

# Indo-German Training Centre

## Activities of the Indo-German Training Centre – a review of the year 2009-2010

### Dr. Günter Krüger Award for Excellence 2009

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. From the IGTC Batch 2007 – 2009, two deserving students from the IGTC Mumbai and Chennai respectively were honoured with this prestigious award at the IGCC Annual General Meeting on 30<sup>th</sup> September 2009. Ankit Jalan (IGTC, Mumbai), an extremely meticulous student, performed par excellence during his academics as well as his practical training with Inverto Sourcing Services (India) Pvt. Ltd. to be adjudged the best unanimously and to deserve his award. Anant Deshpande (IGTC, Chennai), a very bright and talented young boy, is now working in his own family business. The awards were handed over by Deepak Parekh, Chairman HDFC Group and Christian-Matthias Schlaga, Charge d'Affaires a.i., German Embassy.



GTC Mumbai topper Ankit Jalan receives the Günter Krüger Award for Excellence from Christian Matthias Schlaga, Charge d'Affaires, a.i., German Embassy, New Delhi



IGTC Chennai topper Anant Deshpande receives the award from Deepak Parekh, Chairman HDFC Group

### Corporate Lecture Series @ IGTC, Mumbai

Captivating, Thought Provoking and Profound – Words were few to express the Corporate Guest Lecture Series at the Indo-German Training Centre, Mumbai, as eminent personalities from the industry addressed the IGTC students. The guest lectures were a true reflection of the innumerable years of corporate experience which the professionals brought with them to the training centre. Topics pertaining to various aspects of management education were covered during these sessions including the following:-

- Corporate Governance & Business Ethics – Prasad Chandran, Chairman of BASF Companies in India
- Tips on Becoming an Effective Executive - V. Murali, Managing Director, Schott Glass India Pvt. Ltd.
- Taking NIVEA from Tradition to Modernity - Kai Bendix, Managing Director, Nivea India Pvt. Ltd.

- Due Diligence - Rajendra Chitale, Associate Director - Ernst & Young Pvt. Ltd.
- Risk Management - Chelapati Rao, Head – Internal Audit, Bayer Crop-Science
- Consulting & Outsourcing - Anish Zaveri, Managing Director, Inverto Sourcing
- Interviewing Skills - Sanghamitra Ghosh, Ex- Director HR, Zee TV

The Corporate Lecture Series was attention-grabbing as it was illustrated with innumerable examples across diverse sectors. These lectures surely helped students to develop their career paths as well as to become Effective Executives. It taught them the importance of self-development and values which are fast forgotten in this 'performance oriented' corporate world.



1: Prasad Chandran, Chairman of BASF companies in India talks to IGTC students 2: V. Murali, M.D., Schott Glass India at IGTC  
3: Students pay attention to Kai Benedix, M.D., Nivea India during his lecture 4: Lecture on Due Diligence by Rajendra Chitale, Ass.Dir., Ernst & Young

### Practical Training Stint @ Bosch Germany

Sneha Jha, a student of the Indo-German Training Centre, Mumbai was thrilled on receiving the news that she had been selected by her training company, Bosch Limited for a two month training stint at Bosch, Germany. On 7<sup>th</sup> November 2009, she landed at Frankfurt and was given accommodation at the Bosch Guest house, where she interacted with the other International Employees of the company. There were people from Czech Republic, China and Turkey. They all belonged to different countries and different cultures, yet united and tied in the same string, as they belonged to the same company, to the "Bosch World".



*Sneha Jha at the Porsche Museum in Germany*

At Stuttgart, Sneha gained the opportunity to support the functions of the Human Resources team of Bosch, Germany Gasoline Divisions. The work culture, style and environment were indeed different. The employees were extremely professional and punctuality was the norm. The environment was quite friendly and everyone was treated with the same respect irrespective of their designations and positions.

Sneha was involved in implementing a common process for Reorganization at Bosch Worldwide. Her project mainly involved creating a Post Merger Integration Checklist and Assessment measure which could be used at Bosch worldwide. She was instrumental in creating the Excel tool for the Employment Measures that Bosch wishes to implement and she translated the guidelines to create Organization Charts for the Gasoline Systems in English. The mode of communication in office was German and since she was familiar with both

the languages (German & English), she tried her hand at some English translation of the documents of HR Policies, Guidelines and Standards.

