Post Graduate Programme in Business Administration

*Nurturing management professionals with an Indian heart and a German mind*
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Sculpting future leaders by integrating management theory and practice

Indo-German Chamber of Commerce

Established in 1956 and registered under Section 25 of the Companies’ Act 1956, the Indo-German Chamber of Commerce (IGCC) is a non-profit organization. It is the largest German Bi-National Chamber (AHK) abroad and the largest Chamber of Commerce in India with over 6000 member companies across diverse sectors. It is a part of the Association of German Chambers of Commerce and Industry (DIHK) located in Berlin, Germany and the worldwide network of 130 Chamber offices in 90 countries.

Headquartered in Mumbai, the IGCC has 6 other offices in New Delhi, Chennai, Kolkata, Bengaluru, Pune and Düsseldorf, Germany, and 17 honorary representatives in smaller towns and cities in India to facilitate better business contacts among Indian and German companies. It has India Desks in the Chambers of Commerce and Industry (IHKs) in 18 metros in Germany, and in the German Chambers of Commerce (AHKs) in 9 countries.

The IGCC is a highly respected institution in India and Germany. With its qualified team of over 100 professionals, it is a significant catalyst for the promotion of trade and industrial relations between India and Germany. It offers numerous services such as Business Partner Searches, Company Formations, Legal Advice, HR Recruitment, Marketing and Branding, Trade Fairs, Information and Knowledge-Exchange through Publications, Delegations and Events, and Training.

Message from the Director General

“German companies have been industrial leaders, admired globally for their technical expertise, precision and perfection in planning and execution. One of the undisputed factors credited for the success of the German industry has been the world-renowned German Dual Education System, wherein theoretical classes are organized by the Chambers of Commerce, and the practical training is imparted by the corporates themselves. The certification of the programme is done by the German Chambers of Commerce.

In India, there has been a dire need for practical training and skill development, and the Indo-German Chamber of Commerce and the German companies are only too happy to support India in this enormous task. Hence, we established the Indo-German Training Centre (IGTC) in Mumbai, Chennai and Bangalore to introduce our unparalleled German Dual Education System to India, specifically in the field of business and commercial training. We effectively adapted and applied it to Indian academic and corporate reality to create a strong industry-focussed special business administration programme. It is designed to be a win-win platform for both the industry and the students, and in turn, to provide a boost to India’s vast growth potential.

This initiative may only be a small step compared to the long way to go, but without this first step, everything is in vain. We can only encourage more German and Indian companies to participate in this model and increase their training efforts to support this crucial endeavour for a better Indo-German future.”

Bernhard Steinruecke
Director General
Indo-German Chamber of Commerce
Inculcating the right blend of intelligence, maturity and curiosity

Indo-German Training Centre

Training, based on the German Dual System of practical and theoretical learning, has been one of the key roles and services of the German Chambers of Industry and Commerce abroad. To extend this service to member companies in India and to provide them with a common management training platform, the IGCC established the Indo-German Training Centre (IGTC), Mumbai in 1991, Chennai in 2005 and Bangalore in 2008.

The Indo-German Training Centres are centrally located in the heart of the city, which makes them easily accessible for the student community and enables close collaboration with the local organisations. They are fully air-conditioned, wi-fi enabled, modern training facilities. Spacious classrooms, equipped with audio visual aids provide the right ambience for the faculty and the students to nurture their teaching-learning process. A well-equipped in-house library provides the necessary knowledge resources. All the IGTCs share a common vision under the aegis of the Chamber and conduct the following programmes:

• Flagship 18-months, full-time, Post Graduate Programme in Business Administration (PGPBA) based on the famed German Dual System to nurture future management trainees for German and other IGCC member companies
• One-year Executive Business Management Programme (EBMP) conducted on alternate weekends to equip middle management executives of member companies with a holistic, cross-functional exposure to all aspects of management
• Open Training Programmes and Customized Management Development Programmes based on the training needs of the member companies

Message from the Director

“I am proud to welcome you to our Indo-German Training Centre. As the management training division of the Indo-German Chamber of Commerce, we are privileged to collaborate with our member companies to nurture management trainees for their future requirements, as well as develop their existing managerial talent.

For the past two decades, it is credible that the Indo-German business community in India has selflessly bonded together to support our distinctive Post Graduate Programme in Business Administration based on the German Dual Education System. Through this intensive program, we interlock academic coursework at IGTC with on-the-job training at an Indo-German member company, thereby giving students multiple opportunities to practically apply their acquired knowledge to live projects.

Our collaborating companies strongly believe in the advantages of this model, as they have a solid platform to participate and select their preferred trainees, get fully involved in the teaching and mentoring process, and nurture hands-on management trainees for their future requirements. They are not only a dream destination for our students, but also a full partner in their education process.

Today, our flagship programme stands as a true success story of the much sort-after industry-academia model in education. And the best testimony to our belief is the achievements of all our alumni, who have scaled great heights on the corporate ladder to hold senior and meaningful managerial positions in organisations. On this note, I invite you to come and be a part of the IGTC experience.”

