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Message from Director



The call for reforms in the Indian education space has never calmed since the very first Education Policy which came out in 1968. Since then, several changes have taken place, both in the education policy and in the country to reflect the ever-so-dynamic circumstances.

The draft of the National Education Policy 2019 (NEP) was released in the public domain on June 1, 2019, and gives us a fresh understanding of how the policy makers look at the current educational landscape, and the path ahead for the country. The draft Policy provides for reforms at all levels of education from school to higher education. It is a welcome step that the draft acknowledges that there are still major gaps in our current education setup, and that it bases itself on the pillars of Diversity, Quality, Inclusion and Accountability. It is also a first when we have an 'India-centred' educational model.

However, the real challenge lies in the execution of the plans, and the timely achievement of the targets. This is more so the case with the recommendations regarding higher education, given that the government has given itself a deadline of 2020 to transform higher educational institutions.

A significant recommendation in the NEP pertains to the four functions of higher education – Regulation, Standard Setting, Accreditation and Funding; and mandates that these activities be undertaken by separate entities. As per this, the National Higher Education Regulatory Authority (NHERA) shall become the sole regulator for all higher education; the National Assessment and Accreditation Council (NAAC) would function as the top level accreditor and shall assess higher educational institutions every few years. There is also a National Research Foundation (NRF) which shall support, mentor and fund quality research in these institutions. It is also recommended that a board of governors be formed for these bodies, who shall then formulate Institutional Development Plans.

As per the draft, this entire structure shall be led by a super-unit in-charge of policy making for the country – the Rashtriya Shiksha Aayog (RSA), which shall be headed by the Prime Minister. This has caused concerns about increased bureaucratisation in the educational institutions; and also on the autonomy of these bodies.

There is still room for improvement in the draft – especially to address the concerns of autonomy. It would be prudent to incorporate more voices from academia, or even increase the direct participation of the students and academicians from the institutions themselves.

Further, it has to be ensured that the proposed NHERA, NRF etc. do not recapitulate the practices and perceptions of the current regulatory authorities in Higher Education.

Another unaddressed issue relates to the employability and skill development in the graduates. Much has been said about the skill-gap where despite many degrees, graduates are still lacking in the skill-sets required by the industry. There is an urgent and important need to revise the course content, and teaching methodologies to make higher education more employment-oriented. This would also necessitate a mechanism to set common standards and rigour across institutions

Message from Dean (Academic Services)



The ICC World Cup 2019 saw an unexpected ending. The debate over the rule that declared England as the Winner on the basis of larger number of boundaries will continue for some time to come. Commentators and cricket legends are proposing different possible alternatives to decide the winner. One such solution proposed by Sachin Tendulkar is to have a second Super Over

to decide the Winner. 2019 saw the introduction of a new rule at the Wimbledon Championship as well. Interestingly, the new rule was decided Novak Djokovic as the Winner on the basis of the 'final-set tie-break' after the score reached 12-12 in the fifth final set. In a way, the new rule at Wimbledon seems to be just and fair because (a) gives ample opportunity to both the players sufficient opportunity to win; and (b) it helps conclude the match within reasonable amount of time.

What can we learn from these two incidents? First, competition is no longer one sided; it is becoming tougher. Many times it is difficult to decide who played better. But, we are not looking for joint winners. Winner is 'Only One'! Second, it is very important to have knowledge of the rules of the game that you are playing and to strategise accordingly. Every move that you make has to take into account the implications. Before the game starts, the rules are set!

In the same way, (the game of) business has undergone a tremendous change and it has to be carried out (played) by the new rules! The new rules of business are (a) thinking the unthinkable (innovating) and (b) delivering or executing results within reasonable time frame.

Students, learn these rules well and emerge as successful managers of your careers and life!

Dr. Hitesh Arora

Student Editor



Being at the helm of the student body of FOREword is the biggest opportunity I have been given during my time as a student at FORE School of Management. The mission and vision for this prestigious committee is equally shared among all the members and we will strive to achieve them, as well as, provide a direction for those who come after. It has been an

immense pleasure serving this committee and putting in the efforts to align academic and corporate objectives with the functioning of the editorial committee. With this, I would also like to welcome the new academic batch (2019-21) to the institute and wish them all the best for their future endeavours.

"You can't go back and change the beginning, but you can start where you are and change the ending." – C.S Lewis

Shakya Dutta

offering similar degrees. For this, both private and government run institutions must have their roles and orientations set clearly in the NEP as their output objectives are same; variations will be only on account of their sectoral differences. Thus, the driving force and the guiding principles of this NEP must be driven by output expected or delivered. This output ought to be clearly stated.

The current NEP proposal must be made absolutely transparent, objective and efficient in its intent and actions. While pertinent issues like consolidation of regulatory bodies are welcome, 'wish list' items like the establishment of new institutions, restructuring old ones, use of technology, and boosting vocational education need clearer roadmap.

Dr. Jitendra K. Das

Induction Ceremony for Batch 2019-21



Dr. BBL Madhukar addressing the gathering at the induction ceremony

FORE School of Management, New Delhi welcomed the batch of 2019-21 of management aspirants with Induction Ceremony held on June 21, 2019. The ceremony had Ms. Jaya Singh, Associate Director, Lead Search-Recruiter and Consulting and Ms. Anjali Amar Joneja, Country Manager, Verizon as the Chief Guest and the Guest of Honour respectively. Besides their sterling careers, the fact that they are both alumni of the B School, was further inspiration to the students of the new batch. The Induction Ceremony for PGDM, PGDM - International Business, and PGDM - Financial Management students began with the auspicious lighting of the lamp. Prof. Sanghamitra Budhhapriya, Dean - Academics started the proceedings by welcoming the new batch of students. She spoke of the journey of transformation they would be taken on during the course of their programs. She assured them of the fact that the institute will do whatever it can to help the student reach his or her ultimate potential. The institute always strives to focus on leadership development but the onus of developing eventually lies with the student.

Dr. Jitendra K. Das, Director then took to the stage for the highly anticipated welcome address that offered the gathering plenty of food for thought. During his speech Dr. Das asserted that the B School would do everything to ensure that students'



Dr. Jitendra Das addressing the audience at the induction ceremony

expectations and aspirations were matched. "We will always make sure that you are provided with all that is required for quality learning, but it is up to you to have the zeal to learn and transform yourselves into the able beings," he said. He then took the students through highlights of the curriculum and activity-based learning before reminding them that education should be seen as *tapasya*, which bears fruit when efforts are put in. It was the perfect moment for the ceremonial orientation oath by the freshers. It was followed by Dr. BBL Madhukar's address to the gathering. The Vice President (Finance) and Treasurer of the B School talked about the common corporate practices that affect the indigeneity. According to him, our culture and language are our assets that need to be nurtured. "It is the R&D where the companies should invest to ensure their growth, rather than mimicking their foreign counterparts," he added to a round of applause.

The next person to take to the podium was Ms. Anjali Amar Joneja, Country Manager, Verizon has come a long way in her career since her first day on FORE School of Management campus in 1994. She started off by sharing her journey at FORE and friends she made during her program. She highlighted the importance of resilience through her own example of getting through to IBM, her dream company, on 20th attempt. "If you



Dr. BBL Madhukar Presenting a memento to the chief guest Ms. Jaya Singh



Audience reciting National Anthem



Ms. Anjali Amar Joneja (Guest of Honour) addressing the gathering dream, whatever you dream for, set it in your heart and make sure that you achieve it" she said before offering her *mantras* for success to the freshers. She stressed on two very important components of life which immensely helps in the corporate career - networking and mentorship. She urged the students to be as active as possible when it comes to networking with new individuals and to always be on the lookout for good mentors.

