

Foundation Fortnight, Neev 2015 at Welingkar Bengaluru starts on 26th June – Day 1

'Responsible leaders...passionately curious' remains at the core of all deliberations.



Introduction to Foundation Fortnight -

Foundation Fortnight at Welingkar Institute of Management Development and Research is a fortnight long celebration wherein the Welingkar fraternity welcomes the new batches, familiarizes them with the essence and spirit of the Institute and orients them in the right direction thus preparing them for what lies ahead in the couple of years to come and ultimately LIFE.

Both the Welingkar campuses hold their Foundation Fortnight in close succession usually towards end of June or beginning of July. Welingkar ,Bengaluru announced its Foundation Fortnight - Neev 2015 open on 26th, June 2015. It goes on till 10th July.

The Fortnight forum invites around 50 speakers; all accomplished professionals from different orbits sharing their life experience, success mantra and secrets of excellence with the new batch.

A usual day during the fortnight navigates through chapters like - Headlines, the Centrestage, On your Marks, Hello We, Conversations and Hands on. Though the stellar attractions are the guest speakers each one a star in their own right but equally important are the other sessions that familiarize the new batches with the faculty and the ecosystem they are going to make their second home for a couple of years.

The theme this year is - '**Responsible leaders...passionately curious**' combining the concepts of "Governance", "Curiosity" and "Passion". The fortnight has been dedicated to John Nash, Nobel Prize winner for Game Theory, who was known for his incisive and curious mind. Nash's life met a sad, sudden end in a road accident on May 23, 2015.

The Fortnight

Spotlighting the broad-based and integrated approach to responsible leadership and governance that integrates curiosity and passion, configuring simple solutions to complex problems that we face today, Neev 2015 sets the students thinking on these issues and also help in identifying emerging areas that warrant attention.

Dr Uday Salunkhe, Group Director, Welingkar along with distinguished faculty and guests extended a hearty welcome to the chief guest Justice N. Santosh Hegde, former Lokayukta, State of Karnataka. Hegde is best known for his roles as a former Justice of India, Solicitor General of India and finally as Lokayukta - State of Karnataka.



Dr Anil Rao, Dean - Welingkar, Bengaluru, took the occasion to introduce Dr. Uday Salunkhe and Shri. Santosh Hegde to the students.

Mr. Santosh Hegde in his message to the students reiterated the importance of an attitude of contentment. He stated that the same would yield boundless happiness which no money could beget. Also, he highlighted the importance of humanism, which sadly, was fast depleting. He expressed his faith that the upcoming talent and generation will nurture the two values as they grow in lives.





Dr (Prof) Uday Salunkhe, during his interaction with the students, mentioned how Bengaluru has been a crucible for innovation. Innovation, in turn does not happen overnight. It feeds on consistency, perseverance, insightful thinking and churning of thoughts. And WeSchool has been playing a leading role, evolving with the times, keeping in sync with the changing demands of the society and the business world in the context. It

has been trying to offer the most congenial environment to support innovation and out of box thinking among the youth.

Besides, he stressed the importance of integrity, passion and commitment to the purpose as which is elementally humane and thus should be an essential part of their core thought process and governing values. As they progress in life they should at the same time assess the societal impact of their actions.

Exhorting the students to shift the focus from ME to WE, he advised the students to take initiative and be proactive. Further, he said, that being a passive observer would not help one in leading a successful life and that perpetual optimism is a force multiplier. He closed the session saying “Life is a marathon and not a sprint”.

The Upshot:

The challenge for business leaders is to ensure the wider responsibilities of business are understood within their organization and in society and to demonstrate how a responsible approach to business can create sustainable value. Business leaders must be seen to act and demonstrate their commitment to creating a fairer society and a more sustainable future by fostering a culture that will encourage innovation, reward the right behaviours and regain trust. Leaders must both exhibit and nurture curiosity coupled with passion to make their organizations deal with a volatile, uncertain, complex and ambiguous world.

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Let educators show the way to the youth, train them to rise to the challenges, take the lead and usher in the needed change.

