

# Indo-German Training Centre

Over the years, our Indo-German Training Centre (IGTC) has moved from strength to strength. After running successfully in Mumbai (since 1991) and in Chennai (since 2005), IGTC has taken another leap forward with the opening of the Bangalore Centre in September 2008. The 18-month Post Graduate Programme in Business Administration, based on the German Dual System and conducted in full collaboration with partnering companies, provides a comprehensive underpinning in the theory and practice of business management.

The strength of the IGTC programme is that it is not only student-focused, but employer-focused. It gives the partnering companies the opportunity to adopt a trainee and to groom him/her – personally and professionally, toward his/her career goal as well as the organizational goals. Both, the trainer as well as the trainee, develop and nurture a relationship based on mutual understanding, thereby making it an ideal and sustainable bond for the future. The proof of the success of this format lies in the record number of companies who have partnered with IGTC in 2008.

Since the corporates are the prime intended beneficiaries of the IGTC programme, there has been an increase in interest especially from members of the Indo-German Chamber of Commerce (IGCC). Partnering

*Radhieka R Mehta, Director  
Indo-German Training Centre  
Mumbai*

companies can involve themselves in the programme in more ways than one. Institution of academic scholarships and prizes for students, sponsoring of events and industry visits, as well as participating in management development programmes are some of the ways in which corporate partners can step up their own visibility and eventually attract the best performing students.

Given the commitment and support of the corporates, the IGTC has ensured that only faculty with excellent academic credentials and relevant industry and teaching experience are appointed to deliver the theoretical content of the programme across all three centres. With personal attention from the administration as well as special workshops and guest lectures, the IGTC focuses on the development of soft skills that add the competitive edge to the trainees. Hence, it is not surprising that many employers seem to believe that the IGTC trainees bring a lot more maturity to the workplace.

We take this opportunity to express our gratefulness to all our corporate partners as well as our colleagues at IGTC and IGCC for their continued support and cooperation in making 2007–2008 another exceptional year.

*Amitava Sen Gupta, Director  
Indo-German Training Centre  
Bangalore and Chennai*



*Theoretical training at IGTC*



*Development of soft skills*



*Practical training in companies*



*Corporate interface at companies*



*Participation in competitions*



*Training programmes for working professionals*

## Activities of the Indo-German Training Centre – a review of the year 2007–2008

Given below is a chronological account of events that haven taken place from the Annual General Meeting in 2007 to the AGM this year:

### Award for Excellence

The Dr. Günter Krüger Award for Excellence for the Best Performing Student 2007 of the Indo-German Training Centre was given to Gaurav Arora from IGTC Chennai by H.E. Mrs. Meera Shankar, the Indian Ambassador to Germany at the 51<sup>st</sup> Annual General Meeting of the IGCC last year. Mr. Arora is working with Dorma India Private Limited.



*Indian Ambassador, H.E. Meera Shankar presents the Dr. Günter Krüger Award of Excellence to Gaurav Arora, a student from IGTC Chennai*

### Competitions

The faculty at the IGTC strongly believes that its trainees, apart from being equipped with high quality learning and relevant practical exposure, must also interact with other students in India. In order to reinforce this belief, the trainees are provided with a platform to participate in various events hosted by other educational institutions across the country.

One management fest that bought IGTC accolades and recognition was Chakravyuh 2007, organized by Lala Lajpat Rai Institute of Management, where IGTC students won the „Best College Trophy 2007“ as well as various awards in competitions such as Ad-mad show, Business Plan, Brand Housie, Laughter Challenge, Table Tennis and Fashion Show. The students also participated in a National Level Business Plan Competition organized by S. P. Jain College of Management, wherein they were ranked as finalists among competing teams from institutes such as XLRI, NITIE, NMIMS, S.P.Jain, IIFT, IMT Ghaziabad, and S.J.M.S.O.M. (IIT Mumbai).



*Participation in Chakravyuh 2007 – the IGTC Ad-mad team wins the trophy*

### Practical Training

Some of the projects undertaken by the IGTC trainees have been noteworthy. Be it the creation of a City Master Plan for the Shipment Forecast; the implementation of the Zero Defect Programme (Do It Right) at DHL; the Identification of Gaps between Buying and Merchandising (B&M team); the Operations team at HyperCity Retail India Ltd; the Portfolio Analysis for the Key Spend in Raw Materials at Bayer; the study of the Flow of Accounting in SAP (FI Model) and SAP BW for Bosch; the evaluation of Brand Awareness for Dorma India; all projects have added significant value to the partnering organization. Students,



*The IGTC team backstage at Chakravyuh 2007*

in turn, have learnt to work with determination, discipline, maturity and confidentiality. Under an umbrella of unstinted corporate support and industry mentors, they have gained the opportunity to develop themselves and become genuine solution providers in the corporate arena.