Mira Parekh, another student of IGTC, Mumbai also underwent a three-month training stint at Bosch, Germany. She was trained at the Corporate Headquarters of Bosch in Schillerhöhe in the Corporate Human Resources Department (CHM). The main tasks of this department were to perform management potential/ salary reviews and reactive staffing. She was actively involved in the function 'Rewarding' which was by way of an Annual Salary Review worldwide. Her first set of assignments required her to submit a Status Report on the Annual Salary Review. She was expected to know the International Executive Compensation Tool (IEC) and the Management Executive Development Tool (MED). Her second set of assignments required her to use her German Language skills to make a list of all the Personnel Announcements for the Bosch Portal in both the English and the German Language. She was instrumental in developing a manual for the MED Tool users. She also worked briefly for the CHMI department which is responsible for International Assignments and her contributions were well appreciated.



*Mira Parekh with her colleagues at Bosch, Germany*

### 17<sup>th</sup> Convocation Ceremony of IGTC Mumbai

In existence since 1991, IGTC Mumbai has assiduously been working towards nurturing future managerial talent for the Indo-German member companies through its flagship programme based on the famed German Dual System of Training. At the 17<sup>th</sup> Convocation Ceremony of our Batch 2008 – 2010, the IGTC was pleased to celebrate its two decades of success since establishment.

The Chief Guests for the Convocation Ceremony were H.E. Mr. Thomas Matussek, Ambassador of the Federal Republic of Germany and Deepak Parekh, Chairman, HDFC Limited. A. Krishna, Vice President (Human Resources), Bosch Ltd. was a specially invited guest. Also gracing the occasion were Leena Deshpande, Senior Manager, H.R, Bharat Forge, Raju Janakiram, Chief Executive- BASF, Pradeep Phatak, General Manager-Evonik Industries, Ilka Yvonee Vogel - Director KfW IPEX-Bank GmbH Representative Office, Dr. Bernd Forster, Deputy Consul General - Consulate General of the Federal Republic of Germany, Mumbai among many others.



*Graduating Batch 2008-2010 in Mumbai with H.E. Thomas Matussek, German Ambassador; Deepak Parekh, Chairman, HDFC; Bernhard Steinrücke, Dir. Gen., IGCC and Radhika Mehta, Dir, IGTC*

The evening commenced with the welcome address by Bernhard Steinruecke, Director General, IGCC. The IGTC topper, Ashwin Tirthakar was next to address the audience, where he spoke about his experiences at the IGTC during his tenure of 18 months. Dr. Anil Naik, academic faculty at the IGTC later offered some last minute tips and advice to the graduating students.

A. Krishna, Vice President (Human Resources), Bosch Ltd., who the next speaker, gave a complete run-down on Bosch's experiences with IGTC students as well as the roles and value addition of these students at Bosch. In the words of Mr. Krishna "Students of IGTC, who have stayed with us, are approaching senior management levels in Controlling, Human Resources etc. at Bosch in India. The close association by way of projects and internships helps the students to gradually adjust to and imbibe the culture at Bosch. The hallmark Dual Training System gives the students a very clear practical edge at work, the students come out with their "heads clearly on the shoulders", not in the clouds."

Ambassador Matussek shared his experiences with the audience where he emphasized the value of good training and stated that Germany had a lot to offer to India with respect to Dual System of education. Referring the demographic trends in the world, Mr. Matussek said that while the population is dwindling the western world and China with its one-child policy too has achieved its peak, India which is still growing in terms of population, would have half a billion workforce in ten year's time. This could prove a very valuable asset for the entire world provided they all have access to good education.

Deepak Parekh, Chairman, HDFC Limited in his very motivational speech enlightened the students on the Mantra for Life and Success. As stated



IGTC topper Ashwin Tirthakar receives the award from Ambassador Matussek and Deepak Parekh

by him the age old maxim of integrity, honesty and transparency will stand the test of time. Mr. Parekh firmly believes that unless you overcome fear, success will always dodge you. According to him no experience is more enriching than learning by doing. He encouraged students to retain their individuality, not emulate others, follow their heart and trust their instincts.

Following the distinctive speeches, certificates were then awarded to all the students. This year at IGTC, Mumbai the "The Outstanding Student Award" was presented to not one but two students who have exceeding performed both academically and at their practical training stint. The honor was bestowed on Ashwin Tirthakar and Mahesh Rege. The Vote of Thanks was proposed by Radhieka Mehta, Director, Indo-German Training Centre.