Radhieka R Mehta
Director
Indo-German Training Centre
Messages from distinguished dignitaries

“Congratulations to IGTC and Indo German Chamber of Commerce (IGCC) on their Silver Anniversary! It has not only been 25 years of delivering skills through high dedication, global - level training quality and German perfection; it’s not only about sparking enthusiasm, self - confidence and pride in the students and successfully paving their way onto the labour market with best prospects; from my point of view, it has been a visionary step to implement a shining example for a unique skilling system in India for which the Chamber, IGTC and the participating companies can be proud of.”
Dr. Martin Ney, Ambassador, Federal Republic of Germany, India

“The IGTC and the DHBW Karlsruhe, have worked in close cooperation for many years. It is a success story. The exchange programmes takes place in a friendly, almost family environment and enable students from both countries to gain new insights into the working world and culture. I am proud that we recognized the potential that India had to offer, years ago, and that we have found a reliable and strong partner with the IGTC.”
Prof. Dr.-Ing. Stephan Schenkel, President, Duale Hochschule Baden-Württemberg (DHBW) Karlsruhe, Germany

“The Goethe-Institut has been imparting German language training to the students of IGTC, for almost 20 years. Each year, the institut sends the five best performing students to Goethe-Institutes in Germany, for advanced German language courses. When they come back, many of the students wish to continue with German courses at one of the Goethe-Institutes in India.”
Beata Weber, Deputy Director and Head of Language Department Goethe Institut / Max Mueller Bhavan, Mumbai

“An Indian heart and a German mind” is the vision which inspired the IGTC’s foundation, 25 years ago. And that is the promise which the IGTC still makes, to each and every single one of its trainees today. After a quarter of a century, IGTC’s commitment to provide hands-on experience of top quality education, has not wavered but it has intensified. It is wonderful to see the German Dual Education System being enthusiastically embraced by the students. They gain, not only a profound theoretical knowledge during their time at IGTC, but also enjoy the invaluable opportunity to apply their skills and know-how, while interning with some of Germany’s top companies. This partnership doesn’t only provide advantages for the students, but also for the companies, who benefit from the contribution of young employees who think out-of-the-box.”
Dr. Jürgen Morhard, Consul General, Federal Republic of Germany

“The IGTC was very special for India as well as for Germany right from its beginning. Out of many similar institutions of the German bi-national chamber system (AHK), it was the first one that qualified students distinctly above a vocational level. In Germany itself, there was only one comparable counterpart: the Berufsakademie (Professional Academy), set up in 1974 by Mercedes and Bosch, which introduced the vocational Dual System into the academia. The Berufsakademie was of great help to the IGTC, since it fulfilled all requests for expertise during the initial stage. Every year 25 IGTC students receive the opportunity to attend a 10 days compact business programme in Karlsruhe, and 24 DHBW students reciprocally in Mumbai. This year, the newly elected president of DHBW Karlsruhe, Prof. Stephan Schenkel, joined our group and was completely fascinated by the programme and with India.”
Prof. Volker C. Ihle, Head of Department-Business Administration and Engineering, Duale Hochschule Baden-Württemberg, Karlsruhe and Founding Director, Indo-German Training Centre, Mumbai, 1991-1995
Messages from corporate partners

“Since inception of the Indo-German Training Centre, we have had the opportunity to host many IGTC students for internship. The curious minds of these students have always presented us with several learning opportunities. The IGTC has always been our preferred partner of choice, while we look for passionate and curious young minds to join Bayer. We have benefited from this association and IGTC students have contributed to the success of Bayer not only in India, but also in Bayer offices outside of India.”
Richard van der Merwe, Deputy Chairman and MD, Bayer Group in India and Senior Bayer Representative, South Asia
KS Harish, Country Group HR Head, Bayer, South Asia

“Häfele has been a participant in the selection of trainees for the IGTC’s Management program and I must say that it has brought to many high potential graduates from across the country from different academic streams. The German System of Dual Learning is a win-win situation for students and German companies alike. The students have a distinctive edge by having corporates as their learning partner and having benefit of being selected by some of the best German companies in India, which in turn lays a strong base for a favourable career ahead. For us, at the corporate side, it gives us fresh talent from campus come equally equipped with learning from the classroom and having ready exposure of the work culture and working style of my company. I look forward to the talent that these trainees will bring to Team Häfele in the years to come!”
Jürgen Wolf, Managing Director, Häfele India Pvt. Ltd.
Padma Gupta, Director - Human Resources, Häfele India Pvt. Ltd.

“It is extremely heartening, to witness IGTC’s exponential growth, since its genesis, in 1991. Today, IGTC has become a brand in itself within Siemens. We believe that the practical-oriented, dual education system, is IGTC’s key differentiator. The essence of how theoretical knowledge translates into actionable strategies in the workplace, is distilled into its graduates. Siemens values IGTC’s flexibility, when it comes to joining the various kinds of jobs we offer. The graduates support our businesses in sales, marketing and strategy, in addition to working with corporate functions. IGTCians have contributed immensely through their competence to attain our long-term organizational goals and have risen to assume responsibilities in crucial roles, not just in India, but across the world. “
Sunil Mathur, MD & CEO, Siemens Ltd.
Ramesh Shankar, Executive VP & Head - HR, Siemens Ltd.

“The IGTC programme has evolved over the years, by taking valuable inputs from their partner training organizations. Hence, the curricula and the pattern of the course has always been industry relevant. The rigorous internships of students with the organizations, help them understand various functional aspects and the entire industry life cycle, on the whole. Bosch Group has been a proud partner in aiding this process, by selecting interns every year and ensuring cross functional projects for their learning. Many of these interns and the other IGTC students, have year on year proved their capabilities, and have become a part of the Bosch family as our employees.”
Soumitra Bhattacharya, Joint Managing Director, Bosch Ltd.
BR Suresh, Sr. Vice President and Country Head, HR, Bosch Ltd.
Messages from faculty

“The German Dual Training program provides a unique learning experience. Students, after months of training at a German company, are better prepared for the job than most other management graduates that I have taught. High level of motivation, excellent faculty, meaningful support from participating companies and a nurturing academic administration — all combine to mold the students for a rewarding career in management. I am proud of my continuing association with IGTC.”
Dr. H. H. Mankad, Managerial Economics

“The close-knit environment at IGTC provides a very good opportunity for students to learn in depth and interact with faculty. Personally speaking, I give more emphasis on conceptual clarity, basic understanding and problem solving attitude. I believe that these are most important qualities for any ‘aspiring manager’. Needless to say, ethical practices and social responsibilities are essential ingredients of my deliberations. I would whole heartedly recommend IGTC to any one wanting to make a good career.”
Sudhakar Kasture, WTO and Trade Policies