Foundation Fortnight Neev- 2015 , Welingkar, Bengaluru Day 2 – 27 June 2015

The second day of Neev 2015 saw anxiety giving way to comfort. The students looked forward to the proceedings of the day. And to their pleasant surprise their first interaction of the day was with Mr. Ramanujam, President & Regional Head South, Yes Bank. Some of them must have secretly cherished to be someone like him.. Mr. Ramanujam has over 20 years of work experience in Corporate Banking having worked in Exim Bank, Meghraj

Finance (Boutique Investment Bank), ICICI, Standard Chartered Bank and Yes Bank. He holds an MBA from IIM Bangalore (1995 pass-out)



Centre Stage

Mr. Ramanujam made the session an interactive one and drew the attention of the students to the theme of NEEV 2015. He started off with the proposition that curiosity and responsibility are seemingly incompatible concepts. He believed that a person who was curious could not be responsible and vice versa. The students animatedly discussed the issue with this orientation. Leaders should take responsibility of their actions, should have accountability towards their outcome. The onus lies on the leader to decide how far to go and where to withdraw. Industry awaits talent that takes ownership to get things done, has right attitude and team spirit.

Every chapter of the *Hello We* introduces the students to a new department/ function, new faculty or staff at Welingkar. The second episode introduced them to the Career Management Cell (CMC). The Cell guides the students in their career moves, internships, live projects and final placements. It has in house experts, faculty and industry experts.



Navigating through the events of the day- [Conversations](#) was the next stop. It unfolded a panel discussion on the piquant question of what was driving *modern finance- regulation or*

innovation?.. The panelists were Siddhartha Ghosh, Consultant-CGI, Anand Wani- Advisor - CSC. & Rohit Bhagade-Finance Controller, CISCO. Wani has also worked with Infosys in senior managerial positions. As of Bhagade, his expertise lies in financial evaluations, planning, analytics and structuring non-linear pricing and business models. Prior to joining CISCO he had worked as a Senior Manager at Infosys. Mr. Bhagade also had a successful stint with the Bombay Stock Exchange. He is also a CA and holds a post graduate degree in Accounts & Finance.

Speaking on *Modern Finance- Is it driven by regulation or innovation?*, the speakers shared their views with the students. The summary of the discussions revolved around the advantages and disadvantages of both regulation and innovation. It was a clear consensus that though regulation could be stunting, innovation too has its drawbacks and could be equally disruptive for economies, though both are an essential part of the economic system. Mr. Ghosh stuck to his rather unique stance of saying "Innovation and Regulation were independent of each other. The panel discussion was followed by an interesting Q&A session with the students.

Supporting innovative mindsets and design thinking have been one of the elemental values at Welingkar. In his message to the students on the very first day Dr Uday Salunkhe, group director, Welingkar had brought out the importance of the same while sharing how the city has been crucible of innovation urging the students to lead from the front. Innovation needs creativity, imagination, perseverance and commitment. But above all it needs a good and incisive understanding of one's ecosystem and the related issues.

Besides the above interactions he students had classroom session on Governance and ethics, in concurrence with the core theme of the fortnight.

The day wrapped up after Dr. Anil Rao, Dean- Welingkar Bengaluru introduced the faculty to the students.



Action on Curiosity is creativity and the process to reach there leads to innovation

Foundation Fortnight Neev- 2015 , Welinkar, Bengaluru Day 3 – 29th June 2015

On day three of Neev 2015, deep-delving animated interactions and thought triggering sessions became the highlights of the day. The Centre stage hosted two experts with very different backgrounds. The first expert was Sanjay Anandaram, Partner- Seed Fund and the second being Syed Kirmani, the cricket heart throb.

Together they unfolded an interesting session where they interacted with the students on various facets of life and sharing some interesting anecdotes.

Mr. Anandaram spoke about John Nash and his curiosity. He highlighted the importance of curiosity and the same can be catered to and nurtured with a questioning mind and critical thinking. He cited the example of Albert Einstein referring to how his curiosity on the possibility of travelling on a beam of light and this led him to achieve great success.

