

Indo-German Training Centre

IGTC Mumbai

SECTION A: Post Graduate Programme in Business Administration

Beginning of a new journey – Inauguration PGPBA Batch 2014 – 2016

On 6th August 2015, Bernhard Steinrücke, Director General, IGCC welcomed 58 new students of the PGPBA Batch 2014 – 2016 with a lecture on the trade relations between India and Germany. The induction week for this batch entailed lectures on Growth Priorities and Change by Prof. Boman Moradian; Fundamentals of Management by Prof. Sydney Prabhu; Strategies and Work Cultures of Organisations by Dr. Anil Naik; Personal and Professional Empowerment by Jaya Joshi and Success in the Corporate World by IGTC Alumni Arun Roy, Director and COO – Controlling and Operations, Bosch Power Tools Corporation, USA.



Bernhard Steinrücke, Dir. Gen., IGCC addresses the students at the inauguration of the PGPBA Batch 2014 – 2016

Dr. Günter Krüger Award for Excellence 2014

On 24th September 2014, the IGCC presented the Dr. Günter Krüger Award for Excellence to the Best Performing Student of IGTC Mumbai. Dr. Raghuram Rajan, Governor, Reserve Bank of India presented this prestigious award to Amol Lokegaonkar of the Post Graduate Programme in Business Administration, Batch 2012 – 2014 at IGCC's Annual General Meeting.



Amol Lokegaonkar, IGTC Mumbai receives the Dr. Günter Krüger Award for Excellence from Dr. Raghuram Rajan, Governor, Reserve Bank of India

Bayer Scholarship: "Championing Success" for Batch 2013 – 2015

Alok Badamikar, Neha Kuriakose and Ruchika Natarajan of the PGPBA Batch 2013 – 2015 were announced as the three extremely deserving and highly meritorious winners of the Bayer Scholarship Programme: Championing Success. The three students were awarded a scholarship amount of Rs.50,000/- each at their Convocation Ceremony in March 2015.

Championing Success is an effort to recognize and appreciate meritorious students across various institutions. The rigorous selection process consists of a short listing

based on academic performance and an online Assessment Test followed by demonstration of real life situations consisting with respect to the Bayer L.I.F.E Values. The final test was a group interview in which the students had to voice a statement that they deeply believe in and in turn convince the others to also believe in his/her statement.



Alok Badamikar, Neha Kuriakose and Ruchika Natarajan shine in their moment of pride as they are declared the winners of the Bayer Scholarship 2014-2015

BASF Seminar Series on Corporate Governance and Business Ethics

Between August to October 2014, the BASF India conducted a well-planned Corporate Governance and Business Ethics Seminar Series. The series started with lectures on Evolution of Corporate Governance & Business Ethics in India, and Management and Ethics.

Following this, senior business heads from the organization shared good governance and ethical practices in different functional areas such as Procurement, Human Resources, Finance, Legal, Sustainability and CSR. It culminated with an interactive session on "Walking the Talk and BASF Good Governance Icons". Dr. Raman Ramachandran, Head South Asia, Chairman & Managing Director, BASF India presented the award for Outstanding Performance in the BASF Corporate Governance and Business Ethics Seminar Series to Alok Badamikar, PGPBA Batch 2013 – 2015 at the Convocation Ceremony in March 2015.



The BASF Group Team at the inauguration of the seminar series



Dr. Raman Ramachandran, CMD, BASF India Limited presents the award for the BASF Corporate Governance and Business Ethics Seminar Series to Alok Badamikar

IGTCians run in the Mumbai Marathon

IGTC Mumbai students participated in the 12th Standard Chartered Mumbai Marathon on 18th January 2015. The students along with Radhieka Mehta, Director, IGTC and the IGTC management team enthusiastically participated in the 6 km Dream Run category showcasing IGTC and its students as brand ambassadors of the German Dual System.