“The course conducted by IGTC is absolutely unique in nature. This management programme has a blend of academics and practical knowledge. Prior to admission, students are selected by companies for internship during the course curriculum. They are able to gain exposure to market realities during their internships. Every time, students come back from their internships, their approach to the various theoretical subjects differs”
K. Parameswaran, International Finance

“The IGTC post-graduate management programme which adopts the renowned German Dual System of Education is distinctive and unparalleled in India. This business school with which I have been associated for a decade, is a unique model that brilliantly integrates management theory and practice. It embodies the famed German discipline, academic rigor, pragmatism and lists an enviable faculty. This school will scale greater heights to come, because it provides aspirants with contemporary desirable learning content and employability.
Sydney Prabhu, Principles of Management

“It is a pleasure teaching the students at IGTC. They are able to relate the class room academic inputs with real world applications because of the special nature and structure of the course, whereby the students are attached to cooperating business organisations.”
Boman Moradian, Operations Management

“The philosophy of sending students to the same training organization for three stints of practical internship is unique. As a faculty, I see a distinct transformation in the student as they progress through the program with this corporate exposure.”
S. M. Fakih, Strategic Management

“Learning at IGTC is a healthy mix of theory and practice. While understanding theory ensures that fundamentals are clear, it is the application to management education that gives IGTC its distinctive edge. Students work with organizations as part of the course and practice what they are taught.”
Chitra Chandrasekhar, Quantitative Methods
Messages from alumni

“Athe Dual System of Education provides a unique opportunity for organizations to mould talent into their respective grooves, thereby facilitating quick returns on programme completion, both for the student as well as company. The approach leverages synergies acquired through a multi-corporate environment thereby enabling the participant to develop an entrepreneurial instinct and strategic problem solving.”
Arun Roy, CFO, Chervon, USA (Batch 1992 - 1994)

“IGTC presents us with a unique opportunity to apply management education and theory in a hands-on, pragmatic manner. The initial bonding that this program created with my sponsor company has taken me a long way, as I had the exposure to multiple departments in various geographical locations, even before becoming a full time employee. The corporate overview and networking that an IGTC student can achieve during the course of the program has no parallel with other Indian business schools.”

“The Dual System of Education blends theoretical knowledge and management skills quite successfully. It has helped me to create new business opportunities, revitalise brands and ‘raise the bar’ in three top MNCs: Bosch, Black & Decker and Sony over the last 10 years in varied industries in B2C and B2B channels. I use my training at my work every day to deliver exemplary work. I am proud to be an IGTCian.”
Magesh Srinivasan, Global Sales Director – Connected Car, HCL, Bengaluru (Batch 1998 - 2000)

“The IGTC management program is unique in many ways. Training with MNCs makes the individual a complete professional and the knowledge of their corporate values, adds that extra shine on ones’ professional profile. There is a sense of belonging and wanting to ‘make a difference’ right from day one and it is this spirit that motivates career growth.”
Ahad Patel, Senior Consultant, Atos IT Solutions and Services Pvt. Ltd., Pune (Batch 2002 - 2004)

“IGTC, through its rotational experience in varied functions and within its best-in-class partnering companies, ensures true blended learning and gives a career head start to both fresh graduates and experienced professionals. It gave me a sustainable advantage in the field of Human Capital Management.”
Samir Murgude, Country HR Director, General Electric (GE) Aviation, Singapore (Batch 2002 - 2004)

“IGTC stands out as one of the pioneering institutions which recognises the paramount importance of industry exposure to shape a management grad in this world of globalisation. The curriculum, along with cream of faculty members that the institution provides, is truly world-class. Added to that, it is the IGTC culture of people and relationships that gives the much needed finesse in today’s people driven corporate culture. After my engineering, IGTC provided me with the apt platform to get a breakthrough in management consulting and I strongly believe that it was those few formative years of my career and exposure to industry which has helped steer my career to PwC London. On retrospect, it undoubtedly has also been one of my best years and experiences to cherish.”
The German Dual Education System

The German Dual Education System is one of the cornerstones of the successful brand ‘Made in Germany’ due to which a small nation of only 80 million people is able to be the world champion in exports for several years. The system is widely practiced in Germany for over 350 officially-recognized training occupations. It is also adopted in several European countries, notably Austria, Switzerland, Netherlands and France, and for some years now in China, India and other countries in Asia.

The Dual Education System has helped Germany maintain a low youth unemployment rate, has secured a supply of skilled labour to its companies and has thereby increased the competitiveness of Germany’s economy.

Characteristics of the German Dual Education System

• Joint Educational Responsibility
The model fosters joint educational responsibility between the training centre and collaborating companies, which creates the most unique combination and synergy between learning and working. It also leads to a constant modernizing of the curricula and guarantees an up-to-date learning that follows the developments of the economy.

• Practice Integration
Theory imparted in the classroom is complimented with hands-on experience at the workplace, so that real-life situations immediately test the effectiveness of classroom theory and vice versa. The system seeks to impart structured knowledge and active competence, in their proper context.

• Best Future Perspective
In choosing the dual system, the student chooses a safe future. 100% of the students receive a job placement immediately after completion of the programme.

Benefits of the German Dual Education System

For Students
• The student is an intern of an assigned company right from the beginning of the programme and receives projects and assignments according to his growing abilities.
• The student can also benefit by acquiring the hard skills and soft skills of more experienced co-workers.
• The student develops under real conditions, being a part of live projects in industry. Therefore, he can judge whether he is competent at the job quite early.

