Induction Program for 2nd Batch
Date: 25th July, 2009
Time: 09.30 am - 11.30 am
Venue: Plato Hall

Induction Programme of Executive MBA 2nd BATCH (2009-2010)

Prof (Dr.) Mangesh Karad - Executive Director, Prof Sunita Karad - Director IT and Prof (Dr.) Sayalee Gankar - Director of MIT College of Management graced the occasion. Various faculty members were also invited for the program. Prof (Dr.) Sayalee Gankar welcomed the guests and the new batch and emphasised the importance of setting a vision, developing a global perspective, undertaking practical projects and expanding the knowledge. Executive Director - Prof (Dr.) Mangesh Karad in his unique style motivated the batch and focused on the need of Executive MBA programme for the era. He also highlighted the importance of ethical values.

Executive MBA Programme introduced themselves. They shared their experience and guided the new batch executives. The function followed by brief introduction of faculty members and students of 2nd year batch of Executive MBA Programme.

“Explore The Genius Within”

The facilitator, Mr. Dinesh Nathani, Director of ‘Synergy with Energy’, a well known behavioural, Industrial and spiritual trainer conducted the lab in his great motivating style. The main theme was self analysis. Through various activities Mr. Nathani helped the participants to identify genius within, he awakened the participants to understand oneself and think positively in life. He told everyone that life is God’s gift and we should make the best use of it in the organisation and in personal life to benefit the generations to come. The participants enjoyed the experience and truly understood how to explore the genius within themselves.
Learning Lab 2  
**Date:** 29th August, 2009  
**Time:** 10.30 am - 03.00 pm  
**Venue:** Smart room  
“Analysis of Annual Report”

Financial analysis and its application to the work place is important there for this programme is organised to developed these skills of the participants. The facilitator for the event Mr. Pradeep Namjoshi, is General manager of finance for Sakal papers in Pune. Mr. Namjoshi selected the annual report of Finolex Cables - 2008-09. He began with the understanding of the auditor’s report followed by the reading of the financial figures and finally calculating various rati o’s and interpreting them. He told the participants that a thorough study of the annual report gives us an insight into the company’s working, efficiency of personnel and trend of company’s performance and it should be studied for 2-3 yrs. The session ended with Mr. Namjoshi asking the participants if they would invest in the Finolex cables after the analysis. The participants had a great learning experience and benefitted by the workshop.

Learning Lab 3  
**Date:** 12th September 2009  
**Time:** 10.30 am - 03.00 pm  
**Venue:** Smart room  
“Team Building”

The facilitator Mr. Balsubramanyam, is one of the most experienced Industrial Trainer, especially in HR field. He shared his experience with us about team building with the help of few situational case studies. The 1st case study - “How will you lead your team for better decision in different situation” and the 2nd case study was on Team building and Coping with Inter-Personal Relations. Through the analysis of these two case studies Mr. Balsubramanyam explained and helped the participants understand the various processes and the concept of team building. The participants found the Learning Lab - 2 to be an enriching experience.

Learning Lab 4  
**Date:** 20th September, 2009  
**Time:** 10.30 am - 03.00 pm  
**Venue:** Smart room  
“Stress Management”

The facilitator for the event was Prof. Vidyasagar a Yoga trainer and also an acclaimed academician. The session started with a video clips of regular office situations where people face stress and their reaction to it. It was followed by a discussion on what is stress, types of stress, various types of stressors and stress related illness. Prof. Vidyasagar, then taught the students self instructing exercises which help as stress relievers, he also dispensed questionnaire to students which helped them to understand their stress level. In the last phase he told the students about the ways of coping with stress at work. The students had a very positive experience and found the workshop be very helpful to them in their future to cope with everyday stress.
Learning Lab 6
Date: 14th November, 2009
Time: 9:30 am - 01:00 pm
Venue: Seminar Hall, 5th floor, N2 building
“Cross Cultural Management”

The facilitator for this event was Mr. Ravindra Utgikar, Senior General Manager for Suzlon Energy Ltd. The learning lab on “Cross Cultural Management” was quite informative. Mr. Utgikar started a session with an introduction to the globalization. The session was divided into two phases. In phase 1 students were asked to become proactive while discussing slides. With the help of examples Globalization and its relevancy were dealt with. Thereafter, the physical, philosophical and relational aspect of culture with respect to globalization in terms of trade was discussed thoroughly. Students were also introduced to the 4 new Ps in Global market, i.e. People, Process, Planet & Profit. The various strategies and guidelines related to global business were dealt and the importance of appreciating diversity was also accredited. In phase - II a case study was dealt. The class was divided into 3 groups, each group were to deal with 2 questions. The students came up with the importance for top management echelon to be in continuous learning mode vis-à-vis national culture. While discussing further part it was made clearer that, formulating strategy that can adapt to local culture is an evolutionary & important process.

