

Indo-German Training Centre

IGTC Mumbai

SECTION A: Post Graduate Programme in Business Administration

1. First Three Months at IGTC

The PGPBA Batch 2018 – 2020 began their journey at IGTC on 31st July 2019. The batch was welcomed by their senior batch 2017 – 2019 students. It was time to pass on the league to the new batch by inducting the junior's batch on the code of conduct and life at IGTC. The induction session was made interesting by ice-breaking activities and a quick traditional treasure hunt around south of Mumbai to get them familiarised with the vicinity.

Students came from different parts of the country, with different educational backgrounds and Streams. Thus the batch made an effort to come out of their comfort zone more often than not, and strive towards changing themselves with the ever-changing world. Undoubtedly, each professor at IGTC believes, that there is no elevator to success...you have to take the stairs.

The term continued with regular lectures, test, projects, presentations and examinations. IGTC had acquainted the batch with German culture and beliefs that make them confident to be in sync with the company's norms before they could begin their internship journey at their training companies.



(L-R): Radhika R Mehta, Director, IGTC; Sneha Arakal, trained by Siemens Ltd. and recruited IGTC team along with Radhika Mehta, Director, IGTC welcome and induct PGPBA Batch 2018 – 2020

2. Dr. Günter Krüger Award for Excellence 2018

Every year, the Indo-German Chamber of Commerce awards the Best Performing Student of the Indo-German Training Centre with the Dr. Günter Krüger Award for Excellence. On September 21, 2018, the Indo-German Chamber of Commerce (IGCC), at its 62nd Annual General Meeting (AGM), honoured six deserving students from the IGTC Mumbai, Bengaluru and Chennai with this prestigious award.

Bose Krishnamachari, President, Kochi Biennale Foundation and Sabyasachi Mukherjee, Director General, Chhatrapati Shivaji Maharaj Vastu Sangrahalaya (formerly Prince of Wales Museum), handed over the awards to the winners viz. Bhasker Taneja, Anindita Subramanian, Gayatri Ghate and Sharvari Agashe (IGTC, Mumbai), Dhairya Jain (IGTC, Bengaluru) and Rahul Shetty (IGTC, Chennai).



IGTC award winners with Bernhard Steinrück, Director General, IGCC (first from the left); Chief Guest Hon'ble Prof. Monika Grütters, Federal Government Commissioner for Culture and the Media, Minister of State to the Federal German Chancellor (fourth from the left); and Radhika R Mehta, Director, IGTC (first from the right)

3. Convocation 2017-2019

The IGTC Convocation Ceremony for the PGPBA Batch 2018 – 2020 was based on the theme of Playback Theatre. The century-old glorious Royal Opera House was the chosen venue for the big day on 18th February 2019. A dream and a vision that every student and parent had seen came to life.

Our esteemed dignitaries Sunil Mathur, President, Indo-German Chamber of Commerce, Ravneet Gill, Chief Executive Officer, Deutsche Bank – India, Dr. Juergen Morhard, Consul General, German Consulate General and Bernhard Steinruecke, Director General, IGCC joined us to witness this magical night.

The theatre was filled with pride as the PGPBA students performed and gave a musical tribute to their journey and life at IGTC. Radhika R Mehta, Director, Indo-German Training Centre, illustrated how IGTC was built with different pieces coming together. As she stood zealously speaking about IGTC, a deconstructed collage kept emerging.

From behind the collage wall, the graduating students narrated their story. Vidhi Anam, Sanat Munot and Devesh Nair put together their focus point – Choices, Outlook and Influencers – which they feel passionately about and which have paved their way toward their growing careers.



Six IGTC students – Aditya Raut, Sanat Munot, Selvi Ramaswami, Tanmay Dhamnaskar, Vidhi Anam and Anshul Mhaskar – receive the Bayer Scholarship from KS Harish, Country Group HR Head, Bayer South Asia

4. Mission Admission 2019

Known for its unique trainee selection process, Indo-German Training Centre Mumbai has garnered attention of the prospective-students and corporate partners. Year 2019 received an overwhelming response from applicants across the country. The 27-year long legacy helped IGTC to craft the selection process.

The procedure of admissions began in November 2018, where more than 400 applicants who fulfilled the criteria applied to become future IGTCians. In April 2019, the applicants underwent Stage 1 of the admission process which consisted of an online Written Test followed by a Group Interaction process with the director and faculty of IGTC. The group interaction process is designed and implemented in such a way that it tests the absolute personality and potential of candidates. It examines the candidates on creative expression as well as practical decision making with the skill of communication.

The IGTC family has added another 104 young members, which will be inducted into the course by end of July with a formal inauguration and induction ceremony. IGTC Team welcomes the new PGPBA Batch 2019 – 2021.



Selection process for the Batch 2019 – 2021

5. Visitors at IGTC

Indo-German Training Centre, Mumbai warmly welcomed the delegation of Christian Hirte, Member of Parliament and State Secretary, Ministry for Economic Affairs and Energy on Saturday, 11th August 2018.

Christian Hirte was accompanied by Arne Kueper – Director, Economic Relations for South and South East Asia, Australia and New Zealand, Ministry for Economic Affairs and Energy and Dana Loeschke, member of the Ministry for Economic Affairs and Energy.

