

BEST PRACTICES 2019-2020

Best Practice 1: Management Ethics

Management Ethics Being affiliated to University of Mumbai, FCRIMS follows syllabus prescribed by University. Courses included in syllabus are aimed at building knowledge and some skills for future managers. However, we believe that successful managers require understanding of ethical concepts that are best built and strengthened through exposure to case studies on ethics and other such activities which is beyond the curriculum. These activities are aimed to develop ethical leadership and social responsibility among students. To achieve these objectives FCRIMS conducts event like Postmortem and activities like case study on corporate values and ethics which helps in building above mentioned understanding in the students. FCRIMS conducts event Postmortem every year which ensures that our students have a rich hands-on experience to deal with the ethical issues in business. This event is conducted for the first semester students. A group of students is given an issue related to ethics that a particular company is facing. Students have a board room discussion on this topic and come out with an ethical solution. The event helps in understanding management roles and developing the students to become ethical Leaders /Mangers/Entrepreneurs. This event empowers them to tackle with ethical understanding and confidence, the professional challenges which they are bound to face in their career. Case study presentation involves understanding of corporate frauds as well as analyzing them. Students are divided into 6 groups and each group is assigned 2 faculty members from cross-functional areas. Every group is assigned a different case study on corporate frauds. Students are expected to dissect the corporate fraud, analyze and present their learnings on corporate ethics. It sensitizes students about the existing reality in the corporate world. This activity sets an example of how their (students) actions impact them as well as the corporate world which they will enter soon.

Best Practice 2: Experiential Learning: The business world is increasingly becoming competitive and exciting. There is a skill gap that exist between corporate expectations from MBA graduates and their competencies. FCRIMS believes in learning by doing. We believe that apart from curriculum students should be exposed to real life environment. The institute follows student centric approach and encourages them to conduct a lot of events. Most of the events are planned and managed by students with the faculty members guidance and support. Every student gets involved in each event and gets a chance to participate because of limited intake of the institute. Following are a list of programs conducted at FCRIMS:

Court Martial: Students make a Business Plan and present it in front of a panel of alumni. Business plan selected in Court Martial event is forwarded to CIBA if found feasible. **You are the Judge:** Students learn to think creatively and come up with new ideas of innovative products and present the same. **Postmortem:** This event puts every student in the seat of a senior manager of a particular function, who is a member of the leadership team of a hypothetical company. This event focuses on building skills such as problem solving, communication, systems approach and cross functional sensitivity. **FABS Market:** Students invest money and set up stalls in the campus and do business. This helps them to build and develop sales, marketing and entrepreneurial skills. **Abstract:** FABS' flagship annual inter-collegiate festival has been organized since 2002 by the students. Usually a two-day program, Abstract hosts both cultural and business management events – Business Plan, Mock stock, Ad-mad – and many more. There are also special events reflecting the interests of the students of the organizing batches - chess, football, dance, music, photography, treasure hunt, short films, etc. They

experience how the best laid plans can fail, how to think on your feet and solve problems as they occur, to take new challenges and seek fresh opportunities. The students are able to enhance their skillsets such as planning, organizing, execution, leadership, time management and risk-taking capacity. Seminar on Union Budget: Students analyse the impact of Union budget on various sectors and on Indian economy and present in front of eminent personalities from industry. CSR Activities: CSR activities like blood donation camp, Flagathon, Basket of Kindness and Tree Plantation are undertaken by students wherein human values are inculcated in them. Book Review: Students read and review a book on management topic and present in front of faculty panel. Industrial Visits: With an objective to provide an insight into the real working environment of the company, every year the institute arranges industrial visits for students. Creativity and Innovation workshop: This workshop helps them to come up with innovative ideas through brainstorming sessions thus helping them become successful entrepreneurs. Alumni Mentorship Program - This program is aimed at developing the skills of the students in their areas of interest. Under this program, the alumnus from the senior batches who are currently holding senior level positions in corporates are assigned a mentee. They have an interactive session with the student on a regular basis and share their experiences and knowledge and also give career guidance to the students. Business News Analysis and Quarterly Newsletter: 'Business News Analysis', a very popular session seems to draw the best from students. Students volunteer to speak about the latest news of the week as per the presentation schedule, which is of interest to them and reported in the business newspapers. This event helps in understanding business environment and practical economics, learning public speaking and building confidence. Apart from this, FCRIMS also publishes specialization wise quarterly newsletter on its website. There is a newsletter committee set up that comprises of the students and the core faculty members. The current affairs related to the corresponding quarter are summarized and rewritten by the students of the respective specialization. Overall the institute strongly believes in imbibing ethical values and build a healthy ecosystem in the minds of the students. These activities help the students to become more competent in the corporate world.

Best Practice 2: Alumni Mentorship Program

Alumni are important stakeholders of any institute. Creating an engaged, supportive alumni network is crucial to an institute's success. Educational institutions are changing the way they see and interact with their alumni community. Since the inception of the institute, there are 18 batches that have successfully graduated. Most of our alumni are currently holding senior positions in various top MNCs. Apart from connecting with alumni through regular alumni meet and inviting them for guest lecture, FCRIMS came up with an idea of 'Alumni Mentorship Program' for the students. Alumni mentorship started as a pilot project with six alumni and six students. The idea of this mentorship program came from the alumni meet 2019 organised by the institute where the alumni expressed their interest to mentor the students. The alumni were identified on the basis of work experience (10 years) and their bond with the institute. The students for the program were selected based on academic performance and suggestions given by faculty members. Post the selection of alumni mentors and students, we made an effort to align the mentor with students based on career interest as per the respective specialization. Following are the details of alumnus and students selected:

Sr.No.	Name of Alumnus	Company where alumnus is working	Designation of Alumnus	Student Name	Student's Specialization
1	Viren Shah	ICICI Bank	AGM – Credit Risk Management Group	Anjali Anil Kumar	Finance
2	Jitesh Totlani	Kantar Insights	Vice President Market Research	Poorva Randive	Marketing
3	Vaishali D'Souza	Head HR	Auxilo Finserve Pvt. Ltd	Sakshi Pandey	HR
4	Poonam Israni	CRISIL Research	Manager	Manali Jain	Finance
5	Neeta Nawathe	HSBC	Associate Director	Salvin Shajan	Finance
6	Ajit Talreja	Deutsche Bank	Vice President	Joseph Mendonza	Finance

Dr. Sujata Chincholkar (Director) and Dr. Manisha Karandikar (HOD Marketing) briefed the alumni and students about the mentorship program. The aim of the program was to help the students:

- Interact with alumni to understand corporate culture
- Career guidance with respect to their specialization
- Understand the scope of work in the industry in their (students) area of interest

The first meeting took place on 7th March 2020 in the institute premises where students were introduced to their alumni mentors post briefing by the director. One on one interaction of the respective student and alumni mentor took place on that day. The alumni mentor discussed with the students on the above mentioned points and guided them on the same. The students were then informed to be in constant touch with their respective mentors at regular intervals at a place and time convenient to both the parties. An update was taken by the institute at regular intervals from both the parties on the learning and progress of the students. However due to current Covid - 19 pandemic situation, the meetings were conducted virtually. At the end of academic year, the feedback forms were circulated to the students and alumni mentors to identify outcome of program and areas of improvement. As per the feedback the institute achieved the aim of career guidance successfully. In the future, the institute plans to