

Indo-German Training Centre

IGTC Mumbai

SECTION A: Post Graduate Programme in Business Administration

1. PGPBA Batch 2017-2019 Induction

IGTC Mumbai hits a Century!

As per tradition, on August 01, 2017, Bernhard Steinrück welcomed the 'centurions' at Indo-German Training Centre (IGTC) to the world of Indo-German relations and the Indo-German Chamber of Commerce (IGCC), with his fascinating narrative that left everyone enthralled. He emphasized on the similarities between Germany and India, especially when it comes to culture and concluded his session with his essential German speech, which was by default, the first lesson in German language, for the incoming students.



Bernhard Steinrück, Director General, IGCC, welcomes the 'centurions' at IGTC



Radhieka R Mehta inducts the newcomers into the IGTC family

Following his address, Radhieka R Mehta, Director, IGTC, inducted the newcomers into the IGTC family and emphasized on the next 18 months as being a 'lifestyle change', as they embarked on the intensive learning journey. She spelt out her vision to create the very best leaders, who will aspire, work and achieve together to emerge phenomenal, in every aspect of life. The IGTC team, then firmly laid down the rules of the game and expectations from the batch. The message was loud and clear – IGTC was the first step in training them for the fast-paced rigmarole of corporate life.

The spirited 'seniors' made various presentations and hosted games like 'Speed Meeting', 'Rhythm Makers' and the traditional 'Treasure Hunt' to break the ice and make everyone comfortable in their new learning environment. On a lighter note, they also advised juniors on which restaurants they should visit, faculty members they should beware of and recreational places in the vicinity.

Alumni Arun Roy, Chief Financial Officer, Chervon USA (he was earlier with Bosch Power Tools), took the students through his two-decade journey from being a student to a top management professional in the international business world.

Ekta Dusija, Project Manager – Marketing at Bayer Group, systematically imparted her success mantras to the students, focusing on the dos and don'ts, not only at IGTC but also in corporate life. On a completely different note, multi-talented Karthik Shivshankar (Dr. Günter Krüger Award for Excellence winner from PGPBA Batch 2010 – 2012 and Bayer Scholar), spoke about quitting his thriving career in technology, innovation and chemicals at BASF to follow his passion of becoming a vocalist and entering the world of music.

IGTC has always emphasized on the difference between introduction and induction. The wheels have now been set in motion for PGPBA Batch 2017 – 2019 and we hope for a beautiful ride here on! IGTCians at heart, phenomenal we will be!

2. Dr. Günter Krüger Award for Excellence 2017

On September 24, 2017, the Dr. Günter Krüger Award for Excellence was presented to the most outstanding students of the PGPBA Batch 2015 – 2017. Sneha Arakal, trained by Siemens Ltd. and recruited by Zykus Consulting, and Pushkaraj Bhide, trained by Mercedes-Benz India Ltd. and recruited by Siemens Ltd., were felicitated for their achievements; a moment they would cherish for the rest of their lives!



(L-R): Radhieka R Mehta, Director, IGTC; Sneha Arakal, trained by Siemens Ltd. and recruited by Zykus Consulting; Pushkaraj Bhide, trained by Mercedes-Benz India Ltd. and recruited by Siemens Ltd.; Bernhard Steinrück, Director General, IGCC

3. Lecture series on 'Best Practices in German Organizations'

Learning has always been a social activity. It is then no wonder, that learning through shared experiences has a strong impact. This is what the 'Best Practices in German Organizations' aims at, where learnings from speakers' real life experiences enhance and influence students' lives. IGTC and the PGPBA Batch 2016-2018 were excited to welcome nine of IGTC's alumni, who are now leaders in their field of expertise, to share their experiences. It was a homecoming for the alumni and one could only expect thought-provoking discussions, engaging interactions and sharing of real life stories.

The series of lectures was conducted through November and December, 2017.

Guest Lecturer	Topic
Yash Somaiya, Entrepreneur, Alumni Batch 2011 – 2013	Dheeraj Rakho! – His inspiring journey from being a sales employee to becoming an entrepreneur and taking the leap from corporate to startup
Durvash Javle, Manager – Global Demand, Archroma India Ltd., Mumbai, Alumni Batch 2009 – 2011	Supply Chain Planning, Analytics as Career, Evolution and overview of Analytics, Stats vs. Machine Learning
Amey Gangal, Director – Risk & Regulation, Global Workforce Strategy, Morgan Stanley, Alumni Batch 2004 – 2006	Informal, interactive session on people management, change management, effective communication, various programming languages in different industries and politics in organizations
Hitesh Dama, Lead Project Manager, Mott MacDonald Pvt. Ltd. (MM), Alumni Batch 2004 – 2006	The life of a consultant, with insights on overall hierarchy, fixed and growth mindset and how to take charge of one's own career
Shandilya Oza, who has worked with TATA Group of Companies for two decades as Chief Financial Officer and Head of Business Excellence	Four Dimensions of Business Excellence: Diagnose, Design, Drive and Deliver, a systematic approach for the transformation from 'Good' to 'Great', being responsive to change, understanding a company's core strengths and weaknesses, importance of moving beyond silos
Aaditya Koshe, Proprietor, Anant Engineering products, Alumni Batch 2007 – 2009	Industrial Automation, robotic vending machines, pneumatic products developed by him. He indulged the batch in activities like mind mapping, developing p-charts, etc.
Vaishali Baid, Maersk Procurement, Mumbai, Alumni Batch 2010 – 2012	Procurement and moving towards a sustainable future, innovation of a sustainable future, sustainable supply chains, ethical work culture, a holistic view on research, and discussion on the Nike case study
Rayomand Karkaria, Chief Manager, Solution and Services, Siemens Ltd., Alumni Batch 1992 – 1994	Ways to create opportunities and choose the path to success in the corporate world, answering students' queries with insights from his 23 years of experience at Siemens Ltd.
Neeraj Kumar Gupta, Deputy General Manager, Human Resource Quality & I.T., FEV India Pvt. Ltd.	Globalization, rise of social media transparency, empowerment to individuals and stakeholders, insights from his experience as a leader in the corporate world, with expertise in Human Resources and Information Technology



Neeraj Kumar Gupta, Deputy General Manager, Human Resource Quality & I.T., FEV India Pvt. Ltd., addresses the batch

4. BASF Corporate Governance and Business Ethics Seminar Series

With innovation as the key to everything, it is only natural that BASF strives to better their best, each year. Hence, the 7th BASF Corporate Governance and Business Ethics Seminar Series, for the IGTC PGPBA Batch 2016–2018, was inaugurated in exceptional style at the BASF Innovation Campus, Turbhe. The young IGTCians got a detailed orientation to BASF as a Chemical Company, from the senior HR Partners and the existing GROW trainees, at BASF. This was followed by a tour of the BASF Innovation campus, where students saw the testing labs and state-of-the-art equipment.

Dr. Raman Ramachandran, Head South Asia, Chairman & Managing Director, BASF India, officially commenced the Corporate Governance and Business Ethics Seminar Series, by giving students an enthralling lecture on how 'Values create value' in a corporate setup and the importance of values and ethics in an organisation. Over the following weeks, the seminar series continued with speakers from the top management of BASF, across its various departments such as Procurement, Human Resources, Finance, Legal, and Corporate Affairs.

Guest Lecturer from BASF	Topic
Dr. Raman Ramachandran, Head South Asia, Chairman & Managing Director	Inaugural session on 'Values create value'
Dinshaw Karanjia, General Manager – Strategy	Finance and Ethics: Money and Morals
Biju Mathew, Head – Supply Chain & Information Services, South Asia	Sourcing the Ethical way!
Sunita Sule, Vice Director- Corporate Affairs	Corporate Affairs Perspective on Ethics and Corporate Governance
Pankaj Bahl, Manager-Secretarial & Legal	Evolution of Corporate Governance & Business Ethics in India
Pradeep Chandan, Director – Legal General Counsel & Company Secretary	Corporate Governance – Overview, Structure and Style
Dr. Laxmi Nadkarni, Director – Human Resources	HR and Ethics – connecting the dots!



