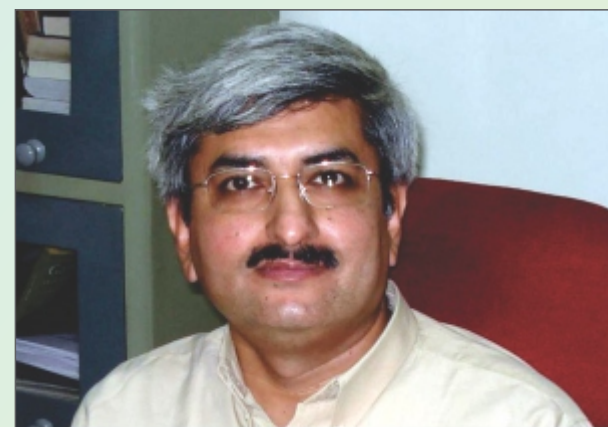


From the Director's Desk

An institute is built by its students and alumni. Drawing a simile from the great Lincoln speech, I would like to believe that an Institute should be of the students, by the students and for the students. Faculty and administration of an institute should only be the facilitators. The imaginative power and the creative force of the students can take an institution to new directions of achievements.

I strongly believe that the students and alumni of IMT Nagpur are fully equipped to take up this responsibility. 'Melange' is one such event where the existing students and the alumni get opportunity to interact and exchange ideas to identify such new directions and strategize. These

past few months have also seen our students involve themselves in events of national repute, like the IMT- N: Model United Nations. IMT Nagpur, has also hosted Milestone 34 and 35, to further portray that our campus is indeed, a veritable potpourri of talent, academic, cultural, and otherwise. The past month also saw Melange being conducted, with 'Ranbhoomi' as a sports gala, invoking the spirit of healthy competition, among, the past, present and future, of IMT Nagpur. The college has also played host to a slew of eminent guest lecturers- giants, in their respective fields of management. I hereby, congratulate 'Opus' for deciding to showcase such events in the present issue.



Mr. Subhajit Bhattacharyya

The Alumni Get Together: Melange

When the 'Past' met the 'Present'

The most awaited time of the year was here again. It was time for new memories to blossom and old memories to be cherished. It was time for reminiscence and new formed friendships. It was time to forge better standards and benchmarks for future batches to come. It was time for Melange!

Starting on the 3rd of October, Melange (Alumni Reunion) gave the alumni of IMT-N an opportunity to come together under one roof to relive their college days once again. With Ranbhoomi (IMT-N's Sports Fest) going on at the backdrop, it was an ideal setting for students and alumni to come together and exchange advice, anecdotes, experiences etc. Sporting events like Football, Cricket, Badminton, Table tennis, Throw ball, Volley ball, Tennis, Basketball matches were being conducted by the Sports Committee,

who were working towards making the event a huge success. The competition was intense wherein 13 teams set the playfield on fire in their quest for victory. Almost all the matches were intense with each player locking horns with the opponents with full drive and gusto to win the trophy.

An informal meet was organized where the 1st year and 2nd year students met with the alumni. The alumni shared their experiences as a student of IMT and also told their corporate stories. On being asked about the preference given to experienced candidates over freshers', an alumnus responded "It doesn't make much of a difference, and even then it can be overcome if the freshers' interact with the work-ex people and gain knowledge." They spoke about how studies matter and how it contributes and also stressed upon skill development. Thus, the meet came to an end with all

kinds of advice given to the present students on how to lead the managerial life and preparations for the corporate world.

Melange gave the Alumni an opportunity to take a break from their busy corporate lives and come down here to share their on-field experiences, dos and don'ts as a manager and tips to the present batch. The student body also got an opportunity to know their super seniors on and off the field. The lights, music, welcome dinner, DJ Night, matches, cheers, bonfire and the sheer number of Alumni members gave the campus a new life altogether. The excitement was palpable, the happiness evident and the atmosphere filled with sportsman spirit and camaraderie. It all came to an end, with the alumni sharing their experience of coming back to the institute, reliving the old days and promising to be back again for rolling back the years.