The delegation met the new batch of students, as well as some of the faculty members, to get an insight into the skilling of young Indian graduates, in line with the German system of vocational training.



Christian Hirte, Parliamentary State Secretary at the German Federal Ministry for Economic Affairs and Energy; with Bernhard Steinrück, Director General, IGCC; dignitaries and representatives of German SMEs

6. International Project Management

On the 17th and 18th of November, Indo-German Training Centre held a customised programme on International Project Management for all their stakeholders – PGPBA and EBMP current students and alumni – together for the first time. The faculty for the lecture was Dr. Rajiv Kumar, Project Director at Siemens, Karlsruhe and a guest lecturer at the Duale Hochschule Baden- Wuerttemberg (DHBW), Karlsruhe. Dr. Kumar has personal acquaintance with this subject which enabled him to speak in more than usual interest upon it.

He shared many practical examples and challenges in planning and structuring an international project from his work experience at Siemens. The programme concluded with the participants giving a final presentation on the case studies discussed in the class.



Guest lecture conducted for EBMP and PGPBA batch by Dr. Rajiv Kumar, Project Director at Siemens, Karlsruhe

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

1. Deutschland, eine spektakuläre Erfahrung!

Since 2013, the Indo-German Training Centre (IGTC) in partnership with the Duale Hochschule Baden Wuerttemberg (DHBW) annually organizes the International Students Exchange Programme titled Business Environment India and Business Environment Germany. In July 2019, a delegation of 19 PGPBA students and 4 faculty members undertook the 6th Business Environment Germany, 2019 at DHBW Karlsruhe.

The purpose of the visit was to share and experience the unity in its diverse system of Education and Training between DHBW and IGTC. The most interesting parts of the exchange programme were the various Guest Lectures arranged by the DHBW faculty, visits to



Participants at the Duale Hochschule Baden-Württemberg (DHBW)

German Companies and the intercultural exchange of experiences between Germany and India.

These observations and learnings helped the students and faculty to better identify their prospective areas of work in the overall organizational functions. It helped them enhance their interpersonal and communication skills and made them aware of industry practices and regulations. It also provided them with better exposure to industrial and business practices in a progressive economy.

2. A new partnership, a new beginning, a new future!

Indo-German Training Centre marked a milestone by signing a Mutual Agreement of Understanding with the Duale Hochschule Baden-Württemberg Cooperative State University (DHBW), Center for Advanced Studies (CAS), Heilbronn for a Master Program in Business Management on Wednesday, 10th July 2019. The CAS Master Program program is intended at current IGTC students, pursuing the flagship Post Graduate Programme in Business Administration, who additionally aspire to gain an international experience, a higher education in business and a Master's degree at a renowned German institution. The Master program qualifies students to take over leadership positions in internationally oriented companies.

The courses on Industry 4.0, Business Analytics and Interdisciplinary Skills will be conducted at DHBW CAS in Germany over a 4 week stay. The students will also gain strong intercultural competencies through company visits and cultural activities. They will be connected to their Research Papers and Master Thesis supervisors while they are in Germany, but the actual work on the scientific papers will be done in India. The theme of the Master Thesis should be chosen in collaboration with the industry partner supporting the student.



Prof. Dr.-Ing. Joachim Frech, Director, DHBW CAS and Radhieka R Mehta, Director, IGTC signing the MOU

Section C: Executive Business Management Programme

1. Certificate Awarding Ceremony of 8th EBMP Mumbai Batch 2017-2018

On September 9th 2018, managers of the 8th Executive Business Management Programme (EBMP) batch moved a step closer to becoming future CEO's in their respective fields. Although eagerly awaited by all, this day was filled with bitter-sweet moments. Sweet because it was an accomplishment and a milestone in their professional careers; bitter because it was an end to the beautiful, one-year journey of learning and friendships at IGTC. The atmosphere was brimming with excitement and positive energy as the managers arrived with their families. Children walked in with a cheeky sense of pride into their parent's graduation ceremony.



EBMP 8th Mumbai Batch 2017 - 2018

2. Inauguration of the 9th EBMP Mumbai Batch 2018-2019

On 4th August 2018, Radhieka R Mehta, Director, IGTC along with faculty Dr. Harkant Mankad and Shuaib Fakhri inaugurated the Executive Business Management Programme (EBMP) 9th Mumbai Batch 2018-2019. The lamp of knowledge was lit by Radhieka R Mehta, along with the faculties, the IGTC team and participants of the new batch.

This diverse group where almost 30% of the batch consists of women, has also come from diverse areas such as Administration, Customer Services, Engineering and Commissioning, Finance and Accounting, Gemmologist, HR & Admin, Marine Coordinator, Marketing and sales, Mobility Management, PMO Support, Quality Assurance and Technical.



The lamp of knowledge was lit by Radhieka R Mehta, along with the faculties, the IGTC team and participants of the new batch

3. Certificate Awarding Ceremony of 5th EBMP Pune Batch 2018

12th of January 2019 was an exceptional day for Indo-German Training Centre (IGTC) Team as we felicitated the 52 experienced managers who put in a lot of dedication and devotion all through the last year. The New Year, 2019 began on a happy high note for these 52 participants of 5th Batch of Pune Executive Business Management Programme as they all gathered together, along with their Families, Dignitaries, Corporate Partners, Mentors, Faculty and Alumni at the venue Crown Plaza Pune for their Graduation Ceremony.



