



FORE SCHOOL OF MANAGEMENT
NEW DELHI | GURUGRAM

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Chairman, FORE School of Management, New Delhi



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Plus Regular...

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- Know Your Committee

Together We Learn, Together We Grow.





FORE SCHOOL OF MANAGEMENT
NEW DELHI | GURUGRAM



VISION

To be a Leading Institution that Nurtures Excellence in Management Education and Research, Cultivates Entrepreneurship and Innovation, and is a Catalyst for Meeting Societal Expectations.



MISSION

To Advance and Disseminate Knowledge and to Develop Socially Responsible Future Business Leaders with a Global Perspective and Entrepreneurial Mindset.



MOTTO

Sa Vidhya Ya
Vimuktaye
(Knowledge is
that which
Liberates)



Dr. B.B.L. Madhukar
Chairman
FORE School of Management



Dr. Subir Verma
Director
FORE School of Management

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How global conflicts are disrupting management education and shaping future leadership



Dr. B.B.L. Madhukar

Chairman, FORE School of Management,
New Delhi

“**A**ll problems of existence are essentially problems of harmony,” Sri Aurobindo said once. The current global geopolitical tension epitomises the disharmony caused by diverse forces of life. What is essential for maintaining harmony is the integration and alignment of the forces that should otherwise exist in balance. Whether it is progress versus sustainability, human versus nature, national goals versus global peace, profit versus ethics, individual versus society, or even human body versus human spirit, an imbalance would have long-lasting and catastrophic implications on life.

Hence, it is important to consciously make a choice that would maintain harmony in all aspects of life. An education imbued with ethos, values, and a deeper purpose has become imperative. While heutagogy, or the study of self-determined learning, is an emerging practice of learning, an important body of knowledge that has been

revived to provide practical wisdom to contemporary challenges is the Indian Knowledge System (IKS).

In this VUCA world, to understand the changes needed in management education and leadership, it is pertinent to comprehend the new approach and the evolving philosophy of management.

Heutagogy and management education

Management education was arguably designed on the assumptions of a predictable environment. This assumption, however, no longer holds, and the curriculum essentially needs an overhaul in the turbulent world of geopolitical tensions. Where competency developed through technical-rational pedagogy remains insufficient, it is the capability and capacity developed through heutagogical practice that become relevant in today’s complex and disruptive environment. Studies on management education have called for adopting heutagogy to mould the leaders for tomorrow.

According to heutagogy propounders, including Stewart Hase and Chris Kenyon, today’s world is not a place for the inflexible or the unprepared. In the current turmoil and volatility, empowering individuals as agents of transformation is more important than creating them as fits for routine, predictable tasks.

Hence, apart from building competency through a structured pedagogical framework, management education should also imbibe the heutagogical way of





This year at Fore School of Management, an initiative has been taken to introduce IKS through a foundational course for students and a short-term certificate course for executives.

building capabilities and capacities for self-determined learning and empowerment. Through this approach, an individual is made competent of asserting his/her agency for their learning paths through creative thinking, reflective reasoning, networking skills, and communication.

Effectively, heutagogy scaffolds an 'entrepreneurial mindset' by projecting a positive outlook and solution-oriented approach. In view of these, what is needed in the B-schools today is a paradigm shift in the epistemological stance taken by academics. This calls for an evolution from an instructor role to coaches, enablers, motivators, and capacity builders so as to facili-

tate metacognition and reflexivity in their learners. And of course, this needs further facilitation from the institutional level itself.

IKS and management education

IKS is a body of ancient Indian wisdom. From the purview of management, the treatises on governance, statecraft, economics, and trade are particularly important. However, IKS is not just another body of knowledge alone; it also includes approaches that enable wholesome or holistic learning that emphasises personal development apart from skill acquisition. It is interesting to note that the IKS approach, promoted through NEP 2020, also broadly falls in line with the heutagogical approach.