Vaishali Baid, Maersk Procurement, Mumbai, Alumni Batch 2010 – 2012, speaks about sustainable supply chains



Dr. Raman Ramachandran, Head South Asia, Chairman & Managing Director, inaugurates the Seminar Series and takes a session on 'Values create value'



Sunita Sule, Vice Director- Corporate Affairs, addresses the batch



PGPBA Batch 2016-2018 at the BASF Innovation Campus

5. Convocation Ceremony of the PGPBA Batch 2016-2018, at IGTC, Mumbai

The Convocation Ceremony of IGTC's PGPBA Batch 2016-2018, held on February 17, 2018, commenced with singing the IGTC anthem, which is a legacy in itself to live by, and by the end, the entire hall was reverberating with 'Phenomenal we will be!'

Seated at the dais were Bernhard Steinrücke, Director General, IGCC; Thomas Fuhrmann, President, IGCC and Managing Director, TÜV Rheinland India Pvt. Ltd.; Dr. Juergen Morhard, Consul General, German Consulate General in Mumbai; R.S. Subramanian, Senior Vice President Et Managing Director, DHL Express India; Christa Lützenkirchen, Head of Global Human Resources, Covestro Deutschland AG; and Radhika R Mehta, Director, IGTC.



The esteemed panel of dignitaries on the dais

Bernhard Steinrücke, Director General, IGCC, congratulated the students and reiterated their role saying, "As world looks at India, India looks at you", which is not only a great achievement and privilege but also an abundant responsibility.

The keynote address was given by Chief Guest R.S. Subramanian, Senior Vice President Et Managing Director, DHL Express India, who spoke about the importance of understanding one's customers and advised students to never stop learning.

Suhas Rane, academic faculty for Logistics and Supply Chain Management at IGTC, in his classic laconic style, advised students to be open to the new things, volunteer for the fulfilment that comes from giving and strive to a goal of self-actualisation.

The toppers of the class then concluded their inspiring speech with the words, "The quality of our expectations determine the quality of our actions. The outcome can only be as good as our effort. What lies in our sphere of control is our efforts, so we have to give our best shot."



The graduating PGPBA Batch 2016-2018

It was then time to distribute the certificates, calling out each student with a unique title that described them the best, while the audience cheered on with gusto!

Some Award Winners from the Batch

- Tanay Kadam, received the '**BASF Award for Business Ethics and Corporate Governance.**' Through a specially-designed curriculum, top management professionals from BASF enter the IGTC classroom to engage students in a course that sensitises them to the topic of Business Ethics and Corporate Governance.



Tanay Kadam receives the 'BASF Award for Business Ethics and Corporate Governance,' from Paramita Sarkar, Head - Nutrition and Health, South Asia, BASF India; Suresh Babu, Head - Compensation and Benefits, BASF India; and Swati Arora, Human Resources, BASF India

- Aadish Tanskale, Anuj Sharma, Purna Gothoskar and Sakshi Aher received the **Bayer Scholarship 'Championing Success'** award. Bayer India presents this award to the four students who best emulate values of Bayer - LIFE (Leadership, Integrity, Flexibility and Efficiency) and rewards them with a cash scholarship of INR 50,000.



Aadish Tanskale, Anuj Sharma, Purna Gothoskar and Sakshi Aher receive the Bayer Scholarship 'Championing Success' award, from Rohit Sharma, Head - Human Resource Operations, Bayer India and Amruta Ayya, Human Resources, Bayer India

- Rutuja Sindekar and Rahul Shetty received '**The Siemens Award for Excellence.**' It is a prestigious award presented to two winners, who exemplify consistent demonstration of the Siemens values of 'Innovative, Responsible and Excellence'. This award reimburses the entire IGTC tuition fee to the students.



Rutuja Sindekar receives 'The Siemens Award for Excellence,' from Lakshmi Chatterjee, Head - Strategy, Siemens Ltd.; Pramod Sant, Head of Import Export and Export Control and Customs, Siemens Ltd.; and Rupesh Basu, General Manager, Human Resources, Siemens Ltd.



Sharvari Agashe receives the Dr. Günter Krüger Award for Excellence, from Bernhard Steinrücke, Director General, IGCC



Rahul Shetty receives 'The Siemens Award for Excellence,' from Pramod Sant, Head of Import Export and Export Control and Customs, Siemens Ltd.; Lakshmi Chatterjee, Head - Strategy, Siemens Ltd.; and Rupesh Basu, General Manager, Human Resources, Siemens Ltd.



Rahul Shetty receives the Dr. Günter Krüger Award for Excellence, from Bernhard Steinrücke, Director General, IGCC

- Anindita Subramanian, Gayatri Ghate, Sharvari Agashe and Rahul Shetty, received the **Dr. Günter Krüger Award for Excellence** from the dignitaries on the dais. This award of the IGCC, in conjunction with the Goethe-Institut, recognizes and awards the top students, by giving them an opportunity to study a language course with the Goethe-Institut in Germany.

6. IGTC's 'Football Meisterschaft 2017'

One day, One trophy, Eight teams, 72 players, a fierce battle for glory!

The IGTC Football Meisterschaft was conceptualized to celebrate the IGTC Anniversary and to bring the current students and alumni to bond together over their most loved activity! It was planned as a '6 vs. 6' league, with 8 teams captained by IGTC alumni. Voluntary participation was welcomed from all PGPBA and EBMP alumni and students. An official IGTC Auction was organized to select the final players. Outta Shape FC, Despacitos, Die Schwarzgelben, Team Bonita, Green Blazers, White Hawks FC, Footbrawlers and Team Charles, were the final eight teams.

On the day of the tournament, teams marched onto the Cooperage Turf amidst delighted cheer and the 12 league matches were played with all determination. Outta Shape FC (captained by Krishna Raghavan) and Team Charles (captained by Sanket Shinde) marched into the finals. And as the referee blew the final whistle, IGTC had the first team champions for their Football Meisterschaft 2017 trophy – Outta Shape FC!

Bernhard Steinrücke, Director General, IGCC and Radhika R Mehta, Director, IGTC, handed over the trophy to the winning team. With seven goals in the tournament, Dirk Gonsalves was declared the top goal scorer and certificates were handed out to the participants of the winning and runners-up teams.



Anindita Subramanian receives the Dr. Günter Krüger Award for Excellence, from R.S. Subramanian, Senior Vice President & Managing Director, DHL Express India



Gayatri Ghate receives the Dr. Günter Krüger Award for Excellence, from the dignitaries on the dais



Together we aspire, together we achieve, IGTCians at heart, phenomenal we will be!

7. Guest Lectures at IGTC Going Beyond Academics

After four months of rigorous coursework from February–May 2018, the months of June – July involved 'going beyond the curriculum' for the IGTC Mumbai students.