The 5th batch tossing their hats after the ceremony

The Dignitaries present at the Dais were Bernhard Steinruecke, Director General, IGCC, Martin Schwenk, Managing Director and CEO, Mercedes-Benz India Ltd., Marja Einig, Deputy Consul General, German Consulate General, Shrikrishnan Yogi, Regional President, Brose India Automotive Systems Pvt. Ltd. and Radhika Mehta, Director, IGTC.

4. Inauguration of the 6th EBMP Mumbai Batch 2019

The 6th batch of Executive Business Management Programme in Pune was inaugurated at the onset of the New Year. Brand new year and brand new start of unlearning, learning and relearning began. The enthusiastic batch of 55 participants arrived unknowing of the exciting journey in the coming year. Bernhard Steinruecke, Director General, Indo-German Chamber of Commerce addressed the new IGTCians. Marja Einig Deputy Consul General present at the auspicious ceremony wished the new batch success and mentioned that the course will enhance their professional as well as personal growth.

5. Capstone presentations for the Executive Business Management Programme

Every EBMP batch completes their learning journey with the submission and presentation of an integrated business plan in any of the following areas: a new product introduction, a new service to be launched, a conversion of a division into an SBU, a strategic value analysis, and/or any other live project that has a direct and serious implication to the profitability and growth of the organisation, while evaluating the knowledge and skills acquired during the programme. The project is guided by a team of IGTC faculty.

On 15th and 16th, December 2018, the 5th EBMP Pune Batch 2018 as well as the 9th EBMP Mumbai Batch 2018 – 2019 on 3rd August 2019 presented several interesting topics.



Final Capstone presentation for the EBMP Mumbai Batch 2018 – 2019

Section D: Indo-German HR Partner Forum

The Indo-German HR Partner Forum is a representation of Senior HR Professionals of leading organizations such as Bajaj Allianz, BASF India Ltd., Bayer Group in India, Baerlocher India Additives Pvt. Ltd., Bharat Forge, Bosch Ltd., Brose India Automotive System Pvt. Ltd., Covestro India Pvt. Ltd., Evonik India Pvt. Ltd., FEV India Ltd., Fuchs Lubricants (India) Pvt. Ltd., Häfele India Pvt. Ltd., Knorr-Bremse Technology Centre India Pvt. Ltd., KSB Pumps Ltd, LANXESS India Pvt. Ltd., Schaeffler Group, Siemens Ltd., TUV India Pvt. Ltd., Volkswagen India Pvt. Ltd. and Wacker Chemie that are a part of the Indo-German HR Forum. The objective of this forum is to collaborate on areas of mutual interest and concerns, share knowledge and benchmark best

practices among German member organizations. Meetings are held once in every quarter and are hosted by different organisations in rotation. The forum functions on an increasing level of engagement, rapport and trust among the HR Partners, and leads to open sharing of information.

The Chairperson of the Indo-German HR Partner Forum for the year 2018 was Ms. Padma Gupta, Vice President – Human Resources, Häfele India. Mr. Santanu Ghoshal, Vice President – Human Resources, Schaeffler India was unanimously elected as the Chairperson for the year 2019.

The following meetings were hosted by partner companies in the year 2018-2019:

- 14th August 2018: Evonik Catalyst India – Mergers and Acquisitions
- 20th November 2018: Indo-German Training Centre – Design Thinking and Community Dialogue Process
- 19th February 2019: Siemens Limited – Performance Management
- 14th May 2019: Covestro India – Managing Talent across Multi-Generations in a Digital Age

1. HR Role in Integration: M&A

The third quarterly meeting of the Indo-German HR Partner Forum was held on 14th August 2018 at Evonik Catalyst India Pvt. Ltd., Dombivli.

Ritu Joshi, Head HR – India Region, Evonik India, along with Raina Vaidya and Neha Bharadkar, Managers, Human Resources were the hosts and presented the history of Evonik to the forum. Following this, Sanjeev Taneja, President India Region and Managing Director, Evonik India Pvt. Ltd. spoke on Evonik's 'Continued growth journey – Evonik's footprint in India'. Satish Mahapatra, Vice President – Human Resources, C&B, Global Mobility, M&A, Siemens Ltd. presented the role of HR in M&A from the Siemens perspective. He elaborated on the many mergers and acquisitions from 2008-2018 at Siemens, the key steps undertaken during, the role of HR in due diligence, and the various legal aspects of integration. The day ended with an active discussion between the HR partners on the new changes in data privacy in today's changing environment.



The Indo-German HR Partner Forum at Evonik Catalyst India Pvt. Ltd.

2. Design Thinking and Community Dialogue Process

On 20th November 2018, the Indo-German Training Centre hosted the final meet for the year 2018 for the Indo-German HR Partner Forum. The theme for the day was rightly selected as 'Design Thinking and Community Dialogue Process'.

The workshop began with the trainer clarifying the do's and don'ts of a Design Thinking & Community Dialogue Process. The next session was the role of senior HR leaders during a group dialogue process. Two topics were agreed upon 'Change Management and Performance Management'. The HR partners discussed on mergers

and acquisitions, cultural assimilation, how do leaders address doubts of employees during mergers and also how do companies maintain gender diversity. The topic of Performance Management will be covered in the next meeting in 2019.



