

Indo-German Training Centre

Activities of the Indo-German Training Centres -a review of the year 2010-2011

IGTC Mumbai

■ ■ ■ **Dr. Günter Krüger Award for Excellence 2010**

Ashwin Tirthakar from IGTC Mumbai, Ashwini Ogale from IGTC Bangalore and Pradeep Siddharth from IGTC Chennai were the recipients of the Dr. Günter Krüger Award of Excellence from the Batch 2008 – 2010. The award was given in collaboration with the Goethe-Institut, Max Mueller Bhavan and the company finally recruiting the student. It gave all the three students an opportunity to study a German language course with the Goethe-Institut in Germany and to understand best business practices in Germany through hands-on, practical training in his/her company.

The Goethe-Institut's teaching methodology was unique. The teaching schedule was systematically divided into class-room session every morning and various interactive activities in post-lunch and evening sessions. All these activities were aimed at application of classroom teaching in real life communication by audio-visual-interpersonal communication, while enhancing students's learning capabilities. And not surprisingly, it was immensely effective in helping students to pick up the language with all its nuances quickly. This dream journey of one month will be cherished by all three students for a lifetime.



(l-r) Bernhard Steinrücke; Minister Brüderle; Ashwin Tirthakar, topper IGTC Mumbai and Heiko Sievers, Regional Director South Asia, Goethe-Institut Delhi



(l-r) Bernhard Steinrücke; Heiko Sievers; Pradeep Siddharth, topper IGTC Chennai and Minister Brüderle



(l-r) Bernhard Steinrücke; Heiko Sievers; Ashwini Ogale, topper IGTC Bangalore and Minister Brüderle

■ ■ ■ **Open Training Programmes**

IGTC Mumbai conducted Open Training Programmes for IGCC member companies during the months of October - December 2010. Five training programmes were conducted which included:- Empowering Individuals and Enhancing Personal Effectiveness, Business Communication Skills, Decision Making and Problem Solving Skills, Finance for Non-Finance Managers and Working GlobeSmart.



Decision Making and Problem Solving Skills workshop



Finance for Non-Finance Managers workshop in progress

■■■ **IGTC Alumni Meet**

The IGTC Alumni Meet was a beautiful blend of dreams and memories. It was a pleasure to see people from the oldest batches trickling in and sharing in the laughter and easy conversation. For the graduating batch, it was an opportunity to gel with their predecessors, who had been there, done that, and had now moved on to newer horizons in their lives. For the alumni, it was an evening of catching up with peers and reminiscing about old times. The banter was followed by an hour or two of introductions and entertaining mimicry. It was heartening to see ex-IGTCians talk about classroom pranks. The evening progressed smoothly, with the delicious *hors d'oeuvres* streaming in and German beer flowing freely. The day ended with everybody present boogying away and simply having fun.



Most popular Stella 'madam' (centre), who retired this year, seen with IGTC's ex-students



IGTC Alumni Meet 2011 at Mumbai

■■■ **Stepping Out: Placement Season at IGTC**

This year the placement scenario in IGTC for the graduating batch 2009-2011 started with a lot of enthusiasm and fervor. Students were keen to convert their 'interning with' status to 'working with'. Each day in January 2011 was tempered by a mixture of anticipation, trepidation, some disappointment, but eternal hope too. Among the first few recruiters were Fuchs Lubricants, Endress & Hauser, Hypercity, Hella Electronics and Robert Bosch Automotive Electronics' (RBAI). The others who followed suit were Lanxess, Deutsche Bank Operations International (DBOI), Bosch Limited, Embitel, Wacker, Vedic Systems and Mann Force Trucks, BASF, Siemens, BEHR, Hypercity and MERCK. By the end of March 2011, IGTC had ensured that the placement process was completed, and that each and every student had embarked on a deserving career path.

■■■ **18th Convocation Ceremony of the IGTC, Mumbai**

The 10th of March 2011 marked the end of the 18-month stint of Batch 2009-2011 at the Indo-German Training Centre, Mumbai. A convocation ceremony was held for the graduating students. The evening commenced with the welcome address by Bernhard Steinruecke, Director General and Nirmal Bhogilal, President, Indo-German Chamber of Commerce. It was truly a momentous occasion as there was an overwhelming turnout of relatives and parents of the graduating class, faculties and company mentors at the 18th Convocation Ceremony of the IGTC Mumbai.



Graduating class of 2009-2011

Sudhakar Kasture, senior academic faculty emphasized how 'relevance' is the most essential value which one must create in ones life and that money should not be the pursuit of their life, but a by-product of their success.