### IGTC Mumbai Re-Inaugurated by H.E. Ambassador Matussek

The Indo-German Training Centre, Mumbai underwent a comprehensive overhaul of its premises with state-of-the art lecture halls with wi-fi connectivity and a well equipped library. The inauguration ceremony began with ribbon cutting and the traditional lighting of the lamp by H.E. Ambassador. Matussek. Also present were Bernhard Steinruecke, IGCC's Director General, Radhieka Mehta, IGTC's Director, Mickey Dayal, former IGTC Director and Sabina Pandey, IGTC Director, Kolkata and current IGTC students. The inauguration was followed by a German welcome address by our current students - Swatchhanda Kher and Prachi Mokal. They emphasized on the German phrase "Für das Können gibt es nur einen Beweis, das tun", which broadly implies that the "the proof of ability lies in doing and in doing alone.



Lighting of the Lamp at the refurbished IGTC Mumbai premises

The refurbished premises of the Indo-German Training Centre in Mumbai



### Visit to Tata Motors

On the 5<sup>th</sup> of May 2010, the students of IGTC, Batch 2009 – 2011 had the opportunity to scour the best manufacturing haven in terms of innovation and reinvention – a visit to the Tata Motors Plant at Pune. The students were exposed to the Tata Motors' culture, the discipline and excellent planning, which are integral to the Tata Motors' way of working. The 2 ½ hours allotted to the students for the visit was by no means sufficient to scale the length and breadth of the plant, but despite this the schedule ensured that they got the right exposure.

*Batch 2009 – 2011 of the Indo-German Training Centre Mumbai at Tata Motors Pune*



### Admission Process 2010 – 12

The Indo-German Training Centre, Mumbai conducted its Trainee-Selection Process for Batch 2010 – 2012 on 17<sup>th</sup> and 18<sup>th</sup> June 2010, for admissions to its Post Graduate Programme in Business Administration. HR and other functional heads from various organizations participated in the process to select trainees, who would in turn train with the organization for six dedicated months (January-February, June-July and November-December). This process led to the admission of 48 bright and deserving students, who constitute Batch 2010 – 2012 at IGTC Mumbai.

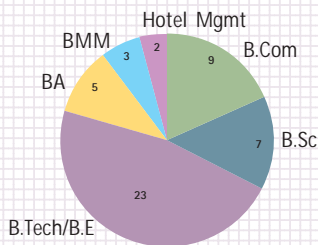
The organizations that selected the trainees include BASF Group in India, Bayer Group in India, B.Braun Medical India Pvt. Ltd., Behr India Ltd., Bosch Automotive Electronics (India) Pvt. Ltd., Bosch Ltd., DBOI Global Services Pvt. Ltd., Dr. Oetker India Pvt. Ltd., ElringKlinger Automotive Components India, Endress + Hauser India Pvt. Ltd., Epcos India Pvt. Ltd., Evonik Degussa, Extentia Technologies, Fuchs Lubricants, HyperCity Retail India Ltd., Inverto Sourcing Services India Pvt. Ltd., Lanxess India Pvt. Ltd., Schaeffler Group, Siemens Ltd., TATA Autocomp Systems Ltd., Volkswagen India Pvt. Ltd.



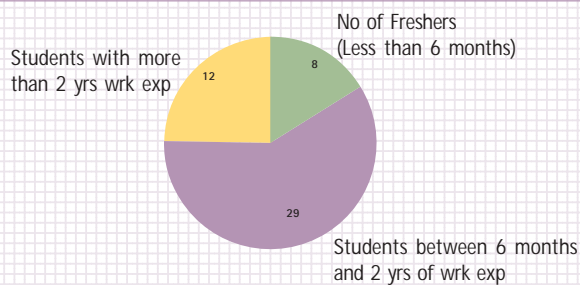
*New Batch (2010-2012) of IGTC students in class with Bernhard Steinrücke, Dir. Gen., IGCC & Faculty and with Radhika Mehta, Director, IGTC.*

#### Class Composition (Batch 2010 – 2012)

##### Academic Background



##### Work Experience



### IGTC launches the 1<sup>st</sup> Batch of the Executive Business Management Programme

The Indo-German Training Centre announced its One-Year Executive Business Management Programme starting 24<sup>th</sup> July 2010. The programme aims to provide the working professionals with a holistic, cross-functional exposure to all aspects of general management. The class comprises 16 working executives from various Indo-German member companies - AWI (India) Pvt. Ltd., BASF Coatings (India) Pvt. Ltd., BASF Constructions Chemicals (India) Pvt. Ltd., Bayer CropScience Ltd., Beckman Coulter India Pvt. Ltd., Doshi Group, Protos Engineering Pvt. Ltd., Siemens Information Systems Ltd., Vanaz Engineers Ltd. and Volkswagen India Pvt. Ltd. These professionals come from diverse functional areas and departments of their organizations like – Automotive Aftermarkets, Accounts, Business Development, Coatings, Compacting Division, Engineering, Knowledge Management, Life Science Research, Packaging Development, Quality Assurance, Sales and Marketing. They bring with them tremendous years of work experience, ranging between 3 years to 23 years. By enrolling in this programme, these professionals aim to equip themselves with the essential thought process and skills required to assume leadership positions in the future at their respective organizations.