The Indo-German HR Partner Forum at the Indo-German Training Centre

3. Performance Management

Siemens Limited hosted the first Indo-German HR Partner Forum of the year 2019 on 19th February at their Kalwa-Thane Plant. The meeting was conducted at the Training and Skill Development Centre of their oldest but digitally transformed plant. Ramesh Shankar, Executive Vice-President and Head - Human Resources played the gracious host before he bids adieu to the forum due to his retirement end of March 2019.

For this year, the HR Partner Forum decided to use the highly effective method of the Community Dialogue Process as a facilitation tool for all its meetings. The theme for this meeting was chosen as "Performance Management" and Anu Sethi, Head HR from FEV was the chosen facilitator for the day.



HR Meet at Siemens

4. Managing Talent in a Digital Age with focus on multi-generations

The Indo-German HR Partner Forum was held on 14th May 2019 at Covestro (India) Private Limited, Airoli. The discussion theme for the day was "Managing Talent across Multi-Generations in a Digital Age". Ms. Ricky Kumar – Head Human Resources took over as a host and invited Mr. Ajay Durrani, Managing Director, Covestro India, to welcome the HR Partners followed by a brief overview and insight into the Purpose, Vision, Mission and Values of Covestro India.

A panel discussion followed to describe a "Typical Day for a Covestro Employee" across diverse age groups. Anand Srinivasan, Country Representative – PCS BU shared his views on how the company is developing more openness in its employee policies to deal with the different generations. Dr. Anita Bandyopadhyay from Baerlocher India Additives Pvt. Ltd. played the role of facilitating the community dialogue on "Managing Talent across Multi-Generations in a Digital Age".



Explore the agile work spaces – Covestro office Tour

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

"Horizon Redefined", the HR Capability Building Initiative designed by the Indo-German HR Partner Forum for the HR community was delivered with a high level of engagement and importance by the Indo-German Training Centre from June 2018 to February 2019. Approximately 125 employees from the HR teams of 23 German organisations built their competencies by undergoing training on various topics, which the Indo-German HR partners fondly named as the ABCDE modules of HR, namely Analytical Mindset, Business Acumen, Consultative Mindset, Digitalization and Employee Relations.



The Consultative Mindset programme made use of experiential games and role-plays to create an impact

IGTC Bengaluru

Guest Lecture on Labour Laws and Labour Relations

On 3rd July, IGTC students were privileged to be a part of a guest lecture which gave deep insights on Labour Laws and Relations. It was our pleasure to have Mr. Govindraju N.S. General Manager HR, ER & EHS, from Kern-Liebers, Tumkur, who conveyed the importance of Industrial Relations and Labour Laws.

The session covered various topics on Profile of Labour Laws in India, Key IR legislation and Provisions, Key IR of other labour legislation, Disciplinary procedure and Domestic enquiry etc. Also discussed were Fundamental Rights (Articles 14-18, 19-22, 23-24, 12 and 35) included in the constitution, various acts like the Industrial Dispute Act 1947, the Trade Union Act 1926, and the Industrial Employment Act 1946. He ended the session by discussing the future of labour laws i.e. new labour legislation by merging 44 laws under 4 categories – wages, social securities, industrial safety and welfare, and industrial relations. The move is aimed at helping investors and accelerating growth.



Bangalore IGTC Induction and guest lectures 2018

On the 2nd day of August 2018, students were inducted into the 11th batch, PGPBA program IGTC Bangalore. The program was headed by Mr. Sumit Sharma Director IGTC who addressed the students and inspired them to be "Phenomenal". He spoke about the world market, Indo German trade and cultural relation, Market trends and the roles of a successful manager in the industry.

The intercultural discipline study session was also conducted on the same day by Ms. Amrita Gandikota. She enumerated the cultural differences that exist between the two countries. She implored the students to understand these differences and advised them to groom themselves accordingly.

A two days soft skill workshop was conducted by Mrs. Tejo Turner on 3rd and 6th of August 2018. Her topics not only helped in installing certain skills into the students but also bring out a whole array of positivity and hidden personality traits that lay dormant for long time.



A day-long Personal Branding session was conducted for them on 4th August 2018 by Mrs. Roopa Anil Kumar. She spoke about the importance of goals and how to set them. She also explained to the students the importance of communication and proved that nonverbal communication forms up to 93% of the communication. The day ended with a public speaking session, where the students using the learnings of the day got to speak about various topics.

Soft Skills Workshop

A two-day soft skill workshop was conducted by Mrs. Tejo Turner on 3rd and 6th of August 2018. The sessions equipped the student's various skills and nuances that will enable them to become good managers. She spoke about importance of goals and how to set them. She also explained to the students the importance of communication and proved that nonverbal communication forms up to 93% of the communication. And her sessions were to equip the students with these skill sets. The day ended with a public speaking session, where the students using the learnings of the day got to speak about various topics. Her quote of "Try to Influence rather than driving the message through" will continue to inspire the students for a long time.