Questions guide a probing mind and reflect critical thinking. Questions catalyse our thinking and give purpose to our thought process. They are, therefore, a crucial part of our thinking... Knowledge will eventually be attained through (answers to these) questions. Mr. Sanjay averred that the environment we are brought-up in forces us into constraint based thinking; we will progress when our environment moulds us into possibility based thinking. This comes from curious minds. He told the students to think beyond themselves. In his closing note, he quoted from the Upanishads - "You are what your deep desire is, as is your desire so is your will, as is your will so is your action, as is your action so is your destiny."

The second speaker, former cricketer, Mr. Syed Kirmani, was equally mesmerising. Kirmani rendered the session compelling with his anecdotes from cricket while some interesting footage played along. Mr. Kirmani shared his ups & downs and the grit which helped him tide over. He quoted that "Honesty with sincerity is the mantra for success". Whether it is to be a captain of a cricket team or a leader in corporate world dedication, hard work and passion are the pre-requisites for success. He encouraged the students to maintain integrity in whatever they undertake in life. Perking them up, he enacted some of the funny incidents of that life had thrown before him. He also shared some exciting moments from the 1983 World Cup. He urged the students to have faith in the Almighty, look after their parents as they are the real heroes of their lives. Consistent efforts will yield success, for sure.

Hello We

The session gave the students the opportunity to familiarize with the staff and the Welinkar ecosystem. The facilities provided by Welinkar and how they can leverage the same. He rightly said "Rights and Responsibilities are two sides of the same coin." The students had an interaction with Mr Anil Jha, (Manager- Administration). A brief interaction familiarized the students with the rules of conduct on campus and in the hostel.

Panel Discussion on curiosity and creativity

Post lunch, Prof. Jyothi Pant introduced two special guests to the students under the section, *Conversations*. The session *Nurturing Curious Minds* witnessed two distinguished guests, each one unrivalled in their space. These were Ms. Puja Kohli, founder-Unfold and Mr. Abhishek Kumar, founder-Ripples Learning Services. The discussions revolved around the link between Curiosity, Creativity and Innovation. The panel concluded curiosity and creativity reflect innovative mindsets and positively guide ones' efforts towards success in life.

Ms. Kohli said that "Curious minds allows one to take leaps" She gave her views on the relationship between curiosity and creativity. "Curiosity is internal process and creativity is an outcome". Sharing how she got curious about Neuroscience from the ASTD Conference that she attended and went through all the 4 lectures delivered by David Rock. It is necessary to look after our brain like we do for our body.

The other speaker Abhishek Kumar added that "Action on Curiosity is creativity and the process to reach creativity leads to innovation". He also redefined success as "achieving the desired outcome and at the same time learning something new in the process". The summary of the discussions revolved around the link between Curiosity, Creativity and Innovation and their role towards success with various examples. The panel concluded that one must always be curious and creative to lead to innovation and thus achieve the success. The panel discussion was followed by an interesting Q&A session with the students.

We Quest

The final session for the day packed some 'Hands-on' activity under the instructions of task master Prof. Aparna Krishnamurthy where the students teamed up to work on certain challenging tasks.

In the process of completing the tasks, they enjoyed and got to know each other, moved around the campus - their second home to be.

Let Your Business be Your Passion

Foundation Fortnight Neev- 2015 , Welingkar, Bengaluru Day 4 – 30th June 2015

Four days into the fortnight and the same showed in the students' enhanced comfort levels in the new environs. Though still there was plenty to be explored and get familiar with. Prof AKN took the lead on this and spoke at length about the city - Bengaluru. Its places, culture and uniqueness and the opportunities it offers to its people.

Under the section **Hello We** they learnt about the Management Development Centre, Library and the various data bases and facilities they can accord at the Library and IT Lab.

Management Development Centre at Welingkar caters to this need of customized management education for the corporate world. The curriculum is upgraded year after year and, with best of faculties and infrastructural support, the participants come out more confident, more proactive and so more useful to their organizations.

