

# NEW DELHI INSTITUTE OF MANAGEMENT

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## June'18 Newslines

### Activities 1<sup>st</sup> – 30<sup>th</sup> June 2018

#### Recruiters at Campus for Placements

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| <b>Participants</b>      | PGDM students of 2016 -18 batch   |
| <b>Companies Visited</b> | Channelplay; Delhi Duty Free Services; Delhivery; GSK Consumer; Synergy and Toppr |

#### Faculty Development Program on Artificial Intelligence

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| <b>Date / Venue</b>    | 08/06/2018 / Campus   |
| <b>Resource Person</b> | Dr. Rinku Dixit   |
| <b>Participants</b>    | Faculty   |
| <b>In Brief</b>        | <p>Following key Issues addressed</p> <ul style="list-style-type: none"> <li>• Introduction to Artificial Intelligence</li> <li>• Sub-Areas of Artificial Intelligence</li> <li>• AI Technologies</li> <li>• Applications of Artificial Intelligence in Today's World.</li> </ul> |

#### Three Day Workshop on Heartfulness Meditation for Enhancing Employee Engagement, Stress Management and Efficiency Improvement

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| <b>Date / Venue</b>        | 11 – 13/06/2018 / Campus  |
| <b>In Association with</b> | Heartfulness Center for Meditation  |
| <b>Resource Persons</b>    | Dr. A P Tomar, Intensive Care Physician, Aashlok Hospital and Mr. Prit Pal Singh, Heartfulness Practitioner and Trainer   |
| <b>Coordinator</b>         | Dr. Sangeeta Yadav  |
| <b>Participants</b>        | Staff and Faculty   |
| <b>In Brief</b>            | <p>The workshop was organized to help NDIM staff and faculty to reduce stress, improve emotional outlook and provide balance of life.</p> <p>The workshop helped participants to:</p> <ul style="list-style-type: none"> <li>• keep their motivation and efficiency high</li> <li>• handle stressful situations and manage change</li> <li>• be better focused and fulfill responsibilities</li> <li>• be team players</li> </ul> |

## Seventh National Summit on Institutional Academia – Industry Interface

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| <b>Date / Venue</b> | 11/06/2018 / Le Meridien, Delhi   |
| <b>Chief Guest</b>  | Mr. Satya Pal Singh, Minister of State for HRD. GOI   |
| <b>Participants</b> | Dr. V M Bansal, Chairman; Dr. V N Srivastava; Dr. Chand Tandon and Ms. Raj Chingarani   |
| <b>In Brief</b>     | <p>Mr. Anil Khaitan, President – PHD Chamber, CMD, Sunil Healthcare, expressed the view that the content of education needs to be improved in schools, colleges and institutes, to appropriately address the external environment contexts. It was strongly felt the faculty who is the provider of the knowledge will have to have a strong interface with industry to be able to understand the industry needs and demands and have the challenge of integrating the academic contents with the industry’s needs. The challenges that need to be met are:</p> <ul style="list-style-type: none"> <li>• Talent acceptability and vibrancy vis-à-vis technological achievements</li> <li>• Increased autonomy for performing private sector higher education</li> <li>• More autonomy needed to be provided to performing institutions to enable them becoming from good to great</li> <li>• R &amp; D dynamism led industry academia content development</li> <li>• Lateral entry of industry into academia</li> <li>• Remediating indirect taxation</li> </ul> <p>Mr. Satya Pal Singh, said it is important to note that curriculum of Institutes was outdated. AICTE has come out with model syllabus for polytechnics and also institutes of engineering and management. In the last semester, students have to come with innovative ideas. He mentioned, both Industry and Institutes can develop the interface bridge. Research and innovations in the institutes has to be key focus; mere publishing number of papers is not sufficient, unless paper helps in getting some patents / startups. There is a need for the shift from Service hub to the industry hub.</p> <p>Dr. V.M. Bansal, Co-Chairman of Education Committee of PHD CCI and Chairman, New Delhi Institute of Management, who combines in himself, the large part of the experience of Governance of the country mentioned that he himself realized a strong disconnect between the various stakeholders and the government. There is a need for putting in place the discussions and learnings occurring in this summit. He mentioned, young professionals working in the industry are very keen to come to academia to enhance their learnings. He said, NDIM has 238 professionals from the industry as corporate mentors and 101 professionals guide curriculum to make it industry relevant.</p> <p>The conference also had useful panel discussions on International best practices of Academia Corporate Interface in Research and Innovation by eminent speakers from government, Industry and Academia.</p> |
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### Faculty Development Program on Big Data Analytics

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| <b>Date / Venue</b>    | 11/06/2018 / Campus   |
| <b>Resource Person</b> | Prof. Shailee Choudhary   |
| <b>Participants</b>    | Faculty   |
| <b>In Brief</b>        | <p>Following Key Issues addressed:</p> <ul style="list-style-type: none"> <li>• Introduction to Big Data</li> <li>• V’s of Big Data</li> <li>• Use Cases of Big Data</li> </ul> |