IGTC students at the Mumbai Marathon

IGTC hosts Baden-Württemberg Delegation

On 23rd January 2015, IGTC hosted two eminent personalities: Peter Friedrich, Minister for the Bundesrat, Europe and International Affairs of the State of Baden-Württemberg, Germany and Fritz Kuhn, Oberbürgermeister (Lord Mayor), Stuttgart and the accompanying business delegates. The students of PGPBA Batch 2013 – 2015 shared their IGTC journey, their experiences and learnings from the programme, and talked about their immense faith in the German Dual Education System with the esteemed dignitaries.



IGTC students with the delegation



(l-r) Bernhard Steinrücke, Dir. Gen., IGCC; Fritz Kuhn, Oberbürgermeister (Lord Mayor), Stuttgart; Peter Friedrich, Minister for the Bundesrat, Europe and International Affairs of the State of Baden-Württemberg, Germany and Radhieka Mehta, Dir., IGTC

Multinationals drive placements at IGTC: PGPBA Batch 2013 – 2015

The PGPBA Batch 2013 – 2015 meritoriously completed their IGTC journey. Many of the trainees were absorbed by their training organizations, and others were

assisted to find the right career path through the IGTC Open Placement Process. Multinational organizations such as Amazon, B Braun Medical India, Baja Allianz General Insurance Co., Barry-Wehmiller International Resources, BASF Group, Bayer Group, Bosch Group, Citi Bank India, ElectroMech Material Handling Systems Pvt. Ltd., Fuchs Lubricants India, General Mills India, Habasit Iakoka Pvt. Ltd., Mercedes-Benz India, Mott Macdonald India, Neilsoft Limited, Nepa India, Rittal India, Schaeffler Group, Siemens, Steinbach Et Partner, Travelling Spoon, Urban Ladder and Wacker Metroark were the key recruiting partners for the PGPBA Batch 2013 – 2015 at IGTC Mumbai.

Convocation Ceremony of PGPBA Batch 2013 – 2015



Radhieka Mehta, Dir., IGTC welcomes dignitaries on the dais (l-r) Michael Siebert, German Consul General in Mumbai; Richard van der Merwe, Dy. Chairman and MD, Bayer Group in India; Tapan Singhel, President, IGCC and Bernhard Steinrücke, Dir. Gen., IGCC

On 2nd March 2015, the Convocation Ceremony for PGPBA Batch 2013 – 2015 was hosted in all grandeur at the Ballroom of the Taj Lands End. 51 students graduated at this ceremony.

Bernhard Steinrücke, Director General, IGCC welcomed the dignitaries on the dais. Tapan Singhel, President, IGCC and CMD, Bajaj Allianz General Insurance Company conveyed his belief in the student's capability to meet the needs of the industry after being thoroughly prepared by the German Dual Education System.

Alok Badamkar and Neha Kuriakose, IGTC students addressed the audience with great vigour and confidence. They described IGTC as a school for unlearning, learning and relearning. Hariharan M., Academic Faculty for Strategic Cost Management advised the graduating batch to believe that learning is continuous and to chase



Nisarg Shah, trained and recruited by BASF India, receives the Award for Excellence



Rohit Pillai, trained and recruited by Bosch Limited, receives the Award for Excellence

their dreams forever. Santanu Ghoshal, Vice President, Human Resources, Schaeffler India shared his ideology that the price one pays for not acting in a situation is much more than acting and failing. He inspired the students to keep on experimenting and growing. The Guest of Honour, Michael Siebert, Consul General, German Consulate General in Mumbai lauded the students on their achievements and highlighted the importance of Indo-German careers in a student's life. Chief Guest, Richard van der Merwe, Deputy Chairman and Managing Director, Bayer Group in India advocated to the students that they should protect their own voice, values and creative spirit at all costs.

For the first time, IGTC Mumbai declared two student toppers for the batch - Nisarg Shah, trained and recruited by BASF India and Rohit Pillai, trained and recruited by Bosch Limited. These students will be felicitated by the Günter Krüger Award for Excellence at the forthcoming AGM in September 2015. Radhieka Mehta, Director, IGTC gave the Vote of Thanks and ended the evening with a parting message to the young graduates, "Say goodbye to the comfortable and secure life within IGTC. Get ready to march to the beat of the business world! Raise a banner where a banner never flew."



The final goodbyes!