For Collaborating Companies
• The training develops the practical skills of the trainees to meet the company’s specific requirements.
• Companies can prevent personnel fluctuation by offering training, since trainees develop strong ties to their company during their training period.
• Companies can review trainees carefully and choose the best ones for permanent employment, thereby reducing the chances of wrong hiring decisions.
• By offering company-specific training, companies can eliminate the costs they would normally have in inducting new employees.
Post Graduate Programme in Business Administration (PGPBA)

- 18-months, full-time business administration programme based on the German Dual Education System

- Holistic general management curriculum delivered by experts from industry and academia

- Exposure to German processes, practices and work culture through live projects at the assigned company

- Personalized mentoring toward competency building and soft skill development

- Focus on German and intercultural learning

- Dr. Günter Krüger Award for Excellence awarded to the Best Performing Student

- Enviable placement record with 1500+ successful alumni

- Scholarships supported by Siemens available for deserving, meritorious students (preferably engineers) from less privileged backgrounds with family income not more than 4 lacs.

The IGTC model has been tested across a range of industry verticals, and has met with unanimous success among German and Indian companies in India. It is a success story of the much sort-after industry-academia model in education. It effectively sculpts leaders for the future through its unique approach of theory and practice.

By collating business fundamentals with corporate synergies, it provides a comprehensive perspective vital for business success and equips young professionals with the complete arsenal to face the toughest of corporate world challenges.
Steering a general management curriculum with exceptional faculty

The Post Graduate Programme in Business Administration is anchored in the fundamentals of a general management curriculum that is structured to take students through the complete spectrum of business education. Beginning with the basic courses on how to give winning presentations, or how a database works, it moves on to foundation courses such as statistics, economics and organizational behaviour. Students are then introduced to the major functional areas of business - marketing, accounting, operations, human resources, finance, international business - and ultimately progress toward in-depth study of these areas, both independently and in synergy with each other.

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<tr>
<th>Theoretical Term I at IGTC</th>
<th>August – October</th>
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<tr>
<td>Fundamentals of Management</td>
<td>Marketing Management</td>
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<td>Financial Accounting</td>
<td>Operations Management</td>
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<td>Cost and Management Accounting</td>
<td>Human Resource Management</td>
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<td>Quantitative Methods</td>
<td>Research Methodology</td>
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<td>Economics for Managers</td>
<td>IT for Managers and ERP</td>
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<td>Organisational Behaviour</td>
<td>Business Communication</td>
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<th>Practical Training I at Assigned Company</th>
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<td>Theoretical Term II at IGTC</td>
<td>February – April</td>
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<td>Services and Retail Marketing</td>
<td>Strategic Management I</td>
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<td>Consumer Buying Behaviour</td>
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<td>Market Research</td>
<td>Financial Management I</td>
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<td>Operations Research</td>
<td>German Language A1</td>
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<td>Business Law</td>
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<th>Theoretical Term III at IGTC</th>
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<td>Industrial (B2B) Marketing</td>
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<td>Sales &amp; Distribution Management</td>
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<td>International Business &amp; Trade Policies</td>
<td>German Language A1</td>
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<td>Industrial Relations and Labour Laws</td>
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<th>Practical Training II at Assigned Company</th>
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<td>Theoretical Phase IV at IGTC</td>
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<td>Organisation Development</td>
<td>Best Practices in German Organisations</td>
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<td>Strategic Cost Management</td>
<td>Business Ethics and Corporate Governance</td>
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<td>International Finance</td>
<td>Mergers &amp; Acquisitions</td>
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<td>Corporate Tax</td>
<td>Capstone Project</td>
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*IGTC reserves the right to change the syllabus and course structure of the programme, as per the changes in the academic and corporate environment.
The world-class faculty at IGTC personify what it means to be theoretically grounded and practically relevant, by connecting strong academic theories in the classroom to real-world examples and problems facing managers in the business world. They are not only academicians, but also industry experts who collaborate and consult with organisations, serve on corporate boards and successfully run their own companies. With intelligence and energy, these multidisciplinary trainers excel at communicating their passion for their respective fields.

Faculty adopt diverse pedagogic approaches to enhance the learning experience. Lectures, presentations, individual and group assignments, case studies and business simulations are used as teaching tools. Faculty engage students to build knowledge, create understanding in core business principles, nurture sound thinking by providing challenges and opportunities to explore and take risks. They don’t just lecture - they share information, elicit responses, spur dialogue, and encourage ideas to compete and people to collaborate.

**General Management**
Dr. H. H. Mankad, Academician and Consultant
Sydney Prabhu, Director, Academic and Corporate Boards
Sudhakar Kasture, Director, Exim Management Institute
Anant Amdekar, Academician and Consultant
Jaya Joshi, Corporate Trainer
Malavika Nagarkar, Academician
Kaustubh Joshi, Senior Consultant, KPIT Technologies
Lawaljit Bhatia, Consultant
Pranav Lunavat, Director, Velotech Solutions

**Marketing Management**
Sagar Narsian, Founder & Partner, Simplicity Communication
Rajeev Chawla, Management Consultant and Trainer
R. Venkatesh, Head - Marketing, Unitech Group
Mangesh Borse, Director, Symbiosis Advertising
*Anurag Sood, Asst. VP, Star Health & Allied Insurance Co.*
Ashish Sanyal, Managing Director, AMP Retail Services
*Swatchhanda Kher, Academician and Consultant*

**Accounting, Costing and Finance**
Shuaib Fakih, Academician and Consultant
M. Hariharan, Director, Savoir Faire Management Services
K. Parameswaran, Advisor, International Trade & Finance
Keval Shah, C.A. Consulting Edge
Dr. Jeet Shah, Consultant
Dr. Sapna Malya, CA and Academician
Ms. Anita Toshniwa, CA, Bombay Stock Exchange

**Operations Management**
Boman Moradian, Proprietor, Telesis Consultancy Services
Dr. Suhas Rane, Academician and Management Consultant
Chitra Chandrasekhar, Director, Kirthi Consultants
Dr. Rahul Altekar, Academician and Management Consultant

**Human Resources Management**
Dr. R. Krishna Murthy, Management Consultant
*Leslie Rebello, Director, L.R. Associates*
Richard Valladares, Academician and Consultant
Dr. Anita Bandopadhyay, Corporate Trainer and Consultant
Mentoring through practical projects in partnering training organizations

In close cooperation with each collaborating company, IGTC facilitates two stints (in total six months) of practical training. Training is customized according to the company’s post-training absorption requirements in various functional areas - Marketing, Finance and Controlling, Purchase, Logistics and Supply Chain, Production, Planning, Human Resources, Strategy, Corporate Communication - to name a few. This enables the company to critically examine and judge the student’s capabilities, potential and suitability for their specific needs before committing employment. They acquire trained human resources, who are in tune with the practical reality of the organization.