## Sixth Human Capital Conclave 2018: HR in the BAR (Block Chain, Artificial Intelligence and Robotics)

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| <b>Date / Venue</b>      | 13/06/2018 / Sheraton, Saket   |
| <b>Organised by</b>      | NHRD   |
| <b>Participants</b>      | Prof. Kamal Kundra, Prof. Rinku Dixit, Prof. Shailee Choudhary, Prof. Shivani Kapoor and Prof. Vikas Gautam  |
| <b>Welcome Address</b>   | Mr. Dhananjay Singh, Director General, NHRD Network  |
| <b>Conclave Overview</b> | Mr. Anand Pillai, Conclave Co-Director and MD Leadership Matters   |
| <b>Special Address</b>   | Mr. Vijay Rai, MD, Asia Pacific and EMEA markets Saviours US INC   |
| <b>Theme Address</b>     | Mr. Rajesh Uppal, Executive Director and CIO Maruti India  |
| <b>Keynote Address</b>   | Mr. Hareshvendra Soin, Chief People Officer Mahindra   |
| <b>Session 1: Theme</b>  | <b>Relevance of HR in BAR (Block chain, Artificial Intelligence and Robotics) world?</b>   |
| <b>Panelists</b>         | Ms. Vijayanti Margassery, National Head – Organizational Effectiveness, Hindustan Coca-Cola Beverages; Mr. Sunil Goyal, COO, Sopra Steria Group; Ms. Vijeta Soni, Head Learning Technology and Innovations at Reliance Industries and Mr. Dharam, plant Head HR, Hero Moto Corp Ltd  |
|                          | <p><b>The panelists discussed the following points:</b></p> <ul style="list-style-type: none"> <li>• Meaning and understanding of Block chain, Artificial Intelligence and Robotics.</li> <li>• How prevalent are these concepts in the Indian Corporate Fraternity?</li> <li>• Is HR really ready for BAR (Block chain, Artificial Intelligence and Robotics)? What could be the typical use cases for it – Payroll, Recruitment etc.?</li> <li>• How BAR will impact the existing HR Processes and Methodologies?</li> <li>• What are some of the strengths of being in the BAR (Block chain, Artificial Intelligence and Robotics) World? Any Flipsides?</li> <li>• Aspects that HR Fraternity should consider in BAR (Block chain, Artificial Intelligence and Robotics) World.</li> </ul> |
| <b>Session 2: Theme</b>  | <b>Driving Disruption in HR through BAR (Block chain, Artificial Intelligence and Robotics)</b>  |
| <b>Panelists</b>         | Mr. M. Lakshmanan, Head Talent Management, Larsen & Toubro; Mr. Neeraj Narang, Director, HCM Strategy & Product Strategy, Oracle and Mr. Tanmaya Jain, Founder, inFeedo  |
|                          | <p><b>Following points were discussed:</b></p> <ul style="list-style-type: none"> <li>• Why BAR is needed in the HR Fraternity?</li> <li>• Will it be really useful? Is it a fad or a concept that will impact the Fraternity?</li> <li>• Apart from the transactional tasks made easy, how else do you think it will drive disruption?</li> <li>• How Artificial Intelligence and Robotics will enable HR to focus more on the Humane and complex aspects such as Sentiment Analysis / Pulse Surveys and Employee Feedbacks?</li> <li>• Do you think BAR (Block chain, Artificial Intelligence and Robotics) will make HiPot Identification or Development initiatives more effective?</li> <li>• How will BAR disrupt across an employee's lifecycle?</li> </ul>                             |
| <b>Session 3: Theme</b>  | <b>Going Beyond BAR (Block chain, Artificial Intelligence and Robotics)</b>  |

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| <b>Panelists</b> | Mr. Anand Bhaskar, Founder & CEO Planet Ganges; Mr. Mohit Gundecha, CEO & Co-Founder Jombay; Ms. Ruchita Sharma, Head HR Guardian Life and Dr. Pearl John, Consulting Director, SHL Group  |
|                  | <p><b>The following points were discussed:</b></p> <ul style="list-style-type: none"> <li>• How BAR (Block chain, Artificial Intelligence and Robotics) has been adopted on the ground?</li> <li>• What are the current realities – success stories and challenges?</li> <li>• What to keep in mind during implementation?</li> <li>• Best practices to make BAR (Block chain, Artificial Intelligence and Robotics) successful in the HR domain.</li> <li>• What is the Future and how we can be ready for it?</li> </ul> |
| <b>In Brief</b>  | All the session had a common consensus about the future of HR function in the organizations that all transactional work will be certainly automated and human skills will always be in demand for transformational work. The other most important aspect is Employee Experience.   |

