

If you inspire others to dream more, learn more,  
do more and become more, you are a leader

A goldfish is captured mid-jump, leaping from a smaller fishbowl on the left into a larger, empty fishbowl on the right. The fish is in mid-air, with a trail of water droplets following its path. The larger fishbowl is currently empty, while the smaller one contains several other goldfish.

**LEADERSHIP  
DEVELOPMENT PROGRAM  
(LDP)**

# MUMBAI CAMPUS



people  
matters

**Welingkar ranked 18th Nationally and  
5th in the Western Region**

Source: National HRD Network and People Matters, 2016



**WeSchool awarded 'Best Innovative Institute'  
at 9th ASSOCHAM Higher Education Summit**

Outlook  
**MONEY**

**'No.1' for Placements and 'No.9' in  
Top 25 Finance Specialists**

Outlook Money 'Best MBA Finance Rankings 2016'

## GROUP DIRECTOR'S MESSAGE



Market volatility, rapid innovation, and geopolitical strife are fuelling a demand for business professionals who can think globally and compete strategically. The latest case in public being the demonetisation by the Government. The competitive realities of global competition and technological change have dramatically raised the bar on what takes to create and maintain a competitive advantage.

Navigating today's complex business world requires vision, confidence and strategies that give tangible business results. At WeSchool, our efforts have been towards nurturing our students not just as managers but as global citizen leaders; who look beyond themselves and contribute toward the organization & society as well. To this end, WeSchool has introduced the Global Citizen Leadership Program (GCL) in collaboration with Centre for Creative Leadership, USA. This has featured in the Stanford Social Innovation Review in February 2014 in the article titled "Educating a New Generation of Entrepreneurial Leaders".

Leadership, Innovation & Design thinking are part of WeSchool's philosophical framework. Advisory Boards help us continually improve our curriculum and spawn new programs meeting specific needs of emerging markets and businesses. WeSchool's Innovation Board comprises of stalwarts like **Dr. R.A. Mashelkar** (Chairman, National Innovation Foundation), **Mr. Harsh Mariwala** (Chairman & Managing Director, Marico), **Mr. Kishore Biyani** (Group CEO, Future Group), **Mr. Rana Kapoor** (Founder, Managing Director & CEO, Yes Bank), **Mr. Dan Buchner** (VP, Peter Loughheed Leadership Institute, The Banff Centre, Canada), **Mr Srinivasa** (CEO of LUMIUM and member of prestigious Executive Board of ICSID), and **Prof. Dr. Ramesh Raskar** (Associate Professor, MIT Media Lab), to name a few.

Along with its partners, WeSchool has undertaken several path breaking initiatives like Med4Dev India-Israel Affordable Healthcare Hackathon with Pears Program for Global Innovation, MIT Media Lab - WeSchool Design Innovation Workshop, InterDesign Workshop with International Council of Societies of Industrial Design (ICSID), India Sweden Innovation Workshop, InterDesign Workshop with International Council of Societies of Industrial Design (ICSID), India Sweden Innovation Accelerator (ISIA) – a platform for Swedish companies to work with academia to develop business strategies relevant to Indian markets, ReDx 2015 – MIT Media Lab's Health Technology Camp took potential high impact ideas/solutions sourced from health researchers & doctors to address critical healthcare issues in India & Kumbhathon in Nashik with MIT and TCS which combines identification of challenges, discussions with stakeholders, prototyping and customer analysis for multiple corporate and entrepreneurial ventures.

As part of WeSchool's core value of 'We Link and Care' and keeping in mind our responsibility towards our nation and to give back to the local ecosystem; WeSchool along with partner institutes of Ruia & Podar College have adopted the 'Matunga' railway station.

It's my pleasure to welcome you to WeSchool's Executive Education Program. In the past few years, Executive Education has been given high priority in WeSchool. In a business landscape that is chaotic, fluid, and ever changing we need leaders who can lead from the front and steer their companies through turbulent and choppy waters. At WeSchool we understand, the VUCA paradigm, and the need for the Executives to explore newer perspectives. Our Leadership Development Program (LDP) develops, nurtures and empowers the Executives to be ahead of the Change. So here's an opportunity to challenge your current perceptions, identify early signals of change in your business, industry, and geography and connect the dots.

