



Indo-German Training Centre

IGTC Officially Inaugurated in Bangalore

Activities of the Indo-German Training Centre – a review of the year 2008-2009

The inauguration took place at the premises of the new training centre at Cunningham Road Bangalore on 16th January by Otto Kentzler, President, ZDH (Federation of German Chambers of Skilled Crafts) and Hanns-Eberhard Schleyer, General Secretary, ZDH (Federation of German Chambers of Skilled Crafts), in the presence of the Deputy Consul General of Germany, Friedrich Rahn, and IGCC's President Ranjit Pratap. 23 students from the new batch of PGPBA were present along with the faculty and representatives of the companies that partner with the IGCC and offer training positions to the students.

On the occasion of the inauguration of the Training Centre at Bangalore, a reception was hosted the same evening along with the Regional Annual Meet 2009. Around 200 members and well wishers attended the function. Otto Kentzler, Hanns-Eberhard Schleyer as well as Friedrich Rahn were Guests of Honour and addressed the gathering.



Cutting of the ribbon by Mr. Kentzler and Mr. Schleyer



(l-r) Friedrich Rahn, Deputy Consul General of Germany in Bangalore; Hanns-Eberhard Schleyer, General Secretary, ZDH (Federation of German Chambers of Skilled Crafts); Otto Kentzler, President, ZDH; Ranjit Pratap, IGCC's President and Bernhard Steinrücke, Dir. Gen., IGCC

Award for Excellence



IGTC Mumbai topper Sujit Balakrishnan receives the award from the German Ambassador H.E. Bernd Mützelburg



Sujit Balakrishnan and Hari Prasanth at IGCC's Annual Meet in Düsseldorf

Induction Week at Indo-German Training Centre

For the first time ever, there were *two* Dr. Günter Krüger Award for Excellence bestowed on deserving students from the IGTC Mumbai and Chennai centres respectively at the IGCC Annual General Meeting on 25th September 2008. Sujit Balakrishnan (IGTC, Mumbai) and Hari Prasanth (IGTC, Chennai) accepted the award from H.E. Bernd Mützelburg, German Ambassador to India. This award sponsors the student's return airfare to Germany with an objective to give him/her an opportunity to understand best business practices in Germany through hands-on, practical training.



IGTC Chennai topper Hari Prasanth S. receives the award from Ambassador Mützelburg

The 'German sojourn' for these two accomplished graduates kicked off in the month of May 2009 with the IGCC's Annual Meet held at Düsseldorf. The purpose of Sujit's training at Siemens AG, Germany was to orient him in the Human Resources Department by providing him job relevant information regarding the current and strategic HR initiatives being undertaken by Siemens AG. During the course of his training, he assimilated the process of identification, measurement and nurturing of top talent, methods of examining the intellectual and physical aptitudes of employees, importance of building a global workforce, and means of determination of position level – a global classification system, for comparability of management functions across the organization.

On the other hand, Hari Prasanth's training included a factory tour of Dorma to understand each of the processes right from goods-in to the technology used in production to storage and goods-out. The tour also included going around the city of Cologne, where the structures supported by Dorma products and components were manifestations of perfect technology. Rest of the training was with the Human Resources Department, to understand the HR Strategies adopted at Germany as well as Dorma's other Group Companies. It also gave him an overview of the Training and Development activities undertaken and how the corporate structure functions. He visited the Application Centre and the Training area, where training of Certified Business Partners, Architects; etc is conducted as an integral part of Dorma Training.

The Induction week organized by the Indo-German Training Centre for the Batch 2008 -2010 was the most important step to redefine the mindset and the thought processes of the new batch of students. It brought along with it a lot of change, learning and effective workable inputs by various faculties and experts from the industry as well as fun and frolic.

The inauguration ceremony began with the traditional lighting of the lamp. Present at the occasion was Bernhard Steinrücke, Director General of the Indo-German Chamber of Commerce who provided an insight on the trade relations between India and Germany, IGCC's role in facilitating cooperation and collaboration between German and Indian entrepreneurs and the various services it offers to its member companies. Radhika Mehta, the Director of training centre laid emphasis on the values of trust, promise and respect which is an integral part of the culture at IGTC.

The entire week saw a host of corporates address the students on various issues relevant to management education. It included sessions on Growth, Priorities and Change, Corporate Challenges and A Global Citizen. A two day Empowerment Workshop was organized for the students. They were also exposed to the IT Module, which was an extensive workshop on Microsoft Excel, Powerpoint and Word.

