

won 270 awards in various competitions at different B-schools. Samaritans, the social initiative club of MDI organized blood donation camps and supported a school through various initiatives to inculcate a culture of social responsibility among aspiring managers.

An academic institution draws an immense amount of strength from its alumni who are its lifelong ambassadors. The MDI alumni network is growing every year with almost 7000 members from all of the post graduate programs of MDI. Many of our alumni are at the CEO and CXO levels in the corporate world as well as important roles in Government, and are making great contributions nationally and internationally. In addition to regional and national alumni meets, that we organize every year, this year a new event, Rendezvous, was successfully organized in Dubai.

Now, specially for our graduating students, some thoughts that I wanted to share.

You are fortunate to be at the early stages of your career in very exciting times with an extremely bright outlook ahead. We are in a truly globalized economy with India being one of the epicenters of growth. You have opportunities ahead of you that are for you to grab with both hands. The education at MDI has equipped you to grab these opportunities; you need to make sure you do not miss them. You will have to climb up the ladder of success step by step; do not look for short cuts as that is a recipe for disaster. It might appear to give you short term returns but will seriously compromise your outcomes in the long term. One of the things that young people like you often do for short term returns is frequent job hopping. That gives you the fall sense of success as your salary climbs very fast. Salary growth is, however, not a true measure of success. The foundation of long term success is built brick by brick on the foundation of in depth learning culminating in a series of undeniable and measurable achievements. To make this happen you must give each job sufficient time to maximize your learning and have some solid achievements that you can call your own.

Do not forget the importance of building a network of which you are a credible member. At each place of work, seek out the people who you respect and who you can learn from. Do not limit this to people from your area of work, your colleagues or your manager. This network should spread across people from all parts of your organization, everyone you can learn something from even beyond your specific area of work. Breadth of knowledge will come in very useful as you move into general management roles, just depth of knowledge will no longer suffice at that stage.

Find a mentor early on in your career. This can be a senior person who you can learn from and who is invested in your success for the potential that you have. Not only lean upon your mentor for advice but also make this person your champion who bats for your cause. Build a personal relationship with your mentor that transcends your organizational affiliations.

Take initiative and ownership for things that people will recognize you for. Take on something early in your career that you can truly call your achievement when you get it done. Make sure this achievement is significant in terms of organizational importance so that people all around give you credit for this and value your contribution. Make this a habit where your CV gets built by stringing together these series of achievements.

Embrace technology and be proactive in finding ways to use it. We are at the cusp on an era where data science, AI and Machine Learning will completely change the way work is done. If you do not use technology to disrupt business models and leapfrog ahead, technology will disrupt you and make you obsolete. You need to stay ahead of the game and be the agent of technology enabled change.

Most importantly, be a good human being. Be courteous and polite to everyone, independent of where they are in the organization hierarchy. Politeness is not a sign of weakness but a sign of good upbringing and culture, something people will respect you for in the long run. Be fair and transparent, it will give you the right to be firm. Be ethical in all your dealings so that you can go to sleep every night with a clear conscience.

Wherever you go, stay connected with your alma mater. We are sure that you will make all of us proud. MDI would be happy to see you grow in your professional life, become innovators, entrepreneurs and job creators, making an impact in whatever you do.

On behalf of the MDI fraternity, I congratulate you on completion of your education at MDI and wish you all the best for an exciting and enriching career ahead.

I close here by expressing our heartfelt thanks to our Chief Guest Shri G M Rao for taking time from his busy schedule to grace this occasion. I would also like to thank the Chairman and Members of the Board of Governors, for providing guidance and support to MDI all these years. I also express our sincere appreciation for our alumni, faculty and staff members, who have contributed immensely to the growth of the Institution.

Our thanks are due to all parents, friends from media and guests, who blessed us today on this occasion.

Thank you

Dr. Himadri Das
Director, MDI Gurgaon

CONVOCAATION 2018



Director's Report Dr. Himadri Das

Director's Report

Hon'ble Chief Guest Shri G M Rao, Chairman, GMR Group, Dr. Emandi Sankara Rao, Chairman of the Board of Governors of MDI, Members of the Board of Governors, Prof D P Goyal, Dean Graduate Programmes, Prof Sangeeta Bhardwaj, Dean Executive Graduate Programmes, Prof Radha Sharma, Dean Research, Prof S Chatterjee, Dean Continuing Education, Prof Atmanand, Dean Consulting and Advancement, invited dignitaries and distinguished guests, my faculty colleagues, staff members, MDI Alumni, parents and family members of our students, members from the media, and our dear graduating students!