This year at Fore School of Management, an initiative has been taken to introduce IKS through a foundational course for students and a short-term certificate course for executives. Through these, it is envisioned to develop ethical leadership and mindful management that would enable the development of a broader leadership perspective, emotional intelligence, sensitivity towards stakeholders, and sustainable decision-making. It is perceived that such capabilities developed through our heutagogic approach would certainly enhance their readiness, appeal, and resilience towards challenging organisational roles in the future.

Decolonising our mindset and developing consciousness are essential for the transformation required in today's world. In the Chandogya Upanishad, the concept of Tat Tva Masi essentially says that to understand the essence of the universe, one has to understand oneself. Self-awareness and self-knowledge would ultimately find pathways to bring harmony among many conflicting forces of life. Hence, while negotiating about the future of management education, what is perceived to be important and worthwhile is a leadership invested with consciousness.

Building such consciousness from a primary school level to higher education can build inner harmony among individuals, which in turn would ultimately manifest in the harmony needed in the world. Hence, it is possible to bring a hope of long-lasting peace and prosperity in the world by abiding by our ancient Indian wisdom.

Changing Landscape of Hiring in BFSI

Paramjit Singh Nayyar

CHRO

Hero Housing Finance



Artificial Intelligence is rapidly transforming the hiring landscape across India's financial services sector, including banks, NBFCs, insurance companies, and fintechs. The most significant changes are occurring in candidate sourcing, screening, assessment, and engagement. AI-powered tools are completely revolutionising the process, they can now analyze thousands of resumes within minutes, match candidates to roles based on skills and potential, automate interview scheduling, and enhance candidate communication through chatbots other than doing virtual interviews as well.

This shift reflects a broader global trend. According to LinkedIn's Future of Recruiting Report, 37% of organizations are already actively integrating or experimenting with Generative AI in recruitment, up from 27% a year earlier. Recruiters using GenAI report nearly a 20% reduction in workload, while AI literacy among talent professionals has grown 2.3 times in just one year. The momentum is equally visible in India. LinkedIn research shows that 75% of Indian recruiters are now allocating up to 70% of their hiring budgets toward recruitment technology and AI tools. Nearly 69% are using data analytics for hiring decisions, while 63% are leveraging AI to improve hiring speed and accuracy.

Recruiters today are increasingly leveraging AI platforms such as ChatGPT, Microsoft Copilot, LinkedIn Recruiter AI, Eightfold AI, Mercer Mettl, HirePro, and

The future of hiring isn't AI versus humans—it is AI handling the process while humans make the decisions that matter.

SHL to source talent, screen resumes, assess skills, and improve hiring decisions. Leading institutions in Banking and Insurance are using technology-enabled hiring processes to support large-scale recruitment across sales, operations, customer service, and collections. Digital assessment platforms are helping evaluate communication skills, aptitude, learning agility, and job readiness at scale.

There was a time when candidates spent hours tailoring resumes for recruiters. Today, candidates use AI to write resumes, recruiters use AI to screen them, and sometimes both sides wonder if a human has entered the conversation yet. Another irony of modern hiring: while AI can shortlist a candidate in seconds, it still takes a coffee chat to determine whether they can truly build trust with customers. At the same time, AI is reshaping workforce structures globally. Recent talent studies suggest that 99% of CEOs expect some level of workforce redesign due to AI within the next two years, while organizations are increasingly hiring for AI, analytics, cybersecurity, digital product, and data capabilities rather than traditional role-based experience alone

As AI automates routine recruitment tasks, the role of recruiters is evolving from transactional hiring to strategic talent advisory. In Indian BFSI, the winners will not be those who simply adopt AI first, but those who best combine AI-powered intelligence with human judgment to identify and nurture the talent that will define the future of financial services.

From Campus Corridors to Corporate Cabins

Pavi Gupta

Client Financial Partner, Dezerv

PGDM Core, Class of 2026
FORE School of Management



Starting with a reality check, the transition is not exactly smooth, especially if it is your first experience in the corporate world, like mine.