Trainee Selection Process for PGPBA 2015 - 2017

IGTC received an overwhelming number of applicants for its PGPBA Batch 2015 - 2017. The Admission Process entailed the IGTC Written Test and Group Discussion followed by the Trainee Selection Process conducted by the various Collaborating Training Organizations. On 9th and 10th June 2015, 35 strong German and Indian multinational organisations participated to select their preferred management trainees. The organizations included Achroma India; B|Braun Medical India; Bajaj Allianz General Insurance Co.; BASF Group; Bayer Group; Bharat Forge; Bosch Automotive Electronics India; Bosch Limited; Brose India Automotive Systems; Claas India; Clariant Chemicals India; DBOI Global Services; DHL Express India; Epcos India; Evonik India; Extentia Technologies; Fuchs Lubricants India; Gold



BASF Group Panel



Brose India Automotive Electronics India Panel



DHL Express India Panel



Lanxess India Panel



Schott Glass India Panel



Siemens Limited Panel

Seal Saar Gummi India; Groz-Beckert Asia; Häfele India; HDFC ERGO General Insurance Co.; Knorr-Bremse Technology Center; KSB Pumps India; LANXESS India; Mercedes-Benz India; NRB Industrial Bearings; Schaeffler Group; SCHOTT Glass India; Siemens Ltd.; Schaefer Systems International; SMS India; Steinbach & Partner; Thyssenkrupp Industries India; TÜV India and Volkswagen India.

As a result of the increased requirements from the above organizations during the Trainee Selection Process, IGTC Mumbai achieved a new milestone with the admission of 80 students, which will be divided into two batches for academic learning purposes.

Friday Football Frenzy

IGTC students took time out of their academic routine to rejuvenate themselves with a game of football. A blend of seniors and juniors in every team helped the students to bond better and play in unison. Six teams with eight players each contested each other for a knockout round. Students who didn't participate cheered for all and kept the spirits high. IGTCians learnt their first lesson: Team spirit.



IGTC students out for a game of football



Girl Power

"Business Environment Germany" - International Student Exchange Programme

Duale Hochschule Baden-Württemberg (DHBW) hosted the second group of 25 IGTC students from 5th to 17th October 2014 in Karlsruhe, Germany. The delegation was accompanied by Radhieka Mehta, IGTC Director and Tasneem Muchhala, Senior Executive - Marketing.



At DHBW, Karlsruhe



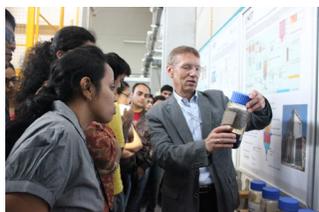
IGTC Students experience the online world at SAP, Walldorf



Mesmerized at the Mercedes-Benz Factory, Rastatt



Geared up for the Kletter Park Adventure



Dr. Michael Grosse explains a research experiment at Karlsruhe Institute of Technology



Students visit Siemens AG



Saurabh Mittal, Managing Director Germany, Tata Interactive System talks about how to tackle and overcome differences in social and cultural practices

The German professional work culture was demonstrated through industry lectures and visits to the Mercedes Benz A and B Class factory, Rastatt; TATA Interactive / TOPSIM; Karlsruhe Institute of Technology; SAP AG, Walldorf; Siemens AG, Karlsruhe; Klingel Mail Order Company, Pforzheim; SEW Eurodrive, Graben-Neudorf and Drogeriemart Zentrale, Karlsruhe. Lectures on Project Management and being Internationally Interactive were also very interesting.

Meetings with eminent personalities were arranged such as Michael Obert, Mayor, Karlsruhe in-charge of Planning, Building and Real Estate Management; Dr. Udo Götschel, Director, Foreign Trade and Infrastructure; and Ramona Lange, Consultant, International Economic Affairs, Chamber of Industry and Commerce (IHK) in Karlsruhe. Cultural visits and sightseeing included visits to Heidelberg, Schwarzwald - the Black Forest, Mercedes Benz Museum, Stuttgart, Bruchsal Palace. The students also got a taste of the Oktoberfest at Wasen, Stuttgart and an unforgettable experience at the Kletter Park in Karlsruhe. The trip concluded with presentations by the IGTC students about their learnings and impressions about Germany.