Ms. Jaya Singh, Associate Director, Lead Search-Recruiter and Consulting, the Chief Guest for the day also shared anecdotes from her illustrious career to drive home her point with the students. She talked of the time when she moved from Pepsico, a global MNC to Hindustan Times, a Hindi daily. She said that she liked the transition because the job brought her closer to her roots. "Have plans but not a fixed mindset. Clarity in life is important. Asking for help from others is not a weakness, collaborate," she recounted some of her success secrets. She related well with the students when it came to the topic of not being so sure as to which specialization(s) to pursue but she also assured them that as the courses progress gradually, the clarity of choices will keep increasing as the students orient themselves with the different areas of management study.

Dr. BBL Madhukar offered tokens of appreciation to the Chief Guest and the Guest of Honour for gracing the occasion. It was a day of new beginnings made special with thoughtful words, advice and inspiration that will be the perfect start for the journey the freshers will be taken on for the next two years.



Students listening in rapt attention

FORE Alumni Chapter Meets 2019



Singapore Chapter meet at Singapore

The Singapore Chapter Meet of FORE Alumni took place at NTU Alumni House, Singapore on March 28, 2019, 7 pm onwards. The total number of attendees was 15.



Western Chapter meet at Mumbai

The Western Chapter meet of FORE Alumni took place at Mirador Hotel, Mumbai on March 2, 2019, 7 pm onwards. The total number of attendees was 46.



Eastern Chapter meet at Kolkata

The Eastern chapter meet of FORE Alumni took place at Regenta Orkos Hotel, Kolkata on March 2, 2019, 7 pm onwards. The total number of attendees was 14.



Southern Chapter meet at Bengaluru

The Southern Chapter meet of FORE Alumni took place at President Hotel, Bengaluru on March 2, 2019, 7 pm onwards. The total number of attendees was 45.

High Level Business Delegation April 10-14, 2019 at Mauritius



Dr. Jitendra Das greeting H.E President of Mauritius

FORE School of Management, New Delhi in association with the Indian Chamber of Commerce and the Hon. Consulate of Mauritius in Kolkata took a high level business delegation to Mauritius from April 10-14, 2019. The delegation was led by Mr. Roopen Roy- past President of ICC. The objective of the delegation was business expansion to Africa through Asia's gateway to Africa i.e. Mauritius.

During the visit, the delegation met some of the key people from the relevant sectors for deliberating on business development in Mauritius, Africa. Through the four day visit, the delegation met H.E. President of Mauritius, H.E. Prime Minister of Mauritius and the Indian High Commissioner. The delegation also had meeting with the members of the Economic Development Board, signing of MoU between ICC and MCCI (Mauritius Chamber of Commerce and Industry), officials of the State Bank of Mauritius, presentation on opportunities in Mauritius by Deloitte officials etc. Apart from the above the delegation also met the officials of Ministry of Commerce and Industry, Health Ministry, Tourism Ministry and some B2B meetings. Overall, the visit was successful with each member's purpose being met.

While addressing the members of the Economic Development Board of Mauritius, the need for strengthening Indo- Mauritius relations and the opportunities lies ahead for the entrepreneurs of both countries Dr. Jitendra K. Das, Director of FORE School of Management stated that "India is today one of the largest economy in the world. By 2025 India would be the 3rd largest economy in the world. Having strong ties with India would benefit Mauritius, being closely associated with India, there is huge potential for Mauritius in India. There is lot of advantageous to Mauritius compared to India... Lot of entrepreneurs in India

would like to expand business to further heights. Showing path to Africa through Mauritius will be encouraging them. It should be focused up on". He added "Business does not fail due to lack of policy. You may have great policies. It fail due lack of proper execution. Policy and governance are equally important"

The high level delegation comprised of some renowned people viz., Mr. R. K. Sharma and Mr. Ameve Sharma from the Baidyanath Group; Dr. Rajeev Singh- Director General, ICC; Mrs. and Mr. Jabbal, CEO and Chairman, Contemporary Group; Mr. Kunal Ganeriwal- Founder Promoter, Balaji Marbles; Dr. Jitendra Das- Director, FORE School of Management; CMA Sanjay Gupta- Immediate past President of ICAI; Dr. Shyam Agarwal- President ICSI; Dr. Pradipta Mohanty- Chairman, SNM Group of companies; Mr. Vijay Ramaraju- Founder & CEO, Instagreen tea; CA Nitin Kumar- CFO 100 Roll of Honor Awardee 2016; Mrs. Vandana Jha- CA and Senior Banker; Mr. Anand Lobo- CEO, JB Ludhani Group of Schools; Mr. K. R. Raghunath- Founder and MD, KIS Group; Mr. Debmalya Banerjee- Regional Director, ICC, to name a few.



Dr. Jitendra Das addressing the gathering at the Economic Development Board of Mauritius

International Immersion Program 2019 for PDGM – FM Batch



Faculty along with the batch PGDM- FM01 during IIP Singapore

International Immersion Program is a part of the full time course curriculum after Term-III for students to have an exposure of international business scenario. All the full time students at FORE attend one week course at one of our international partner institutions, which includes industrial and corporate visits at foreign location. International Immersion Program for PGDM- Financial Management batch for the academic year 2018-19 was conducted from June 03-08, 2019 at National University of Singapore (NUS).

Risk Management Institute (RMI) which was established in year 2006, with the support of Monetary Authority of Singapore (MAS) hosted the program at NUS, Singapore. Students undertook a full credit course on Credit Risk Management over a period of one week, and sat for end of the course examination to earn prestigious 'Specialist Diploma in Credit Risk Management - Corporate Banking' from RMI of NUS, Singapore. Course was conducted by Mr. Frankie Phua, Managing Director and the Head of the Credit & Country Risk Management Division in United Overseas Bank Limited ("UOB") Singapore. Outside the UOB, Frankie is active in the risk management community. He is currently the Chairman and a Director of the Board of the Singapore Chapter of the Risk Management Association



Students of PGDM- FM01 at National University of Singapore

("RMA") in US. He is also a member of the Financial Industry Competency Standards ("FICS") working group in Singapore.

In the course of the program students learned about establishing an appropriate credit risk management framework; developing and maintaining corporate credit risk policies and procedures, monitor and control credit risks, properly evaluate new business opportunities, and identify and administer stressed credits, and maintaining corporate credit risk exposures within acceptable parameters, and monitoring the quality of corporate credit portfolio, in order to maximize a bank's risk-adjusted rate of return. Mr. Frankie Phua, who is widely regarded as subject matter expert for the BASEL implementation, also discussed evolution of BASEL framework and provided state of the art details of BASEL 3.5 implementation, which is widely referred by the banking industry as BASEL IV.

During the program students stayed at North and South Towers of U-Town residences in NUS Campus and experienced world class residential and recreational facilities.

Voice of the Students

International Immersion Program 2019 was a once in a lifetime experience not easily forgotten. It was our privilege to be a part of National University of Singapore and learn credit risk management from the best professor, Prof. Frankie Phua.



Saakshi Verma

From attending daily lectures to exploring the cultural and architectural beauty of Singapore I had an indelible experience.

**Avni Kathpalia**

When I joined FORE I was really excited to see how this journey unfolds for me and the International Immersion Program (IIP) was something that I was always looking forward to. I can undeniably say that this one week program did justice to the excitement that I had envisioned. From getting an exposure to learn and increase our knowledge base related to Credit risk to exploring the country, we did it all. This course has made me better equipped with knowledge to implement in real life which is going to help me in future.