### Grooming toward Business Excellence / Corporate Training

The Indo-German Chamber of Commerce (IGCC) has always recognized human resource development as a critical contributor to an organization's success and growth. Hence, the Indo-German Chamber of Commerce (IGCC), through its department, the Indo-German Training Centre (IGTC), aims to provide its member companies with a common platform to continually nurture and groom its executive talent.

During September – December 2007, IGTC conducted a series of well-structured training programmes for working professionals that gave them an insight into different aspects of management. The training programmes were conducted by highly experienced faculty with rich corporate and academic experience. The programmes involved lectures and case studies that helped the participants understand concepts better, as well as questionnaires, management games, role plays and presentations that enabled them to immediately apply the learned concepts.

The various programmes conducted were Effective Communication, Finance for Non-Finance Executives, Effective Thinking and Effective Sales Management. Professionals from more than 25 diverse organizations such as BASF, Bayer, Borosil Glass Works, CeBe Network GmbH, Commerzbank AG, Hafele India, LANXESS, Putzmeister AG, SCHOTT Glass, Saint-Gobain Grindwell Norton, ThyssenKrupp Electrical Steel India to name a few, participated in various training programmes. All participants were awarded a Certificate of Participation from the Indo-German Training Centre.

The IGTC also conducted an eight day training module for Eirich-Transweigh India Pvt. Ltd., a manufacturing company founded in 1999 that offers the entire performance spectrum of Eirich preparation technology. The module titled 'Line Manager as HR Manager' was conceptualized to fulfill the objective of understanding self and the role



*IGTC trophies won at Chakravayuh 2007 on display*



*Grooming toward Business Excellence – IGTC training on 'Effective Thinking' for corporates*



*Group work during a session on "Effective communication"*



*"Finance for non-finance executives"- Dr. Sunder Ram Korivi hands over an IGTC certificate to R. K. Dhawan, Dy.Gen.Mgr. Aker Kvaerner Powergas Pvt. Ltd.*



*Convocation ceremony (l-r) Radhika R. Mehta, Dir., IGTC ; Walter Stechel, German Consul General in Mumbai; Werner Heesen, President, IGCC; Dr. Armin Bruck, M.D., Siemens Limited; Marco Graf, Dy Dir.Gen., Chamber of Commerce & Industry, Osnabrueck-Emsland; Bernhard Steinrücke, Dir. Gen., IGCC*



*IGTC topper Sujit Balakrishnan with IGCC President, Werner Heesen*



*Diploma being awarded by Dr. Armin Bruck, M.D., Siemens Ltd. to Pritam Mahangare, who trained at Siemens*



*The Graduating Batch of 2006 – 2008 in Mumbai*

that an individual plays in the organization; learning effective people management skills – the challenges and expectations from an individual; and identifying and learning crucial HR competencies. Thereby, the programme helped equip the managerial talent of the organization with the necessary skills and competencies to translate the vision of the top management to their individual teams.

### **Convocation Ceremony Batch 2006 – 2008 & IGTC's First Alumni Meet, Mumbai**

The Convocation Ceremony of IGTC, Mumbai's Batch 2006 – 08 and the First Alumni Meet of the Indo-German Training Centre, Mumbai was held on Saturday, the 10<sup>th</sup> of May 2008. Bernhard Steinruecke, Director General, Indo-German Chamber of Commerce officially commenced the convocation ceremony with his Welcome Address.

The dignitaries on the dais included Chief Guest, Dr. Armin Bruck, Managing Director of Siemens Limited; Guest of Honour; Walter Stechel, Consul General of the Federal Republic of Germany; IGCC President, Marco Graf, Deputy Director General, Chamber of Commerce and Industry, Osnabrück-Emsland and IGCC President, Werner Heesen. All the dignitaries gave wonderful speeches, sharing some of their personal experiences and wisdom as they encouraged the graduating class to face the rigors of the awaiting corporate world. As an alumni representative, Devarajan Iyengar of Batch 1999-2001 shared his experience of working with Bayer for six years. He attributed his success to two important pillars in his life – The IGTC and Bayer. He advised the students to question every process, to think differently, to be a high level performer, a team partner and a challenge leader.