It is my pleasure to extend a hearty welcome to all of you to the Annual Convocation of MDI Gurgaon.

It is a great honour and privilege for all of us to have Shri G M Rao, amidst us today. Shri Rao is an industry stalwart and an exemplary leader. Key to his perennial success over four decades has been his focus on formulating long term strategies. His vision is in sync with his meticulous ideology of making an impact in the society through value creation. The four pillars of his success are "business building, institution building, family governance, and giving back to the society". His actions speak louder than his words as is evident from his endowment of his entire wealth to GMR Varalakshmi Foundation. We are privileged to have a person of his stature and standing to bless the young graduates of MDI on this momentous occasion of their career.

I would like to take this opportunity to welcome the new Chairman of our Board of Governors, Dr. Emandi Sankara Rao and to express our sincere thanks to our outgoing Chairman, Dr. Sanjay Govind Dhande. Dr. Sankara Rao is a technocrat par excellence who is currently MD & CEO of IFCI Ltd. In addition to his stellar track record in his professional career, he is a person with multi faceted interests ranging from mentoring entrepreneurs to high impact social service.

An institution is built with the blood and sweat of its people, both past and present. In this regard, I would like to express our heartfelt thanks to my predecessor, Dr. C. P. Shrimali, who very ably led MDI for over three years to bring it to its current position of strength.

Today is a day of celebration for all of us as we celebrate the successful conclusion of the journey that our students started sometime back. I am glad to share with you that 489 students from various Post Graduate Management programmes and 5 Fellow Scholars will receive their diplomas today. 24 medals will be awarded to the meritorious students for different courses. I extend my heartiest congratulations to all of the students and medal winners. On this occasion, it is my privilege to share with you our initiatives, achievements and progress made in various areas of our activities during the year 2017-18.

Founded in 1973, Management Development Institute Gurgaon is one of the top ranking B-schools of the country. It has been our endeavor to serve the nation by creating competent and highly skilled young human capital who can contribute as professional managers, entrepreneurs, and leaders of existing and emerging organization in private, public and social sectors. The Institute has seen phenomenal growth since 1980, when MDI moved from Delhi to Gurgaon. During those days Gurgaon was an under developed village with lack of basic infrastructure. MDI can be credited with being amongst the initial institutions which were responsible for creating the Gurugram that we are witnessing today.

During its journey over the years, MDI Gurgaon has made significant contribution in providing high quality management education for young students, continuous learning for corporate executives, highly acclaimed research, and value-added consultancy. We believe that to be a high impact Business School, we must be completely aligned with contemporary needs of business. In order to do this, we have designed our long-term programmes with industry-oriented curricula based on global best practices. Intense academic rigour is reflected in the industry-focused course design coupled with excellent delivery, thus, helping students develop a multi-dimensional perspective.

In a world where borders are melting, MDI has built strong international linkages across the globe. We have collaborations with 60 world-wide institutions of excellence for students and faculty exchange, for doing joint research, organizing conferences, and conducting a variety of programmes. In the year 2017-18, some of our faculty members visited different parts of the world to teach or present research findings, and faculty members from partner institutes also visited MDI. A total of about 100 students from MDI went for the Student Exchange Programmes and overseas learning; in return we received 28 foreign students from partner institutes.

MDI continued to remain one of the most sought after institutes for continuing education in the country During the year 2017-18, the Institute conducted 161 In-Company and Open training programmes thereby benefitting 3855 managers and government officials including 623 executives from abroad. MDI also conducts a six-month Executive Programme in Business Management for the Armed Forces Officers who are sponsored by the Directorate General of Resettlement (DGR). The 21st batch is currently in campus.

With academic excellence and continuous innovation as part of our vision, MDI has always believed not only in knowledge dissemination but also in knowledge creation. Research has been a major thrust area at MDI and is integrated with teaching, training and consulting activities. The Institute carries out research activities that contribute to the world body of management knowledge. MDI faculty members have published 9 books, 114 research papers and cases in leading national

and international journals including Harvard Business Review, and received awards & recognitions at various forums including Academy of Management. 33 faculty members have presented their research in national and international conferences while 46 contributed to academic citizenship through various activities. MDI's own research journal "Vision" has now been included in the globally benchmarked research index Scopus, which is Elsevier's abstract and citation database.