**Vibhor Kakkar**

International Immersion Program (IIP) would be one of the best MBA experiences. As a student of Finance, I was always keen to know how a market-based economy operates and I learned a lot about it from my visit to the National University of Singapore. Classroom learning in the NUS was quite different from that in FORE and it provided me with an opportunity to link them both. The course curriculum was formulated in such an efficient way that we were able to make the most out of the one week. It also helped me to adapt to cultural and demographic differences which come handy in the corporate world since most of the companies have spread out their operations in many countries. Since I have returned from NUS, I can see a major change in the way I can apply the classroom learnings to the practical world.

It was an enriching experience being taught by Prof. Frankie Phua, who has a rich industrial experience in one of the best ranked banks i.e. United Overseas Bank, Singapore. We could associate with his way of teaching us through the different instances he used to support the concepts he taught us. The course on Credit risk management at National University of Singapore covered different topics like Moral Hazard, Adverse Selection, Country risk, Basel Norms etc. that enabled us to broaden our understanding in the field. The course was an extensive one but at the same time, it widened our conceptual knowledge helping us gain insights into the real world.

**Lavanya Subramanian****Sanchi Kalra**

After our internships got over, it was the time for the much-awaited International Immersion Program (IIP) where we got the opportunity to visit one of the finest institutes in the world i.e. NUS. The IIP was a fun-filled journey which enhanced our knowledge in the area of Credit Risk Management. Studying in the NUS was a self-enriching experience. The state-of-the-art infrastructure along with the peaceful surroundings of the campus really impressed me. The course provided us exposure and was specially designed for the Indian students so that they could learn from a globalised viewpoint. Besides the classes, we also explored the great country of Singapore. Along with the visit to the Universal Studios, my other highlight from the IIP included a trip to the botanic garden, which is a UNESCO World Heritage Site. One of the most satisfying event during my IIP was an experience of the Giant Swing, which involved jumping from the 120th floor. It provided me with an unprecedented feeling of adventure which I would never forget. Thank You FORE for providing us with an opportunity to the experience the International Immersion Program.

After a hectic first year, my IIP experience at NUS (National University of Singapore) was filled with a great amount of excitement. The feeling of studying in a world class institute was unparalleled. Our course was titled Diploma in Credit Risk Management which aimed at providing us the basic introduction of risk management from an international perspective. The faculty for the course was highly experienced and employed innovative methods for a better understanding of the concepts. The unprecedented experience of living in a shared apartment at the campus of NUS where I shared the residence with students from three different nationalities was worth remembering. Interacting with them made me understand a little bit of their culture, lifestyles and viewpoints which was altogether a different experience. We also visited the

**Sanchit Goyal**

RMI (Risk Management Institute) which is a world class centre specially dedicated to the area of financial risk management. The journey was not merely restricted to academics, since we got an opportunity to visit a lot of recreation and tourism hubs present in the island nation.

Student Exchange Programme at ESC Rennes, France- Reminiscence



Moments of joy experienced by the attendees of the Exchange Programme at Rennes, France

I remember the day when I had to choose between staying back in FORE or going to France for one trimester. It was a big decision and the very thought "Leave your comfort zone, go around places and discover your new self" pushed me to grab the opportunity of having the best time in Rennes, France.

Rennes now feels like a home, miles away. The beautiful city, the charming people, the welcoming culture and the best weather, has left imprints in our hearts and minds which will forever stay with us. Four months at Rennes School of Business has given us beautiful memories. There were people from multiple nationalities in our classes and the result is we got friends from France, Croatia, Poland, Romania, Germany and the list goes on. The classes were full of activities including interactive sessions, discussions, presentations and the diverse culture was very well accommodated.

The journey was a memorable one, filled with many ups and downs, everything pushing us to widen our comfort zone and we come out as more experienced, better and learned human beings. It was an adventurous and fun-filled ride, the thrill of which will always stay.



Kavya Jindal (FMG27)

In a classroom full of international counterparts, while trying to settle in the new geography, we discovered much more than we sought. It was amazing to be a part multicultural and stimulating environment which provided us with the opportunities to indulge in a learning yet delightful experience. As much as I appreciate the faculty and their teaching methods,

at the same time I enjoyed working with the newfound colleagues. Little did I know what would start as a hard time pronouncing each other's names would eventually lead to lasting friendships.

The people of France are as nice and helpful, as beautiful is the country. Amidst one of most egalitarian societies in the world, wherein lies the origin of Gothic Architecture, we had the firsthand experience of French Culture and Cuisine.

As an avid traveller, the enthralling journey of 4 months took me from the cobbled streets of Rome to the frozen heights of Mount Titlis. Be it the Castle of Budapest, the city lights of Paris from the top of Eiffel Tower, or the unforgettable solo trips to Scandinavia and Germany, nostalgia hits me every time I think of them.

A few things in life are too good to pass up and exchange is definitely one of them.

What could have been a better place for experiencing life away from home for the first time than France? I was always fascinated by the thought of "Studying in France on a scholarship on an Exchange Program" whenever I would read about it on the website of FORE. I would enquire about it at every opportunity and would interact with seniors about it.

Rennes, being a student city, provided a comfortable environment/cushion for newcomers or students staying away from home for the first time. The place is beautiful. The cities offer unique cultures different from what we have back home.

The school and the teachers at RSB were extremely welcoming. The culture of the classes at RSB enabled me to have firsthand experience of interacting with people from diverse backgrounds, be it teachers or the students. The teachers ensured that people from one nationality do not stick together but interact with others as well, while forming groups for projects. The participation in the class used to be filled with interactive games, personal experiences of the teachers, videos along with, PowerPoint presentations, obviously.

In a nutshell, I would say the SEP has been an adventurous ride, filled with numerous high and low points, making me more confident and independent, which made my 3 months memorable.



Arnav Agarwal (FM01)



Chhavi Gupta (FMG 27)

Freshers' Column



Akshita Rallan (024004)

FORE School is the beginning of a completely new journey I am going to experience. The past month has proved that this journey is not going to be easy and requires a lot of patience, hard work and perseverance. From day one the focus has been on networking as much as you can and this college provides immense opportunities to do the same, be it with seniors with the amazing event "KYS" or with the first years during interactive classroom sessions as well as rigorous but one of a kind experience at committee selection rounds. I would say that I can feel the change in myself in this one month itself in terms of my personality and improvement in my skills in working with different people, classroom discussions and increased awareness about several topics. This one month has filled me with great excitement for the next two years here. I cannot wait to see myself make the best of this time and opportunity.

Starting with the orientation day, the first time I entered FORE it was an overwhelming feeling to be finally pursuing my dream of MBA. That feeling subsided pretty quickly when we were bombarded with presentations, case studies and what not. But through these hectic days I have also managed to make friends with seniors as well as my batch mates. Now, the most interesting experience for me were the committee selections, these were tougher than anything I'd previously faced. I went sleepless on 2 nights got a cold and pretty much got drained out of energy and to sum it all up these were happening during the weekends when all my other friends were partying/hanging out. Now ending with a true story, ...I had the privilege to come home early this week once and catch up on my sleep which was much needed, after some hours of deep sleep I woke up not knowing why and checked my phone and to my shock the time was 7:03, I

am a day scholar so anything after 7 for a 8 o clock class is playing with fire. I woke up confused as to why did nobody wake me up so I vented out my anger at everyone in my house only to realise it was 7pm in the evening leaving me pink faced. So, summing it all I'd say that my experience at FORE has been a super hectic one yet the most enjoyable till now.