Left: MUN Briefing session, **Right:** Inaugural address by Dr. R. Goswami

First time in IMT-N: Model United Nations (MUN) simulation

IMT-ians resolve global issues the UN way

On 27th September, IMT-Nagpur in collaboration with UN Information Center for India and Bhutan, organized a Model United Nations simulation. MUN is an extra-curricular activity in which participants role-play delegates to the United Nations and simulate UN committees. The opening ceremony saw Dr. Ranjit Goswami (the then Officiating Director) welcoming over 180 delegates belonging to different educational backgrounds and states, and inviting them to discuss and debate various contemporary global issues, placing emphasis on the need to know about the issues and problems of a world that is constantly growing smaller owing to globalization and digitalization.

IMTN-MUN: Indian Cabinet

The Indian Cabinet was chaired by Vansh Saluja and Swarnim Saxena, the agenda of the meet was combating Naxalism. The chair was also the Prime minister in this mock meeting and he elucidated the delegates the key policies affecting the red corridor, and also explained the topography of these regions by using maps projected on the screen. He also explained to the delegates about how these regions rich in natural resources had immense potential for growth if the Naxal threat was contained. Motions such as disparity of development and status of states were passed and healthy discussions took place. Policy matters and many other issues were discussed in detail.

IMTN-MUN: FIFA Congress

The agenda for the day was the bidding for World Cup 2030. Bidding is the process by which the Fédération Internationale de Football Association (FIFA) selects locations for the upcoming FIFA world cups. A total of seven bids were received from eighteen countries. The multiple round exhaustive ballot system was used to determine the tournament host. Bid five was chosen by the FIFA Congress Committee to jointly host the 2030 FIFA World Cup.

IMTN-MUN: Futuristic General Assembly (FGA)

The Futuristic General Assembly (FGA) was chaired by Eklavya Malvai and Pritika Kohli, the agenda of the meet was to discuss the situation in the South Caucasus region in the year 2032. Delegates of various countries shared their opening statements on the agenda, and the formal discussion was suspended to allow for discussion of the sub-agenda "alternate sources of energy in the future". The next major discussion took place in the form of an un-moderated caucus. Delegates took to the floor, quite literally, to form blocs and strengthen alliances, which would ensure support for their motions.

IMTN-MUN: United Nation Global Compact

The Agenda for United Nation Global Compact was Anti-corruption, Labor Law and Sustainable Development in Supply Chain Management which was chaired by Varun Jhaveri in the company of Vice Chair, Rhea Yadav, and Co-Vice Chair, Harsh Shah.

MUN commenced with general speakers' list where the delegate of International Labor Organization elevated equal rights and code of conduct and elimination of child labor. The Gender Equality in the corporate life by facilitating equal training opportunities to all especially women, imbining decision making capabilities in children and promoting women entrepreneurship.

IMTN-MUN: United Nations Security Council

In the United Nations Security Council (UNSC) the papers were drafted by two alliances-UK, USA, Japan, Argentina, Chad, Australia, Lithuania, France and Russia forming the first and China, Nigeria and Rwanda forming the second. The immensely active and well-read delegates representing the various nations in UNSC provided for a captivating and enriching discussion. Even though the mock Council failed to come to a common agreement on the issue of reforms in UNSC, the ideas generated in UNSC, during IMT-N MUN-14 definitely provides food for thought for further probing and discussion.

IMT N-MUN: Curtains Down

After two days of formal debates, discussions and knowledge exchange, the curtains came down on the IMT-N MUN event. The closing ceremony was marked by the presence of Faculties-in-charge Prof. Hanish Rajpal and Dr. Jagannath Mohanty, Secretary General Prateek Jain, Executive Board of all the 5 committees and all the delegates who participated in the event. The highlight of the closing ceremony was the giving away of the awards to the participating delegates. For each committee, awards were giving for Best Delegate, High Commendation, and Special Mention. The awards for the best delegates were given to Kankshi Agarwal (UNGC), Dhiren Balasaria (UNSC), Rutwik Joshi (FGA), Jinendra Parekh (Indian Cabinet) and Karthik Vishwanath (FIFA) amidst deafening applause. The awards were handed over by the Executive Board of their respective committee. An emotional vote of thanks was given by the Secretary General, Prateek Jain, who emphasized how this event was a big success, and how the managing committee and the organising committee had toiled hard to make this event come alive. He also thanked the institute and the faculty-in-charge Prof. Hanish Rajpal for supporting the entire event and being there to ensure free flow of events. Thus the event came to an end with a promise of an even bigger MUN the coming year.



