audience*- MITCON engineers & consultant services, Maharashtra Energy Regulatory Commission, Sujana Barre, Dow Chemicals, Owens Corning, Mumbai police, Arkema, Godavari Bio refineries Limited, INA Bearings Ltd, Mahindra Farm Equipment, Fiat Chrysler Automobiles, Godrej & Boyce, Power system operation corporation (POSOCO) and Department of Atomic Energy.
- **Human Resources management & Organization behaviour** – *target audience* – Godavari Sugars, Punjab Maharashtra Coop Bank, Indian Navy, Income Tax additional commissioners, Executive recruiter’s association, Reliance Infrastructure Ltd., Bank of Baroda, Power grid, The final Touch academy (FITA), Industrial Welfare Association of Dombivili, K. J. Somaiya

Institute of Engineering & Information technology, The Institute of Chartered Accountants India, Indian Institute of Insurance.

(b) Consulting

Mentor _ Entrepreneurship

- Technoserv for women entrepreneurs, RiIDL, National entrepreneurship network, Startupbootcamp and Shenomics
- Consulted & created a business plan for a startup, gym manufacturing venture & a NGO.
- Consulted & created a Human resource policy for two mid-size entrepreneurial organizations in steel and adhesives.
- Assessor for various business plan competitions – National entrepreneurship awards 2017 & 2018

Human resources

- Assessor for Development Centers – *target audience* –hospitality, tourism, MNC consumer durable, a private bank, a Non banking finance company & an IT software development organization and a life sciences company.
- Involved as an interview panelist for recruitment & promotional interviews with ICICI bank & Reliance Infrastructure Ltd.

Publications and Conferences

Entrepreneurship -Papers

- Iyer, R (2004)' Women entrepreneurs in the NGO sector ', Entrepreneurship Development Institute, Ahmedabad, India.
- Iyer, R (2007) ' An examination of the current pedagogy in entrepreneurship education' Center for Entrepreneurship and Small Business Management (CESBM), Maharshi Dayanand Saraswati University, Ajmer 305009, Rajasthan, India.
- Iyer R & Agrawal P., 2014. Social Return on Investment – Measuring the Impact, Chetana R.K. Institute of management and research, 6th National conference on Sustainable inclusive growth through socially responsible enterprise -22nd March 2014 Mumbai.
- Natarajan C, Wittmann R & Iyer R., Factors that influence entrepreneurship in India - an exploratory study, Paper presented at the 7th Annual EUROMED Academy of Business Conference at Kristiansand, Norway, September 18-19, 2014. ISBN: 978-9963-711-27-7.
- Iyer R., Shenoy J. & Engineer D. (2015), The Aadhar project: Is it the answer to financial inclusion in India?, International Research Journal of business and management- IRJBM, ISSN 2322-083X, Volume No – V, April – 2015, Issue – 5.
- Iyer R., & Agrawal P.(2015), Social Return on Investment – Measuring the Impact, International Research Journal of business and management- IRJBM, ISSN 2322-083X, Volume No – VIII, August – 2015, Issue – 10.
- Basargekar. P., Iyer, R., & Bhatia A. Comparison of the innovation and entrepreneurial climate between large organizations and small medium enterprises in Mumbai, K. J. Somaiya Institute of Management Studies & Research, Center for economic policy and research – CEPAR, Economics for innovations of SME's, 19th December 2015, Mumbai.
- Iyer R. & Bansal.A., Challenges faced by not-for-profit organizations in India, Virtual paper presented at the 9th Annual EUROMED Academy of Business Conference at Warsaw, Poland, September 14-16, 2016. ISBN: 978-9963-711-43-7, pp -1049-1067.
- Bhushan .U. & Iyer R., A model for organizational storytelling from ancient Indian mythology, Presented at the 25th Asian Media Information & Communication Centre Ltd., Conference (AMIC) in Quezon City, Philippines, 27th – 29th September 2017.
- Iyer, R., Punjabi H., Soman R. & Kattishetti S. (2019). *Social innovation and rural tourism: The case study of 17,000 ft Foundation*. Paper presented at the International Conference on "Community Involvement in Tourism Development in Emerging Countries", Central University of Karnataka, Kalaburagi.
- Iyer, R. & Gupta, H. (2019). *Perceived justice and team interactions as antecedents of new venture team performance*. Paper presented at the 6th SIMSR International HR Conference, Demystifying team dynamics at the K. J. Somaiya Institute of Management Studies and Research, Mumbai.