Guest Lecturer/ Partner Company	Topic
Sumit Joshi of Silega Global conducted the simulation at Bayer, one of IGTC's founding partners	Re-introduced management simulation with a Business Simulation Game 'Silega – An Expedition to Mount Everest.' Students worked together in teams of seven, and had to take decisions on the equipment to be used, risks to be taken, etc. keeping in mind each other's strengths and weaknesses, weather conditions, their impact on team members' health, etc. Each decision affected their situation and the objective was to tackle this and achieve the goal in one month.
Bipasha Roy, Managing Director and Sameer Shah, Director, Mobius Space Consulting Pvt. Ltd.	A day-long programme titled design. FOUNDATION on 'The Fundamentals of Design Thinking.' Students got insights into the Design Thinking approach, as well as frameworks and techniques for problem identification, problem framing and ideation.
Janak Vadgama, Director of Taal Rhythmic Solutions Pvt. Ltd.	A session that introduced students to the concept of 'Experiential Marketing,' and touched upon experiential aspects of brands, how experiential messages are consumed, how organizations use experiential marketing to connect with their target audience, etc.
Ashok Karnik, Founder and Creative Director of Spacebar Creative	'Unleashing your Creativity', an interactive session designed to give students a new perspective on advertisements, highlighting the various changes in the advertisement industry, right from the kinds of advertisements being made to the modes of communication being used nowadays to communicate better with consumers
Dr. Anita Bandyopadhyay, Director, Talent & HR Solutions	A session on the current trends in Human Resources, which included evolution of Talent Acquisition in organizations, changes that have taken place in Performance Management Systems of companies, and the move from 'Talent Management' to 'People Management,' which ensures empowerment of the people, as well as engagement of the people and environment



Janak Vadgama, Director of Taal Rhythmic Solutions Pvt. Ltd., conducts a lecture on Experiential Marketing



Dr. Anita Bandyopadhyay, Director, Talent & HR Solutions talks about the current trends in Human Resources

8. Changing Times – IGTC's unique admission process

In keeping with the recruitment process of the organizations, the admission process for the PGPBA Batch 2018–2020, took a different and distinctive route.

In April 2018, close to 400 students took the 2-hour IGTC Online Aptitude Test from the comfort of their homes, but under a strictly proctored, web-cam enabled process to ensure the right academic and ethical standards of evaluation. The 100-marks online test had a moderate difficulty level, with four sections viz. Reasoning and Analytical Ability, Numerical Ability, Verbal Ability and Written Communication. The aim was to shortlist students for the Group Interaction Round.

Instead of a conventional Group Discussion, the Group Interaction was an intense yet interesting process, based on some pre-work that required applicants to think on their feet. In groups of eight, the applicants were first shown a short, motivational TED Talk and were then asked to individually visualise and draw their personal interpretation of the TED Talk, as creatively as possible. In the second part, applicants were given an article and asked to note down their five main takeaways from it. Following this pre-work, the applicants participated in an hour-long Group Interaction with the IGTC Admissions Team, headed by Radhika R Mehta, Director, IGTC. The final 194 were then shortlisted for the Personal Interview with the Partnering Training Organizations.



Personal Interview with the Partnering Training Organizations

The Personal Interviews with the Partnering Training Organizations were conducted from June 04–08, 2018. IGTC received extensive support from companies like A.T.E. Enterprises Pvt. Ltd., B|Braun Medical India Pvt. Ltd., Bajaj Allianz General Insurance Co. Ltd., BASF India Ltd., Bayer Group in India, Bearlocher India Additives Pvt. Ltd., Bosch Automotive Electronics India Pvt. Ltd., Bosch Limited, Brose India Automotive Systems Pvt. Ltd., Cerebrus Consultants Pvt. Ltd., Covestro India Pvt. Ltd., Cummins Limited, DBOI Global Services Pvt. Ltd., DHL Express India Pvt. Ltd., Dr. Oetker India Pvt. Ltd., Epcos India Pvt. Ltd., Extentia Information Technology Pvt. Ltd., Faurecia Automotive Seating India Pvt. Ltd., FEV India Pvt. Ltd., Forbes Marshall Pvt. Ltd., GEP Consulting, Häfele India Pvt. Ltd., Hella India Lighting Ltd., Helpline Impex Pvt. Ltd., Indiva Marketing Pvt. Ltd., Kärcher Cleaning Systems Pvt. Ltd., KSB Pumps Ltd., LANXESS India Private Limited, Mercedes-Benz India Pvt. Ltd., NRB Industrial Bearings Ltd., Phoneix Mecano India Pvt. Ltd., Pune Gas, Robosoft Solution, Schaeffler Group, Schott Glass India Pvt. Ltd., Schott Kaisha Pvt. Ltd., Siemens Limited, SMS India Pvt. Ltd. and TUV India Pvt. Ltd. After all the planning, organizing and scrutinising process, the IGTC family grew with the new junior batch of 104 promising students, forming PGPBA 2018–2020.

Section B: Delegations at IGTC, the Indo-German Connect

Deutschland, die atemberaubende Erfahrung!

The 4th Business Environment Germany 2017 to the Duale-Hochschule Baden-Württemberg (DHBW), Karlsruhe, was an extraordinary group of 25 curious, learning enthusiasts – some young PGPA students, some eminent EBMP managers from German companies in India, entrepreneurs and some passionate IGTC alumni, along with Radhika R Mehta, Director, IGTC – who were passionate about imbibing knowledge and culture.

Members of the DHBW faculty – Prof. Dr. Stephan Schenkel, Prof. Volker Ihle, Prof. Peter Lehmeier, Prof. Dr. Birgit Franken, Prof. Dr. Bernhard Herold, Prof. Dr. Dirk Eidam, Prof. Eric Zimmerman, Dr. Anita Dreischer, Ms. Birgit Schlenker, Prof. Dr. Angela Diehl-Becker and Prof. Dr. Rüdiger Schäfer, along with respected Prof. Dr. Hans-Peter Mengele from IHK Karlsruhe – made the 12-day Studienreise (Study trip) an exhilarating, intercultural learning experience.



Delegates visit the Industrie- und Handelskammer (IHK) Karlsruhe

The delegation gained key insights through visits to educational institutions such as DHBW and the Karlsruhe Institute of Technology (KIT), official institutions such as the Rathaus (Town Hall) and the Industrie- und Handelskammer (IHK) Karlsruhe, and various German companies such as dm-drogerie markt, Siemens, Daimler-Benz and SEW Eurodrive.

Visits to Heidelberg, the Bruchsal Palace and the Museum of Mechanical Musical Instruments, visits to Strasbourg and Baden-Baden, a leisurely Sunday in the Black Forest, a peaceful mass at St. Petersburg, the live demonstration of making a Black Forest cake, the cuckoo clock with Edelweiss playing in the background, visiting the local street festival, rowing boats, enjoying a toy-train ride at the scenic and beautiful Schlossgarten, hiking up to Michaelsberg, balancing on zip-lines at the Kletterpark and indulging in maultaschen, spätzle, langos, crêpes, apfelstrudel flammkuchen and varieties of beer, formed the highlights of the cultural aspect of the delegation's visit.



Participants of the Student Exchange Programme – Business Environment Germany receive their certificates

Section C: Executive Business Management Programme (EBMP)

1. Certificate Awarding Ceremony of 7th EBMP Mumbai Batch 2016 – 2017

On August 12, 2017, IGTC bid 'Auf Wiedersehen' to the 7th Mumbai EBMP Batch 2016–2017. Bernhard Steinrück, Director General, IGCC, was the Chief Guest, as 29 managers from different organizations received their EBMP completion certificates, amidst the love and cheer of their faculty members and families.

The senior-most member of the class – Nilesh Atale, Sr. Manager, Mercedes-Benz India Pvt. Ltd.; the best capstone project presenter – Yogesh Gidwani, Sr. Manager, Regional Support Centre, Siemens Healthineers; and the first-time ever married couple in the IGTC classroom – Jamila Kottakkal, Senior Vice President, Reliance Life Sciences Pvt. Ltd. and Ananth Subramanian, IT Consultant and Entrepreneur; shared their thoughts. They relived their experiences of the past year and expressed heartfelt gratitude to all the faculty members, for making the learning experience meaningful and memorable.