Ethnic day celebrations at Bangalore IGTC

The Ethnic day was celebrated on 21st August 2018 with great pomp, joy and fervour reverberating the institute. Our former Prime Minister Pundit Jawaharlal Nehru had once quoted "India is a country which is unified through diversity".

The day was further enlightened by the presence of Mr. Prakash Ramanathan, Chief Officer Machine Tools Division, Siemens India. He addressed the students and gave them an insight of Siemens as an Industry and its functions. He inspired them to transform themselves from mules or horses to wolves. His method of imparting knowledge infused with his wit and humour was infectious.



Director General's visit and motivational speech

On the 23rd of August Mr. Bernhard Steinrücke, Director General, IGCC visited IGCC and IGTC Bangalore where he addressed the students. He drafted a special message for the students but in German. He proved to them that, for an Indian learning the German language is easy. He also emphasised on fact that majority of the words in German and English are common. He inspired the students to do well and perform to their best ability.



Application and Job Interview Training at the IGTC in Bangalore

30th October 2018, intern Mr. Helge Zurmühlen gave a presentation and training on job applications and interviews with a focus on applying to German companies, as the students of the 10th PGPBA batch were placed at German and Indian multinational corporations.

Mr. Zurmühlen covered formal topics such as the look and structure of the cover page, cover letter and the CV, but also went into content issues regarding self-marketing with a headshot and cover letter, as well as appearance and behaviour in the job interview. Different formats of CV and headshot were also introduced, due to the sort of company they would apply to and the country they would work in. The students had to write cover letters for a specific job position as a team-effort and had to shorten their CV to a single page (North American format). The results of both exercises were thoroughly discussed with mock interviews.

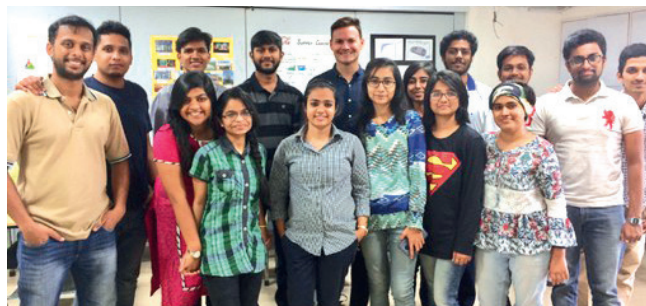


German Work Culture and Intercultural Sensitivity

On the 25th October 2018, our current intern Helge Zurmühlen gave a presentation to our 2018-2020 PGPBA batch on intercultural commonalities & differences between Germany and India. The focus was on the German work culture and intercultural sensitivity. The presentation was given in order to prepare the Post Graduate Programme in Business Administration students for their upcoming internships at prestigious multinational German corporations. The culture was defined according to the 6-D model of national culture by famed Dutch social psychologist Geert Hofstede.

The students discussed possible commonalities and differences of their culture and the German culture. Data was shown, to provide insight on

how Germany and India differ on Hofstede's six dimensions of societal cultures. Regarding German work culture, Mr. Zurmühlen talked about topics such as the distinction between private and professional life, communication and interaction, meetings, punctuality, structure, productivity and rule-obedience, etiquette as well as hierarchy.



Students Awarded for Best Presentation in Marketing Management

On the 10th of October 2018, IGTC had a lot to celebrate about, since PGPBA students who held extraordinary good presentations in the marketing management class, were awarded certificates and medals. The ceremony was held by Mr. Sumit Sharma, Regional Director, IGCC and the IGTC, and by B.S. Prakash, who has been an excellent member of our faculty for almost ten years.



IGTC starts the placement process for the 10th PGPBA batch

On November 22nd 2018, Mr. Rahul Nene (MD), Director, WITTHAUS Management Consulting and a recruiting expert held mock interviews with the students. Mr. Nene coached and mentored our students through the interview process and gave them valuable feedback.

The following day, on November 23rd, 2018, Ms. Bhagya Lakshmi, General Manager of Human Resources (HR) at Zonta Infratech Private Limited, came in to screen those students, who were shortlisted by her company, after receiving their CVs. Some of our students could therefore immediately apply, the knowledge they gained on the previous day, in a real-life job interview situation.



Cerebrus Consultants visit the IGTC Bangalore

On November 24th 2018, Ms. Suman Shankar, Associate Director & Bangalore Head at Cerebrus Consultants, introduced her company to IGTC students in an honest and informative presentation. Cerebrus was founded in 1995 and is, therefore, a pioneer in consulting services, which focus on Human Resources (HR). The firm's range of services is wide and diverse. Each consulting project is tailored to the customer's needs.

Ms. Shankar was accompanied by an IGTC alumnus, Mr. Manish Pal, talked about his fruitful experience working at Cerebrus. Afterwards, those students, who were interested, took the company's entrance test. Based on the test's results, several students were shortlisted for job interviews at Cerebrus on the upcoming Saturday. We thank Ms. Shankar and Mr. Pal for their efforts and time!



Guest Lecture with the Chief Manager of Siemens India

A guest lecture is a great platform for students to get insights about the industry. On March 13, 2019 Mr. Ashok Swaminathan, Chief Manager at Siemens Ltd. India, was invited to IGTC Bangalore to give a guest lecture to the students of batch 2018-2019. In the three hours of enlightening lecture, Mr. Swaminathan took IGTC through very interesting topics like sales and marketing, goal setting, setting the tune and impact of technology in business.