Students, in turn, learn to work responsibly on the live projects assigned by the company and gain lateral exposure to diverse functional areas of business management. Under an umbrella of unstinted corporate support and industry mentors, they gain the opportunity to personally develop themselves, apply their classroom learning to industry projects and become practical solution providers in the corporate arena.

Significant projects during practical training

Marketing
- Developing strategy for decorative and outdoor lighting for next 3 years - Häfele India
- Surveying the Market of Anti-Hydrolysis in Solar Film and analysis of competition for plastic additives – Lanxess India

Operations
- Supporting the new supply chain concept for Medium Volume Production plants and defining templates for daily monitoring of HPV for line managers - Mercedes-Benz India
- Digitalization of OEE loss monitoring through TPM trak – Bosch Ltd.

Accounting and Finance
- Evaluating customers credit risk & supporting group reporting, and internal financial controls - BASF India
- Consolidating of indirect SCM commodities PAN India – Siemens Ltd.

Human Resources
- Supporting the recruitment team in operations while understanding and following the compensation and benefit policies - Bayer Group
- Designing and implementing a framework to measure Training Effectiveness - Lanxess India
Complementing with German language and intercultural learning

As a part of the curriculum, all students pursue a Start A1 Deutschkurs (German Language Course, Beginners Level 1) conducted by the Goethe-Institut, Max Mueller Bhavan.

Students participate in several events such as the Indo-German Urban Mela, Oktoberfest and Christmas Market organized by the Indo-German Chamber of Commerce, thereby imbibing true German culture and spirit.
Focussing on soft skill development

The IGTC programme gives great emphasis and continuous attention on areas such as competency building, enhancing communication and presentation skills, encouraging initiative and expression of creative ideas, maintaining a healthy positive attitude, assuming responsibility and leadership roles.

Role plays, management simulations, brainstorming, discussions and working in close groups are an integral part of the programme. Students learn to solve problems by relying on one another’s strengths and expertise, building lasting bonds in the process.
Collaborating with the Duale Hochschule Baden-Württemberg (DHBW)

IGTC collaborates with the Duale Hochschule Baden-Württemberg State Cooperative University (DHBW), Karlsruhe, Germany for an intensive 12 day student exchange programme ‘Business Environment Germany / India’. The essence of this programme is to bring the two countries closer, to foster better intercultural understanding, to gain diverse experiences, and to build friendships that transcend boundaries.

The programme entails an exposure to all aspects including education and student life, industry and corporate work etiquettes, culture, history and lifestyle. IGTC hosts the DHBW students in Mumbai every January and DHBW hosts the IGTC students in Karlsruhe every July.

The IGTC Delegation at the Duale Hochshule Baden-Württemberg (DHBW)

Learning about the retail market in Germany from the Guru of retail

The delegation at Siemens, Germany

Space management, safety and precision at its best at the warehouse of Michelin tyres

IGTC students visit the Mercedes-Benz factory in Rastatt

Braving the adventurous course at Kletterpark
To help students to connect classroom theories to real time industry practices, IGTC unfurls a lecture series on ‘Best Practices in German Organisations’. With real corporate stories coming straight from industry, the series is piloted by alumni and senior managers from partnering training organisations to give the students a real-world view of different functional areas in an organisation.

Some of the distinguishes speakers include: Christian Rummel, Executive Director & CFO, Siemens Ltd.; Ray Naussedat, Vice President - Group Finance, DBOI Global Services Pvt. Ltd.; Murali Viswanathan, MD SCHOTT Glass India Pvt. Ltd; Rupesh Basu, Chief - Talent Acquisition, Siemens Ltd.; Anand Srinivasan, Head - BU Polycarbonate, Covestro India; Shishir Joshipura, MD, SKF India Pvt. Ltd.
Sensitizing values through the BASF Corporate Governance and Business Ethics Seminar Series

The BASF Seminar Series on Corporate Governance and Business Ethics, under the aegis of the Million Minds project, has been developed in collaboration with academia in order to promote good governance practices. It comprises 20 hours of teaching, training, seminars and case study development.

The contents include an overview on sustainable development, corporate governance in India and ethical dilemmas at workplace. This specially designed curriculum is delivered by senior BASF managers as faculty members, and it succeeds in its objective of sensitizing and preparing the youth to emerge as responsible corporate citizens.

Dr. Raman Ramachandran, Head South Asia, Chairman & Managing Director at the inauguration session

Dr. Laxmi Nadkarni, HR Head South Asia conducts an interactive session on HR and ethics – connecting the dots!

Manohar Kamath, Sr. Manager-Secretarial & Legal speaks about Evolution of Corporate Governance & Business Ethics

Pradeep Chandan, Chief Executive – Legal & Company Secretarial, Governance begins with Self Governance

Sunita Sule, Vice Director – Corporate Affairs, stresses on Business Ethics in Corporate Communication.

Biju Mathew, Head Procurement, conducts a lecture on Corporate Governance and Business Ethics in Procurement.
Engaging beyond academics

IGTC students learn to stretch and gain the competitive edge and time management skills by engaging beyond academics. Volunteering and giving back to the society is a subtle, underlying theme within the programme.