29 managers who received their EBMP certificates, on successful completion of the programme

Like an awards night, the certificates were given out with a customized song for each graduating manager, making them feel honoured and special about their achievement. The constant cheering was proof that IGTC had once again fostered genuine friendships and timeless bonds. Swinging to the tunes of Bollywood songs and the IGTC anthem, the happy evening saw the 7th EBMP Batch students smoothly transition into the wonderful league of IGTC alumni with a promise – Together we aspire, together we achieve, IGTCians at heart, phenomenal we will be!

2. Certificate Awarding Ceremony, 4th EBMP Pune Batch 2017

"What could be a better way to start the New Year than with a bunch of fully motivated and charged people who have gone through a year of thorough training and the pain of spending every other weekend to learn new things?" These were the opening lines of Bernhard Steinrück, Director General, IGCC, as he gave the welcome address at the Certificate Awarding Ceremony of the 4th EBMP Pune Batch 2017, on January 05, 2018, while the largest batch of 58 managers graduated from the programme. He advised them to continue on the learning path as the world kept evolving and changing.

Dr. Juergen Morhard, Consul General, German Consulate General in Mumbai, addressed the audience saying "In the end you do this for yourself, to transform your personalities; so now you have to encourage your colleagues and peers to do the course. That way everyone will progress in the same pace".

Guest of Honour Dharmesh Arora, President and CEO, Schaeffler India said, "The pace of change has definitely quickened but change has been a continuum forever. I congratulate you for undertaking the change in your life and coming back to education, as you will be the ones creating the new world".

Guest of Honour Ramesh Palagiri, Managing Director and CEO, Wirtgen India

stated, "You completed the course out of sheer passion and because you wanted to become knowledgeable and make a difference in your companies. My advice to you is – find something you are passionate about at the earliest and even if it takes time but keep looking for it".

After the distribution of certificates, Radhika R. Mehta, Director, IGTC, concluded with the vote of thanks, sharing her experience of forming lasting relationships with each new batch of graduates, who also end up being brand ambassadors of the course.



The graduating 4th EBMP Pune Batch 2017

3. Inauguration of the 8th EBMP Mumbai Batch 2017-2018

Since there can never be a dull day at IGTC, and every ending has to be the mark of a new beginning, it is no surprise that IGTC welcomed its 8th EBMP Mumbai Batch 2017-2018, with 26 managers from many of its partnering training organizations such as BASF India, Bosch Ltd., DHL Express India, Evonik India, Lanxess India, Orange Business Services, Reliance Industries Ltd., Siemens Ltd., Siemens Healthineers and Volkswagen Group Sales India. It also has a member from the Consulate General of the Federal Republic of Germany, Mumbai and VFS Global Services Pvt. Ltd. Here's wishing them all the very best for their learning journey!



Participants of the 8th EBMP Mumbai Batch 2017-2018, at the inauguration ceremony

4. Inauguration of the 5th EBMP Pune Batch 2018

On January 06, 2018, IGTC welcomed 51 new managers, as part of its 5th EBMP Pune Batch 2018. Bernhard Steinrück, Director General, IGCC, along with faculty members, Dr. Harkant Mankad, Rajeev Chawla and Anant Amdekar, and Radhika R Mehta, Director, IGTC, welcomed and inducted the new batch.

These managers, whose learning journey has just begun, come from various organizations like ARaymond Fasteners India Pvt. Ltd., Bosch Chassis System India Pvt. Ltd., Bosch Limited, Brose India Automotive Systems Pvt. Ltd., Continental Automotive Components India Pvt. Ltd., Fibro India Precision Products Pvt. Ltd., ICLEI- South Asia- Local Governments for Sustainability, INA Bearings India Pvt. Ltd., KSB Pumps Ltd., Mercedes-Benz India Pvt. Ltd., Micro-Epsilon India Pvt. Ltd.,



Managers of IGTC's 5th EBMP Pune Batch 2018

Puja Fluid Seals Pvt. Ltd., REMONDIS Aqua (India) Pvt. Ltd., Stauff India Pvt. Ltd., Trident International Pvt. Ltd., Volkswagen India Pvt. Ltd., Vulkan Technologies Pvt. Ltd., Wirtgen India Pvt. Ltd., and Ziehl-Abegg India Pvt. Ltd.

5. Capstone Presentations of the 7th EBMP Mumbai Batch 2016-2017 and 4th EBMP Pune Batch 2017

Professionals of IGTC's EBMP batches had a power-packed weekend, as they presented their final business plans to a panel of faculty members. It was important that their final business plans were holistic in nature and encompassed all that they had learnt, as these presentations marked the culmination of their one-year learning journey at IGTC. On August 05, 2017, the 7th EBMP Mumbai Batch formed 11 groups and presented their business plans.

- Value-based healthcare delivery: Setting up of CT Scan Centre – PPP Business Model – Siemens Healthcare Pvt. Ltd.
- Manufacturing & Distribution of Advanced Disinfectants for Poultry and Animal Farms, Shrimp Production and Human Health – Lanxess India Pvt. Ltd.
- Expansion of existing brand to Bangalore – Pressto Dry-cleaning & Laundry Pvt. Ltd.
- KJP Chemicals Pvt. Ltd.: Innovative Technology in Curing of Concrete – Lanxess India Pvt. Ltd., Mascot Dynamics Pvt. Ltd., BASF India Ltd.
- Deepshikha: Setting up a Daycare cum training center for children with special needs – Siemens Ltd., BASF India Ltd., Rittal India Pvt. Ltd.



Managers of the 7th EBMP Mumbai Batch 2016-2017, present their business plan

The 4th EBMP Pune Batch 2017, which was the largest batch with 58 participants, formed 17 groups and presented their business plans on December 16 and 17, 2017.

- Mercedes-Benz Amex Co-Branded Credit Card
- Mobile application for cars (A mobile application platform where we can tie up with different automobile companies and sell their products, services, accessories, boutique items, etc. to present customers and potential ones) – Mercedes-Benz India Ltd.
- Business Feasibility Study for manufacturing of air tanks for commercial vehicle applications in India – Knorr-Bremse Technology Center India Private Limited
- Bosch Car Service Franchise Business Model – Bosch Ltd.
- Comparison of in-house equipment and assembly line manufacturing versus outsourcing – Brose India Automotive Systems Pvt. Ltd.
- Evaluate viability of Kleemann Classifiers in India and formulate a strategy to do so – Wirtgen India Pvt. Ltd.
- Supply of pre-assembled parts to Body Shop Volkswagen India – Volkswagen India Pvt. Ltd.



Managers of the 4th EBMP Pune Batch 2017, present their business plans

Section D: Indo-German HR Partner Forum

The Indo-German HR Forum, comprising of approximately 25 niche Indo-German companies, has been growing in strength and significance year after year. IGTC continues to be the facilitator, while different organizations play host to every meeting. The theme of the meeting is decided by mutual consent among the Forum members. The following meetings and activities were conducted in the year 2017-2018:

- August 08, 2017: FEV India – Change Management, Organizational Development and Innovation Culture
- November 07, 2017: TUV India Pvt. Ltd. – HR Interventions
- February 14, 2018: Häfele India Pvt. Ltd. – Hi Potential Programmes
- May 03, 2018: Siemens Ltd. – Position Evaluation

1. Indo-German HR Partner Forum Meet at FEV India Change Management, Organizational Development and Innovation Culture

On August 08, 2017, the Indo-German HR Partner Forum Meet was hosted by its youngest entrant, FEV India, at Talegaon. At a time when business realignment and simplification has become the need of the hour, Change Management, Organizational Development and Innovation Culture, was appropriately chosen as the theme for discussion.

HR professionals from BASF India, Bayer Group, Bharat Forge, Bosch, Brose Automotive Systems, Covestro, FEV India, Häfele, Kion Group, KSB Pumps, Lanxess India, MAN Trucks, Schaeffler India, Siemens, Volkswagen, Wacker Chemie and ZF India, attended the Meet, hosted by Neeraj Gupta, DGM HR, FEV India and Smaranika Mohanty, Deputy Manager, FEV India.