**Prof. Dr. Uday Salunkhe**

Group Director, WeSchool I Eisenhower Fellow  
Coordinator, Boards of Management, Mumbai University

# BANGALORE CAMPUS



## S. P. MANDALI'S WELINGKAR INSTITUTE OF MANAGEMENT DEVELOPMENT AND RESEARCH (WESCHOOL)

WeSchool, is a part of the S. P. Mandali Pune, having two campuses in Mumbai and Bengaluru. S. P. Mandali manages multiple educational institutes in Maharashtra and Karnataka, prominent among them being, Ruia College and Podar College of Commerce in Mumbai.

## THE B-SCHOOL TO BE IN

The WeSchool Campus, a hot bed of new thoughts, ideas and enterprise. A place where cutting-edge global conversations begin. State-of-the-art facilities like Complete Wi-Fi, Innovation and Leadership Labs form an indispensable part of teaching methodology, along with numerous other new-age learning tools.

WeSchool pioneers in Programs like Media, Retail, Rural, Healthcare, Management Development Programs (MDP) to name a few. The programs are offered in Full-time, Part-time, Distance Learning & Diploma formats. In addition to a wide array of standard MDPs, we offer short hi-impact programs having developed thorough understanding on functional verticals, long term general management programs aimed at Junior/ Middle level executives and Long-term customized programs for specific industry verticals.

## DEAN'S MESSAGE



I am delighted to announce that WeSchool, Bengaluru under the able leadership of our Group Director Prof. Dr. Uday Salunkhe, had a humble start nine years ago, established its presence in the Silicon Valley of India. Being located in the Garden City, each corner of our sprawling campus captures and emphasizes the green colour of our brand identity, to provide an idle serene environment conducive for learning and absorbing new knowledge. WeSchool, Bengaluru received the AICTE –CII 2016 Award for the “Best Industry Linked Emerging Management Institute” and also got accredited with South Asian Quality System(SAQS).

Last year's introduction of Global Citizen Leader (GCL) Program has also enhanced student's ability to immerse into corporate and social projects, developing student to become more aware of self, work in teams and also be socially-aware.

As an Institute of Excellence, WeSchool, Bengaluru aims to provide high-quality management education as well as action-centric and value adding research. Our customized Management Development Programmes for few top corporate like Infosys, Robert Bosch, Dell, HP, Biocon, EY, Titan, SPAR, Continental Auto, Altimetrik and GE India are exclusively industry focused so as to equip the executives with latest management techniques in the ever-dynamic context of business environment. Faculty members are actively involved in their pursuit of creating and disseminating knowledge through teaching, research, training and consulting. Further adding on, our dynamic interactions with India Inc. has given us the impetus and encouragement to develop live case studies which have been published by Richard Ivey, Michigan University and Emerald Publications and many more in pipeline.

We hope to engage you actively in this journey. For as we take the flight to an exciting future we have strong belief in one thing - we can achieve almost anything we set out to; with focused vision, mission and team work. Welcome to the “WOW - World of Welingkar”.

Today's highly competitive business environment puts a great deal of emphasis on up gradation and learning. Hence it is imperative that individuals continuously explore new perspectives. WeSchool's campus, at the Electronic City in Bengaluru, provides the right ambience for the managers and entrepreneurs to introspect and reflect amidst an academic environment.

The Leadership Development Program is an innovative and dynamic program designed for professionals with the ambition to grow into Senior Management and Leadership positions. The program combines the latest management thinking with practice and applied research, with an emphasis on leading and managing in multicultural settings.

**Dr. Anil Rao Paila**

Senior Dean  
WeSchool, Bengaluru Campus



## WHY LDP?

In today's complex, dynamic world, having a disruptive innovation capability is mandatory, both for growing a business and protecting existing markets. But leading disruptive innovation requires new mindsets and behaviours, for leaders themselves and for the organizations that develop them.

Leaders must embrace ambiguity, live with uncertainty for long periods of time, and confront the critiques of naysayers both inside and outside of their organizations.

The Leadership Development program at WeSchool, put these leaders through such real-time scenarios that will enable them to appreciate the Leadership and Management drivers for the success of the organisation.

## ABOUT THE PROGRAM

- LDP is designed to equip the participants with the skills and capabilities that will enable them to move into one level up in the Leadership pyramid.
- LDP tailored to integrate real-world experience with classroom learning.
- LDP is for High Pots and Senior Leaders to take a pause, reflect, review and work out few strategies and personal action plans to have an edge.