On the other hand, developing a streak of innovation is also experienced through participation in various simulations, workshops and design thinking training programmes. A respite in their busy schedules is, but obvious, a game of football!

A Business Simulation Game ‘Silega – An Expedition to Mount Everest’ conducted by Bayer

Bipasha Roy, Managing Director, Mobius Space Consulting, Pvt. Ltd addresses the batch about Design Thinking

IGTC at Pitch – ‘The Change’ at Bayer House

Business Innovation day at Mercedes-Benz India Pvt. Ltd.

Celebrating cultural days and festivities at IGTC

Football Meisterschaft 2017
Certifying by the Indo-German Chamber of Commerce

The evaluation process at IGTC is two-fold - encompassing theoretical assessment in every subject in each phase at the Training Centre and practical appraisal by the Training Company after every three-month stint. The evaluation process is multidimensional and on-going throughout the programme. Examinations may be written, oral, case studies, project assessments - or a combination of all these, and the phase-end evaluations are deemed as final.

On successful completion of the flagship 18-month programme, the IGTC students obtain a Post Graduate Programme in Business Administration certified by the Indo-German Chamber of Commerce.

Inspiring excellence with the Dr. Günter Krüger Award

Every year, the Indo-German Chamber of Commerce awards the Dr. Günter Krüger Award for Excellence to the Best Performing Student of each Indo-German Training Centre. This award is given in collaboration with the company finally recruiting the student and the Goethe-Institut, Max Mueller Bhavan.

The award gives the student an opportunity to study a language course with the Goethe-Institut in Germany and to understand best business practices in Germany through hands-on, practical training in his/her company.
Rewarding meritorious students with the Siemens Award for Excellence

Siemens Limited, one of IGTC’s founding partner, has instituted the Siemens Award for Excellence based on German Dual Education System. The award includes a reimbursement of the entire IGTC PGPBA tuition fee to two graduating IGTC students. With a focus on the areas of electrification, automation and digitalization, Siemens is a technology powerhouse that has stood for engineering excellence, innovation, quality and reliability.

The Siemens Award for Excellence thus exemplifies consistent demonstration of the Siemens values of ‘Innovative, Responsible and Excellence’.

Championing success through the Bayer Scholarship programme

As an Inventor company, Bayer understands that young talent is fundamental for long term sustainable growth. The Bayer Scholarships Programme called ‘Championing Success’ are an effort to recognize and appreciate meritorious students across various institutions. The rigorous and exhaustive selection process conducted gives weightage to consistent academic brilliance, fluid intelligence and personal interviews.

The winners receive a scholarship amount of Rs. 50000/- each. The scholarships signify Bayer’s commitment to corporate citizenship. Bayer also supports a wide range of projects worldwide in the fields of education and research, environment and nature, basic social needs, sports and arts.
Engaging with the best recruiters

IGTC’s ability to consistently produce holistic managerial talent, capable of matching and surpassing the best, is reaffirmed by every year’s enviable placement record. The placement process is initiated by the training companies being given the first preference to recruit their respective trainees. The company assesses the trainee’s overall work performance through the three stints of practical training, his/her career interests and job profiles available within the organization to find a suitable employment opportunity.

In many cases, this proves to be a win-win for both, as the company gains a hands-on employee already well-oriented to the organization, while the student gains a stable career. If the training process does not culminate into a meaningful placement, the students are assisted with the process of applying to various other organisations to enable them to build a successful future.

Past Recruiters:
Amazon India
Archroma India Pvt. Ltd.
Audi India
Bayer Group in India
Bharat Forge Limited
Biobase Databases
Bosch Ltd.
Bosch Automotive Electronics India Pvt. Ltd.
Clariant Chemicals (India) Ltd.
DBOI Global Services Pvt. Ltd.
Deutsche Bank India
DHL Express (I) Pvt. Ltd.
Dorma India Pvt. Ltd.
Dr. Oetker India. Pvt. Ltd.
Epcos India Pvt. Ltd.
Evonik Industries
Extentia Information Technology
Fuchs Lubricants India Pvt. Ltd.
General Mills India Pvt. Ltd.
GEP Consulting
Häfele India Pvt. Ltd.
HDFC Bank
Hella India Electronics Ltd.
Indiva Marketing

Indo-German Chamber of Commerce
Infiniti Retail
John Deere
Knorr-Bremse Technology Center India
KSB Pumps Ltd.
KUKA Robotics India Pvt. Ltd.
Lanxess India Pvt. Ltd.
MAN Trucks Pvt. Ltd.
Mercedes-Benz India Pvt. Ltd.
Merck Ltd.
Mott MacDonald
Nepa India Pvt. Ltd.
Neilsoft Ltd.
NRB Bearings Ltd.
NRB Industrial Bearings Ltd.
Protos Engineering
Rittal Limited
Schaeffler Group
Schmersal India Pvt. Ltd.
Schott Kaisha
Siemens Financial Services Pvt. Ltd.
Siemens Ltd.
Steinbach & Partner
Tata Consultancy Services Ltd.
Unipart Logistics
Urban Ladder
Vedic Systems Pvt. Ltd.
Volkswagen India Pvt. Ltd.
Wacker Chemie India Pvt. Ltd..

......among many others
Following the corporate path as demonstrated by our alumni achievers

The success of our alumni in multinational organizations is our yardstick for excellence. At present, IGTC has more than 1000 successful alumni in different countries around the world - a network that expands steadily with each graduating class.