K. S. Harish, Vice President - HR, Bayer Group of Companies in India gave a perspective on Bayer's experiences with the IGTC trainees and their commitment to the Dual Education System. The Guest of Honour, Dr. Leopold-Theodor Heldman, Consul General of the Federal Republic of Germany in Mumbai shared his thoughts of how India is getting increasingly conscious of its vast potential and the huge role it has as an economic power of tomorrow. Pradeep Poddar, MD and CEO, Mount Everest Mineral Water, Tata Beverage Group gave his keynote address stating that IGTC plays a pivotal role in instilling a sense of responsibility, commitment, belief and conviction among its students. The Best Student Award was given to Kunal Patil as IGTC's symbol of transformation and achievement. Consul General Dr. Heldman and Bernd Forster, Dy. Consul General handed over the certificates and the mementos to all the graduates.



Kunal Patil receives Best Student Award from Consul General, Dr. Leopold-Theodor Heldman, and Pradeep Poddar, MD and CEO, Mount Everest Mineral Water

■■■ **IGTC Trainee Selection Process: Batch 2011 - 2013**

Year on year, the Post Graduate Programme in Business Administration at the Indo-German Training Centre, Mumbai is escalating and intensifying in popularity among the student community and Indo-German member companies. This June 2011, IGTC invited applications from prospective students aspiring for a management career in an Indo-German member company. An Open House and Information Session was held for prospective students and their parents at the training centre on 2nd June 2011 to give them detailed insight into the 18-month, full time programme including the general management curriculum, training companies, internships, placements etc. The Trainee Selection Process was



Prospective students waiting their turn for a personal interview

conducted over three days beginning 7th June 2011 by senior business and HR heads of the collaborating companies such as Audi, BASF, Bayer, Bbraun, Bosch, Bosch Automotive Electronics, Deutsche Bank Operations International (DBOI), Dr. Oetkers, Elringklinger, Epcos, Extentia Technologies, Evonik



IGTC Director, Radhika Mehta, addresses the prospective students and parents at the Admission Information Session in Mumbai



Abhijit Yadav, Associate Vice President - Europe and Kaustubh Joshi, Manager - HR, Neilsoft participated for the first time in the IGTC Trainee Selection Process



P.Srees, Head-Resourcing & C & B and Mukesh Mali, Human Resources, BASF Group interviewing a candidate

Degussa, INA Bearings, Lanxess, Merck, Neilsoft, Schmersal, Schott Glass, Siemens, Sofitel Luxury Hotel and TUV India and Wacker Chemie, which ultimately led to the selection of 55 students of Batch 2011-2013.

■■■ **IGTC Inaugurates its 2nd Executive Business Management Programme**

The Indo-German Training Centre, Mumbai inaugurated its 2nd Executive Business Management Programme on 2nd July 2011. There were 26 participants from diverse Indo-German member companies like BBraun Medical India, BASF India, Batliboi, Bayer Business Services, Bericap India, Bosch, Ericsson India, HDFC Ergo General Insurance Co., Lapp India, Volkswagen India etc. who constituted the Class of 2011 - 2012. These executives had varied experience ranging from 3 years to 20 years. They came from diverse functional areas and departments of their organizations like Accounts & Finance, Administration, Corporate Communications, Design & Development, Information Technology, Internal Audit, Operations, Production, Quality Assurance, Sales & Marketing, Strategy and Technical Services.



Lighting of the Lamp by Faculty Dr. Naik, Dr. Mankad and Radhika Mehta, Dir., IGTC Mumbai

Executive Business Management Programme, Class of 2011-12 in Mumbai



■■■ **Launch of the Indo-German HR Network**

Based on the request of various Indo-German member companies, the Indo-German Training Centre (IGTC) took the initiative to organize a first joint meeting of the HR heads of leading German companies in India on the 28th of July 2011. The objective of this meeting was to explore the possibility of the formation of an Indo-German HR Network that would collaborate on areas of mutual interest and concerns, share knowledge and benchmark best practices of German organizations. It was attended by senior HR professional from organizations such as A.T.E. Group, B|Braun Medical (India), Bajaj Allianz General Insurance, BASF Group, Bayer Group, Bharat Forge, Brose India Automotive Systems, HDFC Limited, Mercedes-Benz India, Merck India, NRB Bearings, Siemens Ltd., ThyssenKrupp Industries India, Volkswagen India among many others.