The Forum discussed areas like relooking at HR policies, working on future design-based projects, using quantifications to build business cases, changing Performance Management Systems, doing away with merit matrix, setting performance improvement plans, creating an open, listening and feedback culture, building trust and transparency in the organizations, ensuring fairness, coaching managers, moving to cloud-based solutions, etc.

A live chat with Dr. Lakshmi Nadkarni, Director – Human Resources, BASF South Asia, on her professional and personal journey till date, was the highlight of the day.



Indo-German HR Partner Forum Meet, hosted at FEV India

2. Indo-German HR Partner Forum Meet at TUV India Pvt. Ltd. HR Interventions: A Day of Qualitative Engagement

The last meeting of the Indo-German HR Partner Forum for the year 2017, was hosted by the leading quality certification company, TUV India Pvt. Ltd., on November 07, 2018. HR professionals from BASF, Bayer, Bosch, Brose Automotive Systems, Covestro, Evonik, FEV India, Häfele, Kion, KSB Pumps, Lanxess India, MAN Trucks, Mercedes-Benz, Siemens, Volkswagen, Wacker Metroark Chemicals and Wacker Chemie, attended the Meet, hosted by Anjali Joshi, Senior General Manager – Human Resources, TUV India Pvt. Ltd.

The day commenced with a brief introduction to TUV India, after which Ms. Anjali hosted a candid conversation with Manish Bhuptani, Managing Director, TUV India,

on his ascent into the C-Suite. The HR partners were then given an interactive walk-through, to the key HR initiatives undertaken at TUV India, in the fields of L&D, employee connect and culture building. A visit to the TUV product and food testing laboratory, which is one of its kind in Asia, was an eye-opener for the attendees. They got a detailed explanation about the various testing techniques that are undertaken, before products are certified with a stamp of quality by TUV India.

Suhas Kadlaskar, Vice President Corporate Affairs and HR, Mercedes-Benz India Pvt. Ltd., who the Forum has always recognized as a 'Gem of a Gentleman', was interviewed by his friend, Kamlakar Takavade, Vice President- HR & Admin, Volkswagen India Pvt. Ltd. It was a pleasure to hear Mr. Kadlaskar speak about his inspiring journey – from being the first employee of the prestigious 'Star' brand, to his post retirement plans.



Indo-German HR Partner Forum Meet, at TUV India Pvt. Ltd.

3. Indo-German HR Partner Forum Meet at Häfele India Pvt. Ltd. Hi-Potential Programmes: The Journey of Selection, Engagement and Business Returns derived from the programme

Could there have been a better day than Valentine's Day for the most loving, caring and empathic HR professionals to have their first meeting for the year 2018? On February 14, 2018, Häfele hosted the Indo-German HR Partner Forum Meet, at their outstanding Häfele Design Centre SoBo. The theme of the meeting was Hi-Potential Programmes: The Journey of Selection, Engagement and Business Returns derived from the programmes.

The attendees included representatives from organizations like Baerlocher India Additives, Bajaj Allianz General Insurance, BASF Group, Bayer Group, Bharat Forge, Bosch Group, Brose India Automotive Systems, Evonik India, FEV India, Häfele India, HDFC Ergo General Insurance, KSB Pumps, LANXESS India, MAN Trucks India, Mercedes-Benz India Pvt. Ltd., Schaeffler Group, Siemens Ltd., TUV India and Wacker Chemie India.

After a brief overview of the company and its growth in India as a hidden champion, the discussion moved to the topic of the day – hi-potentials. Some key learnings came out quite clearly.

- Potential should not be confused with performance
- For a Hi-Potential Programme to succeed, it needs the support of the top management, along with personal involvement and commitment
- The main reasons why hi-potentials leave the organization are having an incompetent boss or not being engaged enough
- 80% productivity is sustained by 20% employees, while 80% problems are also raised by 20% employees
- Get the right people to use data and scientific methods to identify, evaluate and judge hi-potentials

For the next three hours, the participants shared experiences, success and failure stories from their individual organizations, after which, through a unanimous nomination, the baton of leading the Forum as Chairperson for the Year 2018 was passed on to Padma Gupta, VP – HR, Häfele India, by Ramesh Shankar, VP – HR, Siemens Ltd.



Attendees at the Indo-German HR Partner Forum Meet, hosted by Häfele India

4. Indo-German HR Partner Forum Meet at Siemens Ltd. Position Evaluation

On May 03, 2018, Siemens Limited hosted the second Indo-German HR Partner Forum Meet for the year 2018, at their new and innovative open office in Khargar, Navi Mumbai. The topic of discussion for the day was Position Evaluation. The interesting agenda was planned by Ramesh Shankar, Executive Vice-President and Head – Human Resources, Siemens Ltd.; Rupesh Basu, General Manager – HR, Siemens Ltd.; and their HR colleagues.

Attendees included HR Partners from BASF India, Bayer India, Bosch Limited, Brose India Pvt. Ltd., Covestro India Pvt. Ltd., DHL Express India Pvt. Ltd., Evonik India Pvt. Ltd., FEV India Pvt. Ltd., Häfele India Pvt. Ltd., HDFC Ergo, KSB Pumps Ltd., Lanxess India, MAN Trucks India Pvt. Ltd., Mercedes-Benz India Pvt. Ltd., Schaeffler Group, Siemens Ltd., TUV India and Wacker Chemie India Pvt. Ltd.

The day began with a welcome message by Ramesh Shankar, Executive Vice-President and Head – Human Resources, Siemens Ltd. It was then followed by a

presentation by Aon Hewitt on 'Job Evaluation'. After the presentation that dwelled more on the science of position evaluations, it was time to informally learn the art of position evaluation from Gajendra S. Chandel, Chief Human Resources Officer, Tata Motors Ltd., who took the audience through a captivating narration of his personal insights, on the full reorganization of Tata Motors. Satish Mohapatra, Vice-President, Human Resources, Siemens Ltd. shared insights through a mix of videos and presentations on 'Position Evaluation'. Priya D'cruz, Vice-President, Human Resources, Bayer Group, made a very interesting contribution to the meeting, by sharing the concept of gamification used at Bayer, for job evaluations. Raina Vaidya, Manager, Human Resources, Evonik India, shared their job evaluation process and how they use Hay Methodology guidelines in problem solving and setting accountability.

As the day concluded, the Forum bid adieu to Suhas Kadlaskar, Director, Human Resource and Corporate Affairs, Mercedes-Benz India Pvt. Ltd., who would be retiring shortly.



Indo-German HR Partner Forum Meet, hosted by Siemens Limited

Section E: Horizon Redefined – HR Capability Building Initiative by the Indo-German HR Partner Forum in Association with the Indo-German Training Centre

Beginnings are even more beautiful, when combined efforts and collaboration culminate into a reality. 'Horizon Redefined', a HR Capability Building Initiative by the Indo-German HR Partner Forum, in association with IGTC, was launched on June 28, 2018.

The initiative which aims for all the HR Partner Forum companies to come together and build on HR capabilities which will be sustainable for the future, was inaugurated by Dr. Raman Ramachandran, Chairman & Managing Director, BASF India Ltd. and Head, BASF, South Asia; along with dignitaries that included Ramesh Shankar, Executive Vice-President and Head – Human Resources, Siemens Limited; Dr. Lakshmi Nadkarni, Director – Human Resources, BASF, South Asia; Padma Gupta, Director – Human Resources, Häfele India Pvt. Ltd.; Ricky Kumar, Head – Human Resources, Covestro (India) Pvt. Ltd.; Rosette Silveira, Corporate – HR & Admin Manager, Wacker Chemie India Pvt. Ltd.; and Anjali Joshi, Senior General Manager – Human Resources, TUV India Pvt. Ltd.