*Participants of the 1<sup>st</sup> Executive Business Management Programme*



*Training in progress*

### Training Programmes for Corporates

**Intercultural Training for Lanxess (India):** IGTC Mumbai conducted a customized training programme for Senior and Middle level managers of Lanxess (India) on 30<sup>th</sup> July 2010 on Understanding German Business Culture (Inter-Cultural Training) at Goa. This workshop addressed the intercultural needs of Indian professionals working for a German company, with German colleagues in India, counterparts in Germany or visitors to Germany who want to stay ahead by using cultural differences to their advantage.

**Finance for Non-Finance Managers for Hyatt Regency:** A one day training programme was conducted by IGTC Mumbai 27<sup>th</sup> July 2010 for Hyatt Regency employees on Finance for Non-Finance Managers. The objective of this workshop was to provide the participants with the conceptual base of topics commonly faced by non-finance executives.



*Simone Preuss (centre), another trainer, with the Lanxess participants*



*Audrey D'Souza, Reg. Dir., IGCC Bangalore (centre), one of the trainers, with the participants from Lanxess*

## Activities of Indo-German Training Centre at Chennai 2009-10

### IGTC Chennai's 5<sup>th</sup> Batch 2009-11

The induction of students of the 5<sup>th</sup> batch of IGTC Chennai comprising 28 students on 2<sup>nd</sup> September 2009 was followed by a week-long workshop dealing with five management topics (Managerial Effectiveness, Analyzing Self, Time Management, Six Sigma and Event Management). The enthusiastic and interactive participation of the new batch of students was an encouraging start to the academic year. Regular lessons commenced on 7<sup>th</sup> September 2009.

### Outbound training

The IGTC Chennai's maiden Outbound Educational Tour to Kodaikanal was filled with great learning for its 2009-2011 batch of students. The six-day programme was based on in-house class room trainings, workshop sessions, motivational videos (e.g. Pursuit of Happiness), outdoor management games and sports activities as well as CSR activities.

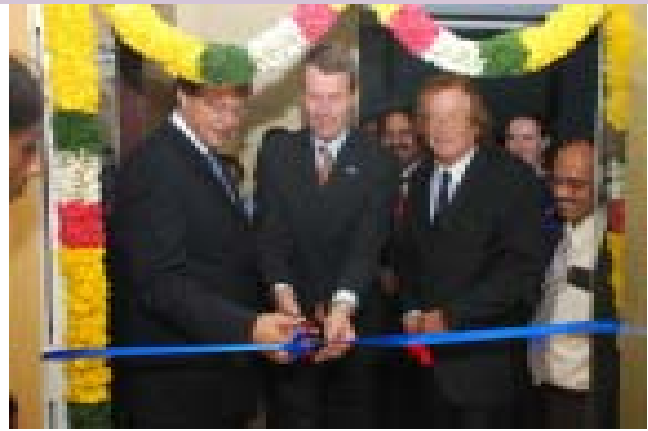
Sociability is a pertinent and required characteristic for any management student. This was inculcated in the students during this trip by allowing them to gather adequate information from general public, farmers, shop owners, tourists & travellers, small enterprises. They were then required to give presentations based on the collected information. The up-to-date and relevant management topics included Transactional Analysis, Evil HR, Retail Management, Distribution Management. A few value-adding games were played to provoke the competitiveness of students. As part of the CSR activity, the students invited 12 orphanage kids and entertained them with cultural activities and later fed them. The inter-collegiate meet with the Kodaikanal Christian College (KCC) students was a great experience for the students in terms of socializing, participating in "Paper Tower" management game along with KCC students and developing a business plan to improve the occupancy rate in a five star hotel during the off-peak season.



*Training programme conducted for IGTC Chennai students by Mr. Sivadas at Kodaikanal*

### Inauguration of the refurbished premises

On 26<sup>th</sup> April 2010, the IGTC in Chennai underwent a complete face-lift and modernization of its premises. The facility was formally inaugurated by H.E. Ambassador of the Federal Republic of Germany, Thomas Matussek in the presence of the German Consul-General, Hans-Burkhard



*Inauguration of the renovated IGTC premises (l-r) Ambassador Matussek; B. Steinrücke, Dir. Gen., IGCC; Consul General Sauerteig and Ashok Kumar, G. M., IGTC Chennai. Looking on is Ranjit Pratap, Past President IGCC*

Sauerteig, Bernhard Steinruecke, Director General, IGCC and other dignitaries and distinguished members of the faculty.

