

BHARAGAVI MANTRAVADI

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Education

Master's: Business Administration (Sustainable Innovation) 2019
University of Vermont, USA

B. Tech: Mechanical Engineering 2008
Gudlavalleru Engineering College, Jawaharlal Nehru Technological University, India

Work Experience

Research Associate 09/2019 to 05/2022
Indian School of Business – Hyderabad, Telangana

- Co-Authored a journal article, "*Transformation of Indian Royal Families into Heritage Hoteliers*".
- In the above paper, we explored how Indian royal families used rhetoric history, cultural brokerage to transform themselves into heritage hoteliers. We adopted qualitative case-based research of 20 heritage hotels.
- Working paper on "*Reconciling the literature on corporate sustainability in family business*". In this paper, we tried to understand the antecedents, moderating factors and outcomes of corporate sustainability practices in family business. We adopted multi-level analysis to organize the antecedents of corporate sustainability practices and captured definitions, dimensions and measurement of corporate sustainability.
- Co- Authored conference paper, "*The influence of Culture and Values on Environmental Sustainability practices in Indian Family Firms*". This paper was accepted in Family Enterprise Research Conference (FERC-2020).
- Co-Authored conference paper, "*Influence of Family Champions on Sustainability Performance of Family Business Group Firms*". This paper was accepted and presented in Family Enterprise Research Conference (FERC-2021).
- Co- Authored two case studies on Cipla (Accepted and published in Sage publications) and Kuttukaran group (Accepted and published in STEP case book).
- Collaborated with team members on performing event studies, panel data regression on R and STATA.
- Created content for family business briefs (summarizing articles and case studies).

Research Volunteer

05/2019 to 08/2019

University of Vermont – Burlington, Vermont

- Researched *Olivia's organics* company and fresh food industry using tools and frameworks learned in MBA.
- Assisted Professors on a data collection trip to Boston and conducted interviews with founders and employees of the company to understand sustainability practices in family businesses and how they are complimenting to the company's Vision, Mission and Purpose.
- Editing and compiling interview transcripts to write a case for book "**Pioneering Sustainable Family Firms' Patient Capital Strategies**" published in 2020.

MBA Consultant

01/2019 to 08/2019

Jaipur Rugs Inc. – Jaipur, Rajasthan

- Researched company and the industry using several tools learned in MBA.
- Identified the sustainability challenge that the company is facing.
- Coordinated meetings with company professionals and consultants in India and Europe.
- Recommended solutions aligning to organization's mission and vision.
- Finalized the scope of the practicum with deliverables in August 2019.
- Developing a comprehensive sustainable brand strategy for the company submitted in August 2019.

Quality Assurance Analyst

10/2015 to 08/2016

Systems and Software – Williston, VT

- Conducted thorough testing on the system based on several billing logics for different clients.
- Planned automated testing using the testing tool selenium.
- Conducted several meetings and reviews with developers, clients and suggested the features for new versions.
- Performed Root Cause Analysis for several defects and conducted deep dive sessions to understand the impact of those defects.
- Maintained and updated the requirement documents according to the changes implemented in new versions.
- Triaged the issues raised by clients and determined the severity and criticality of the issues and created tickets in TTP for developers to resolve the same.
- Updated Clients and management on fixed defects and facilitated end user testing.
- Created a Requirement Traceability Matrix for the new requirements.
- Proposed defects to be fixed for each build based on their severity and criticality.
- Facilitated the knowledge transfer sessions with subject matter experts to gain thorough knowledge of the system.
- Environment: Windows 10, Oracle, Linux, Java, TTP, MSOffice 2010, Share point, RQM (Rational Quality Manager), Agile (SDLC) methodology used.

Functional Team Lead

04/2014 to 06/2015

Commonwealth of Massachusetts (Global Systems LLC) – Boston, MA

- Facilitated Joint Application Development, requirement gathering sessions for BAs to work with the client.
- Planned the test execution, resources, and test environments.
- Presented daily status reports, execution reports to leadership and stakeholders.

- Co-ordinated knowledge transition sessions with CGI and involved in planning and resource alignment.
- Developed Test artifacts such as Test Plans, Test strategy documents, Requirement traceability matrices.
- Developed templates and checklists for the JAD/ Requirement gathering sessions.
- Performed Jira- Admin tasks such as creating/maintaining the users, making changes to the existing defect transition.
- Created dashboards and reports for management to track the progress of defects.
- Defined the defect workflow and transition in Jira.
- Co-ordinated the testing of interfaces such as FDSH (Federal Data Services Hub), MMIS and DOR (Department of Revenue).
- Environment: Windows 2007, Oracle, Java, Jira, MSOffice 2010, Share point, RQM (Rational Quality Manager), Agile (SDLC) methodology used.

Functional Analyst

03/2012 to 04/2014

Commonwealth of Massachusetts (Global Systems LLC)– Boston, MA

- Analyzed, updated use case documents, performed GAP Analysis from testing perspective.
- Attended meetings with clients to review and update business rules.
- Triaged defects with the client.
- Performed database testing using SQL.
- Involved in expert testing group in performing end to end testing of the application before go-live.
- Performed functional testing of initial claims part of the application.
- Generated test scenarios, test cases, test data, test matrices, requirement traceability matrices.
- Executed tests, created defect reports in Quality Center.
- Conducted various management activities by analyzing and verifying test results, providing status reports.
- Created selenium scripts for regression testing to cover important scenarios after build deployments.
- Tested the Functionality of application by manual testing.
- Wrote smoke test plan for application under test, which includes the basic test cases, to ensure that application is stable enough to start functional testing.
- Participated in client script rationalization, created, and maintained the traceability matrix for business rules, UAT scripts and system test scripts.
- Involved in maintaining change control process from client.
- Participated in agile methodology using techniques from scrum including daily status meetings, weekly builds, continuous quality assurance and dynamically prioritized requirements.
- Facilitated user acceptance testing.
- Maintained testing status spread sheet.
- Environment: TOAD, Selenium, Windows 7, SQL, .net, Quality center, MSOffice 2010, SharePoint, Rational Req pro, Deloitte PMC, Agile (SDLC) methodology used.

Other Achievements & Personal Interests

- Participated and presented the paper "*Influence of Family Champions on Sustainability Performance of Family Business Group Firms*" in Family Enterprise Research Conference (FERC)-2021.
- Participated and Co-ordinated Family Enterprise Research Conference (FERC)-2019.
- Won Best Practicum video award at Grossman School of Business, University of Vermont, USA.
- Won Best Performer award at Gudlavalleru Engineering College, Gudlavalleru.
- Won First prize in a technical paper presentation contest held at JNTU, Anantapur.
- Won First prize in Environ-06, a technical symposium at Gudlavalleru Engineering College, Gudlavalleru.
- Won Third prize in Ripple-2K6, National level technical symposium held at Rajeev Gandhi Memorial College of Engineering & Technology, Nandyal.
- Learnt Indian classical music for 6 years.
- Member of the "*MBA women for change*".
- Travelled to 10 countries, lived, and worked in US and UK.
- Volunteered in British Heart Foundation in Colchester, Essex, UK.