Karan Sharma (281140)



Sakshi Saxena (133098)

One month into FORE School of Management, it is everything that I honestly hoped it would, but it is challenging. From 1.5 hours classes to 4 days committee selection rounds, I have learnt a lot more than I would have done if I had not come here. I had a great learning experience. Whether I get into any committee or not, I have certainly added value in my personality. Public speaking was my major issue which I seem to improve even within just a month at FORE. Being exposed to presentations, case study discussions, group discussions, face-offs etc every day, I keep adding some value to my personality and learning which will help me in my future endeavour. So, my experience at FORE is full of learning and challenges.



Shubham Aggarwal (281192)

When I heard about the tight schedule for these committee selections I was taken aback and thought I might have made a mistake filling the committee preference form. But the process was one of the best things that happened to me. I met with so many people each time interacting with a new group, telling unique ideas to make the panellists laugh, enacting funny roles, creating unforgettable memories.

Leaving my job and deciding to do MBA was a decision I took a year back. After spending a month at FORE, I am content with the choice I've made as this institute is already providing me with a plethora of opportunities like live projects, workshops, etc. The highlight of the initial month at college was the student council selection process as most of our batch was busy working



Prateek Mujumdar (133091)

to get into their preferred committees & SIGs. I was rewarded for my efforts as I got selected in SIGMA.

With the given group of batch-mates, seniors & faculty, I want this institute to be my runway to take off my professional career.

Delhi Academicians Meet to Brainstorm on Scope of Improvement in NIRF Ranking System



Participants of the round table conference

Ever since the first ever official domestic ranking of the top universities, engineering colleges and management institutions in the country were released in 2016 by MHRD, it has been drawing criticism from a large section of the academia due to anomaly in the rankings. While NIRF maintained that the rankings were based on the data submitted by varsities, academia raising red flags, pointing out glaring gaps in the process as some of the lesser known and obscure names were found on the top of the categories. For instance, in the management category, Indian Institute of Management, Udaipur which did not have its own campus then, was Ranked 5th above much established and respected, IIM Kozhikode & IIM Indore.

While the process underwent several upgrades and the framework has been revised, the National Institutional Ranking Framework (NIRF) is yet to deliver a clear picture of the 4000 institutes which submitted data for the ranking this year in five categories - engineering, management, pharmacy, architectural and university.

To address this and with an objective to brainstorm and collect recommendations from various heads of institutions, a round table conference was organized by FORE School of Management in association with MBA Rendezvous.

The conference which was well attended by 15 academicians including heads of top institutes and ranking experts



Dr. Jitendra Das addressing the conference

deliberated on the aspects to be looked into by NIRF. The entire proceedings were recorded with the objective of presenting the same to NIRF as recommendations to be considered as integral part of the methodology being adopted, in order to enhance transparency and credibility.

Great deal of deliberations happened on 5 components currently used in NIRF - Teaching, Learning & Resources, Research and Professional Practice, Graduation Outcomes, Outreach and Inclusivity and Perception.

Dr. Jitendra K. Das, Director, FORE School of Management, New Delhi, the convener cum moderator for the round-table, touched up the very objective of the session, requesting speakers for suggestions on improvement areas for positive impact in the NIRF rankings.

Talking about Research, Dr. Das spoke how the current process considers only on the number of research papers submitted. He asked his fellow academicians whether the number of research papers submitted to publication was important or quality of the paper and of the publication was more important.

Referring to the international accreditations which are widely respected, Dr. Manoj Pant, Director, Indian Institute of Foreign Trade (IIFT) stated that the data collected by NIRF rankings can also be used for a reliable internal accreditation system through which institutions can get enough inputs for development and assessing quality.



Dr. Manoj Pant speaking during the round table



Dr. Vishal Talwar sharing his views on NIRF Ranking



Dr. DN Pandey speaking on the occasion

The suggestion of having a reliable audit mechanism at NIRF was unanimously lauded by the academicians.

Dr. Urvashi Makkar, Director General, GL Bajaj Institute of Management & Research suggested that the rankings should share data and ranks for all institutes instead of just the top ones. Students from all corners and categories aspire for higher education and have the right to acquire knowledge about the institutions they may opt for, similarly for institution, it may be a tool for self-introspection. “Why should the rank be limited to top 100 schools? What happens to the bottom of the pyramid?” she asked.

Dr. Neetika Batra, Associate Dean & Program Chair at SOIL (School of Inspired Leadership) suggested that the ranking process should also include a tangible methodology to assess the quality of education - the social relevance of the 'Knowing-Doing-Being' and larger role the institute plays towards contributing to the societal development.

Prof. Vishwanthan S R, Program Chair at Shiv Nadar School of Management & Entrepreneurship stressed upon the overall development of the management education system and enabling a process which helps business schools achieve global perspectives.

Mr. Thothathri Raman, International Accreditation Advisor & Chairman, Standards for Educational Advancement & Accreditation (SEAA) Trust, New Delhi, talked about standardization of the benchmarking system. With several rankings in the country published by business magazines, education portals, there is a huge discrepancy among the set of



Dr. Meena Bhatia sharing her concern on NIRF Ranking



Dr. Neetika Batra Sharing her thoughts

rankings. While NIRF is still at an evolving stage, credibility and acceptance need to be worked upon.

Dr. Vishal Talwar, Dean, School of Management, BML Munjal University and Dr. Meena Bhatia, Associate Professor, BIMTECH Noida, stressed up on the quality aspect of the research papers and citations while suggesting that NIRF ranking should focus on parameters for making institutes world class.

The collective wisdom in the room agreed with Prof. Puja Aggarwal, Associate Professor, IMT Ghaziabad, when she highlighted the fact that amidst all other rankings which are not much trustworthy and are seen as 'biased' to a great extent, NIRF rankings is perceived as a genuine approach to the students community as there is no business associated, and which is a huge positive. But to take this to a level where students start taking it seriously is something which needs to be worked upon.

Also present were Prof. Swapan Das Gupta, Faculty, New Delhi Institute of Management, Dr. D N Pandey, Director, Jaipuria Institute of Management, Noida, Dr. A K Sinha, Faculty, Fortune Institute of International Business, Mr. A S Oberoi, Founder president MBA Rendezvous.

Dr. Das spoke about the Perception Section of the ranking method as he concluded the conference and said, “The methodology in the Perception Section calls for higher level of transparency”.

A vote of thanks was given by Dr. Hitesh Arora, Dean (Academic Services) at FORE School of Management, New Delhi.



Dr. Urvashi Makkar emphasizing her points at the conference

Conference on Sustainability - Role of Industry towards Environmental Sustainability



Dr. Jitendra Das along with the eminent panelist during the conference on 'Sustainability'.

FORE School of Management, New Delhi in association with the Confederation of Indian Industry (CII) has organized a conference on Sustainability on June 28, 2019 at Hotel Holiday Inn, Mayur Vihar, Delhi in the presence of eminent speakers from industry and academia. More than 140 delegates from industry and academia participated in this summit. FORE was the academic partner for this event.

Dr. Jitendra Das, Director, FORE School of Management, New Delhi moderated one of the session titled "Resource efficiency-Linear to a circular economy for Indian manufacturing-Challenges and Opportunities" which brought insights from renowned industry personalities too.

Dr. Das got the discussion going by asserting that to achieve sustainability goals in the industry the traditional model of reuse, recycle and reduce is not enough anymore. "There is a pressing need for upcycling, downcycling and closed loop. Policymakers should incorporate the circular economy to ensure that the sought goals are achieved," he said strongly, setting the tone for the conference. Dr. Das highlighted some of the acute challenges in sustainability - carbon footprints and ecosystem stating how eco-systems work while remaining interconnected and dependent on other ecosystems.