MDI has been very active in organizing research conferences and workshops for capacity building in research. We organized a National Conference on Managing Change in Evolving Economic Scenario in collaboration with ASSOCHAM in December 2017. More than 100 participants including academicians, researchers and practitioners attended this conference. MDI was research partner for "Sustainable Development Goals Summit 2017: Leveraging CSR for Achieving SDGs - The way Forward" organised by UN Global Compact Network at Mumbai in December 2017. MDI received global recognition as Advanced signatory of PRIME (Principles of Responsible Management Education), an initiative of UN Global Compact. A Faculty Development Programme was conducted in April 2017 on "How to Conduct Rigorous and Relevant Research" by Dr. V. Kumar, a renowned researcher in Marketing and a Professor at Georgia State University, Atlanta, Georgia. A research Seminar on "Sustained Intellectual Renewal in the Marketing Discipline" was organized in January 2018 by Dr. Manjit Yadav, a Professor in the Department of Marketing, Mays Business School, Texas A&M University.

Our Fellow Programme in Management is a major contributor towards creation of intellectual capital and grooming high quality research scholars. 83 scholars are currently pursuing their doctoral research at MDI. The Institute encourages research by providing funding to FPM scholars and rewarding students for publishing research papers in high-quality journals. The Fellow Programmes encourage rigorous interdisciplinary research in contemporary areas of Management

A number of faculty members are actively involved in sponsored projects and consultancies. Some of the consulting projects that were successfully completed last year were with agencies such as Ministry of MSME, Coal India, Punjab National Bank, Utility Power Ltd. 4 new projects have been started in 2017-18, significant among them is "Evaluation Study of Impact of Demonetization and GST on Micro Units set up under Prime Minister Employment Generation Scheme".

All students out of a batch of 331 have been placed with reputed companies. The highest international salary offered was Rs.55 lakhs per annum and the highest domestic salary touched Rs.35 lakhs per annum. The season witnessed an average salary of Rs.19.17 lakhs per annum. A total of 119 companies visited the campus for recruitment, out of which 28 companies were first time recruiters at MDI. Our students have been placed in almost all areas across all sectors.

I congratulate our faculty members and staff for their hard work in grooming these students and making them worthy of placement with reputed companies.

MDI Gurgaon has one of the best libraries in Delhi and its surrounding areas with researchers from various other institutions using the facilities in our library During the year 2017-18, the library was greatly enriched in print as well as electronic collections including over 60,000 books and providing online access to over 17,000 international journals.

MDI Gurgaon is a frontrunner among Business Schools in India that have implemented an ERP that has enabled us to adopt the best practices across the education institutions worldwide in Human Resources and Finance with regard to day to day operations. We have been continuously scanning technologies that could help enhance the student experience in general. We are in the process of creating comprehensive student lifecycle and LMS capabilities by combining the best available tools with our existing ERP solution.

At MDI Gurgaon we firmly believe that the need of the economy is job creation that can be fulfilled by encouraging and facilitating entrepreneurship. Aarambh - MDI's Entrepreneurship and Innovation Centre is actively engaged in developing an appropriate ecosystem to provide entrepreneurial support to our students and alumni. The objective is to mentor the students in their progression from job seekers to job creators. Several of our alumni have ventured into the world of entrepreneurship in fields ranging from food technology to financial technology. Aarambh took a very special initiative in December 2017. The Hult Prize, considered as the 'Nobel Prize' for entrepreneurs, conducted the first "Hult Prize India National Social Entrepreneurship Workshop" at MDI Gurgaon in collaboration with Aarambh. The flagship event was attended by Students from 21 top campuses from across India. MDI Gurgaon also signed an MoU with Hult Prize India for a continuing partnership in the domain of social enterprise at a global level with particularly United Nation's Sustainable Development Goals as key focus areas.

Students play a key role in the action based learning process at MDI Gurgaon. Leadership Conclave Samvaad 2017 was a student organized event to create a platform to interact with business leaders and understand real business challenges. Regular annual events like Delphique, Illumina and Imperium were organized with huge participation from students all over the country. To promote a culture of learning, various events and activities were carried out under the aegis of different students' clubs. Monetrix, the Economics and Finance Club of MDI, organized the first of its kind Finance Conclave in February 2018. It consisted of two sessions - a panel of eminent experts speaking on Blockchain and a speaker session on Venture Capital. MarQuity, the marketing club of MDI organized Marconnect; the annual Marketing conclave in February 2018 with eminent industry speakers on the "Use of Analytics for Sales and Distribution Management". Our students have