## ELIGIBILITY CRITERIA

- Senior Managers of the Organisation who are responsible to manage a Business Unit within an Organisation
- Entrepreneurs who have their own ventures
- Practitioner or Management Consultant who work with the Organisations from above

“ If your actions inspire others to dream more, learn more, do more and become more, you are a leader ”

John Quincy Adams

## COURSE SEQUENCE

This Leadership Development Program will comprise of 6 day Residential Classroom sessions and 3 Months of Virtual Mentoring and 6 months of Continuing Online Support through mails.

### PHASE 1

#### Classroom Session

The Leadership Development Program will cover the below Competency Traits, specifically aiming to enhance your perspectives to move to higher roles:

#### Day 1 | Customer Orientation - Begins at 12 noon

Keeps internal and/or external customer(s) in mind at all times. Strives to proactively address customer concerns and needs. Assists business partners and customers achieve their work goals via application of their own skills and knowledge & strives to provide consistent customer satisfaction.

#### Day 2 | Result Orientation

Focuses on desired results and sets and achieves challenging goals.

#### Day 3 | People Orientation

Understanding Self, Inter- personal, Emotional Intelligence, Essence of Leadership, building high performance teams / business and High impact communication & innovation culture.

#### Day 4 | Analysis & Decision Making

Identifies problems and uses logic, judgment, and data to evaluate alternatives and recommend solutions to achieve the desired organizational goal or outcome.

#### Day 5 | Strategic Thinking and Business Acumen

Critical skills for strategic thinking, strategy development and implementation. Elements of finance to analyze financial information and to develop business acumen.

#### Day 6 | Closure and Certification - ends at 12 noon

## COURSE SEQUENCE

### PHASE 2

#### A. Mentoring

1 hour/day/month which imply 3 hours of Virtual Mentoring sessions by full-time WeSchool faculty who are best in class expertise, industry experience and academic credentials. These faculties draw upon real-world experience to help you develop critical thinking and decision making skills that you can bring back to your organization.

#### B. Continuing Online Support

Participants will be connected with their Mentors on mails for the next 6 months, Mentors are available with the participants throughout the transformation.

## PROGRAM FEES

The fee for the program is **Rs. 82,000 (Rupees Eighty Two Thousand only)** plus applicable service tax (@14%), Swacch Bharath cess (@0.5%) and Krishi Kalyan Cess (@0.5%) totalling to **Rs. 94,300 (Ninety Four Thousand Three Hundred Only)** per participant.

The Package includes tuition fees, course material, library access and food & stay during the program.

Payment should be made by Cheque / Demand Draft / Wire Transfer in favour of **Prin.L.N.Welingkar Institute of Management Development & Research**

**For Wire-transfer Current A/c. No. : 003205000820**

**IFSC / RTGS Code : ICIC0000032 Branch : Dadar**

## WORLD CLASS FACULTY



**Prof. Dr. Anil M Naik**

Professor Emeritus-  
Welingkar Research Centre

Prof. Dr. Anil Naik, Gold Medallist from the first batch of IIM, Calcutta, has done his Ph.D. from the University of Mumbai.

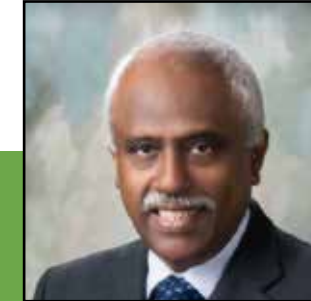
He has an experience of 20 years with the Tata Group and has been a Management Consultant and Educator for several companies like GTL, Bharti, Jindal Iron & Steel Co. Ltd., CRISIL, Philips India Ltd., Mahindra & Mahindra Ltd etc. He has also taught Multi- National Strategic Management at the IMBA Program of the Fox School of Business & Management. Temple University, USA and at Straclyde Business School of Glasow University, U.K. He was awarded the 'Tarneja Award' by Bombay Management Association for Best Management Article on Industrial Sickness, 'Best Management Teacher Award' by Bombay Management Association and was awarded S S Nadkarni Fellowship by the University of Mumbai.