Mr. Saroj Banerjee, Chief Environment, Tata Steel BSL Limited; Mr. Dheeraj Verma, Associate Vice President & Head - Environment, Health, Safety & Sustainability JCB India Limited; Mr. Jeevaraj Pillai, Joint President - Packaging and New Product Development Uflex Ltd. and Mr. Sandeep Singh Chief Executive Officer Shuddhoday PMPL were the eminent panelist for the session.

The panelists addressed the audience and then took questions from the audience making it an engaging session. Dr. Das referred to the Malthusian Theory, which states, "if left unchecked, a population will outgrow its resources, leading to a host of problems." On that powerful thought he concluded the conference by reminding the audience that achieving the goal of sustainable development is the responsibility of all. That reiterated the conference's message for need of circular economy to maintain sustainable development for people as well as the industry.

Welcome to FORE Family



Prof. Aarti Singh

Ph.D., IIT Delhi; M.Tech. (Energy Management), SEES, DAVV Indore; B.Tech. (Biotechnology), BU Jhansi.

Dr. Aarti Singh is working as an Assistant Professor in the area of Strategy at FORE School of Management. She has Ph.D. in

the area of Strategy where she studies Interpretive and Dynamic Modeling of Waste Management and Sustainability in Organizational Context. She has published her research work in some leading international journals and book like Management of Environmental Quality (Emerald); Sustainability (MDPI); and Global Value Chains, Flexibility and Sustainability (Springer). She has presented her work at reputed international conferences organized by System Dynamics Society; Global Conference on Flexible Systems Management (GLOGIFT); and Academy for global business advancement (AGBA). During her doctoral study, she received Fellowship and financial assistance from the Research Promotional Fund at IIT Delhi for paper presentation at an international conference. She has qualified Gate in 2009. She has been awarded scholarships and certificates for securing high positions in her academic background.

Prof. Nitin Soni

FPM (thesis submitted), Indian Institute of Management Raipur; PGDM (PT), Xavier Institute of Management Bhubaneswar; PGDIT, Indian Institute of Information Technology Bangalore; BE (Electrical), Bhilai Institute of Technology, Durg.

Prior to joining business academia, he was an entrepreneur for 13 years. He ran a franchise of an engineering and medical

entrance coaching institute based out of Kota, Rajasthan. He has presented his research work in national and international conferences of Association of Consumer Research, Academy of Marketing Science, American Marketing Association, and NASMEI.



**Prof. Vandana Bhama**

Ph.D. (Finance), Department of Management Studies, IIT Delhi; MBA (Finance). Regional Institute of Management (RIMT), Mandi Gobindgarh, Punjab; B.Com (Hons), Mata Gujri College, Sirhind, Punjab.

Dr. Vandana is working as an Assistant Professor in the area of Finance & Accounting at FORE School of Management. She is an alumni of IIT Delhi. She has published her research work in some leading journals like International Journal of Managerial Finance (Emerald), IIMB Management Review (Elsevier), Journal of Emerging Market Finance (Sage), Asian Journal of Business and Accounting, MDI's Vision and IUP Journal of Applied Finance. She has also presented her research work in international and national conferences. A few named are Economics and Finance Conference, London, UK and Fourth India Finance Conference, IIM Bangalore. She has attended MDP on 'Executive Development Program on Applied Financial Risk Management' from IIM Kashipur and another online program on Equity Valuation and Financial Modelling. She has been awarded scholarships and certificates for securing high positions in her academic background.

Prof. Sourabh Kulkarni

Fellow (NITIE), Mumbai (Thesis submitted); M.Tech (Industrial Engg), VIT-Pune Pune University; B.E.(Production Engg), Shivaji University, Kolhapur.

Prof. Sourabh has submitted his doctoral thesis on "The Dynamics of Manufacturing Strategy" from NITIE Mumbai. Prior joining academia, Sourabh has developed integrated Lean-TPM-TOC model for productivity improvement of Indian auto ancillary firms. Sourabh has published his research in the international journals of repute such as- International Journal of Production Research (IJPR), Business Process Management Journal (BPMJ), International Journal of Human factors and engineering (IJHFE), International Journal of Management Concepts and Philosophy (IJMCP), International Journal of

Global Business and Competitiveness (IJGBC).

Sourabh is also serving as the reviewer for the international journals- International Journal of Lean Six Sigma (IJLSS), International Journal of Global business and competitiveness (IJGBC), Journal of Information Systems and Communications.

**Prof. Pooja Kumari**

Ph.D. IIT Kharagpur; M.B.A. (Finance and International Business), IET Lucknow; B.Com., Dev Nagari College, Meerut.

Dr. Pooja Kumari is a faculty member in the area of Finance & Accounting at FORE School of Management, New Delhi. Prior joining FSM she was associated with IMT Hyderabad as a faculty member. She has published many research papers in national and international journals. She has presented her research papers in various national and international conferences few names are, World Finance Conference at University of Technology Mauritius, Mauritius, Financial Markets & Corporate Governance Conference at Victoria University of Wellington, New Zealand, and International Conference on Economics and Finance Research at Paris, France. Her research work got Emerald India best paper award in 5th PAN-IIM World Management Conference, organized by Indian Institute of Management Lucknow (IIML) and Best paper award in 2nd Consortium, organized by Indian Institute of Technology Bombay (IITB). She was awarded with Best Young Researcher Award (Female - Below 40 years) in Global Education and Corporate Leadership Awards 2018. She has qualified UGC - NET/JRF in Management as well as in Commerce.

Prof. Mayank Yadav

Ph.D., IIT Roorkee; MBA (Marketing), UPTU, Lucknow; B.Sc., Dr. Bhimrao Ambedkar University Agra.

Dr. Mayank Yadav is working as an Assistant Professor in the Marketing area. He has Ph.D. in the area of Marketing where he studied the Effect of Social Media Marketing on Customer Loyalty in the E-Commerce Industry. He has an experience of six years in management education. His last academic assignment was with University of Petroleum and Energy Studies (UPES), Dehradun. He has published his research work in journals of international repute like Telematics and Informatics, Benchmarking: An International Journal, Journal of Direct



Data and Digital Marketing Practice, Social Network Analysis and Mining and others. He has qualified UGC-NET, 2011, UGC-NET & JRF, 2012. He is also awarded with NCC 'C' Certificate in Army wing by ministry of defence.

Faculty Focus



Prof. Freda Swaminathan along with Advisory Council members of Pitch Top 50 Brands.

Prof. Alok Kumar

Kumar, Alok., & Chanda, U. (2019). Optimization of EOQ model for new products under multi-stage adoption process. *International Journal of Innovation and Technology Management*, 16 (2), 1950015-1 --1950015-25.

Kumar, Alok (2019). Optimal replenishment policy for new products under multi generational criterion. *Working Paper No. 2019/05*, FORE School of Management, New Delhi.

Prof. Ambrish Gupta

Gupta, Ambrish (2019). A study into the acceptance level of corporate governance code 2008 by Dutch listed companies. *Indian Journal of Finance*, 5 (13), 25-36.

Prof. Anita Tripathy Lal

Prof. Anita Tripathy Lal was invited to conduct a session on "Business Plan" organized on April 18, 2019 by J. C. Bose University of Science & Technology, Faridabad.

She was also invited to be a part of the Jury and also be a Mentor during the national level Ideathon'2019 organized on April 23, 2019 by J C Bose University of Science & Technology, Faridabad.

Prof. Lal was there as an expert in the selection panel for MBA students on April 23, 2019 at Delhi University South Campus.

Prof. Lal successfully conducted a two day program on "Enhancing Assertiveness & Positive Attitude" on April 26 & 27, 2019 for the officials of Collabera at Baroda.

Prof. Anita T. Lal has been invited to teach Business communication on May 24, 2019, to students of the Executive Management Program at IIM Rohtak.