Left: Caucus at Security Council, **Middle:** Executive Briefing MUN, **Right:** MUN cultural drama

In conversation with Mr. Punyashlok Dwibedy



With a rich experience of 40 MUNs, Mr. Punyashlok Dwibedy, an IMT Nagpur alumnus, was the Executive Board for the UN Security Council in IMT Nagpur's very first MUN.

Q) What do you think is the purpose of a MUN?

A) I think the primary purpose of a MUN is to build within youngsters a sense for diplomacy, while inculcating within them the skills required in expressing their stands. MUNs help individuals to understand what different countries around the world are sensitive to, and to help them reach a mutual consensus with regard to a specific agenda.

Q) How does MUN help Student Managers?

A) MUNs give Student Managers a real world feel of how it is to work together with people who harbor different points of view. This comes in quite handy in the corporate world where it is often of paramount importance to reach a common consensus, having convinced people on your point of view, and sometimes getting convinced yourself.

Q) You have participated in 40 MUNs, what have you learned through your active participation in this event?

A) Yes, I have participated in over 40 MUNs and I still am not tired of it! The most important thing the MUN-ing has taught me is that one cannot have a very rigid opinion on things. We must be aware of the differing sensitivities that are associated with different countries and their cultures. It has also taught me how to convince people to accept my stand, as well as how to diplomatically reach a consensus.

Q) It is the first time IMT-N has hosted a MUN. How do you think this IMT-N MUN compares with the other MUNs you have attended?

A) Indeed, it was comparable to some of the best MUNs I have had the privilege of attending. The way it was organized was quite commendable. IMT-N MUN should keep going strong and target at getting even bigger committees next time.

Above Top: Deliberations at MUN Indian cabinet

Above Middle: Executive Board Facilitating debate in the MUN Futuristic General Assembly

Above Bottom: UNSC Executive Board - Punyashlok Dwibedy (L) and Ananya Tripathy (R)

Right Near: MUN Indian Cabinet Session in Progress

Right Far: Flute Music by Mr. Parimal Tiwari



Business Mogul: the secret of one was known to none

presented by Team Okonomos

Team Okonomos- the Business and Economics forum under Dr. Gajavelli V.S., invited all IMTians to participate in Business Mogul to test our business acumen. The first round was a quiz to check our general knowledge. After which only 10 teams were selected for the final round. The second round tested our buying and selling skills. It was also called the fish market round. Five teams were made sellers and the other five as buyers. Sellers had to buy five items from the list of items given by the Okonomos team at a fixed price. Their objective was to earn maximum profit. The buyers had to purchase five items within a given budget of Rs.15000 and their objective was to save the maximum amount possible. The market opened for 15 minutes and each team started using their business mind to maximise their profit /savings. Those 15 minutes displayed the enthusiasm within all. The excitement in the air confirmed the success of the game. The winners of the game were Team Vandita Agarwal and Anshul Chowkhany and Team Jatin Sethi and Manish Singh.



Time is Money!

"Participating in Business Mogul was like applying the concepts of marketing in a live scenario."

Game of Thrones - The battle of survival

presented by Team Cyclops



Number crunching at Game of Thrones.

It all began on the night of June 27, 2014 when Cyclops - The Operations Forum under the aegis of Dr. K. Nilakantan, presented the "Game of Thrones". The name itself was enough to ignite the fire within everyone. The excitement in the air was visible. The participants were made to sit in a hall where they prepared like the "Night's Watch" to defeat the "Others". The game began with an introductory video where they were shown the situation at hand and the rules of the game were explained. Much clarity was provided by the organizing forum even for those who had not seen the TELEVISION series. Shortest escape route had to be planned for the protagonist "Tyrion Lannister". All the strategic minds were at work to plan the shortest route. The atmosphere was electrifying. The outside world was forgotten as the participants endured the struggle with great effort. They competed for their lives. Finally, the protagonist was saved by 2 teams, team Vishesh Saran and Antony Davis and team Ajay Juyal and Sandip Kumar who won prizes for the same. It was a great opportunity provided by IMT Nagpur to the Student Managers to put their analytical skills to use in a fun and interesting way.