The IGTC has managed to bag a series of trophies in its second consecutive year, and hopes to continue this trend for years to come. The students participated in two inter-collegiate management festivals - Lashkara and Chakravayuh organized by the Guru Nanak Institute of Management Studies and Lala Lajpat Rai College of Management respectively with full enthusiasm and fervor. These events provided a platform for IGTC students to interact with other students in India and exchange ideas, thoughts and first hand experiences with other participants.

Students participated in various 'business events', which included marketing, HR and finance related quizzes, mock stock planning and business plans. *IGTC won the first position in finance and HR quiz and second in the business plan.* Students were also part of different sports events like cricket and indoor games (table-tennis, carrom, chess and treasure hunt). *IGTC won the first prize in table-tennis and second in carrom.*

The IGTC students also partook in varied cultural events. Some in-born dancers showed their talent, drama artists grew better with practice, while make-up artists and DJ's were born too. The cultural events saw a combination of dance, fashion show, play, solo and duet singing. *The play, which was directed by our students, won the first prize and the dances choreographed by the specially invited trainer also won prime position in the event.* The students returned with two Trophies for the Best College Award!

Competitions



Planning and creativity at its best



Star Performers of the IGTC



Radhika Mehta, Director, IGTC Mumbai (centre) proudly holds up the trophy



The winning team

Practical Training



Training at Siemens



At the Audi Plant

Internship with Bosch GmbH, Germany



Bosch Germany – the training ground for seven students of IGTC



Amit Kulkarni with his Bosch team

42 young and dynamic kids were ready to face the corporate world with their first phase of practical training beginning 1st January 2009 for a period of 2 months. This year, twenty companies across diverse sectors such as manufacturing and engineering, retail, banking, consulting, consumer products accepted IGTC students as trainees.

Sonal recalls her stint with Siemens “I was associated with the medical division of Siemens and was involved in the marketing communication arena. I worked extensively on the SAP module relating to commercial handling for corporate communication...”

Tinaz Bana, another student of IGTC was a trainee in one of the leading car companies in the world – Audi AG. “I was assigned to the Product and Price division which is the important and crucial department of Audi...”, she said.

Some of the noteworthy projects undertaken by the IGTC trainees included conducting a market research for finding the feasibility of launching a new product for BASF, a comprehensive study on the adherence to guidelines of local GAAP (Generally Accepted Accounting Principles) and IFRS (International Financial Reporting Standards) with respect to inventories at Bosch Limited, designing Endress + Hauser Product Package for the Chemical & Petrochemicals Industry 2009, finding out the perception of IVF (In Vitro Fertilization) specialists in four major cities in the country about Gonol-F pen and Recagon (Puregon) Pen used for treatment of infertility for Merck Limited., Industrial Manufacturing and Product Development Operation for Bayer Crop-Science Limited and so on.

All projects have added significant value to the partnering organization. Under an umbrella of unstinted corporate support and industry mentors, the students gained the opportunity to develop themselves and become genuine solution providers in the corporate arena.

“Die Erfahrung war wirklich wunderbar!” This was the spontaneous reaction of the seven IGTC trainees who returned with a new outlook towards the global business environment after completing a three-month stint with Bosch GmbH, Germany. The “*Bosch kids*” experienced the real German-European work culture during their internship, which according to them was one of the best experiences in their lives both from the perspective of education as well as the inter-cultural learning.

Rakesh Tomar, who originates from Delhi said, “My career objective is to work in an International multicultural environment and my training phase in Germany provided me the insights to prepare me to achieve my goals. It was challenging to work with a highly skilled workforce. I was assigned to study the regional practices of Europe and asked to implement them in India. Though the business practices and distribution channels are different in Europe, it provided me an understanding of the business environment and the new concepts that are emerging there, which can have a considerable impact on the business operations in India also. In addition to this I was asked to prepare a roadmap for the implementation of a segmentation strategy in India”. Amit Kulkarni, Mumbai had a different take on his experience in Germany. He stated, “Being an engineer, this was my first stint with the finance department. I was apprehensive and did not know if I could live up to the expectations of my colleagues in Germany. I got the opportunity to be a part of the Controlling Department in the Gasoline systems. Having studied various

financial subjects during my course at the training centre, I took it up as a challenge and was ready to overcome the fear of number crunching. Financial controlling at Bosch GmbH is a very dynamic process, one learns to analyze and deal with numbers. Moreover, for a car enthusiast like me, I got the opportunity to interact with prestigious clients like Daimler Benz, BMW, Audi VW & the list goes on - which was really a fantastic experience."