Prof. Anita Tripathy Lal felicitated by J. C. Bose University of Science & Technology



Dr. Rakhi Tripathi along with panelist at the True North Conference at Canada

Prof. Faisal Ahmed

Ahmed, Faisal (2019). Estimating relative immediacy of the climate change related challenges in the Pacific SIDS. *Working Paper No. 2019/09*, FORE School of Management, New Delhi.

Ahmed, Faisal (2019, March - April). Sino-India engagement: Not symbolism but strategic depth needed. *India-China Chronicle*.

Ahmed, Faisal (2019, April). India and South Africa at multilateral fora: Deciphering the stances. *Diplomatist Special Report 2019 on India-South Africa*.

Ahmed, Faisal., & Faheem, M.(2019). *India-ASEAN engagements: Economic and social dimensions*(eds.), New Delhi: New Century Publications. This book was released by H. E. Mr. Sidharto Suryodipuro, Ambassador of Indonesia to India at the Institute of Social Sciences in New Delhi on June 20, 2019.

Ahmed, Faisal., & Alam, Farhan (2019). Geo-economics of India's engagements with Cambodia, Laos, Myanmar and Vietnam (CLMV). In Faisal Ahmed and M. Faheem (eds.) *India-ASEAN engagements: Economic and social dimensions*, pp. 133-152, New Delhi: New Century Publications.

Ahmed, Faisal (2019, June 27). Can G20 protect the WTO? INVC News.

Prof. Faisal Ahmed gave a Keynote Address to corporate professionals on "Business in the age of Trade War" at Young Leaders Council of the All India Management Association (AIMA) in New Delhi on June 28, 2019.

Prof. Freda Swaminathan

Prof. Freda Swaminathan was a member of Pitch Top 50 Brands Advisory Council Meeting held on April 24, 2019 at The Lalit, New Delhi, organized by exchange4media.com.

Prof. Harshita

Harshita., Shveta Singh., & Surendra S. Yadav (2019). Unique calendar effects in the Indian stock market: Evidence and explanations, *Journal of Emerging Market Finance*, 18 (1) S35-S58. Available at: <https://doi.org/10.1177/0972652719831549>

Prof. Himanshu Joshi

Joshi, Himanshu., & Prachi Bhatt (2019). Fair employee treatment and financial characteristics of firms. *Theoretical Economics Letters*, 6 (1), 929-946.

Joshi, Himanshu (2019). Cash holding or net debt, which is more relevant for Indonesian firms? *The South East Asian Journal of Management*, 13(1), 18-36.



Dr. Jitendra Das addressing at the round table discussion on "Draft National Education Policy 2019"

Prof. Jitendra K. Das

Das, Jitendra K. (2019, April 1). Business schools must set 'course' for the future. *Financial Express*, New Delhi, p.14.

Das, Jitendra (2019, April 22). How B-schools can meet Industry demands. *Times of India (Education Times)*, New Delhi, p.4.

Das, Jitendra K. (2019, April 22). AI holds tremendous potential to transform education. *DNA (Opinion)*, Mumbai and Ahmedabad (e-paper) p.6. Same article was also published in following websites.

WION News

<https://www.wionews.com/opinions/artificial-intelligence-holds-tremendous-potential-to-transform-education-212578>

Coinmarkets

<https://www.coinmarkets.net/stories/260433/ai-holds-tremendous-potential-to-transform-education-india/>

Njus

<https://www.njus.me/in/news/school-and-education/0/5554188/ai-holds-tremendous-potential-to-transform-education>

CO-Inspector

<https://coinspectator.com/news/1349195/ai-holds-tremendous-potential-to-transform-education-india>

Das, Jitendra K. (2019, May 8). Management and engineering is a successful combination. *DNA (Opinion)*, Mumbai and Ahmedabad (e-paper) p.6.

Das, Jitendra K. (2019, May 20). A career in machine learning: Hype or real? *Financial Express*, New Delhi, p. 12.

Das, Jitendra K. (2019, May 21). Revisiting ancient knowledge sources. *The Statesman*, New Delhi, p.14.

Das, Jitendra K. (2019, May 27). The reality of Machine Learning. *The Times of India (Education Times)*, New Delhi, p. 4.

Das, Jitendra K. (2019, June 12). Feeling stuck in job profile, Executive management course will accelerate your career. *The Hindu*, Delhi, p. 7.

Das, Jitendra K. (2019, June 25). Across multiple disciplines. *The Statesman*, New Delhi, p. 14.

Dr. Jitendra Das, was invited as a speaker at the round table discussion organized by Education Promotion Society for India (EPSI) on "Draft National Education Policy 2019", held on June 18, 2019 at India Habitat Centre, New Delhi. The objective of the round table discussion was to seek and collect views and



Dr. Rakhi Tripathi along with Sir Tim Berners Lee

opinion on the "Draft National Education Policy 2019" and submit to the Government. Dr. Das highlighted pressing need to have a uniform regulatory system across different categories of institutions in India and emphasised "A higher education system reform as radical as the Economic Reform of 1991, is desperately needed".

Prof. Mohita G. Sharma

Sharma, Mohita G., & Sunil Kumar (2019). Vendor selection for a power project, *Case Centre UK*, Reference No. 619-0019-1.

Prof. Payal S. Kapoor

Kapoor, Payal, S. (2019). Can you handle the truth? Study of online review exaggeration. *Working Paper No. 2019/07*, FORE School of Management, New Delhi.

Kapoor, Payal, S. (2019). Missing girls in India & Indonesia? Comparative study of the decreasing child sex ratio of India and Indonesia. *Working Paper No. 2019/08*, FORE School of Management, New Delhi.

Kapoor, Payal, S., Jayasimha, K. R., Gunta, Srinivas., & Sadh, Ashish (2019). Facebook Ewom: Self-shared versus system-generated credibility cue. *International Journal of Online Marketing*, 9 (3), 23-48.

Prof. Prachi Bhatt

Joshi, Himanshu., & Prachi Bhatt (2019). Fair employee treatment and financial characteristics of firms. *Theoretical Economics Letters*, 6 (1), 929-946.

Prof. Rakhi Tripathi

Prof. Rakhi Tripathi was invited to address the True North Conference at Kitchener, Canada during June 19-20, 2019 as a speaker for '#MeToo in Tech Era' panel. 2500 participants were present. Dr. Rakhi discussed the role of technology in women safety. Dr. Rakhi presented a paper titled 'Web Analytics and Social Listening for women of low cost neighborhoods' at the International Conference on "Cities, Infrastructure and 'Digital Turn' in the Post colony" at King's College London, UK during June 27-28, 2019.

Dr. Rakhi was invited for a special meeting over dinner with Sir Tim Berners Lee, the founder of world wide web. She discussed her findings from her International Research Project. Her insights and research points were appreciated.

Prof. Reeta Raina

Raina, Reeta (2019). Evaluating the importance of the WAC Reader. *Working Paper No. 2019/06*, FORE School of Management, New Delhi.



Dr. Sanghamitra Buddhapriya receiving a memento at the NHRDN workshop Marchewka, Małgorzata., & Raina, Reeta. (2019). FORE - UEK Telecollaboration 2017' - virtual exchange in business studies. In Turula, Anna., Kurek, Małgorzata., Lewis, Tim (Eds), *Tele collaboration and virtual exchange across disciplines: In service of social inclusion and global citizenship* (pp. 49-55). Research-publishing.net. <https://doi.org/10.14705/rpnet.2019.35.939>

Prof. Sanghamitra Buddhapriya

Prof. Sanghamitra Buddhapriya, Dean (Academics) was invited by the National HRD Network, New Delhi (NHRDN) on June 19, 2019 to take sessions on their one day workshop for Women Professionals at Hotel Sheraton, Saket. The theme of the workshop was "Tapping your own potential: enriching and empowering within" and Prof. Sanghamitra spoke on a very important topic titled "Creating mindset for Success". This interactive workshop was attended by fifty five women professionals, across managerial levels from leading public and private sector organizations. The input given by Prof. Sanghamitra invoked a lot of thought amongst the participants and it was highly appreciated by the participants.