"The game helped me understand how strategies are important while making decisions. It is necessary to have the correct thought process to be a winner in any game." - Antony Davis, PGDM 2014-16

Poetry Night- when students became poets

presented by Team Literati



Above:
Irshaad!

Left:
Team Literati 2013-2015

Beneath the open pleasant sky, full of twinkling stars, were a good number of poets, for it was the day to express their pent up feelings and emotions. The evening wore on, with a good many students sharing their poems and couplets in the midst of a gathered crowd. Words flowed like leaves fallen on a river that gushed seamlessly towards its destination. It was heart-warming to see each artist inspire the other. Newer talents and styles of expressions were being discovered and appreciated. Perhaps this night, the Poetry Night held on 2nd Aug, 2014, was one of the many stress busters that is one of a kind that IMT-N offers, from its unique basket of surprises. Language was no barrier, as feelings are universal. There were couplets presented on love, while there were a few poetic replies by ardent lovers, few mysteries were spun on the various intricacies of the universe followed by more poems and articles. Humour, satire, rhyme and creative intellect combined on one platform to create beautifully magical themes and possibilities, only through words and thoughts of some wildly imaginative minds, few of the best on campus.

INITIATIVES BY E-CELL AND CENTRE FOR EXCELLENCE

Ideation workshop: An event by Kushagra

"Never fall in love with your idea, fall in love with the problem you want to solve"

Kushagra, E-Cell o IMT Nagpur guided by Prof. Anil Kshatriya and Dr. Shyam S., organized a two days ideation workshop on 30th & 31st Aug, 2014 to provide an opportunity to student managers to explore their entrepreneurial potential. Mr. Deepak Maneria, Chief Idea Farmer at Lemon Ideas, started the workshop by asking students to break the box and come up with maximum possible ideas without considering any constraints. A total of 401 ideas emerged which were further passed through Idea funnel. In funnelling process validation of various ideas was done using WOW-NOW matrix, Ability –Potential matrix, peer review, critical analysis. Finally out of 401 ideas, 56 ideas were shortlisted for further review. Day one concluded with distribution of study material among students and Mr. Deepak Maneria reminding the

mantra of a successful entrepreneur i.e. never fall in love with your idea, fall in love with the problem you want to solve.

Day two started with students pitching their million dollar idea before Mr. Vinod Shastri, Dy. Director – SIBM-Pune, Member-Board of Studies for 'Entrepreneurship' Pune University and Mr. Deepak Maneria. Mr. Vinod Shastri not only gave feedback to the students but also shared his real life entrepreneurial experience with students. He advised participants not to kill any idea during its initial stage. Mr. Shastri asked "to be entrepreneurs" to respond not to react to any situation in life. Workshop concluded with a promise made by all the participants that they will never kill "their or others dreams".



Deep in Thought.



Young Entrepreneurs.

Milestone 34: Something Different in the Air



Above: Winning team Horn OK Please
Below: Team Jaba Walkies



It was that time of the year again, at the Institute of Management Technology, Nagpur-'August': the Milestone 34 month. Milestone 34 was the most talked about topic on campus. Stories about the senior batch's first Milestone 34, to legacies that have been travelling down through generations: the junior batch had heard them all. And finally it was time to be a part and live it all. This year's M-34 theme launch took place in the LRC auditorium in the presence of Prof. Hanish Rajpal, Chairperson-Student Affairs. Team slogans and cheering were tangible entities that evening, as the Milestone Committee unveiled the theme for this year: "Galiyaan: The Streets".

As if the air on campus already wasn't electrified enough, one could sense the buzz in the air. Team meetings ensued at every hour of the day (and night), minds were wracked with ideas, strategizing, planning, agendas were made, team names were finalized, roles and responsibilities were allocated. It was imminent that hearing second-hand accounts of it didn't come

anywhere near being a part of it. Tight-lipped people were spotted all around, guarding team "secrets" with their life (not being overly dramatic); and as the last date for registration approached, the excitement steadily kept building up. Everyone eagerly awaited the schedule of events so that practices could start and sleepless nights could follow suit. Certainly August flew by with preparations for Milestone 34, and the 3 days of M-34 itself, leaving behind a lifetime's worth of memories. The Closing Ceremony of Milestone 34 witnessed Team "Horn Ok Please" being adjudged the overall winners. It could be safely said that the event lived up to its expectations of being a major learning-cum-fun experience.