The convocation ceremony was immediately followed by the Alumni meet. Ex-IGTCians, some even from the first few batches of 1991 and 1992 were present. They came in from different parts of India and some from abroad, especially for this occasion. The alumni were delighted to meet their fellow batch mates, juniors and seniors and to reconnect with them. It was heartening to know that all of them are doing exceedingly well professionally. This first meet was such a success that it was decided to make it an annual event. This was the fitting conclusion to a wonderful evening.

### Convocation Ceremony Batch 2006 – 2008 & IGTC's First Alumni Meet, Chennai

The Convocation Ceremony of IGTC, Chennai's Batch 2006 – 08 and the First Alumni Meet of the Indo-German Training Centre, Chennai was held on Monday, the 12<sup>th</sup> of May 2008, where Bernhard Steinruecke, Director General of the IGCC, T.R Gopalan, Regional Director, IGCC Chennai and Amitava Sen Gupta, Director of IGTC Chennai were present.



*The Graduating Batch of 2006 – 2008 in Chennai*

Roland Herrman, Consul General of the Federal Republic of Germany in Chennai was the Chief Guest, while Günter Dresruesse, Country Head, GTZ India and Marco Graf, Deputy Director General, Chamber of Commerce and Industry, Osnabrück-Emsland were Guests of Honour. T N S Raghavan, Country Head TRW, delivered the keynote address.



*The First Alumni Meet at IGTC Mumbai*

### Participation at the Times Education Boutique 2008

The Indo-German Training Centre participated in the Times Education Fair held at Pune, Mumbai and Bangalore. There was an overwhelming response from young aspirants who were keen on knowing the German Dual System of Education conducted by IGTC.



*IGTC stand at the Times Education Fair, Pune was a crowd-puller*

IGTC provided details on the different companies that use this model as a source of recruiting good managerial talent. The various career paths in different industries like manufacturing, logistics, insurance, retail and chemical were made known to prospective candidates. The current IGTC students of Batch 2006-2008 also shared their experiences about projects undertaken by them with their existing training companies.

The practice-oriented study method, wherein the companies are instrumental in nurturing and mentoring students for a brighter future, was well appreciated by young enthusiastic students and their parents.

### Admissions 2008 – 2010

Over June/July 2008, the Indo-German Training Centres in Mumbai, Bangalore and Chennai conducted their biggest Trainee Selection Process with over thirty-five IGCC companies vying to make their preferred choice for future managerial talent.



*IGTC stand at the Times Education Fair*

HR and other functional heads from various companies such as the

Bajaj Allianz General Insurance Co. Ltd., BASF Group, Bayer Group, Behr India Ltd., Bizerba India Pvt. Ltd., Bosch Group, DHL Express(I) Pvt. Ltd., Dorma India Pvt. Ltd., EFD Induction, Endress + Hauser India Pvt. Ltd., Epcos India Pvt. Ltd., Fuchs Lubricants, Hypercity Retail India Ltd., Indo-German Chamber of Commerce, Inverto Sourcing India Pvt. Ltd., Lanxess (India) Pvt. Ltd., Mann and Hummel, Merck Ltd., Micro Supreme Auto Industries (India) Pvt. Ltd., Rittal India, Siemens Ltd., TÜV Rheinland, Volkswagen Group and Zenzar Technologies, participated in the selection process to make their endorsements of trainees that would constitute the Batch 2008 - 2010.

The partnering companies identified with the training centre programme. They strongly believed that IGTC provided the right platform for companies to select their manpower, who could then be groomed to meet the needs of their organization. This grooming takes place when the students go to their respective company for practical training at the end of every theory phase. With the changing trends and fluctuations in the economy the corporate believed very strongly in this model and thought it was the most efficient way to get the most appropriate candidate. Inverto Sourcing India Pvt. Ltd. was one such company, which immediately offered their trainee an employment contract and asked him to report to work even before the commencement of the programme. KfW Liaison Office also nominated one of the existing employees for the programme.

Through this rigorous selection process, a cumulative strength of almost 100 trainees were inducted as Batch 2008 - 2010 across the three Indo-German Training Centre's in Mumbai, Bangalore and Chennai.



*Trainee selection process- Chemical industry panel – BASF Group, Merck Ltd.*



*Engineering industry panel – Fuchs Lubricants (India) Pvt. Ltd., Inverto Sourcing Services (India) Pvt. Ltd, Micro Supreme Auto Industries (India) Pvt. Ltd., Business Access (India) Pvt. Ltd.*



*Timo Schutz of Inverto Sourcing Services (India) interacts with potential employees*