Prof. Sriparna Basu

Basu, Sriparna (2019). Engaging WAC readers for academic service delivery: Outsourcing in higher education. *Working Paper No. 2019/10*, FORE School of Management, New Delhi.

Prof. Sunita Daniel.

Nisha Budhwar., & Sunita Daniel (2019). Comparison of the transmission dynamics of SIR age structured model in malaria and dengue. *International Journal of Simulation, Systems, Science and Technology*, 20(3), 5.1-5.6 Available at: DOI 10.5013/IJSSST.a.20.03.05

Prof. Vinay Kumar Dutta

Prof. Vinay Kumar Dutta was invited by Department of Management Studies, Indian Institute of Technology, New Delhi act as member of the committee for evaluation of Finance Projects of MBA students in May 2019.

He was invited as an expert in the area of finance in the faculty selection process at Gitaratan International Business School, Rohini, Delhi in June 2019.

Prof. Vinaytosh Mishra

Mishra, V.(2019).Fuzzy model for risk assessment in healthcare supply chain. *Pacific Business Review International*, 11(9), 50-61.

Alumni Retrospection



Some of the most defining moments of your life occur when you least expect them. When I started attending FORE, I was confused as to the direction of my career. I had done my engineering and was still exploring potential avenues to further my career through an MBA

As expected we were exposed to Intro classes on Marketing, Finance, Operations, Organizational Behavior in our first semester. I have to say the OB class was the turning point. When I reflect after 24 years of corporate life it was the class I looked forward to the most. In addition to the newfound engagement and clarity, it taught me principles and lessons that I continue to apply to my career even today. After that of course the journey has been exciting, challenging and fulfilling. My key take away - "Stay a Student for life"; every day, every person and every situation teaches you something new, making you a better professional and surely a better person.

After graduating from FORE, I spent 16 years with Nokia, in which the most important lesson was to develop the business acumen of a business manager not just a Human Resources professional. The depth of content and functional knowledge from FORE helped me quickly evaluate a business challenges and consult and problem-solve with the business leaders. Through this I became a true Business partner. I did many roles at Nokia - Generalist and Specialist roles - India HR Head, APAC Talent & Leadership Development and Global Business partner. I decided to take a career break to focus on my family and myself and during that worked as an independent consultant for Hines India to provide HR support on Organization design and development, HR Policies (including Performance Management, Induction and Employee Engagement) and Leadership Development. It was an extremely fulfilling experience to take time off and prioritise my personal life over my professional life and I'm very glad that I had the conviction and courage to do the same.

In 2016, I was ready to get back to Corporate Life - With Renewed Energy I joined BlackRock as Head of HR - India where I am leveraging my work experience and life lessons.

My own experiences and the achievements of fellow alumni have shown me the lasting impact and global brand of education at FORE.

For any current students choosing paths similar to mine, I have one piece of advice- Have an open mind; Adaptability is everything. Human Resources is an ever-evolving function and our roles are looking very different in the knowledge economy where data rules. We must be flexible and ready to accept the changing nature of our role due to the rise of technology, as well as generational transitions which require us to inspire, not manage people, to enable the business to achieve optimal results.

Reema Malhotra, FMG Batch 2

Director (Human Resources) BlackRock

Executive Education Programmes (April - June 2019)



Participants of an FDP along with Faculty

FORE School of Management conducted 2 customized In-house programmes during April to June, 2019. The details are as follows:

1. Leadership Development Programme on “Time Management and Team Building” for the officials of Ummeed Housing Finance (P) Ltd. conducted by Prof. Sanghamitra Buddhapriya on April 12, 2019 at Gurugram.
2. “Data Analysis and Visualization for Salesforce” (Sales and Distributor Analytics) for the officials of Relaxo Footwears conducted by Prof. Shilpi Jain on April 22, 2019 at FORE Campus, New Delhi.

A total of 35 participants attended these In-House Management Development Programmes.

Two Faculty Development Programmes were conducted at FORE Campus, New Delhi, details of which are as under:

1. Two days FDP on “Multivariate Data Analysis” conducted by Prof. Sumeet Kaur on May 9-10, 2019 at FORE Campus, New Delhi. A total of 12 faculty members and research scholars from reputed institutes attended this FDP.
2. Two days FDP on “HR Analytics” conducted by Prof. Prachi Bhatt and Prof. Sumeet Kaur on May 13-14, 2019 at FORE Campus, New Delhi. A total of 9 faculty members and research scholars from reputed institutes attended this FDP.



Participants of an MDP along with faculty

11 Months Online Executive Management Programme (EMP) for Collabera Services Pvt. Limited, Vadodara is continuing. Prof. Asif Zameer and Prof. Sanghamitra Buddhapriya are the Programme Directors. A total number of 27 participants are going through this programme.

Online Certificate Programme in “Big Data Analytics for Business and Management” in collaboration with University of California, Riverside, Extension USA (Batch-4) and “Machine Learning and Deep Learning” (MLDL) (Batch-1) programmes are continuing. Prof. Ashok K. Harnal is the Programme Director of both of these programmes.

A full time Executive PGDM (PGPX) Programme has been launched in the first week of June, 2019. This is an AICTE approved programme and of 15-months duration.

Summer Internship Experiences



Isha Chawla (FMG-27 B)
Brew House Ice Tea

“Having a prior work experience at an MNC and working at a start-up during my internship, was altogether a different experience. I was working with Brew House Ice Teas and was assigned the task of boosting the sales and market expansion of the product in the HORECA (Hotel-Restaurant-Café) market. We were working for a B2B environment.

After having worked here, I can say that my seniors here were flexible, open to new ideas, didn't follow just a dedicated and streamlined process for work and were easily approachable. Also, working in the sales team was a totally different experience and a new learning for me as it helped me to develop the required personality skills.”

My 10 weeks at DMI Finance Private Limited was an enriching experience altogether for me. Working with DMI which is a fast-growing start-up working as NBFCs having various verticals gave me a great exposure. I was a part of consumer credit team and I got to learn about NBFCs, market place lending, real life challenges faced in Digital lending, Process Innovation and On boarding Process for new clients. The work culture was great and every person in the organisation was very approachable. As a team member, my views were discussed and implemented if required in the project.

Coming from Engineering background and getting into core Finance role was tough as you need to work hard to match the skill sets of your peers. But FORE helped me prepare myself in the right way. The exposure in form of academics, corporate



**Tanmay Hazari (IMG-12)
DMI**

lectures have helped me gain real insight toward getting into a core role.

Being a part of FORE Economy & Finance Forum (FEFF) helped me gain other skills like balancing my academics with extra-curricular activities, manage teams and interact with corporates for leadership talks. Now being the Co-ordinator of FEFF will be a

great experience to lead the team and welcome junior members to the council.

So I didn't know how optimistic I should have been as I walked in through the gate of Siemens Financial Services, Kolkata to kick start the new phase of my MBA journey – My Summer Internship.

As I sit to pen down my experience, a myriad of memories comprising of the highs and lows flash across my mind. Being a fresher, I had no preconceived notion about the corporate world and hence I eagerly waited for the joining day with umpteen enthusiasm and energy to embark my role as a summer trainee at one of the best multinational companies in India. With unanswered questions like what to expect, how to behave, what would be expected of me, will I be able to meet those expectations, doubts, anxiety, excitement and much more, encircling my mind, I was all set to explore every possible opportunity for the next sixty days.