As of the Library , Welingkar has one of the finest Library infrastructure facility known as the **Learning Resource Centre (LRC)** . It has over **78,105 books including E-Books** on various aspects of management studies. In addition, the library maintains over **268 Indian and International journals** in print form and more than **7000 e-journals** available through online databases. The library also has varied collection of **Audio Visual** materials in the form of Audio-Video Cassettes, CD-ROMs and DVDs. It subscribes to **14 online databases** that provide access to Industry/ Company/statistical information.

Hello We was followed by Centrestage

Centre stage gave the students an interesting opportunity to the students to interact with Mr George M George, Director; Muthoot Leisure and Hospitality. Mr. George built an easy rapport with the students by making his speech interactive and humorous. He detested the practice of building businesses and then selling it away. Business should be a passion. He made an interesting point of how one should initiate an idea and then ensure that a targeted segment or public get motivated to accept and own the idea. This will ensure good business and enable one to achieve their objectives. He also gave tips to the students regarding investing time in themselves and having a burning desire to achieve something. He drew a distinction between desire and want and exhorted them to nurture a desire rather than pandering to their wants.

The conversations episode brought to fore some interesting aspects about learning process. The Panel included Ms.Rajeshwari Ramachandran, Sr. Manager- Wipro, Mr.Kiran Patil - HR Head-Arvind Lifestyle Brands Ltd and Prof. Anuradha Mahesh, Faculty , Welingkar.

Mr. Patil advised the students to take their studies and their projects very seriously. Ms. Rajeshwari stressed on learning agility which as she believed to be a continuous process. As the students go about their training and studies it should be their endeavor to put themselves through relevant experience. Also they said that one should proactively support their

organization and should work on their social skills and ability to build relationships. We should have our own perspective on issues; and this comes with keen observation, thinking and an analytical mind. Talking in context of career moves one should be mobile. Branding was another concept which the panelists felt was equally important in the modern times.

Dr Uday Salunkhe, Group Director had also expressed similar views in the concept of SOS wherein he urged the young talent to focus and work upon **Self**, followed by **Organization** and finally reaching out to the **Society** as one progresses in life.

Next, during, **Hands on** the students split into teams playing wordsmith. further. They were given a few words, around which they had to weave a story. More words were announced when a team was just about to complete the story. The students were now required accommodate the new words. This was a interesting to watch and of course to be a part of..

In this play of creativity, the students were led by the faculty- Dr. Savitha, Prof. Jyoti and Prof. Deepak. It was an hour packed with fun.

Talent acquisition, to entrepreneurs is getting a person with the same passion

Foundation Fortnight Neev- 2015 , Welingkar, Bengaluru Day 5 – 1st July 2015

The fifth day of the Foundation Fortnight, Neev at Welingkar, Bengaluru had a theme that was so much in congruence with the latest happening nation-wide and the news world. The deliberations were themed on Governance in IT Industry along with the umbrella theme- ***Responsible leaders- Passionately curious.***

The professionals exchanging thoughts on the same were Mr. Sundaresh , Founder Envensys Technologies and Mr Rajiv Krishnan, Partner and India Leader, People and Org, E&Y

Mr. Sundaresh started by saying that IT governance is not all about technology only. It is more of putting framework of governance around the use of technology in businesses. He then quoted the examples of fiascos connected to Flipkart discount sale, Satyam Computers and the Harshad Mehta scam to prove that these happened due to lack of fool proof mechanism with governance to monitor the space.. He shared his views on the connect between the IT governance and IT business.. One key point which he stressed was that Business and governance must be well aligned. Technology can play a good role here. He

finally signed off saying that better governance leads to better decisions, better portfolio management, better program management and leads to a better climate for innovation.