Ranbhoomi 2014: When the Alumni, Seniors and Juniors clashed, but for fun

Ranbhoomi, IMT Nagpur's intra-college sporting extravaganza, as per tradition, took place during Melange, and thus created the most ideal setting for the present student body and alumni to come together with the exchange of advice, anecdotes, experiences and the building of many new friendships in the process. The Sports Committee organized individual tournaments in the disciplines of Football, Cricket, Badminton, Table tennis, Throw ball, Volley ball, Lawn Tennis, Basketball and LAN gaming (Counter Strike).

This year, the event saw the participation of six alumni teams: Godlike, Wasted, Pioneers, JB, Chak-De, Slayers. The senior batch put forth four teams: Phoenix, Stallions, Absolutes and Just Kidding; while the three junior teams were Hawks, Avengers and Wrecking crew. Thus, the fields

on campus bore witness to teams spanning across generations of students who have studied in this institution, right from the first batch to graduate from these hallowed gates, to those of us still here, pursuing the same legacy.

Each game was fiercely contested and anyone could tell that management students tend to be highly competitive individuals not only in academics but also in the sports precinct. The team Phoenix was declared the overall winners of Ranbhoomi 2014. Ranbhoomi saw enthusiasm like no other event and proved IMT-N to be a proud sporting arena where battles are truly glorious, yet in good spirit.



Hard at Play.



A Rendezvous with Adutiya Satyam

‘Doing marketing for Finaholics’

Adutiya Satyam (Batch of 2014) came down to campus to attend Melange, the annual Alumni meet. For him it was a great way to connect with people; from seniors to juniors. It provided a platform to take a break from the workplace and relive the good old days while keeping the old bonds of friendship alive. He fondly remembered Professor Anant Ram, as his classroom lessons helped him a lot in the corporate world. The most important things he has taken from IMT-N included the virtues of patience and consistency in efforts. His advice to the present batches at IMT-N is to learn how to deal with the barriers that obstruct one from achieving his goals, while not forgetting to develop people skills.



Repartee with Anu Agarwal

"FORUMS MADE THE DIFFERENCE..."

Anu Agarwal graduated from IMT-N in the year 2013, she is also a B-com (honors) from SRCC, who was placed with UBS Verity Knowledge Solutions at the end of her journey at IMT-N. Here are some excerpts from the interview.

Q) How are you feeling after coming back to college?

Ans) This College was my second home and coming back to home always feels nice. Right from the main gate, till hostel each and every moment was special. Meeting batch mates, seniors and juniors was something to treasure. It was like reliving your good old days.

Q) How has your experience and learning here helped you in your workplace?

Ans) These two years have taught me a lot. I am a different person altogether now. I feel more responsible and independent. Moreover, group assignments and presentations in classes enhanced my people skills. Being a part of forums taught me how to work in teams and how to get the work done from others. I could utilize all this experience at my workplace. And not to forget, all the late nights I spent making assignments and working on different projects, have helped me in acquainting myself to a demanding work schedule.

Q) Melange is a platform where you get to meet the whole of IMT under one roof, what are your thoughts on the same?

Ans) Melange is an amazing thing. It gives us a reason to come down here and revive all the wonderful times we had spent here. You get to meet the whole of IMT at once and you just don't feel like going back to your life. You can never get enough of this place.

In Conversation: Mr Chetan Tolia



“Choose a job which will give you more learning potential.”

MR. CHETAN TOLIA is a versatile business leader with experience of establishing and scaling up two startups, one institutional turnaround, and leading two functional verticals in large organizations, through over twenty seven years, across functions ranging from Leadership Development and HR to New Venture Creation and Strategy, across business domains ranging from Industrial Products to Executive Education, across roles from

managing businesses at the P&L level and at the Enterprise level as the CEO & MD.

Here is the excerpt from the interview.

Q) Can you tell us something about your journey in the corporate world?

A) I completed my civil engineering from IIT Madras and then joined IIM Calcutta for my MBA. When final placements arrived, my first preference was Asian Paints or TATA Motors. But somehow their interviews did not go that well and I joined TATA Steel in 1987. Turning back, I now realize it was one of the best things that happened to me. I started my career with TATA Steel where I spent 10 years of my life. I began working as a customer complaints manager and went on to become executive assistant and then product manager.