- Iyer, R. & Khokhawala, S. (2019). *Entrepreneurial ecosystem, spanning institutional gaps in emerging economies via incubator networks*. Paper presented at the 64th World Congress of the International Council for Small Business (ICSB) Conference at Cairo, Egypt.
- Gawai M., Iyer R., Kedia N., Bhakkad P. (2019). *Ethical Leadership and Its Relationship with Sales Force Performance Mediated by Trust of Sales Employees on their Leaders*. Economics and Applied Informatics, 25(1), 120-131. doi:https://doi.org/10.26397/eai1584040944
- Basargekar P., Iyer R. and Bhatia A., Journal of Asia Entrepreneurship and Sustainability, Assessing employees' perception related to entrepreneurial climate in their organization & its impact on their perception related to organization's potential success, Vol XV, Iss 1, June 2019.

Cases

- Alternatives & Consumer vision, National entrepreneurship Network.
- Iyer R., Wankhede K. & Talathi H. (2017), Business model of an entrepreneurial venture - Missionmca.com, The Case Centre, 817-0073-1.

Human resources & General Management

- Iyer, R & Gouda, J. (2009) 'Behaviour modeling as a training methodology', Synergy, ISSN 0973-8819, Volume VII, pp 51-58
- Iyer, R & Sakrani, S., (2009) 'Role of human resources in corporate social responsibility', - (Lead article in the publication of the National Human Resources Development Network –NHRD Network), HRD Newsletter, May 2009, Vol.:25, Issue: 2, pp16-19.
- Iyer, R (2009), Pardiwalla, P., & Bathia, J., 'Training evaluation-practices in Indian organizations', HRD Newsletter, November 2009, Vol.:25, Issue: 8, pp35-38.
- Iyer, R and Panda, S., (2009). Training needs analysis – a study in Indian organizations. Paper presented to the National Seminar on, managing in an uncertain economic era – embracing change in a service economy, School of Management Studies, November 5-7, University of Hyderabad.
- Iyer, R and Gupta S., (2010). Influence of Self efficacy on self training needs analysis. Paper presented to the National HR Conference at the SIES College of Management Studies –3rd February 2010 Navi Mumbai.
- Iyer R and Gupta, S. 2010. HR 2030 The new arsenal for the future. Innovation an organizational need, India: Bombay Management association.
- Iyer R and Gupta, I. 2011. Marketing in transition. Paper presented at the SIMSR Asia International Marketing Conference, Mumbai. Perception of employer attractiveness by organization employees.
- Iyer, R., Pandey, A., & Soman, R. (2018). *An Analysis of Corporate Storytelling - The Art and Craft of Apologies*. Paper presented at the 1st International Conference on Emerging Economies, K. J. Somaiya Institute of Management Studies and Research, Mumbai.
- Iyer, R., Khanna V., Chedda, C., Chaudhari, S. & Agrawal, P. (2019), An empirical study of antecedents of brand love in personal grooming products. Paper presented at the 14th SIMSR Global Marketing Conference, K. J. Somaiya Institute of Management Studies and Research, Mumbai.

Chapter in book

- Iyer R and Panda S, Training needs analysis for HRM, Management Practices and strategies in an uncertain era – The Indian experience, 1st edition, 2012, New Century Publications.

Conference chair

- 10th & 11th SIMSR Global marketing conference on 24-25 February 2015 & 13-15 January 2016.
- International Management Research Conference, Alkesh Dinesh Mody Institute for Financial and Management Studies, University of Mumbai, 4 March 2016.
- SANKALP Global Summit 2016, Roundtable on social innovation and entrepreneurship 21

April 2016.

- Track co-chair of the entrepreneurship and SME track for the international conference- CLADEA 52nd Annual Assembly CLADEA 2017 held at the Jack H. Brown College of Business and Public Administration, at California State University San Bernardino.
- Track co-chair of the technical presentations at the International Conference on "Community Involvement in Tourism Development in Emerging Countries, 2019" held at the Central University of Karnataka, Kalaburagi January 3rd to 5th, 2019.
- Invitee presenter at the research colloquium session at Principles for Responsible Management Education (PRME) Asia Forum on December 14, 2018 at S P Jain Institute of Management and Research, Mumbai.
- Panelist at the Global Business School Network (GBSN) Summit on Learning by doing on Creative Resource Solutions on April 4, 2019 at S P Jain Institute of Management and Research, Mumbai.

Work Experience

(a) Managerial

- Associated as Administration Head for, Training and Development & Office Administration, with Great Eastern Shipping Company Limited, during 1992-1995.
- Performed - Office Administration Executive role @ Marico Industries Ltd, 1987-92.
- Been in Services Management Housekeeping at Indian Hotels Company Ltd, 1984-87.

(b) Others – Academics

- Currently the Chairperson of the General Management area & Core faculty with K. J. Somaiya Institute of Management Studies & Research, Mumbai since February 2003 and associated as a visiting & core faculty during 2002 and 1996-98.
- Associated as an Assistant Professor during 2000- 2001 with the Institute for Integrated Learning in Management (New Delhi).
- Associated as a Core Faculty during 1997-1998 with K. J. Somaiya Institute of Management Studies & Research, Mumbai.
- Visiting faculty July – August –December 2013 & December 2014 with Indian Institute of Management, Ranchi (IIM Ranchi) for Entrepreneurship – facilitated three courses.