Mr. Rajiv Krishnan speaking on the latter theme, Responsible leaders- Passionately curious, asked the students to question themselves as to why they were there. Curiosity starts with this question. He said at time because of their family lineage people many a time feel they are entitled to certain privileges, which is incorrect. One must learn to unlearn things. In his message to the students he urged them to have general curiosity in the world around them and not to vie for multiple degrees but to nurture an overarching goal in life. They should be also aware of the social norms around them . Besides they should learn to manage partnerships with a sense of equality and to be unbiased towards stereotypes.

Moving on to the next brainstorming session , Welingkar had on the fortnight forum five distinguished panelists. These were Surendra Shahi- Founder Streetappy ,Shashaank Singhal, Founder Tapcibo , Arvind Sivdas- Co Founder and CEO Officeyes.com ,Suneel Pillai, Product Manager - Jiyo and Madhur Kathuria- CEO Agivetta Consulting. Here the discussion was pegged on Entrepreneurship

But then there were facts that all agreed upon unanimously. Like entrepreneurs should be ready to endure some not so easy phases. As of the triggers to entrepreneurial ventures could myriad. These could range from being bored with the present job to filling a gap between a provider and the needy to creating a product and seeing your idea fructify. The experts had a word of caution -before selling a new product commercially, it should be launched and tested amongst a small section of the users/public. Also value addition should be another important element to be kept in mind in ones business and transactions. Entrepreneurs should be connected with their customers and should have a firsthand knowledge of what they feel about their products and services.

Moving the focus on talent acquisition, the panelists reiterated that is not about getting the best software developer or the best in any field; it is about getting a person who has the same passion as you have at least in the initial stages. Later people with diverse viewpoints can be taken onboard; interns are a good way to bridge the gap of talent acquisition. And the most crucial of all was the advice that told the aspirants that while pitching for funding, they should customize their pitch story, considering the perspective of who the listener is instead of rolling out a common script to all.

The day came to an end on a lighter note when the students enacted roles given to them by the faculty with them.

Leadership is not about leading but helping the team find a solution

Neev -2015,

Foundation Fortnight Neev- 2015 , Welingkar, Bengaluru Day 6 – 2nd July 2015

By now the clouds of anxiety and doubts seemed to be all dispelled. The students seemed to be more settled in their thought process and clearer about their future course of action and goals. All they needed was a beacon of light to steer them clear and guide them along through the ups and downs, steering them clear of the pitfalls. And the session with Mr Pradeep Deshpande, GM - Talent Acquisition & Mobility seemed to be the perfect answer.

Mr. Deshpande dwelling upon the career framework underlined the quintessential elements - purpose, plan, position and perseverance. He said leadership is not about leading but finding a solution to a problem. To find a solution to a problem a leader should be able to find the right talent. He advised the students to work and collaborate to accomplish the set goals.

Welingkar is one of the pioneers among schools to offer programs in Design Thinking. It Design Thinking, simplified a bit is nothing but a human centric approach that puts the stakeholder at the core of solutions, product or services. It does not always tread the trodden path rather more often relies on out box thinking to conjure up solutions that were not even thought of before under the conventional approach. The Design team at Welingkar introduced their subject to the students in a unique and innovative way as the latter were asked to create a chandelier using thread, fevicol and a balloon. Prof Prakash Unakal and Prof Mohan Chandra were at the helm of affairs during the fun packed session.

In the last session of the day under Hands on the groups were offered to select from activities of clay modelling, Dance, Proto Lab, Music and Theatre. And then each group was given insights into elements of their selected activity.. The students who opted for clay modelling were taught to basics and they set out to make models of their own. The dance team were first taught to understand the space they were functioning in before starting their dance. This was an interesting session where the students were made to do a number of exercises to understand the concept of space. In the prototype lab the students were made to do various proto-types from different material using their creativity. The music lab taught the students how to write notes for songs. Later they were divided into teams and made to compose their own songs. The students opting for theatre were first put through a series of exercises to unwind themselves and to understand themselves and the environment. Their powers of observation was tested during the session. They were then divided into teams and given different themes which each team had to enact. And thus afternoon was devoted to a practical and creative learning of activities which all the students enjoyed to the hilt.
