

ARTICLE ABOUT SH. KALYAN SAGAR NIPPANI DIRECTOR HR DESIGNATE (BSNL BOARD)

Sh. Kalyan Sagar Nippani - A Trailblazer in HR and Organizational Management

Sh. Kalyan Sagar Nippani is an 1993 Batch P&T Accounts & Finance Service Officer selected through the All India Civil Services (IAS) conducted by UPSC.

The journey of success is often paved with bold decisions, innovative approaches, and a commitment to excellence. Sh. Kalyan Sagar Nippani, the Director HR of BSNL Board, exemplifies these qualities through his remarkable achievements in team building, leadership, people analytics, communication skills, and innovation. His contributions have not only transformed organizations but also left a lasting impact on the telecom industry.



PROFESSIONAL QUALIFICATIONS:

- (1) PG Diploma in Personnel Management (2007), (3 years – Equivalent to an MBA), NIPM (National Institute of Personnel Management), Kolkata
- (2) MBA – Finance (2014), Acharya Nagarjuna University (AMU), Andhra Pradesh.
- (3) PG Diploma in Marketing Management, (2005), Annamalai University, Tamil Nadu
- (4) Fast Track General Management Programme, (FTGMP), (2002) IIM, Bangalore
- (5) PG Diploma in Business Management (2001), IIMAS, Chennai

DOCTORATE: Organizational Sociology (Andhra University) - Area: Change Management in PSUs in the context of IT interventions.

SELECTED for many training programmes (IIM –K, IIM –B, National E-Governance Division (NeGD) etc)

Pioneering Organizational Restructuring

One of Sh. Kalyan Sagar Nippani's significant accomplishments came in 2010 when he spearheaded the organizational restructuring of Southern Telecom Projects. Under his visionary leadership, the 12 divisions across South were consolidated into 8, leading to substantial cost savings and optimal utilization of manpower. This audacious step not only streamlined operations but also set a precedent for efficiency and effectiveness within BSNL.

Driving Training and Skill Development

As the Chief General Manager of the National Academy of Telecom Finance and Management (NATFM), Sh. Kalyan Sagar Nippani emphasized the importance of systematic Training Needs Analysis (TNA). By identifying the specific training requirements of BSNL employees, he ensured the delivery of need-based courses that enhanced their skill sets and capabilities. Additionally, he initiated successful industry-academia collaborations, including the highly acclaimed Post Graduate Diploma in Telecom Technology & Management (PGDTTM) with the University of Hyderabad, and CAT programme with ICWAI. These collaborations laid the foundation for future partnerships with institutions like IIT Madras.

Recognition for Financial Management and Manpower Analytics

Sh. Kalyan Sagar Nippani's acumen in financial management and manpower analytics earned him accolades and appreciation from the highest levels of authority. He received a Certificate of Appreciation for Comparative Cash Remittance and Fund Management from the Chairman and Secretary of the Department of Telecommunications (DoT) respectively. His proficiency in forming cross-functional Dunning Teams and conducting manpower analytics, mapping job descriptions, and aligning skills with job requirements, showcased his dedication to ensuring the right person was in the right role.

Innovative Leadership during Challenging Times

During the post-VRS (Voluntary Retirement Scheme) phase and amidst the peak of the Covid-19 pandemic in 2020, Sh. Kalyan Sagar Nippani exhibited innovative thinking. He established a virtual control center to efficiently manage ex-gratia payments, demonstrating his adaptability and commitment to serving employees even in challenging circumstances.

Continuous Commitment to Business Development

Sh. Kalyan Sagar Nippani's leadership extends beyond HR functions. He has played a pivotal role in business retention and development for CHTD Enterprise Business. By leading efforts with various entities such as IGR, TACTV, Police, and PSU Banks, he has ensured the growth and success of BSNL in the telecom market.

Academic Excellence and Thought Leadership

Sh. Kalyan Sagar Nippani's academic pursuits have complemented his professional achievements. He holds a Doctorate in Organizational Sociology from Andhra

University, focusing on Change Management in Public Sector Undertakings (PSUs) in the context of IT interventions. His passion for knowledge has led him to participate in various training programs at prestigious institutions like IIM-K and IIM-B.

Author and Publisher

Beyond his professional contributions, Sh. Kalyan Sagar Nippani is also an accomplished author and thought leader. He has published several books and articles covering diverse subjects such as management demystification, leadership strategies, and governance transformation. His insightful articles on convergence in telecom, revenue assurance, and related topics have earned recognition and been featured in prominent publications like The Hindu.

BOOKS & ARTICLES PUBLISHED:

- (1) **What My Cat Taught Me & My MBA Didn't** (Sub Title - Management Demystified for Everyday Excellence), AITBS, International Rights: United Progressive Publishers (UK).
- (2) **The 7th Sense** (Sub Title - Primordial Strategies for Personal & Corporate Success), Viva Books.
- (3) **Scientific laws of leadership**, Viva Books.
- (4) **From Kindergarten to Corporation** (Sub Title - Leadership lessons that Children can teach us), Viva Books.
- (5) **Digital India** (Sub title - Governance Transformation), Vitasta Publishers.
- (6) **Many articles published on Convergence in Telecom** (The Hindu – Dec – 2001 - wrote about convergence of Technologies and Businesses, that is happening today), Revenue Assurance etc.

Conclusion

Sh. Kalyan Sagar Nippani's illustrious career is a testament to his unwavering commitment to excellence, innovation, and transformative leadership. His contributions in team building, people analytics, communication skills, and organizational restructuring have left an indelible mark on BSNL and the telecom industry as a whole. As the Director HR of BSNL Board, his vision and dedication continue to shape the organization's success and inspire a new generation of professionals in the field of HR and management.