Learning Lab 7
Date: 21st November, 2009
Time: 10.30 am – 02.30 pm
Venue: Seminar Hall, 5th floor, N2 building
“Strategic Innovation Management”

The facilitator for this event was Prof. Dr. Mona Shah a reputed academician and industrial trainer. She opened the session by asking each student to write their name on paper and describe themselves in one sentence. The Phase 1 of the program was dedicated to understand the difference between Invention and Innovation. The facilitator asked the students to write the names of the new industries that have come into existence recently then she discussed which industries have come into existence because of invention or because of innovation. Phase 2 of the lab consisted of making students aware of their innovative strengths. The facilitator made the participants aware of these strengths by making them solve 10 puzzles which required thinking out of the box. This gave an opportunity to everyone to make a judgment about one’s innovative strengths. The session ended with facilitator enlightening the students that everyone has strength of innovation which one must sharpen to grow.

Learning Lab 8
Date: 14th December, 2009
Time: 10.30 am – 02.30 pm
Venue: Smart Room
“Root Cause Analysis & Decision Making”

The facilitator for this event was Mr. Kiran Walimbe, Director of Dilip Chhabria Designs Ltd. The session started with facilitator informing students that one should start process of decision making with end in mind. He said, that only those circumstances which are not of recurring nature call for decision making. Later he discussed various root cause analysis techniques such as the Why, Why or 5 why analysis, the Fish bone Diagram, the 7 Hats. In the last phase of the session he said that decision making is nonlinear recurring process. Most decisions are made by moving back & forth between choices of criteria. The session ended with facilitator enlightening the students that everyone must avoid 5 traps in making decision.

Learning Lab 9
Date: 19th December, 2009
Time: 9:30 am – 01:00 pm
Venue: Seminar Hall, 5th floor, N2 building
“Leadership Management”

The facilitator for this event was Mr. Milind Limaye who is a renowned trainer and consultant for ISO 9000. Mr. Limaye is an engineering graduate. Along with engineering degree he has done ICWA, MMS & PGDBM. He has 12 years experience in Engineering Industry and 9 years in Software Industry. He has won awards in paper writing and his Book ‘Software Testing - Principles, Tools and Techniques’. He taught the concept of leadership mapping which is done by understanding and analyzing Value, Mission, Objective, Goal, Policies, Strategies, Team building, Resource Management, Taking Risk, Celebrating Success and Conflict handling. He explained difference between a Leader and a Manager. He further described qualities of good leader. He further explained various styles of leadership, and Role of leader in conflict handling and various conflict handling modes. The session ended with vote of thanks.
“Differences in Strategies/Policies Practices in Indian Scenario and Foreign Countries with special reference to Qatar”

The guest speaker for this event was Mr. Aniruddha Kulkarni HR Manager Bank of Qatar. Mr. Aniruddha Kulkarni opened the lecture with an introduction of few HR concepts like job specification, job analysis etc. This was followed by question answer sessions about HR norms followed in Qatar, Policy of Qatar govt. about preferences to various and their own nationals and also what are the various problems he had to face due to cultural and life style differences and how did he overcome them. He answered the above questions at length. He also said that basic HR principles and practices are same between India and Qatar. He pointed that any intercultural problems can be overcome if one takes interest in the cultural aspects of the country that one works. This is exactly what he did and adjusted to Qatar culture.

Sustainability

The guest speaker for this event was Mr. Abhay Jagdale who is the CEO Kalyani Infotech Solutions Ltd. The basic topics covered in this session were Introduction of Sustainability, Definitions/background, Global recession Vs. Sustainability, Global corporate examples of Sustainability, Practical examples, Sustainability with respect to - Design/Innovation/Mfg/Technologies. Major focus of this session was one of the technique or method by which companies can earn money during recession times when there is a major business cut and no addition of new business. An introduction has been given about how these techniques can be implemented in the microeconomic and macroeconomic environment to reduce the consumption of the natural resources which are limited and overloading on the nature.

Workshop on Marketing Case Study

The guest speaker for this event was Mr. Kumendra Raheja a Corporate Trainer. The facilitator opened the session by asking the participants about the importance of case study method. During the discussion he informed that case study method develops the method of systematic analysis and of thinking about a case or a situation from various angles. He informed the students what are the steps in solving a case study. Before the session he had distributed a couple of cases in the class. At first the students worked in the group and tried to solve the case study systematically and come out with answers to the questions. The session ended by facilitator that a case can have various solutions the most important thing is how one analyses the case from various angles and justifies the answer.