**Prof. Dr. S T Gondhalekar**

Dean - Operations

Dr. S. Gondhalekar, the only known PhD in the world in Kaizen, has been trained in Japan by Association of Overseas Technical Scholarship (AOTS) and Asian Productivity Organization(APO). He is a Chemical Engineer and PhD from Indian Institute of Technology (IIT) and an Industrial Engineer From National Institute for Training in Industrial Engineering (NITIE). He is currently the Director of Global Consulting Company - Kaizen Institute and has been consulting in Asia - Pacific for last 10 years in the areas of Productivity, Quality, Delivery & Cost. He recently co - authored a book "Chronicles of a Quality Detective" which details case studies on the use Differential Diagnosis, a power tool to solve difficult quality problems. The book has gone into reprint. He has published papers in international journals and written in leading newspapers.



**Prof. Vijayan Pankajakshan**

Dean-HR Academics and Research & Industry Interface WeSchool, Mumbai

Prof. Vijayan Pankajakshan is the Dean-HR Academics and Research & Industry Interface WeSchool, Mumbai, alongside being, Principal Consultant- HOMO ELS Pvt. Ltd. He is a Gold Medallist from the 1984 Batch@ TISS, Mumbai and has had a corporate career spanning, 25 years, during 1984-2009. He has held responsible roles in Personnel Management, Industrial Relations, HRD, OD, TQM and Manufacturing in a range of industries, both in India and overseas. This includes a nine year stint with Marico, when he was the first HR professional to be job rotated as Manufacturing Head in one of Marico's plant locations. His last corporate role was Director- Human Resources with CHEP India Pvt. Ltd. (a Brambles Company). He holds certification In GPHR ( HORN, SHRM- CP (SHRM). He is a SME for SHRM India in PMS, ER, HR Analytics. He is on the Executive Committee of NHRDN, Mumbai Chapter for many years while also being Member-Core Committee of Employers Federation of India.

## WORLD CLASS FACULTY



**Prof. Dr. Madhavi Lokhande**

Dean - Bengaluru Campus

Madhavi Lokhande is a Fellow of the Institute of Cost and Works Accountant of India, and holds a Master degree in Commerce. She is a Certified Management Accountant (CMA) from The Institute of management accountant (U.S). She holds a Doctoral degree from the SNDT Women's University, Mumbai.

The primary focus of her study was the Micro and Small Entrepreneurs in Bangalore. Her focal research interests include micro credit, funding needs of micro entrepreneurs, women run micro enterprises and self-help groups.

She also runs a social initiative called "Padhaai" which is public charitable trust that works on 'Inclusive Education'. She is currently working on the AACSB initiative for Welingkar.

She has published several articles in International and National journals. She has also written case studies that have been published by Ivey publishing and some leading journals. This year she has been awarded a scholarship from Reserve Bank of India for her research work in the area of : Creating a financial Literacy model based on the study of functional and behavioural factors affecting the MSME lending.



**Prof. A K Narasimha Prasad**

Head, MDC - Executive Education & Faculty - Operations

Prof. A.K. Narasimha Prasad has a BE degree in Electronic Engineering and a BE degree in Electronics & Communications Engineering from IISC, Bangalore. He is a certified assessor for the CII-Exim bank Corporate Excellence Award for Business Excellence. He has over 35 yrs professional experience in leading Public sectors like BEL and HAL and Private sectors in the areas of Communication Systems Design, Manufacturing and General Management. His recent tenure was as Head of Operations at Optimus Outsourcing the BPO arm of Polaris Software.

Prof. Prasad has strong exposure to Telecom and BPO verticals and has also undergone one year specialized Training at Seleia in Rome, Italy. He was also a recipient of CIDA (Canadian Industrial Development Agency) scholarship for training on GIS, held in Vancouver, Canada.

Currently he is spear heading the JMLP (Junior Management Leadership Program) with Infosys BPO & CPM (Certificate Program in Management) for Infosys Ltd, across their centers at Bangalore, Pune, Jaipur, Chennai and also other Executive Education initiatives with other clients.