The session involved fun activities through which concepts like BHAG (Big Hairy Audacious Goals) and SMART (Specific, Measurable, Attainable, Relevant and Timely) goals were brought into our focus. BHAG emphasized action orientation and various other aspects of goal setting. Along with goal setting, the activity made the students realize the importance of thinking outside the box and thinking big.

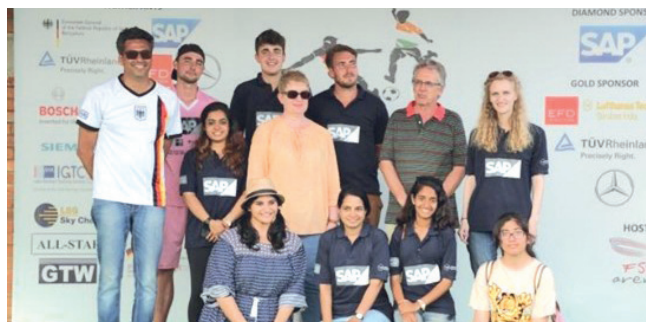


IGCC Football Tournament

March 2019, Football is more than just a sport in most parts of the world. Every year the Indo-German Chamber of Commerce (IGCC) organizes a charity football tournament where a number of German companies participate along with the students of IGTC. This year IGCC hosted the 12th edition of the football tournament on March 3. The tournament was held at FSV Arena in which 24 teams participated. The tournament also had a kid's category in which 8 teams participated.

The day started with a small introduction about the tournament by Mr. Sumit Sharma, Regional Director, IGCC and IGTC. Mr. Hubert Rehilard, the man who started it all 12 years ago, kicked off the tournament. Mr. Sharma and Mr. Dustin Heusel provided commentary and live score updates to the audience.

The tournament was an opportunity for us to play against top teams and gain exposure. Even though IGTC did not come out of the tournament victorious, a lot of knowledge about the game and much-needed experience along with the satisfaction that we contributed to a good cause.



IGTC students celebrate Christmas and Farewell

On December 25th 2018, the students of the 10th and 11th PGPBA batch celebrated Christmas together at the Indo-German Training Centre (IGTC) Bangalore. The Regional Director, IGCC, Sumit Sharma, stopped by with his family for the gathering. Students of the 11th batch organised the event for their seniors, as the event also functioned as a farewell to the 10th batch students, who will shortly graduate from the IGTC and are now in the process of getting placed at multinational German and Indian corporations.

The Christmas and Farewell Party was a smashing success, full of fun games and competitions. It was also a farewell party for Mr. Helge Zurmühlen, his internship came to an end.



IGTC takes part in the Mahatma Gandhi Midnight Marathon

2nd and 3rd October 2018, students from 2017-2019 and 2018-2020 PGPBA batches took part in the annual Mahatma Gandhi Midnight Marathon. The event took place from 10 pm to 3 am on Gandhi Jayanti, the national holiday that celebrates the birthday of our nation's father Mahatma Gandhi and all his accomplishments.

The run is conducted to show integrity, non-violence and to offer financial aid to the underprivileged children of India. It is sponsored

by companies such as DECATHLON. Our Post Graduate Programme in Business Administration students were exhausted but also excited to have taken part in such an important event.



The Students of IGTC Bangalore volunteer at IMTEX 2019

50th Anniversary of the International Machine Tool Exhibition (IMTEX) 2019 was held from January 24 to January 30, 2019, at the Bengaluru International Exhibition Centre (BIEC). The students of IGTC Bangalore volunteered to represent the Indo-German Chamber of Commerce (IGCC).

Mr. Surjit S Suri, Assistant General Manager, Indian Trade Fair, guided the students through all the activities in the German pavilion. The primary task of the students was to promote services and expand the networking connections of IGCC with other companies. In line with this, the students communicated with the people at the stalls exchanged core business ideas and explained how IGCC services could help expand and better their businesses.

IGTC student volunteers had a great experience and gained significant exposure to the corporate world. Students had the tremendous opportunity to meet with the MDs and the CEOs of various companies and obtain knowledge from the managerial perspective. The students also got the chance to meet the German Delegates and understand the inter-cultural workflow.



Industrial visit to EFD Induction and Starrag

On March 8th 2019, the students of IGTC batch 2018-20 visited EFD INDUCTION PVT LTD and STARRAG INDIA PVT LTD, Bangalore as a part of an industrial visit. The visit started at the premises of EFD Induction India Pvt Ltd. where on the floor, Mr. Nagesh showed the functional areas of production with various types of machinery and explained the operations carried out by their team.

Mr. Kashivishwanathan, General Manager and Head of Quality Control and Mr. Santosh Mukundan, Head of Marketing showcased unique

products and features of the company and the methods practised in the plant, such as "Heijunka", a Japanese word meaning a line-balancing/levelling used to implement to improve productivity and optimise the use of resources.

The IGTC team then travelled to Starrag India Pvt Ltd., which is a precision tool machine manufacturing company. Here, the students were introduced to the niche market in various industries to which Starrag catered and also their contribution to defence, aviation and other sectors. At the end of the day, the students of IGTC batch 2018-20 got a lot of exposure to the industry and the two completely unique companies with their own expertise.