As a product manager I had the opportunity to do various kinds of product mix. Later I was made the CEO of a TATA subsidiary- TATA Ryers Ltd. which produced steel bearings. Since it was my first stint at being a CEO, I very enthusiastically steamed up production, but in the process completely forgot to create a market for the product. My company was making losses continuously for the first 6 months of operation. Afterwards we rightly decided to start operating at only 10% of the production capacity and in a few months we were able to break even. It is during these situations in life when the leader in you is put to test. When the going gets tough it is very easy to wrap up a business and spare yourself the hard time. But then as a leader you have to realize that you have the responsibility of the employees of your organization on your shoulders. As a leader you have to learn to share your bread and eat last. You have to rise up to the expectations of your people.

We were a small unit of only 18 people, but we stood by each other and slowly the situation improved. After a year I was offered the post of Chief of Marketing strategy back in TATA steel, but I refused the offer as I had started enjoying the work in the startup. Later I was made the MD of TATA Bluescope which makes steel sheets for assemble able building units. I also had the honor of heading TMTC (TATA Management Training Centre) as the Director. Four years into that job, I was brought back into TATA Power as the Chief HR Officer and I have been at this post ever since.

Q) Students face a lot of confusion when the time comes for placements, while selecting the right job. Could you give us some tips as to how to make the right choice?

A) Choose a job which will give you more learning potential. Simply going for a job that pays more will not serve your purpose in the long run. Try to go for a job which will give you the choice of section or department rotation. In this way you will learn more and widen your base. It is also very important to stay in a place and learn as much as the place offers. Learning is a self-initiated process; no one can push you to do it.

Q) What do you look in potential employees when you recruit?

A) Recruiters look for a can-do attitude, the hunger to learn and definitely domain knowledge.

Q) Twenty seven years is a long time to be working for the same organization, what made your bond with TATA so strong?

A) I would say that the value system and work ethics at TATA resonates with my own value system. Also, I did not stay put in one section for a long time. Subtle changes and variety of work made me gain interest in my job as I grew older in the organization.

Q) What message would you like to give to our students?

A) Everyone is faced with problems in life. They are like locks and the solutions are the keys. Our entire life we are confronted with numerous locks and keys, but the only problem is that they are jumbled up. You seldom get the right pair at the same time. But then the experience called life should be used to collect all these keys and then when the apt time comes we should use our knowledge to match the correct pair and overcome our problems.

A Day with Mr Subhobroto Chakraborty

“Luck is a function of opportunity and hard work.”

IMT Nagpur had the privilege of experiencing the presence of MR. SUBHOBROTO CHAKRABORTY, Associate VP, Digital Enterprise and Brand and Strategy Head (India Operations) at Group ISD Global on 30th of August, 2014.

He is a specialist at Strategic planning and Brand Building with 19 years of creative expertise and leadership skills; strategic nexus & elementary solutions for a digital brand in the field of digital mobility solutions. His palpation of both rural & urban markets sharpens up to kick-start consumer versus brand interaction in verbatim thus creating shared values at both the poles, providing an end to end solution. He has handled various industries like Agency, FMCG, Durables, Banking, Telecom, Financial Exchange, Television Media and Digital Platform.

Here is an excerpt of the interview:

Q) “Sir, do you think IT Engineers have an edge in today’s marketing world?”

A: Yes, IT Engineers do have an edge with the Martech coming in. At least 30% knowledge about the technical part will help. When I talk about Martech I am talking about the CMO level, the junior level managers do not need to know such details, with the cutting edge technology only the marketing techniques might change.

Q) “What should a marketer do to see the writing on the wall?”

A: I have different ways of finding information. One may have networks or contacts in HR or one may access Naukri.com or LinkedIn, search and download about the marketing heads and brand heads and find out what is it that they have and I don’t. Go to Twitter and hash tag marketing changes in the economy. Keep reading there is no shortcut.

Q) “How long should one stay in a sector before switching to another one?”

A: What really matters is how deep you have taken in the job, that is, how much knowledge you have gained about it. The title of the job doesn’t matter as long as you have the knowledge. It is like when we eat something we feel like chewing it till the time it has flavor in it. Similarly, you should work in a particular sector until the time you are learning something new.