HR professionals of various companies meet at IGTC Mumbai



The HR Group

■■■ **'Championing Success' – Bayer launches scholarship programme for IGTC students**

To provide deserving students with an opportunity to enhance their skills and get their careers off to a good start, Bayer launched a Scholarship Programme called 'Championing Success' for the IGTC students. The Memorandum of Understanding was signed on the 28th of July 2011 by Mr. Steinrück, Radhika R Mehta, and K.S. Harish, Vice-President HR, Bayer Group. From the Batch 2010 – 2012, Bayer will sponsor five deserving students and provide financial assistance in completing their IGTC course. The selection will be based on overall merit and will involve written tests and interviews conducted by Bayer.



Signing of the MoU with Bayer for launching the scholarship programme. Seated (l-r) Radhika Mehta, Director, IGTC Mumbai; K.S. Harish, Vice-President HR, Bayer Group and Bernhard Steinrück, Director General, IGCC

■■■ **Inauguration of BASF Seminar Series on Corporate Governance and Business Ethics**

On 11th August 2011, BASF inaugurated a Seminar Series on Corporate Governance and Business Ethics for the students of Batch 2010-12 at the Indo-German Training Centre, Mumbai. The seminar series will continue as a 10 session plan, which will include very interesting topics such as Evolution of Corporate Governance and Business Ethics in India; Corporate Governance – an Overview, Structures and Styles; Sustainable Development at BASF; Ethical Dilemmas at Workplace; Finance and Ethics – Importance of Financial Statements and Ethics in Mergers and Acquisitions; Management and Ethics; Sharing Case Studies of Successful Role Models. All these lectures will be delivered by senior business heads from BASF, all of whom were present on the Inaugural Day.



Lighting of the lamp for inaugurating the BASF Seminar Series on Corporate Governance and Business Ethics

Prasad Chandran, Chairman, BASF Companies in India and Head - South Asia interacts with IGTC Mumbai students



IGTC Chennai

The inauguration of IGTC, Chennai's 6th batch 2010-2012 was held August 25th 2010. There were 31 students who enrolled in it. The maiden week started as the first workshop week and there were nine management workshops conducted based on the topics, which included Managerial effectiveness; International environment – an economic perspective; Current trends and usage of communication devices in the corporate world; 3 dimensional attitude; Indian logistics; Fundamentals of management – An overview; Creativity and innovation; IT Projects in Indian MNCs and Indian taxation system – A brief note. Classes commenced on 6th September 2010.

■■■ Convocation of 2009-2011 batch

The convocation ceremony of the 5th batch of 2009-2011 students of PGPBA of the IGTC Chennai was held on 1st June 2011. The ceremony, helmed by the Regional Director, IGTC, T. R. Gopalan, was well attended by the student community and their families, academicians, members of the IGCC and IGTC fraternity, partnering and sponsoring organizations and the media.

The ceremony was initiated with the Director-General of IGCC, Mumbai, Bernhard Steinrücke welcoming the gathering and provided an insight on the trade relations between India and Germany. The German Consul General, Hans-Burkhard Sauerteig also spoke on Indo-German collaboration in various fields, especially in training and skill development. He urged the students to work hard with dedication and ethical values. Dr. C. Rajendran, Head, Department of Management Studies at IIT Chennai, in his key note address put on display the students to develop their analytical skills, work towards excellence, adopt ethical practices and always conduct themselves that brings pride to and benefits, their alma mater and motherland. Prof. Arun Davay, IGTC Guest Faculty, while sharing his experiences of lecturing the graduating batch, articulated his strong belief

that this set of students, through their varied learning experiences, will smudge their marks in society in the future. Ms. Aruna, the topper of 2009 -11 batch student, expressed the students' gratitude to the institute, faculty, IGTC Team, and its partnering organizations for enriching the student learning experience. Mr. Prana, her peer, apprehended that the dual training system- class room lectures supplemented with a six month internship made the programme experience comprehensive and he profusely thanked the IGTC Team.

Mr. Sriram, Vice President of Burkert, as a representative of partnering company, appreciated the students' enthusiasm for learning, consistent performance and deep motivation to reach their goals. Andreas Stedtfeld, M.D., Dürr India being the chief guest in his convocation address, promoted the need for honest work governed by ethics, highlighted the benefits of open and fair communication, and urged the students to lead by example and contribute to society. Each of the dignitaries after this inspiring speech of Mr. Stedtfeld, proceeded to award the Post Graduate Programme in Business Administration certificates to the graduating students of batch 2009 – 11 and marking this day as a significant milestone in the academic life of the students.