With a realization that they need to do something really simple, the concept of getting ABCs right came about, thus leading to ABCDE. The topics chosen as part

of this initiative were, Analytical Mindset, Business Acumen, Consultative Mindset, Digitalization, Employee Relations.

There was an overwhelming response for the programme, as HR professionals from 22 Indo-German member organizations signed up for the various learning programmes that are to be conducted in the upcoming year. Over a 100 nominations were received across all programmes, ensuring that each of the programmes would be conducted in two batches.

The first programme on Employee Relations (ER) kicked-off with 21 participants. Suman Mitra, Senior General Manager – Human Resources, Bosch Ltd., was the trainer for this programme, which was conducted over two days. Mr. Mitra, with his vast industry experience in Employee Relations, gave the participants an insight on how ER is important to the advancement of an organization and its sustainability and applicability across industries.

The 2-day power-packed session ended with Dr. Lakshmi Nadkarni, Director – Human Resources BASF, South Asia, distributing the certificates to the participants.



Dignitaries and participants at the inauguration and the first programme on Employee Relations

IGTC Bengaluru

Industrial visit to Toyota Kirloskar Motor Pvt. Ltd.

On September 11, 2017, the students of IGTC Bengaluru's PGPBA Batches 2016-2018 and 2017-2019, went on a company visit to Toyota Kirloskar Motor Pvt. Ltd. (TKM), Bidadi. They were welcomed by HR Manager, Mr. Gopinath K., after which they were taken around the factory site. Mr. Gopinath K. gave the students an overview of Toyota's presence around the globe and detailed information about its strong Indian foothold, after which the students watched an introduction video showcasing Toyota's steady growth, in the Indian automotive market. The students were then taken to the assembly plant, where they saw the plant logistics and live operations that go behind the manufacturing assembly of Toyota's Etios models, in the hatchback and sedan car segment.

The tour continued, with an introduction to Toyota Technical Training Institute (TTTI), which imparts world-class skills training to young talents of rural Karnataka. Established by TKM in 2007, within the premises of Toyota's manufacturing plant at Bidadi, TTTI provides a dedicated three-year program that focuses on the holistic development of knowledge, skill, body and attitude. The curriculum offers a complete learning experience, along with basic subjects, recreational activities and comprehensive training on automobile assembly, automobile paint, automobile welding and mechatronics. In addition, students at TTTI are given practical training, by applying the world-renowned 'Toyota Production Systems' to the various manufacturing processes, at the Toyota plant in Bidadi.

Guest Lectures at IGTC, Bengaluru

Piyush Shah, Director, Business Excellence & Sales Operations, Festo India Private Limited

Discussion on 'Path to Sales Success', including various methods to bring about growth in sales, innovative ideas that were implemented by Festo to bring about significant growth in the past few years, current sales scenarios and changing trends, sales person characteristics like 'Hunter' and 'Farmer', etc.



Piyush Shah, Director, Business Excellence & Sales Operations, Festo India Private Limited, with students of the PGPBA Batch 2017-2019

Sameera Sinha, former alumni of IGTC, Bengaluru and currently employed at Festo India

Sharing of insights into the corporate world, importance of enhancing presentation skills, and his experience of the good work atmosphere at Festo India.

K. Mangala, Deputy General Manager Financial Controlling, Automotive Service Solutions of Bosch Limited

Conducted a Relationship Management Programme, which included 9 steps to reach the stage of 9, 9 of the Blake Mouton Managerial Grid (characterized by high level of people management, as well as task management). The nine steps are, Set health as a priority, Step out of the comfort zone to become the best version of yourself, Do ordinary things extraordinarily well, Have a clear direction and build sufficient knowledge before converting an idea into action, Explore innovative options for communication, Stop gossiping and express critique directly, Pursue a hobby, Be self-

disciplined, truthful and do not cheat, Find reasons for 'How to' instead of excuses for 'How not to.' After the session, students also took a quiz on the topic.



K. Mangala, Deputy General Manager Financial Controlling, Automotive Service Solutions of Bosch Limited, with students of the PGPBA Batch 2017-2019

Rama Krishnamurthy, Marketing Department, Bristlecone, part of Mahindra Group

Conducted an interactive discussion on 'Marketing for Generation Z' and the 'Future of Retail.' The session began with an introduction to the landscape of various generations viz. people born between 1940 and 1960 (Baby Boomers), people born between 1970 and 1980 (Generation X/ Gen X), those born between 1980 and 1990 (Generation Y/ Gen Y/ Millennials) and the ones born in and after 1995 (Generation Z or Gen Z). The discussion continued with profiling Gen Z shoppers, exploring their common hobbies and traits which influence decision-making, their preference for customization, their tech-savvy nature, etc. After this, Mrs. Krishnamurthy went on to take the students through Gen Z's stages while shopping, which include searching online for trending products, comparing them using platforms like Google, evaluating and taking a decision on the product that suits them best, and finally, buying the product. At the end of the session, the students were briefed on the roles of the Chief Experience Officer and Chief Digital Officer, in an organization.



Rama Krishnamurthy, Marketing Department, Bristlecone, part of Mahindra Group, with students of the PGPBA Batch 2017-2019

Students awarded for best presentations in Consumer Buying Behaviour

On April 05, 2018, students of the PGPBA Batch 2017-2019, who performed outstandingly well on their presentations in the subject of Consumer Buying Behaviour, were awarded by Sumit Sharma, Regional Director, IGCC and Director, IGTC, Bengaluru, as well as the faculty member, B. S. Prakash, who has been teaching at IGTC, Bengaluru, for the past nine years.

In this course, the students learn about consumers' behaviour in the marketplace and how their decisions are influenced, while purchasing a product or a service. The topics covered in the course touch upon how products' design and general marketing impact the buying behaviour of consumers, ethical marketing practices, and more.

For the projects, students were divided into four teams of 4-6 students each. They were assigned different topics, and the presentations were conducted weekly. Shefali

Naval was awarded for the second-best presentation, whose topic was 'Consumer Buying Process' and Gulafshan Parween was awarded for the best presentation, whose topic was 'Online Consumer Behaviour.'



Shefali Naval is awarded for the second-best presentation (Consumer Buying Process)



Gulafshan Parween is awarded for the best presentation (Online Consumer Behaviour)

Let's Debate!

On April 26, 2018, students of IGTC, Bengaluru, began exploring a new format: the group debate. Considering that public speaking and debating, as well as the necessary soft skills they require, can hardly be represented on students' mark-sheets, IGTC, Bengaluru, decided to have a monthly group debate, to strengthen these abilities. For the initial event, students were divided into two groups with two teams each, debating with each other, on previously assigned topics and positions (for/against) towards the topic. In the first round, Team 1 debated with Team 2 on the topic 'Will automation lead to job losses?' and Team 3 debated with Team 4 on 'Whether Hindi or English should be India's national language.'

During the debates, the individual team members were evaluated by a panel consisting of Sumit Sharma, Regional Director, IGCC and Director, IGTC, Bengaluru, as well as Apoorva Vyas, Maximilian Bernhardt, Jesko Blasius and Anna Langener (IGTC and IGCC staff). The evaluation criteria were Content, Clarity, Confidence and Communication, and overall team score was calculated based on individual evaluations.



Sumit Sharma, Regional Director, IGCC and Director, IGTC, Bengaluru, explains the concept to the students

Since there was a draw between Team 1 and Team 2, in the final round, a newly shuffled team consisting of team members from Team 1 and 2, faced Team 3, which had won the first round against Team 4. The topic for the final debate was 'Four years of Modi government – success or disappointment?' After an intense debate and an impressive performance of both teams, Team 3 won the overall competition.