According to Radhika Atre, "It was a roller coaster ride of 3 months - that's all I can say! The ride was bumpy at times but an experience beyond expectations. It was a dream come true to work with a German giant- Robert Bosch. My department was DS SCC (Diesel Systems Sales, Cost Commercial Coordination) which is one of the most crucial departments in Diesel Systems because of the work they do and the impact of its activities on Bosch. I was entrusted with the job to support the SCC 1 & SCC 2 teams. Besides, the project that was given to me involved tremendous amount of number crunching and data retrieval from various departments. This helped my interaction with people in the organization at all levels. It was not just work which made my life interesting in Germany. I also had the opportunity to explore this beautiful country."

Year on year, the Indo-German Training Centre is actively involved in conducting Open Training Programmes and Customized Management Development Programmes for its Indo-German member companies. The objective of these programmes is to help working professionals to update their skill sets and be abreast with the know-how of the corporate world and industry.

The year 2009 saw a series of corporate training programs targeted specifically to middle-level managers. These included: Understanding German Business Culture, Empowering Individuals & Enhancing Personal Effectiveness, Business Communication Skills, Developing Business Writing Skills, Presentation Skills, Finance for Non-Finance Executives, Negotiation Skills, Developing Effective Interpersonal Relationships and Communications, to name a few. These workshops were designed keeping in mind that these individuals more often than not overlook the most basic and essential skills vital for an individual's growth.

Professionals from more than 30 diverse organizations such as Behr-Hella Thermocontrol India Pvt. Ltd., Sortimat Technology Pvt. Ltd., Fresenius Kabi India Pvt. Ltd., Wirtgen India Pvt. Ltd., Wallem Shipmanagement (India) Pvt. Ltd., Geeta Shipping & Clearing Services, Volkswagen India Pvt. Ltd., LANXESS India Pvt. Ltd., Carl Zeiss India, Advik Hi-Tech Pvt. Ltd., Cotmac Electronics(Surat) Pvt. Ltd., Sanbij Impex Pvt. Ltd., Schaefer Systems International Pvt. Ltd. among many others participated in various training programmes.

The circumspectly coordinated delivery methodology included lectures, case studies, questionnaires, management games, role plays and presentations, which were well received by the participants. Participants are awarded a Certificate of Participation from the Indo-German Training Centre on successful completion of the programme.

Participants listening intently to Dr. Naik's Winning Strategies



IGTC students sightseeing at Heidelberg

Corporate Training & Workshops



Participants from the corporate world actively involved in a game of Goal Setting during the Performance Management programme



Convocation Ceremony Batch 2007-2009 and Alumni Meet



Ankit Jalan, best student IGTC, Mumbai awarded the Diploma by Mr. Joerg Mueller- President & Managing Director, Volkswagen Group India



IGTC Mumbai Batch 2007 – 2009



IGTC Alumni

The convocation ceremony of the Indo-German Training Centre, Mumbai of Batch 2007-09 was held on 9th May 2009.

Christian-Matthias Schlaga, Charge d'Affaires a.i of the Embassy of the Federal Republic of Germany, New Delhi and Jörg Müller, President & Managing Director, Volkswagen Group India had kindly consented to be the Chief Guests, while Walter Stechel, Consul General of the Federal Republic of Germany, Mumbai was present at the function as the Guest of Honour.

After the speeches by the various dignitaries, the Diploma Awarding Ceremony took place. Each student from the graduating batch 2007-09 was requested to share their experiences/ thoughts at the time of being awarded their diplomas. The outstanding student award was presented to Ankit Jalan for his exceptional performance in theoretical as well as and practical training sessions.

The convocation ceremony was immediately followed by the Alumni meet. The alumni were delighted to meet their fellow batch mates, juniors and seniors and to reconnect with them. It was heartening to know that all of them are doing exceedingly well professionally and have moved to great heights.



Walter Stechel, German Consul General in Mumbai addresses the audience. Dignitaries on the dais (l-r)- Radhika Mehta, Director IGTC Mumbai; Christian-Matthias Schlaga, Charge d'Affaires a.i of the Embassy of the Federal Republic of Germany, New Delhi; Jörg Müller, President & M.D., Volkswagen Group India and Bernhard Steinruecke, Dir. Gen. of IGCC

Currently, in its 4th year of successful operation, the Indo-German Training Centre in Chennai is gaining increasing visibility as an institution to be reckoned with in the field of management education. The 3rd Convocation of Batch 2007-09 was held on the 15th of May in Chennai, attracted a huge gathering of invitees, comprising members of the faculty, parents, representatives of partnering companies and the IGTC alumni.

The Chief Guests as well as speakers at the convocation ceremony of were Anand Sundaresan, M. D., Schwing Stetter (India) Pvt. Ltd., Axel Sauer, Deputy Consul General, German Consulate in Chennai and Dr. L. Laufenberg, M.D., Automotive Electrical Systems of KOSTAL, Germany. Bernhard Steinruecke, the Director General of IGCC during his speech affirmed the Chamber's resolve to ensure that the IGTC offered quality education, supplemented by work experience in the partnering companies.



