

JAYANTHI PETER

Mobile No: 9790733858

E-mail:jayanthipeter@gmail.com



Profile in brief:

Jayanthi Peter has 35 years of rich experience in Human Resource Management, Organizational Development, Counselling and Social Work, in Corporate and in Academia. Her career started with Counselling. She then moved over to corporate training. She was a corporate trainer for 15 years. In 2005, she entered the academic field. She took over a newly started Management department at Madras School of Social Work. For the past 15 years she has headed the Dept of MA-HRM. Besides, heading the department right from its inception in 2005, she also took on the additional responsibility of heading another department – MA- HR&OD for over 3 years. Some key highlights in her academic journey are as follows:

She serves as the Chairperson of the Board of Studies (BOS) of Management at MSSW. She's been involved in developing academic programmes (MAHR&OD, MA Development Management and Diploma in HR&IR) from Inception to curriculum designing at MSSW. . She has served as the VC nominee of the BOS of management at the SDNB College. She was part of the Academic Audit team for the Women's Christian College. She has been a faculty advisor for the SIFE team of MSSW. She served as the VC nominee on the recruitment panel for selection of faculty. She has since served as the external examiner in various reputed city colleges. She regularly serves as guest faculty at various colleges. She was the editor of the Souvenir that was released on the occasion of the diamond jubilee celebration of MSSW. This souvenir was a compilation of the 60 years rich heritage of MSSW.

She has initiated and developed a flagship student forum "HR Symphony," which is much renowned in the corporate circles and has hosted numerous management events that foster Industry Institute Interface and Knowledge sharing. She has also initiated and developed its newsletter "Hurecane". She has also published papers about various dimensions that relate to Generational Diversity at the Workplace.

Since, MA-HRM at MSSW was a trailblazer, institutions starting similar programmes have sought her advice and guidance while developing these courses.

Jayanthi takes up consulting projects across sectors in various HR related areas. Her experience relates in areas such as OD Intervention and Change management, Training and Development,

Public Seminars, Sensitivity training, Assessment Centres and Therapeutic Counselling. She has also taken up training assignments in areas related to development of Millennial Women, in organizations like, Accenture, Blue Dart, The Accord Metropolitan and Saint Gobain. Her strengths lie in conceptual clarity, managing individual and organizational change, facilitation of Human process in groups.

Her educational qualification is as follows: After pursuing her Graduate studies in Psychology, Jayanthi moved on to pursue her Masters in Social Work, specializing in Medical and Psychiatry. She also holds a Masters Degree in Human Resource Management. She holds a MPhil degree in Sociology. **She completed her Doctoral studies in the area of Influence of Generational Difference on the Work expectation of Gen X and Gen Y in the IT sector.**

Detailed Profile:

Educational Qualification

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- PhD in Social work-HR,
University of Madras
- M.Phil.in Sociology.
Mother Theresa Women's University
- Master of Human Resources Management
(MHRM) Pondichery University
- Master of Social Work (MSW)
(Specialized in Medical and Psychiatry)
Madras School of Social Work,
- B.A. Psychology
Women's Christian College,

Positions held at MSSW

:

- **HOD - PG Dept of HRM** Madras
School of Social Work
(From 2005 till date)
- **HOD – PG Dept of HR&OD**
Madras School of Social Work
(From 2011-2014)

Additional responsibility

- **Chair-person-Board of Studies in Management,**
Madras School of Social Work
- **Member of the Academic Council**
Madras School of Social work.
- **Initiated/Designed the student forum “HR Symphony”** A platform that facilitates active industry – student interface.
- **Initiated/Designed HURECANE** – Human Resource campus news. The news letter & voice of the Dept. of MA HRM. Currently convenor of this news letter.
- **Initiated/Designed the SSR-forum** (Student Social Responsibility).
- **Image building – three exhaustive documentaries** were prepared about the MA HRM programme, there by creating a lasting legacy for the Dept.
- Organizing & conducting career development programmes for the students.

Special Assignments / Achievements :

- Served as VC Nominee for the Board of Studies in Management for SDNB Vaishnava College for women
- Served as VC nominee on the recruitment panel for selection of faculty
- Served as faculty advisor for SIFE – MSSW team
- Editor for the Souvenir released at Diamond Jubilee celebration of MSSW
- Served on the Academic Audit team Women’s Christian College.
- Developed and initiated 3 academic programmes at MSSW – MA-HR&OD, MA DM and Diploma in HR&IR
- Served as a moderator on a Panel discussion on Components of People Engine at the annual conference of CHROMA, Chennai.

- Served as the External Examiner in many city Colleges
- Presented papers in many forums on generational diversity at the workplace
- Regular guest faculty at Management Departments of city colleges.
- Served as resource person for many training programme in academia and corporate.
- Served as a resource person for Sociology for a Govt IAS Coaching Centre at Chennai.

Positions Worked

:

- Senior Consultant
People Performance Consulting
(OD & HR Outsourcing Services)
From 1995 to 2004.
- Head of Training and Development Centre,
Santhome Communication Center, Chennai.
From 1991 to 1994.
- Lecturer in Social Work, Stella Maris College.
(Nava Nirmana Social Institute) Chennai.
From 1989 to 1991.
- Headed a counseling center funded by the
Central Social Welfare Board Chennai. From
1986 to 1988.

Areas of Work Experience

:

- OD Intervention and Change management
- Training and Development
- Conducting Public Seminars
- Call Centre Training
- Assessment Centre
- Therapeutic Counseling
- Mentoring workshop
- Women Empowerment

- Generational Diversity

Organizations consulted for

:

Corporates (An indicative list)

- MRF
- WABCO
- Cairn Energy India Pvt (Oil and Gas sector)
- M.K. Electric India Ltd
- Futura Polymers ltd
- Hindustan Motors
- India Pistons
- GEC Alsthom India Ltd
- Madura Coats
- Marry brown (MGM Group)

NGO's

- Helpage India
- World Vision of India
- YWCA
- Community Services Guild
- Socio Economic & Educational Development Trust (SEED)

My Strengths

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- Curriculum design and course development
- Strong administrative capabilities
- Strong drive for excellence and innovation
- Applied experience in managing individual and organization change
- Excellent abilities in facilitation and group process
- Sensitivity to Human process in groups and in organization
- Effective communication and command of the Language