IGTC, Bengaluru, congratulates all the students for their performance, especially Hemil Oza, who was awarded by the panel, as the best individual debater!

Going forth to set the world on fire!

Hearty congratulations to the students of IGTC, Bengaluru's PGPBA Batch 2016-2018 and EBMP Batch 2016-2017, on being conferred with their certificates, at the Convocation Ceremony, held on May 03, 2018, at Hotel Shangri-La, Bengaluru.



The graduating PGPBA Batch 2016-2018



The graduating EBMP Batch 2016-2017

It was indeed a very glamorous evening, which saw a panel of eminent speakers, including reputed company executives and board members, from the IGCC.

The Ceremony began with an impressive address by Bernhard Steinrücke, Director General, IGCC. He spoke about how German companies play a role in shaping careers for the youth in the country and highlighted how India's current relationship with Germany, is already shaping a brighter tomorrow.

Thomas Fuhrmann, President, IGCC and Managing Director, TÜV Rheinland India Pvt. Ltd., then shared insights on how TÜV Rheinland's business of simplifying and testing, is contributing to the Indian economy. While talking about the German dual system, he specified that accepting deserving IGTC students has been their norm right since the company's inception, and that the doors of TÜV Rheinland would always be open for deserving IGTC graduates, as he sees them as potential employees.

Luigi Celmi, CEO, Lufthansa Technik India Pvt. Ltd.; Debabrata Sinha, Vice President – Finance and Chief Financial Officer, Rittal India Pvt. Ltd.; and Uwe Hahn, Consul, German Consulate General in Bengaluru; were also among the panel of eminent speakers, at the Convocation Ceremony. Mr. Hahn spoke about how the dual system of education is helping students to work in German companies and how the

companies are providing jobs to millions of young Indians in all sectors, to solve the unemployment problems in the country.

Representatives from both batches then shared their experiences at IGTC, Bengaluru. Dhairya Jain, representing the PGPBA Batch 2016-2018 said, "Every classroom presentation made us confident and brought out our creative side." He also went on to talk about how the internship experiences helped them understand the practical approach to classroom learning. The representative of the EBMP Batch 2016-2017, Mr. Nandakumar, shared the challenges that each of them had to face, with coming back to classroom education. Thanking the faculty for their immense support, he said, "Our professors were not just teachers, but our guides."

R. Srinivasan, IGTC faculty representative, shared his thoughts on what made teaching at IGTC exciting and different, focusing on how classes become interesting when students bring in their own experiences from internships or full-time careers. He emphasized on how learning strengthens one's roots and is not an instantaneous process.

Students then received their certificates, and Dhairya Jain, from the PGPBA Batch 2016-2018, received the Dr. Günter Krüger Award for Excellence, for his outstanding overall performance.

After sharing his insights and remarks, Sumit Sharma, Regional Director, IGCC and Director, IGTC, Bengaluru, concluded with the vote of thanks. He expressed gratitude to the speakers, the management, faculty members, and especially the parents and sponsors of the graduating students, as they played an integral role in helping students take and stand by life's key decisions.



Sumit Sharma, Regional Director, IGCC and Director, IGTC, Bengaluru, concludes with the vote of thanks

The Ceremony ended with cameras clicking, proud smiles, cheerful laughter, light conversations, and some high tea and snacks!

Dr. Günter Krüger Award for Excellence winner, Dhairya Jain to spend four weeks in Germany!

Every year, IGCC presents the Dr. Günter Krüger Award for Excellence to the overall best performing students of the PGPBA Batches, in each of its Indo-German Training Centres. This Award is given in collaboration with the company finally recruiting



Dhairya Jain receives the Dr. Günter Krüger Award for Excellence, from Bernhard Steinrück, Director General, IGCC

the student and the Goethe-Institut, Max Mueller Bhavan. It gives the student 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. In 2018, Dhairya Jain, winner of the Dr. Günter Krüger Award for Excellence at IGTC, Bengaluru, will enjoy a four-week German language course at the Goethe-Institut, in Munich. Participating in group activities and going on trips within the country, he will be able to directly apply his German language skills, while interacting with the locals. Besides enhancing his German, he will also get an opportunity to experience the German culture and way of living, first hand.

Company meetings conducted by IGCC and IGTC, Bengaluru

Every once in a while, the management of IGCC and IGTC, Bengaluru, visits various companies across different sectors, in order to discuss business activities, IGTC's management courses like EBMP, as well as several opportunities for collaboration. On June 14, 2018, Sumit Sharma, Regional Director, IGCC and Director, IGTC, Bengaluru, along with Apoorva Vyas, Programme Coordinator, IGTC, Bengaluru, met Uwe George Fischer, Managing Director, Kern-Liebers India and Govindaraju NS, General Manager - Human Resources, Kern-Liebers India. The agenda of the meeting was to discuss possibilities for strengthening the Indo-German trade and business relationship.



(L-R): Apoorva Vyas, Programme Coordinator, IGTC, Bengaluru; Uwe George Fischer, Managing Director, Kern-Liebers India; Sumit Sharma, Regional Director, IGCC and Director, IGTC, Bengaluru; and Govindaraju NS, General Manager - Human Resources, Kern-Liebers India

On March 30, 2018, Sumit Sharma, Regional Director, IGCC and Director, IGTC, Bengaluru and Apoorva Vyas, Programme Coordinator, IGTC, Bengaluru, met Marc Jarrault, Managing Director, LAPP India, to talk about LAPP India's involvement in IGTC's management programmes. After an open and fruitful conversation, IGTC, Bengaluru, is already looking forward to further cooperation with LAPP India Pvt. Ltd.



(L-R): Sumit Sharma, Regional Director, IGCC and Director, IGTC, Bengaluru; Apoorva Vyas, Programme Coordinator, IGTC, Bengaluru; and Marc Jarrault, Managing Director, LAPP India

Industrial visit to Rittal India Pvt. Ltd.

On June 08, 2018, the PGPBA Batch 2018-2020, from IGTC, Bengaluru, accompanied by Apoorva Vyas and Jesko Blasius, IGTC, Bengaluru staff, visited Rittal India Pvt. Ltd., for an industrial visit. The students received a warm welcome and a brief introduction about the company, from Pooja CG, HR Manager, Rittal India Pvt. Ltd. She explained how Rittal's logo represents its various activity streams and showed students an introduction video that familiarized them with the company.

Rittal India Pvt. Ltd. is a subsidiary of Rittal GmbH & Co. KG, Germany. It was founded in 1961 by Rudolf Loh, and is a part of the Friedhelm Loh Group. With locations worldwide, it is a multi-product company and a market leader in manufacturing enclosure climate control, in India.

The batch of students was then divided into two groups and two members of RP Steam took them through the plant, where students got a complete tour of the manufacturing unit. Having one of the most modern plants in India, the employees made sure that students understood the processes and working at each stage of the plant operations, as well as the machinery that is used, for example, how spray coating is done for each of the components, how gasket coating is pasted, various kinds of automated machinery, pick and place mechanisms, etc. The students also got a rare opportunity to look into and understand Rittal India's organization culture, dynamics and environment.

After the tour, the students were given an insight into the working of the marketing team and its impact in Rittal, by Sanjeev Kumar, Marketing Head, Rittal India and Dinesh AU, HR Head, Rittal India. Mr. Kumar explained to the students how Rittal India leveraged social media marketing (LinkedIn, Twitter, etc.) to grow and retain its B2B sales, how it had come a long way and was still moving forward, in creating awareness among consumers and buyers. The students got insights into how Rittal

India made use of traditional as well as modern ways of marketing, and ensured the best benefits, by focusing more on the modern ways.