"Business Environment India" - International Student Exchange Programme

For the third year, IGTC welcomed a delegation of 23 students from the Duale Hochschule Baden- Württemberg (DHBW), Karlsruhe for their well-established Intensive Study Programme "Business Environment India" from 3rd to 15th January 2015. The delegation was led by Prof. Dr. Rüdiger Schäfer, Head of Department - Management in Commerce, and Prof. Dr.-Ing. Eric Zimmerman, Head of Department - Business Administration and Engineering from DHBW Karlsruhe.

Their 13-day educational experience was meticulously planned with a varied mix of lectures, industrial visits, cultural insights and sightseeing. The lectures included an Overview of the Logistics Industry in India with a live demonstration of the

famous Dabbawalla System in Mumbai; an Overview of the Economic, Political and Cultural Environment in India; and an interactive lecture on the Retail Industry in India with a guided tour to the traditional wholesale Crawford Market and the hi-end retail Hi-Street Phoenix and Palladium Mall.

The practical business aspects were covered through industry visits to Tata Motors, Volkswagen India, Siemens Limited, TechMahindra and ACC Limited. The stark contrast in India was demonstrated through visits to the upcoming, luxurious, residential project "The Park" of the Lodha Group and Dharavi, the heart of the small scale industry in India.

The students summed up their learnings from the trip through presentations on Opportunities and Risks for German Companies in India in the field of Marketing, Human Resources and Logistics.



Understanding the logistics of the Dabbawalla system in Mumbai



Students visit Siemens, Worli



At the upcoming, luxurious, residential project "The Park"



Bernhard Steinrücke, Director General, IGCC interacts with the DHBW students



The DHBW students smile for a picture with children from a village before Matheran



Final presentations and Certificate Awarding at IGTC

Guest Lectures for PGPBA students

1. Indirect Taxes - N. S. Govindan, Guest Faculty
2. Integrating the Organisation with Demand Forecasting - Piyush Shah, Guest Faculty
3. Interview Workshop - Vaibhav Rane and Percy Bamboat, Human Resource, Bayer Group
4. Importance of Marketing and Branding - Shruti Dwivedi, Head Marketing -General Medicine - Bayer HealthCare
5. The weed of Mediocrity and the absence of Leadership - Nawshir Khurody, Ex Tata Administrative Services Officer
6. Sustainable International Production and Technology Management - Henning Sasse, Head of Techport at ACC Limited and Ambuja Cements Limited
7. Delegation of Students from Kiel - Institute to Computer Science, Kiel, Prof. Dr. Dirk Hauschildt and Prof. Dr. Wilke Froy

SECTION B: Executive Business Management Programme

Certificate Awarding Ceremony, EBMP Mumbai: Batch 2013 – 2014

On 18th August 2015, IGTC Mumbai organized a Certificate Awarding Ceremony for the 17 managers of EBMP Batch 2013 – 2014. Radhicka Mehta, IGTC Director, extended a warm welcome to the guests. Dr. Mankad, Academic Faculty for Managerial Economics at IGTC conveyed his sentiments to the accomplished managers through a thought, 'Prosperity in life is incidental, while meaning in life is not. Lead a meaningful life'. Bernhard Steinrücke, Director General, IGCC highlighted the growing importance of training, congratulated the participants and handed over the certificates to each participant. The Vote of Thanks was proposed by Veena Kulur, EBMP Co-ordinator, IGTC.



EBMP Participants at the Certificate Awarding Ceremony



Urvashi Sata, German Consulate General receives her certificate. Anja Klos, Head Visa Section, German Consulate General, Mumbai graced the occasion

Finale for the EBMP Batch Mumbai: 2014 –2015

On 26th July 2015, 21 managers of EBMP Batch 2014 – 2015 ended their learning journey at IGTC with the presentation of their final business plans to a panel of



Executive Business Management Programme Batch 2014 – 2015

faculty members. The business plans were a holistic integration of all their academic learning at IGTC across different functional areas. The extremely interesting topics involved Affordable Portable ECG Machine with MNC Finished and Precision Quality, Modular Furniture, Home Textiles, Under Tile Waterproofing Systems, Auto Electric Horn Manufacturing and Siemens Xprecia Stride.