### International workshop on Mastering the Art of Learning: Developing 21<sup>st</sup> Century Leaders

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| <b>Date / Venue</b>    | 14/06/2018 / Campus   |
| <b>Resource Person</b> | Dr. Sana Mitchell, CIO & Co-founder, PSquare Consulting in Nashville, Tennessee, USA and Dr. Anuradha Basu, Prof. Entrepreneurship & Leadership, Lucas College & Graduate School of Business, Entrepreneurship, Area Chair and Director Silicon Valley Center for Entrepreneurship, San Jose State University   |
| <b>Participants</b>    | Mr. Rajesh Kumar Arora, VP, Chemilac; Ms. Smriti Lamba, Learning & Development Manager, Pullman & Novotel New Aerocity and Mr. Vivek Srivastava, Manager – HR, EdCIL (India) and NDIM Faculty   |
| <b>Session 1:</b>      | <p><b>Triple Loop Learning</b><br/>Key Issues discussed:</p> <ul style="list-style-type: none"> <li>• To Enable creating new learning strategies to encourage complex problem-solving and increase the performance of organizations</li> <li>• To Review the theoretical and methodological bases of triple-loop learning.</li> <li>• To illustrate the learning loops using case-study examples.</li> <li>• Experientially engage participants in a triple loop exercise through a group-led assignment to demonstrate understanding of concept</li> </ul> |
| <b>Session 2:</b>      | <p><b>Reflexivity</b><br/>Key issues discussed:</p> <ul style="list-style-type: none"> <li>• What is reflexive thinking and learning?</li> <li>• How can scholars and practitioners use it to build leadership skills?</li> <li>• Demonstrated with examples and participant interaction</li> <li>• Group Learning Activity</li> </ul>  |
| <b>Session 3:</b>      | <p><b>Ladder of Inference</b><br/>Key issue discussed:</p> <ul style="list-style-type: none"> <li>• How to understand the process during leadership decision-making</li> </ul>  |
| <b>Session 4:</b>      | <p><b>Identifying Mental Paradigms and Unconscious Bias</b><br/>Key issues discussed:</p> <ul style="list-style-type: none"> <li>• How the unconscious beliefs and assumptions affect our decision-making as new or experienced leaders?</li> </ul>   |

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|                                 | <ul style="list-style-type: none"> <li>• Introduced the concept to the participants and demonstrated with practical examples</li> <li>• Gave participants tools to self-identify bias and recognize the mental paradigms they operate from</li> </ul>  |
| <b>Session 5:</b>               | <b>Identifying Unconscious Bias and how it affects our decision making.</b><br>Key issue discussed: <ul style="list-style-type: none"> <li>• Experiential Session By Dr. Anuradha Basu</li> </ul>  |
| <b>Take Away &amp; Benefits</b> | <ol style="list-style-type: none"> <li>1. Identifying the difference between reflective versus reflexive thinking</li> <li>2. Engaging in critically reflexive professional practice by assisting leaders to examine how they construct their realities and identities</li> <li>3. Identifying personal intentions and the impact of personal actions while making leadership decisions</li> <li>4. Learn to engage in non-defensive dialogue with individuals who hold dissimilar views</li> <li>5. Apply triple loop model in leadership practice to overcome institutional and organizational barriers</li> <li>6. Experiential learning of unconscious bias and its impacts on decision making.</li> </ol> |
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### Orientation Session for PGDM Batch of 2018 -20

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| <b>Date / Venue</b> | 20/06/2018 / Campus  |
| <b>Participants</b> | PGDM students of 2018 - 2020 batch   |
| <b>In Brief</b>     | <p>Two day induction program was organized for batch 2018 -20 at the campus. Newly enrolled students along with parents of a few joined NDIM family participated at Geeta Path and got the blessings of priest. On the day one Chairman, Dr. V M Bansal, Vice Chairman, Mr. Ankur Bansal and Dean, Dr. Gauri Modwel addressed the students. Anti-ragging policy was announced and faculty was introduced. After lunch, students joined their respective class rooms for management games and management quiz. Dr. Anuradha Basu, Director Silicon Valley Center for Entrepreneurship, College of Business, San Jose State University on Managing Talent in Organizations and Mr. Arup Roy Choudhury, Former, CMD, NTPC and NBCC, Presently, Chief Commissioner, Right to Public Service Commission, Govt. of West Bengal offered leadership lessons to the new batch of students.</p> <p>On the day 2, after document verification, being an International Yoga Day, students were enlightened with yoga videos and Online competitions were also conducted on the occasion.</p> |
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### Guest Lecture

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| <b>Date / Venue</b>    | 26/06/2018 / Campus  |
| <b>Resource Person</b> | Dr. Anil Behal, CEO – Orgdyne Consultancy USA  |
| <b>Topic</b>           | ‘Dare to Dream’  |
| <b>Participants</b>    | PGDM students of batch 2018 -20  |
| <b>In Brief</b>        | Dr. Anil Behal spoke about the significance of making learning a fun to get engaged; and for that one needs to have passion and desire to learn. To sing “Song |

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|  | <p>in the Heart” an individual needs to build up courage and motivation to face the gathering/audience, and for this, one requires sense of security against the apprehension of criticism.</p> |
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Students should develop platform skills, i.e. good speaker who can engage audience with delivery of words and proper synchronization of body language. However, in today’s scenario of digitization the digital notice causes hindrance in the engagement.

One needs to take-up own authority to express himself/herself—“Finding your voice”.

NDIA