The industrial visit was very valuable in terms of helping students bridge the gap between theories studied in the classroom and their application in the real business or corporate world. IGTC, Bengaluru, thanks Rittal India for this opportunity!



IGTC, Bengaluru's PGPBA Batch 2018-2020, with Dinesh AU, HR Head, Rittal India

IGTC Chennai

Inauguration of the 13th PGPBA Batch 2017-19

13 students enrolled into IGTC, Chennai's 13th PGPBA Batch 2017-19, which commenced on September 18, 2017. The maiden week started with an induction programme, structured to include introduction to management disciplines, soft skills and use of communication skills, in the corporate world. Students found the first week very informative and reciprocated well to the course. The further training of the batch then commenced on September 25, 2017, as the students took their first step in the learning journey.



Students of the PGPBA Batch 2017-19, with T. R. Gopalan, Regional Director, IGCC and Director, IGTC, Chennai, with IGTC faculty members and staff

Convocation of PGPBA Batch 2016-18

The Convocation Ceremony of IGTC, Chennai's PGPBA Batch 2016-18, was held on May 02, 2018, in the presence of a host of dignitaries, including Anand Sundaresan, Vice Chairman & Managing Director, SCHWING Stetter India Pvt. Ltd., Chennai; Achim Fabig, then German Consul General in Chennai; Ranjit Pratap, Chairman, Southern Region Council, IGCC & Managing Director, Rialto Enterprises Pvt. Ltd.; Bernhard Steinrücke, Director General, IGCC; and T. R. Gopalan, Regional Director, IGCC and Director, IGTC, Chennai. The Ceremony was well attended by the student community and their families, academicians, members of the IGCC and IGTC fraternity, partnering and sponsoring organizations, as well as representatives of the media.



(L-R) Bernhard Steinrücke, Director General, IGCC; Anand Sundaresan, Vice Chairman & Managing Director, SCHWING Stetter India Pvt. Ltd., Chennai; T. R. Gopalan, Regional Director, IGCC and Director, IGTC, Chennai; Ranjit Pratap, Chairman, Southern Region Council, IGCC & Managing Director, Rialto Enterprises Pvt. Ltd.; Achim Fabig, then German Consul General in Chennai; and Klaus Nielsen, Managing Director, Heidelberg India Pvt. Ltd.

Ranjit Pratap, Chairman, Southern Region Council, IGCC & Managing Director, Rialto Enterprises Pvt. Ltd., welcomed the gathering and the dignitaries to the 12th Convocation Ceremony, at IGTC, Chennai, stating how upskilling and continuous learning is required for today's young generation, and assuring the Chamber's support to the students, in their future endeavours.

Bernhard Steinrücke, Director General, IGCC, spoke about how there are 30 large German manufacturing companies in India and emphasized on the strong trade relationship between India and Germany, as well as the excellent hidden talent of Indians, which makes skill development very useful for their careers. He also highlighted the contribution of German companies to India's GDP, through their

manufacturing units, offices, dealers, franchise partners, agents, direct employers, indirect employers, partners employing dealers, franchise employee partners, etc.



Bernhard Steinrücke, Director General, IGCC, addresses the audience

This was followed by testimonials from the graduating batch, on their experiences at IGTC. Reflecting on their experience of the last 18 months, Mr. Hari Krishnan, Nisha Betala and Anshuman Mitra, acknowledged the guidance of their expert faculty, internship mentors and the support of the academic team at IGTC, in refining their skills and helping them develop an identity of their own.

Professor Arun Kumar S. Davay motivated the students, by sharing insights on the strengths that were important for their professional and personal life. He asserted the importance of knowledge and intelligence in the corporate world.

Klaus Nielsen, Managing Director, Heidelberg India Pvt. Ltd., in his felicitation address, said that India was a land of opportunities, and that the 115-year-old printing doyen, Heidelberg, was a pioneer in the Indian printing industry, with more than 7000 newspapers and 34,000 magazines being printed. He shared how he found Indians very talented and enjoyed his tenure in Chennai.

Chief Guest Achim Fabig, then German Consul General in Chennai, noted in his address that he had completed a tenure of five years in the city, and would be transferred out. He talked about the support he received in Chennai and also about how both, the Indian and German governments, were sharing their best knowledge, in nurturing mutual growth and development. He urged students to develop vocational skills, which many other countries mostly focused on.



Chief Guest Achim Fabig, then German Consul General in Chennai, shares his thoughts

Guest of Honour Anand Sundaresan, Vice Chairman & Managing Director, SCHWING Stetter India Pvt. Ltd., in his special address, motivated the students into believing that opportunities were unlimited and it all depended on how students tapped and made the most of them. He shared many personal experiences, reflecting on his involvement and efforts, in reaching the apex point of his career ladder. He also advised students that to be recognized anywhere, they needed to be solution providers, rather than being a part of the problem.



Guest of Honour Anand Sundaresan, Vice Chairman Et Managing Director, SCHWING Stetter India Pvt. Ltd., motivates the students

Students then received their certificates from the dignitaries on the dais and the Dr. Günter Krüger Award for Excellence was given to Bhasker Taneja, for his overall outstanding performance, among the students of the PGPBA Batch 2016-18.

T. R. Gopalan, Regional Director, IGCC and Director, IGTC, Chennai, concluded with a vote of thanks, expressing gratitude to the dignitaries who graced the event with their presence and shared valuable insights with the students.

The evening ended with capturing memories, as students took photographs with guests and faculty members, before proceeding to enjoy refreshments.



PGPBA Batch 2016-18 students, with dignitaries at the Convocation Ceremony

Industrial visit to BSH Household Appliances Manufacturing Pvt. Ltd.

Students of the PGPBA Batch 2017-19, at IGTC, Chennai, got an opportunity to visit BSH Household Appliances Manufacturing Pvt. Ltd., at Sriperumbudur, near Chennai. BSH Household Appliances Manufacturing Pvt. Ltd. is a manufacturing unit of Bosch household appliances.

The students, accompanied T. R. Gopalan, Regional Director, IGCC and Director, IGTC, Chennai; Prabha Gurumurthy, Programme Coordinator, IGTC, Chennai; Vikey Nishanth, Executive – Accounts, IGCC, Chennai, were warmly welcomed by Sudheer Patil, Head – Production, BSH Household Appliances Manufacturing Pvt. Ltd.

Mr. Patil first stated the dos and don'ts to be followed during the plant tour, and proceeded to explain the plant functioning and manufacturing procedures for washing machines. An engaging question-answer session followed.

Students were then given a tour of the factory, by Mr. Venkatesh, Assistant Manager – Production, BSH Household Appliances Manufacturing Pvt. Ltd., where they could actually see the manufacturing process that had been explained to them earlier.



T. R. Gopalan, Regional Director, IGCC and Director, IGTC, Chennai, along with the students and staff of IGTC, Chennai and Ms. Bhavani, Executive Assistant to the CTO, BSH Household Appliances Manufacturing Pvt. Ltd.

T. R. Gopalan, Regional Director, IGCC and Director, IGTC, Chennai, presented a token of appreciation to Ms. Bhavani, Executive Assistant to the CTO and his team, for their immense support to IGCC and IGTC. The industrial visit was indeed a great learning experience for the managers of tomorrow!

IGTC Kolkata

Executive Business Management Programme (EBMP)

The Indo-German Training Centre (IGTC) inaugurated its first batch of the Executive Business Management Programme (EBMP), in Kolkata, on August 26, 2017.

Students from Annapurna Centricast Pvt. Ltd., BASF India Ltd., Ceratizit India Pvt. Ltd., International Combustion (India) and Rittal India Pvt. Ltd., are a part of the programme.



The 1st EBMP Kolkata Batch, all set for an eventful year!



The journey of learning begins, for the 1st EBMP Kolkata Batch