EBMP Mumbai: 6th Batch 2015 – 2016

On 25th July 2015, IGTC inaugurated the 6th Batch of the Executive Business Management Programme in Mumbai with 20 managers from BASF India; Batliboi Limited; Bosch Limited; Coating Specialities (I) Ltd.; HDFC Ergo General Insurance Company Ltd.; LANXESS India Pvt. Ltd.; Merck India Ltd.; NABARD; Rittal India Private Ltd. and Siemens Ltd. This batch will be held from July 2015 – June 2016.



Executive Business Management Programme Batch 2015 – 2016

Launch of EBMP Pune: 1st Batch 2015

IGTC Mumbai launched the One-Year, Weekend Executive Business Management Programme in Pune with 46 managers nominated by 13 different organizations on 9th January 2015. The programme was replicated on the successful model which is existent in Mumbai since 2010. The inauguration was done by Tapan Singhel, IGCC President in the presence of Michael Ott, Deputy Consul General, German Consulate in Mumbai; Devdutta Chandavarkar, Vice President-After-Sales and Retail Training, Mercedes Benz India and Peter Raussendorf, Executive Director-Human Resources, Volkswagen India who attended as Special Guests. Bernhard Steinrücke, Director General, IGCC; Zubin Kabraji, Regional Director, IGCC and Radhicka Mehta, Director, IGTC hosted the event. The audience comprised of the EBMP participants along with senior HR and Business Heads of all sponsoring companies and some faculty members. Amit Rane, Head of Quality Assurance Components at Volkswagen India relived his past experience as an EBMP participant of Mumbai Batch 2010 – 2011 and shared his career growth, while Dr. Harkant Mankad, Academic Faculty at IGTC welcomed the incoming participants. Lectures will be conducted on alternate weekends from January – December 2015.



Dignitaries at the EBMP inauguration, 1st Pune Batch 2015 – Radhicka Mehta, Dir., IGTC; Devdutta Chandavarkar, Mercedes-Benz; Michael Ott, German Consulate General Mumbai; Tapan Singhel, President, IGCC; Bernhard Steinrücke, Dir. Gen., IGCC; Peter Raussendorf, Volkswagen India; Zubin Kabraji, Indo-German Chamber of Commerce, Reg. Dir., IGCC Pune



Executive Business Management Programme – 1st Pune Batch 2015

The sponsoring organizations are Bosch Chassis Systems India Ltd.; Bosch Ltd.; Brose India Automotive Systems Pvt. Ltd.; Flux Pumps India Pvt. Ltd.; Fristam Pumps (I) Pvt. Ltd.; INA Bearings India Pvt. Ltd.; KSB Pumps Ltd.; Maharashtra Multi Distributors Ltd.; Mercedes Benz India Pvt. Ltd.; Terragni Consulting Pvt. Ltd.; Vedic Pac Systems Pvt Ltd.; Volkswagen India Pvt. Ltd. and Wirtgen India Pvt. Ltd.

EBMP Pune: 2nd Batch (July 2015 – June 2016)

Due to the overwhelming response of the Executive Business Management Programme in Pune, IGTC inducted another batch of 29 managers into the learning experience on 11th July 2015. The managers are nominated from organizations such as Bosch Chassis Systems; Bosch Limited; Coventya India; Indovance Inc.; Knorr-Bremse Technology Centre India; Kurtz Far East; Precision Seals Manufacturing; Puja Fluids Seals; Rittal India; Teradata India; Thyssenkrupp Industries; Volkswagen India and Wirtgen India.