Q) “What message would you like to give to the Student Managers of IMT-N?”

A: As we keep changing our phones with the finer versions coming up, we must keep changing and adapting according to the environment. Five years down the line an MBA Degree is history and gone, what matters then is the experience and knowledge. As Robin Sharma says, “One must keep in touch with the younger generation who has a positive mindset”. Stay connected with each other, as it is very necessary.

Q) “How was your experience here at IMT-N?”

A: I saw some great smiles and inquisitive minds. I could also make a perception about B-Schools and the life of MBA students.

An Interview with Mr Prem Singh



“Don’t use the power of your lungs, use the power of your logic.”

IMT Nagpur witnessed the presence of MR. PREM SINGH, VP, HR, Piramal Enterprise, adding to more than 50 industry footfalls in the institute. He has over 23 years of experience in HR management. He has worked as head HR and Administrator at ESSAR Shell Ltd, HR leader (plant) at Owens Corning Ltd. Chief HR Manager at JCB (India) Ltd.

He is an accredited management trainer and was awarded with the Global HR Excellence Award for developing high performance organization at Owens Corning Ltd. He has worked on projects like Black Belt (6 Sigma) project on improving effectiveness of performance management system and customer satisfaction survey.

Here is the excerpt of the interview:

Q) “Sir, what according to you is the most important factor which an organization must follow to move on the path of growth?”

Ans: The most important factor is organizational culture because culture is something that stays permanently in the company. It defines the way the company conducts its

business, it is almost like the DNA of the company. It is unique to every organization and it is very hard for the competitor to copy it. Therefore, it must be given highest priority without compromising on other factors.

Q) “Sir, you spoke about values and its significance. How can an organization protect its value in this competitive world?”

Ans: See this is where your self-belief comes. In such a situation one must take a stand, must not compromise with his/her values because it will lead to a loss of identity.

Q) “Sir, is it always advisable to raise one’s voice if something goes wrong in the organization?”

Ans: One has to be wise and practical, one should take measured and calculated steps to convey the message properly in order to get success, rather than choosing a path that will lead to a dead end.

Q. “Sir, in an organization, there are people from different cultures and background. In such a case, how to voice our opinion, without disturbing the balance in the organization?”

Ans: Good question, this is where the power of logic comes in. Don’t shout or be rude to anyone. Use the power of logic, instead of using the power of your lungs to convey the message.

Q. “Sir, how to come out as a leader in an organization?”

Ans: One thing I must say, a leader should walk the talk. He/she must not shy away from making tough conversations with people or taking tough decisions. These are the moments where you shine out as a leader.

Q. “Sir, how was your experience at IMT Nagpur?”

Ans: It was wonderful, beyond my expectations. Students were really interactive. I’m extremely happy with the response I got. I wish all the best to all the students of IMT Nagpur.

Q. “Sir, what would you advice to the second year students who would be facing the recruiters for their final placements and to the first years for their SIP interviews?”

Ans: Pay attention to the non verbal communication and be yourself, be confident.

Lessons in Quality Management by Mr Alok Shrivastava

The students of IMT-N had a wonderful opportunity to interact with MR. ALOK SHRIVASTAVA, who works as a manager with Aricent, Corporate Quality. He has more than 10 years’ experience in Quality management and is currently looking after all satisfaction survey administration for Aricent (both external as well as internal). Additionally, he manages non-engineering quality assurance function along with looking after engineering Quality Assurance for a business unit in Gurgaon office.

The session started with the guest posing a simple question which baffled most of the students during their initial business statistics courses-“How does the use of SPC make sense to business?” He explained that the very basics of statistics like mean and variance are at the core of most business decisions. Most top management people do not appreciate technical statistical jargon. But the same data if presented in a way which links it to monetary benefits is capable of drawing instant attention. The main theme throughout the lecture was the use of statistical methods and software to observe variability in data and find ways to reduce it.