The IGTC Students Learn Essential Skills in the "Inceptra" College Fest

On 1st March 2019, the students of IGTC Bengaluru took part in the "Inceptra" college fest conducted by Jyothi Nivas College, Bengaluru. It consisted of national-level events in HR, Marketing and General Management.

The chief guest was Dr. Benny Prasad, a well-known instrumental guitarist from Bangalore who designed the Bantar which is the world's first bongo guitar. He also holds the world record for being the fastest man ever to visit all 195 countries in the world. He along with his wife Zanbeni Prasad also run a Café called Chai 3:16, which helps people with depression by listening to them. The beverages are served by trained psychologists, who listen to the anguish of clients and help them overcome depression. He spoke to the gathering emphasising on world peace and the necessity about spreading awareness on depression. He urged management students to take responsibility for managing mental health in the workplace/home and at the same time market it to those in need.



The idea of participating in these fests is to gain exposure, knowledge and keep the spirit of competitiveness high. However, it is essential to have fun, make friends and professional contacts along with discovering newer dimensions to explore and grow.

IGTC batch 2018-2019 complete Phase 1 Internship

The students of IGTC batch 2018-2019 returned to begin their Phase II after successful completion of their 3-month internship tenure at various German companies like Bosch, Continental Automotive Components Ltd., Lufthansa Technik, EFD Induction, Gusti tools, TUV Nord, Festo, Cummins, Metro cash and carry. Phase II began with a brief overview of their experience at their respective internship company, along with the duties assigned to them. The students worked for a broad spectrum of areas and departments starting from marketing, sales, business development, and corporate communications to operations and supply chain.

The internship experience widened their area of knowledge, giving a better picture of real business scenarios. The internship also emphasised the importance of other critical aspects like time management, punctuality, the ability to multitask, creativity and innovation. It mainly helped the students get themselves aligned to the corporate structure.



IGTC Chennai

Inauguration of 14th Batch of PGPBA – Batch 2018-20

The 14th Batch of PGPBA was inaugurated by the TR Gopalan, Regional Director, IGCC & Director, IGTC along with other Admin staff of IGTC and faculties – Prof S Ramanathan, Prof CA. Revathi Raghunathan, Prof CA. Vishesh Unni on 1st October 2018. The batch comprises of 10 students from various streams. There are three girls and seven boys consisting of 6 Engineers and 4 Non-Engineers.

In his address to the students, Mr. Gopalan spoke about the current global economic situation and highlighted the Indo-German trade and economy. He gave an overview of Germany's strength in various fields, vocational/dual education being one of the key factors which helped a robust economy. He also named a few successful alumni of IGTC and the growth that they've achieved after graduating from IGTC. This reinforced the students' decision of having made the perfect career choice by joining the IGTC.

Prabha Gurumurthy, Programme Co-ordinator, highlighted the key features of the course. Students gave a brief introduction on their background, educational qualifications and also spoke about the motives behind their decision to join the course at IGTC. The batch comprises of both experienced and fresh graduates.



PGPBA Batch 2018-2020 with Mr T R Gopalan , Director – IGTC, Program Coordinator & Faculties

Prof Revathy Raghunathan, Prof Ramanathan & Prof Vishesh addressed the students and commended them on choosing one of the best institutes in Management training. The classes commenced immediately thereafter.

Convocation of the IGTC Chennai PGPBA 2017-2019 & EBMP Batch 2018-19

The Convocation of the 13th batch (2017-2019) of students of the Post Graduate Program in Business Administration (PGPBA) and the 3rd batch of Executive Business Management Program (EBMP) of the Indo-German Training Centre (IGTC), Chennai was held on 24th April, 2019 in the presence of a host of dignitaries which included Mr. Ranjit Pratap chairman, SRC, Indo-German Chamber of Commerce & MD, Rialto Enterprise Pvt. Ltd, Mr. Bernhard Steinruecke, Director General, Indo-German Chamber of Commerce, Guest of honour Ms Karin Stoll, Consul General, Consulate General of the Federal Republic of Germany and Mr. Suresh Kumar K, CCO, DB Schenker India Pvt. Ltd, Chennai. The objective of organising the ceremony was to give an opportunity to all graduated students to come back to college once again, relive their old memories and get connected with the institution. The ceremony was well attended by the student community, their families, academicians, members of IGCC and IGTC fraternity, partnering organisations and Media.

The event presided over by Mr. T R Gopalan, Regional Director, Indo-German Chamber of Commerce & Director, IGTC Chennai where he gave the introductory speech by welcoming dignitaries and congratulated students for being official graduates. He wished them for their successful career and motivated the students to always remember their value system, work ethics and humanity.



L-R : Mr T R Gopalan, Mr Ranjit Pratap, Ms Karin Stoll, Mr Suresh Kumar K, Mr Bernhard Steinruecke

Mr. Ranjit Pratap, Chairman SRC, Indo-German Chamber of Commerce & MD Rialto Enterprise Pvt. Ltd expressed his happiness toward the ceremony and motivated students to perform better in their career. He said that we should never think that our work is complete, right after receiving a diploma. There is no end to learning. Every day is a challenge in professional life. In order to overcome these challenges, we should have the attitude and the aptitude, to learn.