Yet strangely, it feels familiar. That sense of familiarity does not come because your friends are placed in the same company or because you were lucky enough to get your hometown as your work location. It comes from the experiences that the journey at FORE School of Management unknowingly prepared us for.

There are still deadlines; only this time, professors will not considerately extend them, and your manager will be absolutely adamant about meeting them. You still receive results at the end of the year in the form of appraisals, but sadly, you cannot negotiate them or emotionally convince your manager the way we did with professors. Leaves need to be informed in advance unless you are practically dying. And yes, there will still be freeloaders in your team only now, reporting them is considered professionalism instead of betrayal.

Stay open to opportunities, lessons, and growth, because that is what truly makes the transition from campus corridors to corporate cabins a memorable and bearable one.

DEZERV

The good news? Those 10-minute breaks between back-to-back sessions still exist. The only difference is that they now happen at a nearby chai tapri instead of Tankush. Calling in sick is surprisingly easier too; no medical certificate required just a text to your manager usually works.

Overall, corporate life is enjoyable if you are open to new experiences, constant learning, and a little bit of stress. The best part? This time, you are getting paid for it as well. Perhaps that is capitalism's way of compensating you for everything it takes from you!

Just joking, FOREians. Have a soul do not monetize it completely. But do stay open to opportunities, lessons, and growth, because that is what truly makes the transition from campus corridors to corporate cabins a memorable and bearable one.

“The concepts we studied in college are proving to be very useful”

Nidhi Goyal

PGDM Core, Batch 2025-27
FORE School of Management



SIP 2026

Hi, I'm Nidhi Goyal, and I'm really excited to share everything about my summer internship experience at GoBoult. My first week here has been super exciting. The onboarding process—and our adaptation to the environment—was really quick and very fast-paced. But in the best possible way; it felt like we were trusted to jump right into the work from day one and learn how things operate within a D2C environment. So far, I've been working on projects spanning performance marketing, customer retention, and D2C operations related to new product launches and growth initiatives. A significant part of my role also involves stakeholder management and coordinating with various teams to ensure that projects and operations run smoothly. On one hand, I'm learning about cross-functional coordination and execution; on the other, I'm gaining hands-on experience in marketing analytics, D2C operations, and strategy. It's definitely a lot! Each day has been a deep dive right into the D2C environment—learning how marketing strategies are built using data, how customer journeys are mapped using a CRM, and how product launches are planned from a D2C perspective. The most exciting part here is that there is just so much to learn—from different projects, from different teams, and from the various people within



those teams. It has truly been the best learning experience I've had so far. My experience with my team, my mentor, and my reporting manager has been truly incredible. They are highly approachable, and the best part is that they are always—absolutely always—open to discussing new ideas. Here, we are given the space to think strategically and experiment our way through some aspirational projects. Our ideas are highly encouraged and strongly supported by the team. Yes, definitely. A lot of what we learned during our studies is proving to be extremely useful here. The concepts we learned regarding marketing, analytics, and operations—all of it is coming in handy, and we are getting the opportunity to apply it in real-life situations. All those case studies we discussed in class, and all those case competitions we participated in—now, we are actually getting to solve those very problems in the real world. Overall, working at GoBoult has been a truly enriching experience so far, and I am really excited to see what lies ahead for me—in terms of both the learning and the experiences.

SIPs, Placements & Corporate life: My Journey in Retrospect



Jenendar Bishnoi

Class of 2025,
Founder, JRoots

Looking back, an MBA is less about the classroom textbooks and more about the quiet transitions that reshape who you are. It is a whirlwind of ambitions, late-night coffees, and sudden reality checks, beautifully broken down into three defining chapters: the internship, the placement grind, and the corporate awakening.

My first real taste of the business world began with my SIP at Rancho Labs. Stepping in as a marketing intern, I was thrown into the deep end of digital campaigns, content creation, and lead generation. Coordinating closely with the sales team to refine those leads and meticulously monitoring campaign metrics taught me that marketing isn't just about creative ideas; it is about agility, execution, and grit.