Executive Business Management Programme – 2nd Pune Batch July 2015

SECTION C: Indo-German HR Partner Forum

Facilitating the Indo-German HR Partner Forum remains a core activity of the Indo-German Training Centre. The forum engages HR professionals from 27 organizations including A.T.E. Enterprises; Bajaj Allianz General Insurance; BASF Group; Bayer Group; B|Braun Medical India; Bharat Forge; BMW India; Bosch Group; Brose India Automotive Systems; Clariant Chemicals India; DHL Express India; Evonik India; Fuchs Lubricants; Häfele India; HDFC Ergo General Insurance; KSB Pumps; Lanxess India; Mercedes-Benz India; Merck Group; SAP India; Schaeffler Group; Siemens Ltd.; ThyssenKrupp India; TÜV India; Volkswagen India; Wacker Chemie and Wacker Metroark. The current Chairman is Ramesh Shankar, Executive Vice President – Human Resources, Siemens Limited and the group facilitator is Radhika Mehta, Director IGTC.

Meeting hosted by IGTC

On 4th November 2014, the Indo-German HR Partner Forum Meeting was held at IGTC. Ramesh Shankar, Executive Vice President – Human Resources, Siemens Ltd. began the day by sharing his vision as the President of the Indo-German HR Partner Group. He facilitated a brainstorming session to emerge with the key topics of interest to the HR Partners for discussion in the upcoming year 2015.

The HR Partners unanimously agreed at the following themes for future deliberations

- Labour Relations including Contract Labour, Building HR Capability and CEOs expectations from HR, Building Talent Pipeline and Managing Expectations, Employee Engagement, Performance Evaluation and Compensation, Diversity and Inclusion Initiatives, Social Learning v/s Gamification, Leadership in a global, matrix-driven organization, Organization Design and Change.

Following this interactive discussion, the HR Partners focused on the theme of the current meeting, which was Designing Compensation & Benefits to Attract and Retain Talent. Detailed presentations were made by Satish Mohapatra, Siemens and Suresh Babu, BASF, while an external perspective of Market Trends with respect to Compensation and Benefits was conducted by Rishi Khandelwal, Aon Hewitt.

The meeting concluded with a promise to adhere to a formal Code of Conduct in the upcoming year, which would result in more engagement and value-addition for all participating HR Partners.

Meeting hosted by Volkswagen India

On 10th February 2015, Volkswagen India hosted the HR Partner Forum at their Pune Plant and the topic of the day was 'Labour Relations including Contract Labour'.

The speakers for the day were Peter Raussendorf, Executive Director – Human Resources, Volkswagen India; Akash Sangole, Human Resources, Volkswagen India



Indo-German HR Partners meet at IGTC



Indo-German HR Partners at Volkswagen Plant, Pune

on VW operations, Mach 18 - global strategy; Union President of Volkswagen on the Objectives of the Union; Arvind Kshotri, Option Positive - an expert on Labour Relations; Pallavi Shastri, Human Resources, Bosch Group and Abhay Waikar, Head of Employee Relations, BASF Group with respect to the main theme of the day - 'Labour Relations including Contract Labour'. Given the immense importance of the topic, a core working group on Contract Labour was also formed. The meeting was complemented with a guided plant tour as well as motor sports stunts performed by professional VW racers.

Meeting hosted by HDFC Ergo General Insurance Company

On 12th May 2015, HDFC Ergo General Insurance hosted the HR Partner Forum meet on the topic of 'HR Analytics'. The key speakers for the day were Mukesh Kumar, Executive Director, HDFC Ergo General Insurance on CEO's expectations from Human Resource Managers; Deepika Mathur, National Liabilities Manager, HDFC Ergo General Insurance on Fortifying Risk for HR; Mohit Gundecha and Mansi Mehta from Jombay as external experts on People Science and Analytics; Sandeep Sapaliga, Siemens Ltd. Dhananjay Gotmare, Lanxess India and Saptarshi Bhattacharya, Bajaj Allianz shared their best practices in the area of HR Analytics. The core working group on Contract Labour made a presentation on its recommendations to tackle the issue of Labour Compliance.

The Vote of Thanks was given by Rachana Dogra, Vice-President-HR, HDFC Ergo General Insurance.



Mukesh Kumar, Executive Director, HDFC Ergo General Insurance shares his views on CEO's expectations from Human Resource Managers



Deepika Mathur, National Liabilities Manager, HDFC Ergo General Insurance highlights fortifying risks for HR