The 2009-2011 graduating batch of IGTC Chennai



Bernhard Steinrücke welcomes the gathering. Seated on the dais (l-r); T. R. Gopalan, Reg. Dir. IGCC Chennai; German Consul-General, Hans-Burkhard Sauerteig; Andreas Stedtfeld, M.D., Dürr India; Dr. C. Rajendran, HOD Management Studies, IIT Madras; S. Raj, Reg. Dir. Designate, IGCC Chennai

The Regional Director (Designate) of IGCC Chennai, Mr. Raj, proposed the Vote of Thanks to the dignitaries who honoured the event with their presence.

■ ■ ■ **2010-2012 batch**

The current batch of 2010-12 students will be going for their 6 months internship period to the following companies including: BMW (7 students); Ernst & Young (3); Siemens (2); Ogilvy & Mather (3); Frost & Sullivan (1); Dürr India (2) Burkert (1); Altek Beissel Needles (2) EBM International (1); and Elixir (1). IGTC Chennai has cultivated a system by commencing the first week of each phase with a workshop week. It has been bringing industrial experts to conduct business management related workshops for the welfare of students. This initiative establishes a strong network between IGTC and various industries.

The admission for batch 2011-13 which is set to start on 7th

September 2011 is going on well. 13 students have been enrolled already and the admission process is actively on.



Topper Ms. Aruna receives a trophy from Chief Guest Andreas Stedtfeld Prof. Jayashankar announced the topper of the batch - Ms. Aruna. She received the prestigious Dr. Guenter Kruger Award for excellence from the chief guest Mr. Andreas Stedtfeld.

IGTC Bangalore

■ ■ ■ **Batch of 2010-2012**

The batch of 2010-2012 started their course in August 2010 with a weeklong induction programme structured to include introduction to management disciplines, soft skills and intercultural training. In accordance with the German Dual training system the students started their training in January 2011, with assigned German companies located in Bangalore. While 2 students trained at Bosch Ltd., others have had opportunities with Carl Zeiss, Metro Cash & Carry, GW Precision, TÜV Rheinland, Rittal and EFD Induction, where they have been exposed to projects that have enhanced their managerial capabilities and rightly complemented the classroom training. They eagerly await their next stint during November/ December 2011.

■ ■ ■ **Library**

During the last year, the IGTC Bangalore refurbished the institute library with books and learning material for our students. Books from well known management gurus like International Management by Phatak, Bhagat and Kashlak and Management Accounting by Sudhindra Bhat. The library also includes different types of books, such as reference books, general books, and management journals like the economist, Harvard Business Review and local newspapers. An E-library was set up to provide online reference material to the students. Students have access to a variety of e-books, CMIE reports, VCD's and DVD's. Mind games are also available. In addition to the library facility at the training centre in Bangalore the students can also access a wide range of books through the membership at the British Library facilitated by the institute.



Students referring to books in the refurbished library of IGTC Bangalore



■ ■ ■ Guest lectures

IGTC Bangalore organized a series of corporate lectures from September 2010 till April 2011 on interesting management topics, which supplemented the academic lectures.

Supply Chain Management - Mahesh Srinivasan, Ph. D., Asst. Prof, Dept of Management, College of Business Administration, University of Akron, USA

Innovation Opportunities for students in India and how to emerge as job creators rather than job seekers and what really innovation is all about – Gerard Rego, Fellow '05, Reuters Digital vision Fellow, Stanford University '06, Chairman, Vayugrid Marketplace Services Pvt. Ltd.

Technology in Marketing – Nitin Mukadam, CEO, N M Consulting

Corporate Social Responsibility/Business Ethics – K. V. Rao, Consultant, Corporate Relations, BASF India Limited

Career Planning – Mr. Imran, Sr. Executive, Homag India

Trends in advertising – Arthur Pais, Managing Director, Crest Advertising

Raising Capital from the Market: The Reality – Rishiraj Dasgupta, Finance Faculty & Trainer

■ ■ ■ IGCC football tournament 2011

The IGTC Bangalore, promoted their student team and participated in the IGCC Regional Annual Football tournament 2011, which was held on 30th January between 12 teams from Indo-German Joint Venture companies in Bangalore. The teams were divided into 4 groups. The students played a good game and reached the 2nd position in their group.



Group picture of the IGTC team and their supporters

■ ■ ■ Convocation of the batch 2009-2011

The convocation for the outgoing batch of students took place on 8th April 2011. The audience consisted of students, parents, faculty, representatives of partnering companies and well wishers. Bernhard Steinrücke, Director General, IGCC started the proceedings with his Opening address. The Convocation Address was delivered by Clas Neumannn, Senior Vice President & Global Head, SAP Labs, who is also Vice President of Indo-German Chamber of Commerce. In his inspiring address, he shared a few learning experiences as a student of Economics and his subsequent growth. He advised the students to “stay grounded, open-minded and make a difference.” Mr. Saligmann, Consul General of the Federal Republic of Germany stressed that to be successful in a competitive environment, learning should be a lifelong process. Hubert Reilard, Managing Director of EFD Induction Ltd, in his keynote address expressed that patience, perseverance and dedication are needed to establish a long and successful career path.