But nothing quite prepares you for the sheer nerve-racking pressure of final placements. The final semesters quickly blurred into a phase of collective anxiety, where regular college life was sidelined for the singular obsession of securing a corporate role. I still

vividly remember the exhausting nights of interview prep and the constant, anxious refreshing of my phone for email updates. Landing at EY GDS as a tech-risk assurance professional brought immense relief, alongside a profound realization: while hard work and the daily grind are non-negotiable, sometimes the right timing and a stroke of luck ultimately decide your fate.

Stepping into EY introduced me to an entirely new ecosystem. Suddenly, life revolved around navigating office politics, communicating across time zones with managers and onshore teams, and managing client expectations. I learned the true meaning of "Monday blues," the faint dread of a Teams ping, and the endless hustle to balance work and life.

Today, as I channel my energy into my entrepreneurial journey at JRoots, I view those corporate milestones with deep gratitude. Every stressful placement night and corporate challenge was simply preparation, building the foundational resilience I now carry forward into building my own vision.

Coordinating closely with the sales team to refine those leads and meticulously monitoring campaign metrics taught me that marketing isn't just about creative ideas; it is about agility, execution, and grit.

May 2026

Management Development Programme

11 Month PGPM Programme

For **Greenlam Industries**

The dynamic and enriching Term 3 curriculum of the 11-Month PGPM for Greenlam Industries blended insightful learning with engaging experiences, covering subjects like Business Law, HRM, Product Management, and Organizational Change. Through this power-packed journey, participants sharpened strategic thinking, enhanced decision-making abilities, and developed impactful managerial and leadership skills with confidence and enthusiasm.



Management Development Programme

Masterclass: Fostering Vigilance Awareness in PSUs

At **FORE School of Management**, New Delhi

The engaging programme highlighted the importance of preventive vigilance and ethical governance through interactive discussions and case studies. Participants gained practical insights into transparency, fraud prevention, and sustainable governance practices, strengthening their ability to address evolving public sector challenges with integrity and confidence.

Celebrations at FORE

A-May-zing People, A-May-zing Celebrations

At **FORE School of Management**, New Delhi

A joyful celebration was organized at the end of May to honour faculty and staff members born during the month. As part of a newly introduced monthly tradition, FORE faculty and staff collectively celebrated May month birthdays to strengthen bonds, togetherness, and create memorable moments of shared happiness across the institution.



Staff Development Programme Beyond the Classroom: A Retreat into Learning and Leadership

At **Club Mahindra Resort**, Kandaghat, Shimla

FORE School of Management organized a four-day Staff Development Programme at the serene hill station of Kandaghat from May 30 to June 2, 2026, providing a unique platform for learning, reflection, collaboration, and personal growth. Designed to strengthen professional capabilities and foster a deeper understanding of leadership and teamwork, the programme combined experiential learning, outdoor engagement, and contemporary management insights.

Participants engaged in a series of interactive sessions and team-building activities that emphasized empathy, effective communication, stakeholder understanding, trust-building, and collaborative problem-solving. Through thought-provoking workshops on decision-making and artificial intelligence, attendees explored the importance of balancing quality, acceptance, and timeliness in decisions while understanding the transformative potential of AI as a tool for enhancing productivity and innovation.

The outdoor activities encouraged participants to step outside their comfort zones, reinforcing the values of resilience, adaptability, mutual trust, and collective ownership. The programme also highlighted the significance of active listening, emotional intelligence, and diverse perspectives in achieving shared goals. Beyond professional development, the retreat provided an opportunity for colleagues from different departments to connect, collaborate, and learn from one another in a relaxed and engaging environment.





A proud milestone for FORE School of Management

FORE School of Management is proud to share that our PGDM & PGDM Programme – IB have been reaccredited and PGDM – BDA Programme has been accredited by NBA till 2028, a recognition of academic excellence, continuous growth, and commitment to global standards in management education.