The Director General of IGCC, Mr. Bernhard Steinruecke, in his address to the students, focused on the "Bilateral Relations of India and Germany". His active participation in conferences, meetings and events across the country, has motivated and developed the relationship between India and Germany in a variety of positive and mutually helpful ways.

Our system of education, which is a mixture of theory and practice, helps people have a focus on theory and practice as well. It is very important that the industry be very flexible in order to adapt to the changes. He also mentioned that the graduates were heading into "exciting" times, where numerous dramatic changes can occur, with a lot of knowledge to learn. The doors are wide open, and with the new immigration law in Germany our focus will be on getting the best of talents. And the Indian talent in Germany is the largest group among the Blue-Card holders, who have high-demand jobs.



Mr Steinruecke, Director General, IGCC addressing the gathering

The students of the graduating batch, Mr Anand Kumar of EBMP and Ms Gauri of PGPBA shared their experiences at IGTC as how continual learning has become a part of life; followed by Dr. Lakshmi D Chand (faculty), on behalf of IGTC fraternity expressed his immense gratitude towards the Chamber for offering this platform to share knowledge by unique learning practices. Mr. Irfan Baig, HR of B Braun Medical India Pvt Ltd (partnering company) thanked the management for their association with the chamber.

The Guest of Honour Mr. Suresh Kumar K, in his special address, while encouraging and motivating the graduates he said, "Success does not



Mr Suresh Kumar K addressing the gathering

happen over-night, with my first salary being 750 Rupees in 1995, I worked hard and wasn't afraid of failures. That is what the graduates here should know and not give up. At present, we are equipped with tools, such as the internet and reading materials, which provide us with tons of knowledge. We must use them wisely and become the game changers in the business."

The Consul General, Ms Karin Stoll stated that the IGCC has interacted with the local government, to find the best possible ways to improve employability and skills training. We have showcased some of the Indo-German Firms and Institutions to the Tamil Nadu government and collaboration in the future is possible. We are here to find out the practical ways to cooperate, as employability has become the focus in recent times in the industry.

Ms Stoll also said that, from the perspective of the students or the apprentices, this training is very convincing because it creates better opportunities in the job market.



As the graduates were eagerly waiting to get their certificates, the program continued with the awarding ceremony. The dignitaries proceeded to award the Certificates to the PGPBA students followed by the Executives of the EBMP batch.



Graduating students along with the dignitaries

Dr Günter Krüger Award for Excellence was won by Mr. Rangarajan K, as the Best Performing student of the PGPBA batch 2017-2019.



Rangarajan K of the PGPBA Batch receiving the topper award

The vote of thanks was delivered by Mr. T R Gopalan, where he again congratulated the graduated students and their families and extended his warm gratitude to the dignitaries for their presence on that day. He also thanked the Press & Media for their continued support.

The ceremony was closed with the trumpets singing the national anthem of India and Germany.

PGPBA – Batch 17-19 – Industrial Visit to Daimler India Commercial Vehicles Pvt.Ltd.

IGTC Chennai Students were presented with an opportunity to get first-hand exposure to the best manufacturing practices of worldwide innovation leader in trucks and buses "Daimler India Commercial Vehicles Pvt. Ltd", located in Oragadam, near Chennai.



Students along with IGTC Staff and Daimler Staff

The students of PGPBA 2018-20 along with Mr.T R Gopalan, Regional Director IGCC, Mrs. Prabha Gurumurthy, Program coordinator and Mr. Vikey Nishanth, Executive – IGCC were warmly welcomed by Mr. Andamuthu, Head – Cab Production & TOS, Daimler India Commercial Vehicles Pvt. Ltd, Chennai, in addition to Ms Ancy Raj, Executive Secretary- Vice President.

Mr. Andamuthu, Head – Cab Production & TOS, and his team took us to every unit of the plant and explained in detail about the working of each unit, covering various models of trucks assembled in the factory and the progress of the sale in India.

Mr.T R Gopalan, the Regional Director IGCC, then felicitated Mr. Andamuthu for their immense support. It was a great learning experience for the managers of the future.



Mr.T R Gopalan, Regional Director, IGCC felicitating Mr. Andamuthu, Head – Cab Production & TOS

IGTC Kolkata

Certificate Awarding Ceremony of 1st EBMP Kolkata Batch 2017 – 2018

The Indo-German Training Centre (IGTC) successfully completed the 1st batch of the Executive Business Management Programme (EBMP) in Kolkata on September 2019.

On December 8 2018, IGTC bid farewell to Batch 2017-2018. The students received their EBMP completion certificates at a Felicitation Ceremony on the occasion of 'Meeting of Members' in Kolkata.

Students present were Biswajit Sakhari, Tamal Mondal, Mrityunjoy Dutta and Gautam Biswas from Annapurna Centricast Pvt. Ltd.; Manoj Meshram from Rittal India Pvt. Ltd.; Shuvrajit Mitra from International Combustion India Ltd. and Kamalesh Warriar from BASF Ltd., who was also the best Capstone Project presenter. The students attended the event with their families who were proud of their achievement.

Some of the faculty members were also present at the event. After the Certification Ceremony, the students spent the evening with laughter and nostalgia.

We will continue with our endeavour, this year. Admission for the next batch is open now.