The session progressed with a description about stable and unstable processes which Mr. Shrivastava explained with a very apt example- All data, collected over a time period tend to follow a normal distribution. As long as there is common sense in the approach to



doing the job, data collection is normally distributed. He then explained the six-sigma process and why companies strive towards achieving it in its processes. In this context the causes of variation in a process can be categorized into two types- Common or random causes and assignable or non-random causes. In the real world, common causes of variation are present in any process, from the daily activities people do to the manufacturing activities carried out in industries. It is not the trivial many random causes that a business should worry about, but the vital few non-random and sporadic cases that it has to really look out for and prepare to face. Relating it to the business scenario, Mr. Shrivastava said that the first thing which ensures success is knowing the reason why you might fail.

Lastly, he explained the use of CMMi software and its various levels and why the use of this software is an increasing trend worldwide. The CMMi software is used to obtain a stable process by defect prevention and minimizing impact of defects. He concluded by laying out a step-wise floor plan for Quality Management. First, try and keep your customers away from as many defects as possible. Second, follow PDCA cycle. Third, do a sensitivity analysis to find major contributors to defects. Fourth, make the Pareto chart to find vital few, and lastly, do a sensitivity analysis to validate your hypothesis.



Tete-a-tete with Mr Krishnan Murugan

IMT-N witnessed the presence of MR. KRISHNAN MURUGAN, Manager (HR) at ONGC Videsh Limited on 20th July, 2014. It was a great opportunity for the Student Managers to get an insight into their own personalities as he delivered a power packed speech on human behavior. The mind and body connect which was the crux of his presentation was explained in detail and everyone in the room could connect to it.

Mr. Krishnan Murugan has 25 years of experience in oil and gas industry and has worked very closely with the top management of ONGC and ONGC Videsh Limited, a renowned multinational and the only company from India to have invested over Rs. 80,000 crore abroad. He is also associated with Project Lakshya - to transform all the business processes of ONGC Videsh to international standards.

He has travelled far and wide for business and pleasure. His forte is Human Behavior and understanding human nature. He is very adventurous and risk taking. Every five years he picks up a game and hobby to enjoy life and the joy of learning. He considers himself a student always and was looking forward to learn something new from the Student Managers of IMT-N.

Here is the excerpt of the interview:

Q) Sir, you talked about learning and relearning new skills. Why is it important to diversify your skill set?

A) Everything depends on what you are good at. As you get more training, more opportunities, you grow and as you grow you get into your comfort zone and then you realize that you are unable to come back. But when you get involved in new things regularly, it helps in evolving your personality. If you do that you will never have a problem in learning anything in life.

Q) Sir, taking up which hobby was the most difficult for you and which one did you enjoy the most?

A) The toughest one for me was learning to play Squash. Another hobby that I have taken up is yoga, which I am practicing these days. Our culture has given us this legacy. Just about 30 minutes of yoga everyday works on your mind and body.

Q) Sir, so isn't it difficult to just leave the hobby which you have pursued for the last five years?

A) No, you just drop it. The whole idea is to learn, enjoy life, experiment and get involved.

Nothing should stop you. I believe in enjoying every moment of life.

Q) Sir, in our busy schedule the focus has shifted from continuous learning to work completion and meeting deadlines. What would your advice be to the IMT-ians on the same?

A) Focus on education is a must, but, you must also learn to unwind. At your age the learning ability is at its peak. I don't know how much pressure you guys are facing but you will have to balance it out some way or the other. You need to make a conscious choice, whether you want to pick something up or keep it low, it is completely up to you. I say sports because it is the easiest thing to get involved with. It is important to make a conscious effort on your part. It should be like a love affair.

Q) Sir, this year, second year students would be sitting for final placements whereas first year students for their SIP interviews. Would you like to give any message to them?

A) When you select certain areas, such as Marketing, HR, Finance, the whole view of the subject should be at the back of your mind. For example, when you see out of the window of a ground floor apartment, you have a limited view, but when you are on the top of the building you get the view of the entire surroundings. That is how your approach should be when it comes to the knowledge of your subjects. You should be able to talk about it to your professor or a manager.



Q) Sir, how was your experience at IMT-N?

A) It was a wonderful experience. I am extremely happy to have taken a lecture with such an interactive audience. It made my job easier. Everything was professionally planned. There was less time otherwise I could have gone on for two more hours. The way everything went was beyond my expectations.

We love feedback!

This issue of the Opus intended to introduce IMT's internal excellence. We look forward to your comments and suggestions towards improving its quality and value. Email us at ccc.imtnagpur@gmail.com.

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