Dr. B.B.L. Madhukar
Chairman, FORE School of Management

Chairman Emeritus of BRICS Chamber of Commerce and Industry

At the 14th Annual General Meeting, the BRICS Chamber of Commerce and Industry (CCI) proudly conferred upon, Dr. BBL Madhukar, the distinguished title of Chairman Emeritus, in recognition of his visionary leadership, extraordinary institution-building, and unwavering commitment over the past 14 years. From laying the foundation of BRICS CCI with a bold vision of fostering global partnerships and economic cooperation, to transforming it into a respected international platform connecting businesses, governments, innovators, and thought leaders across nations.



Dr. Subir Verma
Director, FORE School of Management

Global Recognition: Convenor of the Working Group of International Organization for Standards

FORE School of Management proudly celebrates an epochal moment of Global Recognition of our Director, Dr. Subir Verma who has been elected as the Convenor of the Working Group of International Organization for Standards (ISO), Geneva to establish TC260/WG – Sustainable Human Resource Management. With this, Dr. Verma will head the efforts of an International team of technical experts drawn from various member countries for developing consensus based Global Standards on Sustainable HRM for the adoption by countries and businesses. He is the first HR Professional from India to hold this prestigious position.

Career Milestone of our Alumni



Nitish Mishra
Cabinet Minister for Urban
Development & Housing & Information
Technology, Government of Bihar
(Class of 1995, FORE School of
Management)

Congratulations to Our Distinguished Alumnus on Being Elected as Minister for Urban Development and Housing and Information Technology

We are immensely proud to congratulate our esteemed alumnus, Nitish Mishra, Class of 1995, on being elected as Cabinet Minister for Urban Development & Housing & Information Technology in the Government of Bihar.

This remarkable achievement reflects his dedication, leadership, and commitment to public service. His journey continues to inspire our students and the entire institutional community.

As he embarks on this new journey of responsibility, we wish him continued success and fulfillment. May his dedication and leadership drive positive change and leave a lasting legacy in service to society and the nation.

1st runner-up India regional qualifier of Cesim Elite 2026

Congratulations to Team Richie Rich from FORE School of Management, New Delhi for scoring 1st runner-up position in the India regional qualifier of Cesim Elite 2026. An international student business simulation competition that puts to the test the business skills of students from around the world.



Ritam Mishra
PGDM, Class of 2026



Chirag Kumar Agarwal
PGDM, Class of 2026



Aditya Kautilya
PGDM, Class of 2026



Summer Internship Programme Recognition for outstanding performance

We congratulate Pritha Soni, for her recognition by BCD Royale Talent Programme. Her confidence, clarity, leadership, and consistent excellence truly sets her apart. Wishing her continued success and many more milestones ahead!

Career Milestone of our Alumni (May 2026)



Vedant Agarwal
(Batch 2010)

Appointed as
India Lead, GCC COE,
Korn Ferry



Abhinav Jain
(Batch 2015)

Appointed as
National Partner
Account Manager,
Lenovo



Mohit Dutta
(Batch 2008)

Appointed as
Country General
Manager – India,
Pladis Global



Ridhima Kansal
(Batch 2007)

Appointed as
Vice President,
Samar Capital



Manish Gurbuxani
(Batch 2002)

Appointed as
Regional Chief Strategy
and Growth Officer,
Daiichi Life Asia Pacific



Gunashrit Nag
(Batch 2011)

Appointed as
CVP, Strategy - Retail
Annuities,
New York Life



Faculty Publications (May 2026)



**Prof. Nandan
Kumar Singh**

Emerging Electric Vehicle Charging Market: Analyzing the Impact of Firm Pricing, Charging Speed, Consumer Preferences, and Power Tariff Subsidy

Co-Authors: Milan Kumar, Nishant Kumar Verma

Name of the Journal: IEEE Transactions on Engineering Management

Category: ABDC-A

Publication Details: Vol. ahead-of-print, No. ahead-of-print, ISSN: 0018-9391



**Prof. Sher Jahan
Khan**

When leaders harm and peers undermine: pathways to knowledge hiding and fear of negative evaluation