Additional Interests

- Initiated & the Social entrepreneurship cell on campus and coordinated the SIFE initiative, "Students in Free Enterprise" a student driven Social entrepreneurship cell for eight years.
- Initiated and currently faculty coordinator for student driven entrepreneurship cell for ten years
- Nominated as faculty for National Entrepreneurship Network & Tata NEN hottest startups.
- Faculty coordinator for The Acara challenge - a social business plan competition with, "The center for sustainable development", The Johnson School of Business, Cornell University- Design for affordability.
- Chairperson alumni relations @ SIMSR, 2013-2016.
- Advisor – Alumni relations @ SIMSR, 2016.
- Chairperson Experiential learning initiatives 2015-17.
- Associated as a grader for the online course with UpGrad Entrepreneurship Program 2016-17.
- Academic Council member National institute of micro small medium enterprise (ni-msme), Hyderabad, 2018- 2019.

Fellowship

- Recipient of National Entrepreneurship Network, Vithal Mallya Faculty Fellowship, 2006-07.

Awards

- Best faculty entrepreneurship education, awarded by NITIE & NSTEDB Bombay, 2008.
- Runners up position, "First national case analysis competition" awarded by Case Research Society of India, 2009.- Case study – GATI – an entrepreneurial growth story

- Best faculty advisor Students in Free Enterprise SWC, awarded by Students in Free Enterprise 2010.
- Chairperson for entrepreneurship & innovation @ SIMSR - Recipient of High impact entrepreneurship campus – Government of India Ministry of skill development & entrepreneurship, National entrepreneurship network, 2014-15.
- Best teacher in general management award, awarded by LOKMAT National Education Leadership Awards Bombay, 2015.
- Best Professor teaching in general management award, awarded by ABP news, National Education Awards, 2016.
- The Kai Yang Award, Best Paper from Taiwan in honor of Dr. Kai Yang, at the 64th World Congress of the International Council for Small Business (ICSB) Conference at Cairo, Egypt, 2019
- Teaching award for entrepreneurship by the Higher Education Forum, 2019

Academic affiliations

- Accredited as Management teacher with “All India Management Association.”
- Recognized as a Management teacher with Mumbai University for MMS, MMM, MFM, MHRDM & MIM.
- Engaged as a paper setter for Mumbai University MFSM course 2012
- Approved as a PhD supervisor with Pacific Academy of Higher Education And Research University, (PAHER), Udaipur.
- Approved as a PhD supervisor with University of Mumbai – One research scholar pursuing her PhD on entrepreneurial teams.
- Reviewer for Business Perspectives and Research (BPR), A Journal of K J Somaiya Institute of Management Studies and Research Reviewed a case on a mid-sized retail start up in Bangla Desh.
- Reviewer for Emerald Emerging Markets Case Studies, Emerald Publishing – Reviewed a case on Design thinking for an entrepreneurial education organization.
- Reviewer for The Journal of the Iberoamerican Academy of Management
- Reviewer for International Journal of Business and Globalisation (IJBG)
- Invited as subject matter expert for entrepreneurship at VJTI – Engineering College
- Invited to teach an audit course (30 hours) on entrepreneurship at the K.J. Somaiya College of Engineering (KJSCE).
- Core team member with Computer Society of India (CSI- Special interest group – Entrepreneurship) – Actively participated as a think tank member for their business plan competition.
- Member of selection committee for Ph.D. admission process at Alkesh Dinesh Mody Institute for Financial & Management Studies, University of Mumbai, 2019.

Industry engagements

- Moderated a panel discussion for Fempower -Bombay chamber of commerce & industry & EXIM Bank in 2014 on entrepreneurship.
- Moderated a panel discussion for Fempower -Bombay chamber of commerce & industry & women entrepreneur delegation from Messe Frankfurt GmbH in 2015.
- Moderated a panel discussion for Womens’ Web – Breaking barriers: Growing in a Crowded Market 17th September 2016 on entrepreneurship.

Initiatives on campus

- Mentored a faculty to facilitate entrepreneurship course on campus.
- Created a subject board for entrepreneurship with entrepreneurs, faculty and student representation.
- Collaborated with other student committees on campus to conduct joint ecell events - student council, Women development cell & toastmasters club & the alumni association.

- Created a group of alumni entrepreneurs & engage actively by bring them back to campus
- Initiated a rural woman entrepreneur livelihood generation project

Startups mentored

- **Student** – Campus companies
 - **Incubator** – At Research Innovation Incubation Design Labs (RiiDL) Somaiya Vidyavihar & Sardar Patel Technology Business Incubator (SPTBI).
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