Lighting of the lamp by Clas Neumann, Vice-President IGCC at the IGTC Bangalore Convocation. Looking on (l-r) are Bernhard Steinrücke, Dir. Gen., IGCC; Rolf Saligmann, Consul General of the Federal Republic of Germany, Bangalore and Hubert Reilard, M.D., EFD Induction India



The graduating batch 2009-2011 in Bangalore

IGTC Kolkata

IGTC Kolkata can look back on many an exciting event during 2010-11, the first year of its existence! 18 students started on an exciting journey towards sharpening their theoretical and practical skills with the help of IGTC and the Indo-German Training companies that had selected them. IGTC Kolkata is India's fourth IGTC, after Mumbai, Chennai and Bangalore.

■ ■ ■ IGTC Kolkata formally inaugurated

The institute was formally inaugurated on 27th Nov 2010 by Thomas Matussek, German Ambassador to India. The inauguration was attended by Bernhard Steinruecke, Director General IGCC, Nirmal Bhogilal, President IGCC, Dr. R. Volker, Director, Goethe-Institut, Indrajit Sen, Chairman Eastern Region Council, B.G.Roy, Regional Director, IGCC Kolkata and other business delegates, as well students and staff of IGTC.



Formal inauguration of the IGTC in Kolkata by German Ambassador Thomas Matussek and Sabina Pandey, Director, IGTC Kolkata. Seen in the background (l-r) is Nirmal Bhogilal, President; D. M. Thaker, Chairman, Western Region Council and Bernhard Steinrücke, Dir. Gen, IGCC



First batch of students 2010-2011 at the formal inauguration of IGTC in Kolkata

■ ■ ■ Kolkata students – a class apart

Another highlight for us was the selection of four of our students as best college team of the Eastern Region to participate in the largest Business Summit in India – the IIM Confluence, in November 2010 at IIM Ahmedabad. Team 'Eklavya' comprising of Argha Banerjee, Vineet Meharia and Priyanka Singha represented IGTC in 'The National Business Olympiad 2010', and team 'Kautilya' (Vineet Meharia and Pooja Adhikari) in the event 'Statecraft'.

IGTC Kolkata students at IIM Ahmedabad for the IIM Confluence



■ ■ ■ Annual break

December saw the entire IGTC Kolkata team chilling out, dancing and playing games at the IGTC annual picnic, before the students set out for their first practical training phase in January / February 2011. For a number of students this was the first time to experience the corporate world and apply what they had learnt during 5 months at IGTC. Others had joined the course with work experience, now eager to employ their knowledge at the IGCC training companies.

■■■ Admissions 2011-2013

Just after the senior students returned in March 2011, IGTC Kolkata got engaged with the admission season for its second batch. Written tests, group discussions and personal interviews kept everyone busy. During the last week of June, the selected students met companies such as BOC India Limited, Ceratizit India Pvt. Ltd., Epcos India Pvt. Ltd., Harbauer India (P) Ltd., International Combustion (India) Ltd., Koeppern Maco Services Pvt. Ltd., Metro Cash & Carry India Pvt. Ltd., Phoenix Yule Ltd., Schenker India Pvt. Ltd., Siemens Ltd., Siemens Ltd. (IDT / MD), SMS Meer India Pvt. Ltd., Stollberg India Pvt. Ltd., KAIL Ltd. (Videocon Group of Companies) and Wacker Metroark Chemicals Pvt. Ltd.



Representatives of a participating company interview a prospective candidate at IGTC Kolkata

■■■ Commencement of Batch 2011-2013

On 4th August 2011, the admission process culminated in the first day at IGTC for the new batch, with Bernhard Steinrücke, Director General, IGCC, giving his introductory lecture to the students. The event was also attended byainer Schmiedchen, Consul General, German Consulate of Kolkata; Dr. Reimar Volker, Director, Goethe Institut/Max Mueller Bhavan, Kolkata; Indrajit Sen, Chairman, Eastern Regional Council and B.G. Roy, Regional Director, IGCC, along with a number of corporate guests. On 10th August 2011, IGTC Kolkata celebrated its first birthday with a small get together and some birthday cake!



New batch 2011-2013 at IGTC Kolkata