Co-Authors: Ebtessam Abdullah Eid Alzeiby, Snigdha Dash, Sushant Kumar Vishnoi

Name of the Journal: Journal of Knowledge Management

Category: ABDC-A

Publication Details: Vol. ahead-of-print, No. ahead-of-print, ISSN 1367-3270



**Prof. Sachin Kumar
Mangla**

Pharmaceutical Supply Chain Resilience to Counterfeiting

Co-Authors: Saumyaranjan Sahoo, Stefan Gold, Ashwani Kumari

Name of the Journal: Journal of Business Logistics

Category: ABDC-A

Publication Details: Vol. ahead-of-print, No. ahead-of-print, ISSN: 0735-3766



**Prof. Vipulesh
Shardeo**

Modelling enablers of sustainable and resilient supply chain due diligence: evidence from global operations

Co-Authors: Umar Bashir Mir, Bishal Dey Sarkar, Naila Fares

Name of the Journal: Benchmarking: An International Journal

Category: ABDC-B

Publication Details: Vol. ahead-of-print, No. ahead-of-print, ISSN: 1463-5771

Attaining carbon neutrality goals in the energy sector: A MCDM study towards sustainable energy development

Co-Authors: Anchal Gupta, Ashish Dwivedi, Harreet Kaur, Manjari Garg, Sarah Ben Amor

Name of the Journal: Energy Economics

Category: ABDC-A*

Publication Details: Vol. 159, Article No. 109393, 2026, ISSN: 0140-9883

Enablers of Circular Practices in Fast Fashion Supply Chains: A Study Towards Sustainable Fashion Development

Co-Authors: Shefali Srivastava, Ashish Dwivedi, Sharfuddin Ahmed Khan, Nilofar Hussaini

Name of the Journal: Circular Economy and Sustainability

Publication Details: Vol. 6, Article No. 249, 2026, ISSN: 2730-597X



Exploring the linkage between digital transformation, green innovation, and carbon neutrality: Implications for business sustainability

Co-Authors: Ashish Dwivedi, Anchal Patil, Shefali Srivastava, Dragan Pamucar

Name of the Journal: Production Engineering Archives

Publication Details: Vol. 32, No. 2, 2026, ISSN: 2353-5156

Stay Tuned On What's Next

Faculty Development Programme

10-Day Summer School on
Advanced Research Methodology

Date: **June 01-12, 2026**
Venue: **FSM, New Delhi**
Mode: **Hybrid**

Management Development Programme

HR Analyst

Date: **June 12-13, 2026**
Venue: **FSM, New Delhi**
Mode: **Online**

Faculty Development Programme

Financial Risk Analytics

Date: **June 22-23, 2026**
Venue: **FSM, New Delhi**
Mode: **Online**

International Immersion Programme

- University of Warwick, Coventry, UK
- SDA Bocconi School of Management, Milano, Italy
- Emlyon Business School, Lyon, France
- Frankfurt School of Finance & Management, Frankfurt, Germany
- Nanyang Technological University, Nanyang Avenue, Singapore
- National University of Singapore, Lower Kent Ridge Road, Singapore

Date: **July-August, 2026**
Batch: **2025-27**

FORE International Management Conference 2026 (FIMC 2026)

Purposeful Innovation: Balancing AI with Ethical Responsibility

Date: **November 25-27, 2026**
Venue: **FSM, New Delhi**
Mode: **Offline**



Know Your Committee

The team that makes it all possible



FORE Alumni Network is a bridge that connects more than 8000+ alumni, present globally.

Committee Members:

Utkarsh Girdhar (Coordinator),
Avanya Jain (Co-Coordinator),
Sambhav Jain (Co-Coordinator)
Shaivi Shewaramani, Ananya Jain,
Bani Walia, Harshit Bansal,
Paawani Thukral, Shardul Awate,
Srishti Kathuria, Steve Parmar,
Utkarsh Maheshwari



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