### Convocation Ceremony of the PGPBA 2008-2010 Batch

The convocation ceremony of the 2008-2010 batch of students of PGPBA of the Indo-German Training Centre, Chennai was held on 26<sup>th</sup> April 2010. Besides the IGTC fraternity, the function was well attended by a large number of parents of the passing-out students, senior executives of the partnering companies, academicians and representatives of the print and visual media. The Chief Guest for the Convocation, Mr. L. Ganesh of the IIT-Madras gave an inspiring speech calling upon the students to excel in whatever they chose to do both in their personal and professional life.



*Chennai IGTC batch 2008-2010*

### IGTC Chennai's current batch

IGTC's current batch of 2009-11 underwent their first internship training for a period of three months between April and June 2010. IGTC was fortunate to receive an overwhelming support from a large number of German companies operating in the region such as Bosch (7 Students), Siemens (6), BMW (4), Damco (2), Homag India Bangalore (2), Hella (1), OBO Betterman (1), Continental Warehousing (2), MaFoi (1), Wheels India Ltd (1) and Bajaj Allianz (1).

### Batch 2010-12

The admission process for batch 2010-12 has just been concluded with an enrollment of 25 students. The induction/orientation session commenced on 25<sup>th</sup> August 2010, followed by a workshop session on topical subjects.

## Activities of the Indo-German Training Centre Bangalore- 2009-2010

The Induction Programme for Batch 2009-2010 began with Mrs Audrey D'souza, Regional Director, IGCC Bangalore welcoming the new Batch of Students on the 27<sup>th</sup> of August 2009.

Bernhard Steinrücke, Director General of the IGCC provided the students with detailed information on Indo-German Trade and the role of the IGCC in the promotion of trade relations between India and Germany.

Some of the esteemed faculty present on the day, Prof. S. Malatesh enlightened the students on the education of Management, after which Prof. B. S. Prakash introduced them to Marketing and career opportunities in Marketing. Mrs. A. Mendens ended the day by informing the students of the IGTC values, goals and mission as well as expectations from the students.

Subsequently, the students were exposed to the rigours of induction, with orientation to subject areas. In order to unblock inhibitions and remove any fear & anxieties, a two day in-house self-development, -empowerment programme was organised which helped to get acquainted not only with each other but also with one self.

Throughout the academic calendar of the IGTC the students were exposed to personal development training sessions as an individual and also as a professional, where skills of communication, statistics, economics, economic environment, IT, public speaking, team working, analytical skills were given an opportunity to develop. Sessions were filled with challenges and opportunities to explore, take risks, unlearn negative habits while simultaneously learning new ones.



*IGTC Students on a project assignment*

During their academic year, the students had the privilege to participate in seminars and workshops, and imbibe knowledge from prominent members of the global business community during their visits to the training centre and at various Chamber events.

During the visit of the Political cum Business delegation from Baden-Württemberg that was led by Minister President Günther Oettinger in November 2009, IGTC trainees were allotted various duties ranging from

setting up and attending registration desks over co-coordinating one-to-one business meetings to accompanying the various delegations on their business tours.



*IGTC Students at The IGCC event for the Baden-Württemberg Business Delegation*

On the 24<sup>th</sup> of January 2010, the students took part in the Indo-German Football tournament 2010, which was organized by the IGCC in aid of the Shanthi Bhavan (Shanthi Bhavan is a home and an exceptional school for the most vulnerable and disadvantaged children).



*Team IGTC Bangalore*

Team IGTC played well against some of the other Indo-German Joint Ventures like SAP Labs, Continental, Robert Bosch Engineering, Daimler Benz Research, Nokia Siemens, Siemens Information Systems Ltd., Prion PLM Solutions, Lufthansa Technik, Lapp India, Mann & Hummel.

The 9<sup>th</sup> of April 2010 marked a very important milestone not only for Indo-German Training Centre in Bangalore about also in the lives of the 23 students, who passed out of their first Batch from Bangalore.

At a grand event coinciding the Regional Annual Meet 2010 of the IGCC Bangalore, 23 students received their diplomas in the presence of gathering of 200 people that comprised of IGCC members, distinguished faculty, HR Heads of the Training companies, students of the graduating Batch 2008-2010 as well as present students, parents and friends of the IGCC and IGTC.



*Mr. Steinrücke hands over the award to best performer Ashwini Ogale*