## WHAT CLIENTS SAY ABOUT US

“ We have been associated with WeSchool for the last couple of years and its very heartening to see this association grow rich every year. We started the Management Programs for the Biocon executives, with an objective of nurturing our star performers and groom them into future leaders. We strongly believe that 80% of our senior leadership should be from within the organisation and I am very pleased to see that 45% of the last batch of FCM students has got promoted to Managerial roles. I am really thankful to WeSchool team for this transformation. It's a great motivation for the future batches ”

**Mr. Ravi Limaye**

President and Chief Marketing Officer, Biocon

“ The entire 16 months journey has completely transformed our people. The Convocation Ceremony was the icing on the cake and folks appreciated. Most important employees were very happy. We need to continue. ”

**Mr. Rajesh Shetty**

VP Telecom & Manufacturing and DC Head Pune, Infosys BPO

“ I would sincerely thank you all very much for a wonderful session and our 1st association with WeSchool has been wonderful. I am sure participants have taken a lot of lesson from this. I have personally enjoyed every bit of it. ”

**Mr. Rupam Dutta**

General Manager, Radha Regent

“ It's been a great learning for the Infy participants. It's a milestone today for both Infy and WeSchool's 10th Batch Convocation. I am sure the folks who graduated will be a proud lot. Specific thanks to Welingkar's and the Faculty and of course the home team who managed it so well. ”

**Mr. K. Raghavendra**

Senior Global Head, HRD, Infosys BPO

“ The inaugural edition of Spar's - Future Store Managers Program in collaboration with WeSchool, Bangalore has truly been a stepping stone in investment and development of talent within to succeed to higher roles. In fact as we speak two of the participants are already being assessed for higher roles which is a testimony to the efforts of this program. I would like to personally thank WeSchool Professors and also the Learning and Development Team at Spar and will continue this association for churning out future leaders. ”

**Mr. Sutanu Chowdhury**

Sr. Vice President, HR, Max Hypermarket India Pvt. Ltd.

“ The GLP-II Program was another success and my hearty congratulations and thanks to you and your wonderful team for such a lovely experience. It will interest you to know, that since returning, we have already had confirmation from the Australian Department of Employment that they would like to send couple of Participants to the 2017 GLP India. Here's to a successful 2017! ”

**Mr. Andrew Simon**

MD & CEO, Yellow Edge, Australia

## STUDENTS VOICE

I thank the trainer and most of all Welingkar Institute who have given me this wonderful opportunity to explore myself, gain confidence over my weak areas and help me in effective communication.

**V. Kanjanaa**

Team Leader, JMLP  
Infosys BPO

All the sessions were very creative & informative, explanation through video & examples really helped to understand OB... particularly human behaviour more.

**Sanjeev Sharma**

Delivery Manager, RBEI  
BOSCH

After the sessions, I had really developed a thorough understanding of financial concepts that too in such a short span of time.

**Ruchi Verma**

Project Manager, CPM  
Infosys Limited

Want to take this opportunity to thank you very much for the warmth and earnestness that you showered on us. We also thank all the faculty members. The openness and involvement of each member of the college in welcoming us is really appreciated. We enjoyed the sessions and look forward to the forthcoming projects & sessions.

**Arpita Majumdar**

Regional Business Manager  
Adecco

"Wide knowledge about the cases on turbulence and steps to handle it, stunning case studies". Grateful to the entire WeSchool faculty... thanks for keeping sessions so interesting.

**Prasanth**

Titan

This topic was new to me and the entire module on Brand Equity was very interesting and very insightful. The faculty was awesome.

**Sowmya H**

BEM, Delivery Manager  
Dell

I learnt the importance of time and how to implement in our day to day official and personal life" Small changes makes big difference, big takeaway for me personally.

**Nagesha Rao**

Nongwoo Seeds

Despite the fact that every faculty taught using different methods, all were effective in bringing across the concepts. Especially for most of us who have not taken any business courses in the past.

**Trendy Tan**

NOC, NUS  
Singapore

## STUDENTS VOICE



Convocation Ceremony of Post Graduate Program in Management Studies for Robert Bosch



Certificate Program (Financial Accounting & Business Analytics) for EY GSS, Bangalore



Advanced Course in Management for Biocon BFI



Junior Management Leadership Program (JMLP) Convocation Batch II



EDP Program for High Potentials for Adecco India Ltd. Interactive Session with Participants



Professional Enrichment Program (PEP) for Continental Automotive Components Limited

## OUR CLIENTS





# THE B-SCHOOL TO BE IN

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S. P. Mandali's  
Prin. L. N. Welingkar Institute of Management Development and Research

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For more details about this program  
call **080 41303784/85** or email us at  
**ldp@welingkarmail.org**

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## Prin. L N Welingkar Institute of Management Development and Research (WeSchool)

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WeSchool is the brand identity of Prin. L.N. Welingkar Institute of Management  
Development and Research which is the legal entity of the institute.

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