The Chief Guests at the convocation ceremony of Batch 2007-09 in Chennai: Middle row, Centre to rt.: Anand Sundaresan, M. D., Schwing Stetter (India) Pvt. Ltd.; Axel Sauer, Deputy Consul General, German Consulate in Chennai and Dr. L. Laufenberg, M.D., Automotive Electrical Systems of KOSTAL, Germany.

The Indo-German Training Centre participated in the Times Education Boutique and Expo across seven cities this year, which included Mumbai, Pune, Nagpur, Nashik, Calcutta, Bangalore and Chennai. It was the first time ever that the IGTC ventured to new cities like Nagpur and Nashik in Maharashtra. Thanks to the participation in such events, the training centre is expanding considerably and has seen a phenomenal increase in the number of student applications. The various career paths in different industries like manufacturing, logistics, insurance, retail and chemical were made known to prospective candidates. The students flocked in large numbers to know more about the industry-academia model as garnered by the training centre.

For the past three years, it has been IGTC's constant endeavour to reach out to its alumni and strengthen the bond that was established with them during their stint at the training centre. Two Alumni Meets in 2008 and 2009 further strengthened this bond and brought many alumni together. Based on their suggestions, IGTC has officially created a Google Group - IGTC Reconnect, moderated by the Institute, to facilitate accurate, essential and frequent communication with the Alumni. The purpose of this Google Group is to circulate information on new job opportunities, to share articles/case studies, significant news and achievements and to provide cross-functional, industry-specific guidance/mentorship among the Alumni. This group is now a **one-point contact** between the Training Centre and all IGTC Alumni.

Some names associated with this group and offering support are Asavari Katre-Iyengar, Associate Vice President – Human Resources, Kotak Mahindra Bank Limited; Arun Roy, Director - Controlling & Operations, Robert Bosch Power Tools - SKIL North America; Damodar Gothivarekar, Director - Risk Advisory - Global Markets, HSBC; Farhad Nagarwala – Senior Director, Strategic Purchasing and Shared Services, Siemens Canada Limited; Prashant Chaturvedi, Director – Sales and Business Development, Capgemini Australia Pty Ltd.; Rajendra Chitale, Associate Director-Transaction Advisory Services, Ernst & Young Pvt. Ltd.; Soumyajyoti Bose –Assistant Vice President - Strategic Regional Analyst, Asia Pacific, Citibank N.A.

IGTC Convocation in Chennai

Participation at the Times Education Fair 2009

IGTC Official Google Group

Admissions 2009 – 2011

The recession did not seem to have any effect on the Admission Process at IGTC Mumbai that took place on the 22nd and 23rd of June, 2009. Not only did the previously participating companies, such as Audi, BASF, Bayer, Behr India, Bosch, Endress + Hauser, Epcos, Inverto Sourcing, Lanxess, Merck, Siemens continue their participation and support, but many other Indo-German companies came forth to enthusiastically collaborate with the Training Centre and identify interns based on their required educational qualifications and interest areas. The new corporate participants include Bosch Automotive Electronics India, DBOI Global Services, Development Bank of Singapore, ElringKlinger, Extentia Technologies, Fuchs Lubricants, Hella Electronics, Indiva Marketing, Schott Glass and Volkswagen.

It was a unique experience for both the fresh and experienced candidates to undergo multiple rounds of interview with their dream companies before gaining admission to the IGTC business administration programme. The candidates were stringently evaluated on various parameters such as conceptual clarity, leadership and initiative, creativity and lateral thinking, personal presentation and communication skills, and most importantly, suitability for training in the particular organization. Both, the candidates as well as the companies were highly motivated about the process and the IGTC programme.

Thanks to the foresight and proactive-approach of several Indo-German member companies, the unique German Dual System model continues to thrive at IGTC with a confirmed six-month on-the-job practical training for every admitted student. Across the three Training Centres - Mumbai, Bangalore and Chennai – approximately 90 trainees have been admitted for the Batch 2009 – 2011.



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1. Prasad Gade, Head HR and Anand Karanji, Manager, Software Domain, Hella Electronics Development Centre, India

2. Timo Schutz, Regional Manager South Asia, Inverto Sourcing Services Pvt. Ltd.

3. Harshad Anandapadmanabaprasad, EA to President & M.D., Jörg Mueller and Sandra Zawadsky – HR, Training & Development, Volkswagen India Pvt. Ltd.

4. Kersi Hilloo, M.D., Fuchs Lubricants India and P.K. Jain – Chief Manager Marketing