**Farhad Nagarwala, 1991-1993**
VP Finance & Divisional Controller, Finance and Controlling, Strategic Purchasing and Supply Chain, Siemens Canada Ltd., Toronto

**Malini Pant, 1991-1993**
Executive Director, Head - Global Business Resiliency, India & Philippines Risk and Control, JP Morgan Chase, Mumbai

**Arun Roy, 1992-1994**
Chief Financial Officer, Chervon Limited, USA

**Mahesh V. Kanchan, 1992-1994**
Director - Marketing, Carlsberg India Pvt Ltd., Gurgaon

**Priya D’Cruz, 1993-1995**
Vice President- HR, Bayer CropScience Ltd., Mumbai

**Dinesh Khanna, 1993-1995**
Executive Director – Sanmar Engineering Technologies Ltd., Chennai

**Aditya Parulkar, 1994-1996**
President, Penta Freight Pvt. Ltd., Mumbai

**Damodar Gothivarekar, 1995-1997**
Director - Global Markets, HSBC, Dubai

The training centre graduates work across a wide spectrum of roles, responsibilities, and organizations including consulting, financial services, venture capital, high technology, manufacturing, retail, and consumer products.

**Pallavi Shastri, 1995-1997**
General Manager - HR, Bosch Ltd., Bengaluru

**Prashant Chaturvedi, 1996-1998**
Vice President and Head of Industry Sectors, Capgemini Australia Pvt. Ltd., Australia

**S. Kumar, 1996-1998**
Director - Controlling, Bosch Automotive Electronics, Germany

**C. K. Shriram, 1997-1999**
Director - HR, Hewlett-Packard India, Singapore

**Soumyajyoti Bose, 1997-1999**
Senior Vice President, Citigroup, USA

**Sachin Wagh, 1998-2000**
Marketing Manager, Evonik Industries AG., Germany

**Devarajan Iyengar, 1999-2001**
PRO Management Consulting, Bayer CropScience Ltd., Germany

**Rohit Mogra, 2000-2002**
Director – HR, Myntra Designs Pvt. Ltd., Bengaluru

**Sushmita Datta, 2000-2002**
CEO, i-Chess Chemicals Pvt. Ltd., Mumbai

Alumni Arun Roy, CEO, Chervon, USA motivates the young aspiring managers

Alumni Ekta Dusija, Project Manager – Marketing at Bayer Group imparts her success mantras to the students
Fulfilling expectations of esteemed luminaries and corporate dignitaries

IGTC students are a part of official IGCC events such as the Annual General Meeting and the Founder’s Day Lecture, which brings them into direct contact with high-ranking officials, international delegates, and corporate luminaries, integral to the continued growth of today’s business world.

**Esteemed luminaries**
- Shri Devendra Fadnavis, Chief Minister of Maharashtra
- Dr. Raghuram Rajan, Governor, Reserve Bank of India
- Hon. Rainer Bruederle, Former Minister for Economics and Technology, Federal Republic of Germany
- Hon. Peter Friedrich, Minister for Bundesrat, Europe and International Affairs of the State of Baden-Württemberg, Germany
- Mr. Fritz Kuhn, Lord Mayor of the City of Stuttgart
- Dr. Jürgen Friedrich, CEO of Germany Trade and Invest
- Dr. Jürgen Morhard, Consul General, Federal Republic of Germany
- H.E. Dr. Martin Ney, German Ambassador to India
- Dr. Martin Wansleben, Director General, DIHK
- Dr. Dorothea Wagner, Vice-President of the German Research Foundation
- Mr. Matthias Kruse, MD of IHK Rhein-Neckar
- Mr. Wolfram Jäger, First Mayor of Karlsruhe

**Corporate Dignitaries**
- Dr. Abhay Firodia, Chairman & MD, Force Motors Ltd.
- Dr. Albert Hieronimus, former MD, Bosch Limited and current Chairman of Bosch Rexroth AG Board of Management, Germany
- Dr. Armin Bruck, CEO - Singapore Siemens Ltd.
- Dr. Baba Kalyani, Chairman and MD, Bharat Forge Ltd.
- Dr. Clas Neumann, Sr. Vice President & Global Head, SAP Labs
- Mr. Deepak Parekh, Chairman, HDFC Bank
- Mr. Georg Sparschuh, President, SCHOTT Glass India Pvt. Ltd.
- Mr. Henning Sasse, Head of Techport at ACC Ltd.
- Mr. Nirmal Bhogilal, Chairman and MD, Batliboi Group
- Dr. Raman Ramachandran, Head South Asia, Chairman & Managing Director, BASF Group in India
- Richard Van-der-Merwe, Deputy Chairman and MD, Bayer Group in India
- S. Ramesh Shankar, Executive Vice President and Head of Human Resources, Siemens Ltd.
- Sunil Mathur, MD and CEO, Siemens Ltd.
- Tapan Singhel, MD and CEO, Bajaj Allianz General Insurance
- Wilfried Von Rath, Member of the Executive Board, MAN Diesel & Turbo SE
Anchoring the dual system through an industry-driven admission process

Eligibility

B.E./B.Tech./B.Com./B.M.S./B.M.M./B.Sc./B.A. graduates with 0-3 years of work experience and over 50% aggregate marks are eligible to apply to the IGTC programme. Students appearing for their final year examination may also apply.

They will need to produce documentary evidence of having passed the examination with a minimum of 50% before commencement of the programme, failing which their admission will be cancelled and no refund of fees will be given.

Selection Process

**Stage I: IGTC Online Written Test, Past Academic Performance and Work Experience**

IGTC Online Written Test (100 marks)
- Verbal Ability
- Quantitative Ability
- Logical / Analytical Reasoning
- General Awareness
- Written Communication

Past Academic Performance and Work Experience (50 marks)

Applicants are evaluated on the basis of the above parameters and shortlisted for the Personal Interview Round (Stage II).