The greatest learning from my internship, I would say, was how I could challenge myself, how I could push the boundaries and do more than what was expected from me. I understood both sides

of the coin (theory and practical) and learnt how to deal with uncertainties, lack of data, meeting deadlines and of course appreciating the nuances of sales pitch. I discovered a lot more about myself during the internship that would stay with me forever and more. Now armed with this kind of experience, I believe I can do better justice to my MBA curriculum by facing the



**Nimisha Gupta (FMG-27 B)
Siemens Financial Services**

future challenges in a better way.

My journey at BIG FM began with many unanswered queries. But BIG FM made sure from the very first day that they are providing the right learning environment to all the interns by assigning us impactful projects and showing the trust that we can add value to organization. Since my project was BIG FM



**Shasta Bindal (FMG-27 A)
BIG FM**

website planning and digital marketing, I was able to learn a lot which included Social Media Management, Campaign Management, Analytics, etc.

The two months' stint at BIG FM will be an unforgettable journey. Thanks to the people who helped me when I was stuck, the culture that pushed us to think differently and gave us opportunity to learn more than what we were supposed to.

I started my journey in the area of marketing with Times OOH (Out of Home Arm of Times Group). This was my first professional experience in the domain of marketing.

The summer training kicked off with a long, intense induction, which not only furnished us with some information of the working of the company, but also with the fundamental knowledge essential for our project.

During summer trainings, I learned that only the pedagogy had changed but the learning had never stopped, even outside the classroom. I was now getting accustomed to this new way of learning where unlike a B-school, there was no set curriculum but an open-ended project. It was a great relief that my industry and faculty guides for the project were extremely warm and were always available to resolve my doubts.

Apart from working from my desk, my project involved a lot of traveling to few cities in North India for market visits. I never knew that I could learn so much from traveling, alone, as the market and client visits taught me something that was beyond textbooks. Working on a project that was essential to the company added immense value to not only my learning but also my confidence.

My journey was not entirely a smooth road and there were ups and downs. One moment, I used to think I may have arrived at the conclusion and another moment, I used to think I am so far

from the conclusion. However, this constant battle made me more resilient, a prerequisite for an MBA graduate to survive in the corporate world. I miss working on the project, "Evaluation of revenue potential of future acquisition by the company," and also hope to work on projects like this in the future. I thank FORE for this opportunity.



**Symoon Zamir (IMG-12 D)
Times OOH**

My internship experience at TATA Capital Limited was full of challenges and learnings. The culture, values and ethics of the



Mohit Jain (FMG-27 A)
Tata Capital Limited

TATA Group Companies is a legacy in itself. This was my first experience at a financial services company wherein I worked with the Home Loan team on a project titled, "Leveraging TATAEcosystem." To get a better understanding of the business, I had to refer to employees at different departments. By interviewing them, I was able to understand the market scenario, customer perspective, competition and challenges. A major part of my project was around digital loans that exposed me to the digital journey of a loan vis-à-vis an offline loan.

A major challenge was arranging sufficient number of meetings with my project guide who happens to be the national product manager. Finally, visits at various offices and branches helped me to highlight the demerits and thus working on a solution which has been implemented at company level.

It has truly been an incredible journey of learning, of all sorts and sizes, at Hindustan Unilever Limited. As this journey comes to an end, I would like to take this opportunity to thank HUL for making a difference in my life both professionally and personally.

HUL is a company which takes care of its employees very well. My stint in HUL for two months started in Mumbai from where I was transferred to Pondicherry Factory, which is one of the largest factories of HUL. By visiting it, one can surely realise the efficiency of operations. Producing 550 soaps in 60 seconds is not a joke, after all!

My first day at internship started with an induction program which provided us with an opportunity to interact with fellow teammates and know about the crucial details of the job role as well as the company on the whole. Going forward, I worked on an Automation project which is to include technology in Inventory Management.

The work culture at HUL is not strictly formal and constrained, leaving enough scope for creativity and flexibility. One can approach anyone without considering the hierarchy. He/she can

take time from anyone and learn what processes are they a part of, how do they do them, ask about the company and absolutely anything.

HUL has provided me with immense exposure which will surely help me to grow as an individual and as a professional. Best thing I liked is that here you can contribute your point in front



Sarthak Mittal (IMG-12 E)
Hindustan Unilever Limited

of anyone and it would be appreciated. Now I can clearly understand why HUL is the dream company of most of the MBA aspirants.



Vanshika Rawat (FMG-27 C)
Oxford University Press

I interned with Oxford University Press in the Sales Department. My work was to look at the future sales prospects of their reference books category.

Initially, I was overwhelmed with the challenges that comes with a field job, interacting with various stakeholders, identifying the gaps in the market and looking for new opportunities, which were all topped by the scorching heat in Delhi. But when your mentor and colleagues value your insights and make sure your contribution is recognized and worked on, there you get all the motivation you would need to give it your best.

OUP really tried to make sure that I got a clear view of how the company and the industry works and helped me identify what I was best suited for, by ensuring a holistic view, with sessions from all domain experts in the company. I also got to gain insights into the consumer purchase behaviour and how that translates to a strong brand loyalty for Oxford University Press. I believe that the actual on-ground exposure my SIP provided me has equipped me with some invaluable experience and skills.

The feeling of being in a company like Asian Paints is nothing short than overwhelming. From being anxious while applying for the company since the forms rolled out a day prior to the end term examination to finally grabbing the internship, it has been a great experience.

For a fresher, stepping into the corporate world is nothing but a challenge in itself. I remember my first day at office. Nervous yet excited, I walked along with my colleagues for the induction. That is when I got an idea of how my next two months would be. Dedication, hard work, commitment and patience are all that was needed for the coming eight weeks.

The respect given to me as a sales intern by the stakeholders

gave me a glimpse of why and how the company has come this long way. By the end of these two months, I have realized how important networking is, not only for an employee but also for the company.

Today, I stand confident about myself and my personality. This experience has definitely moulded me into a more



Vatsalla Khanna (FMG-27 C)
Asian Paints

confident individual who stands strong and ready for the corporate world.

Asian Paints - definitely a great start to my career!



Apoorva Joshi (IMG-12)
Tetrahedron

During the course of my internship at Tetrahedron Manufacturing Services Pvt Ltd., I had many new experiences and learned something from each one of those. Tetrahedron is a start-up based in Delhi with manufacturing consultancy as one of its major services. The other verticals include automation and training and skill development. The majority of the

clientele base includes manufacturing industries. I was working for the business development team in the training and skill development. I learned many things working with a startup most of all, taking ownership and responsibility for the work that I was doing. The work environment and organizational culture offered an opportunity to take decisions and control over my daily activities. I learned the importance and skills of networking since I was directly in contact with the potential clients of the firm. Keen to specialize in Sales and Marketing, a real exposure of the selling taught me to implement the classroom learnings into a practical scenario. I learned time management, discipline, working independently and taking criticism constructively for my improvement. Being a fresher, a corporate exposure was paramount for me and Tetrahedron provided me the prospect of improving my personal as well as professional skills. Now I can safely say that I am starting to gain a good insight on how an industry actually works.



Kanik Jain (FMG27 C)
GEP

Interning with GEP was a thoroughly enriching experience as GEP puts in a lot of effort to make sure that interns are engaged in projects that actually contribute towards clients saving thousands of dollars. I learned about the practicality of the procurement process from scratch, whilst also interacting with foreign stakeholders on a day-to-day basis.

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