**Stage II: Personal Interview conducted by Collaborating Training Companies**

Organisations review the profiles of shortlisted applicants (after Stage I) and indicate their preference to interview the applicants that match their requirements. Hence, every shortlisted applicant has the opportunity to interview with one or more partnering training organisations and to prove his/her merit to be selected for a training place in the company. On completion of the interview process, the companies give their decision to IGTC regarding their selected trainees. Based on this, the applicants are allotted to his/her respective training organisation and offered admission to the IGTC programme. This distinctive and unique admission process ensures that every selected applicant is connected to a partnering training organisation right from the time of admission to the IGTC programme.

Personal Interview Evaluation (100 marks)
- Personal Presentation and Communication Skills
- Conceptual Clarity
- Leadership and Initiative
- Creativity and Lateral Thinking
- Suitability for Training
Application Procedure

Applicants must download the PGPBA e-brochure and fill in the online application form on mumbai.igtcindia.com. The application form fees are Rs. 1500/- + 9% CGST + 9% SGST (or as amended from time to time) which have to be paid by cash/cheque/online via the IGTC website.

Programme Fees

The programme fee is Rs. 3,00,000 + 9% CGST + 9% SGST (or as amended from time to time). Fees must be paid by Demand Draft only in the favour of the ‘Indo-German Training Centre’. Fees once paid will not be refunded. Every student is expected to carry his/her own laptop throughout the programme for effective learning during theoretical as well as practical training phases.

Siemens Scholarship

As a part of their Corporate Social Responsibility, Siemens Ltd. introduced the Siemens Scholarship for Management Students at IGTC. Under this valuable initiative, Siemens sponsors the entire tuition fee at IGTC for 10 meritorious students from less privileged backgrounds (with annual family income less than 4 lacs). The practical training for these students as a part of the dual education programme will also be undertaken by Siemens Ltd.

Selection Process for Siemens Scholarship

Stage I: IGTC Online Written Test, Past Academic Performance and Work Experience

Stage II: Personal Interview conducted by Siemens Ltd.

*The selection criteria is purely merit based and conducted as per the requirements of the participating training companies. The decision of the IGTC Director on all admission and academic matters is final and binding. No correspondence in this regard will be entertained. Any grievance/dispute arising thereof falls only within the jurisdiction of the High Court of Mumbai in the State of Maharashtra. In case, due to exigency of situation, the centre is required to make any changes to the programme, such changes will be displayed on our website / office notice board, which will be considered as final.

*IGCC has not sought approval from the All India Council for Technical Education (AICTE) for conducting the Post Graduate Programme in Business Administration.
On December 10, 2016, the Indo German Training Centre (IGTC) witnessed the most outstanding show of love, affection, warmth, unity, bonding and nostalgia; with a lot of credibility and respect. It was after all, the 25th Anniversary Celebration, Alumni Reunion and Homecoming; which students, alumni, partner companies and associates participated in, with full gusto. One feeling which clearly took over all the alumni was nostalgia, but furthermore, they also made one more memory to cherish and remember with a smile, for the rest of their lives.

**Inaugural panel:** The event commenced with an inaugural panel addressing the audience and sharing their thoughts, experiences and journey with the IGTC.
Bernhard Steinrücke, Director General, IGCC,
C. S. Mathur, President, IGCC,
Dr. Juergen Morhard, Consul General, German Consulate, Mumbai,
Prof. Volker C. Ihle, Head of Department – Business Administration and Engineering, Duale Hochschule Baden-Wuerttemberg, Karlsruhe, Germany and Founding Director of the IGTC,
Mickey Dayal, General Manager, Internal Audit, Siemens, Former Director, IGTC, Mumbai, 1991-1999
Everyone on the inaugural panel then wished IGTC a hearty congratulations and a long, successful journey ahead.

The inaugural panel members unveiled the Festschrift, the celebratory issue of the Indo-German Training Centre.

**Masterclass in Leadership:** Capt. Raman, Former CEO, NATGRID (National Intelligence Grid) and President, Reliance Industries was the elite professor for the day as he transformed the entire audience to a student community. He conducted a Masterclass on ‘Leadership in a VUCA (Volatile, Uncertain, Complex, and Ambiguous) World’. It was an informative and very interesting lecture, as the army was used as an example, to explain the operations of the corporate world.

**IGTC Anthem:** What could be more special and memorable that the premier of the IGTC Anthem ‘Phenomenal we will be’. All the students, alumni and corporate partners sang in unison filling the entire audience with pride and the true spirit of being an IGTCian!

**Panel Discussion:** An engaging and insightful discussion on ‘Learning: A Gift, A Skill and A Choice.’ was hosted by an eminent panel comprising of IGTC’s corporate partners –
Dr. Raman Ramachandran, Chairman & Managing Director, BASF India Ltd. and Head, BASF, South Asia;
Priya D’cruz, General Manager- Local HR Services, Bayer Group in India and Alumni, Batch 1993-1995;
Dr. Santosh Bhave, Senior Vice President HR, IR & Admin, Bharat Forge Ltd;
B. R. Suresh, Vice-President – HR, Bosch Limited;
Surabhi Mittal, Vice President, HR & Administration, LANXESS India;
Rupesh Basu, Chief Manager – Human Resources, Siemens Limited;

**Faculty Felicitation:** Another important ceremony that took place was the felicitation of the IGTC faculty members. people without whom IGTC would not be where it is today. All the current faculty members were given memento cards, with a short write-up about them.

**Nostalgia:** Alumni hit the photo booth and clicked pictures with their batch mates, friends, and faculty members, to capture as many happy moments as possible.

**Open house at IGTC:** All the alumni were invited back to IGTC, to see how the institute had changed over the last 25 years.

**After party:** The day ended with a fantastic party at Flamboyante, Mumbai, for all the alumni. Everyone came dressed in their best, and made the most of the occasion by spending as much time as they could with their fellow alumni.
Leadership
Sculpting future leaders by integrating management theory and practice

Management
Developing conceptual clarity and strategic approach to problem solving.

Emotional
Incubating the right blend of intelligence, maturity and curiosity.

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