

## 2 YEAR PGDM BUSINESS DESIGN

AICTE Approved program intergrating Business, Design Thinking and Liberal Arts



**PGDM 2020-22** 

**Admissions Brochure** 



ABOUT SOIL SOIL was co-created by a team of thoughtful business leaders and 32 companies with the aim to build Leaders with character, competence, and enthusiasm. Over the last 12 years, SOIL has produced more than 1200 leaders through its full-time programs and trained over 10,000 leaders through its part time programs.

#### THE SOIL ADVANTAGE

01

#### **OUR CONSORTIUM COMPANIES**

Our consortium group consisting of 32 multinational and Indian companies from across industry verticals are involved in the program through mentorship, curriculum design, networking, admission interviews & placements.

02

#### **INDUSTRY CONNECT & IMMERSION**

SOIL has over 200 industry leaders visiting campus every year. Our network of leaders helps students get rich exposure to the industry & corporate life.

03

#### **GLOBAL ALUMNI NETWORK**

Connect with over 1200 SOIL alumni working across the globe. Participate in thought-leadership, networking and online events across the year.

04

#### 124% ROI POST MBA

Our 1 Year PGPM students have achieved an ROI of over 124% during the placement season 2019-20: a clear indicator of our strong career management services efforts.

05

#### **ACCESS TO OVER 300 COMPANIES**

Get access to our recruiting partners who have provided leadership and guidance in career development over the last 12 years. SOIL has received strong support from our recruiting partners. These partners help us during our summer internships and final placements.

# FOUNDER'S MESSAGE



## **DEAR MBA ASPIRANT,**



SOIL's School of Business Design



Two-Year program has therefore been designed as an innovation journey. As part of this journey, students will work in teams to observe diverse stakeholder groups in their natural habitats. These could be local farmers, established corporates, startups, government organizations and think-tanks, NGOs, or educational institutions.

SOIL's new creation, the SOIL School of Business Design, at Manesar, offers a Two-Year Post Graduate Diploma in Management with a focus on developing young leaders with holistic thinking to become aware of the true needs of multiple stakeholders, care for their requirements, source creativity and inspiration from deep within to develop products and solutions and dare to transcend their limitations and fears and work synergistically with others to manifest sustainable innovation - the essence of Design Thinking.

Courses such as The Essence of Design Thinking, Ethnography Inspired by Social Anthropology, Sociology of Communities, The Psychology of Empathy, Critical Thinking and Perspective Beyond Biases, Leading Self, and Mindfulness Through Yoga and Meditation will prepare students for this part of the journey. They simultaneously develop a strong foundation in areas of traditional management education like strategy, finance, marketing, operations, and HR.

The rapid evolution of the business and enterprise eco-system in India makes it obvious that, whether one chooses to be part of a startup or a growing organization or wishes to pursue a career in a legacy organization, traditional management education is incomplete by itself. It has to be matched by the ability to deal with ambiguity, integrate divergent approaches, and appreciate the unique requirements of a certain situation rather than respond with templatized solutions.

The program's unique curriculum and pedagogy are complemented by SOIL's legacy and our long-standing relationships in the world of business. Its success lies in students who will enjoy, benefit from, and contribute to this innovation journey.

I wish you all to make an informed decision before joining our new program.

Mr. Anil Sachdev, Founder,
 SOIL Institute of Management

Members of our advisory board are Industry Experts including academicians, industry professionals, entrepreneurs, social leaders and consultants.

Their combined wisdom has strengthened our understanding of expectations of the Industry from Business Schools.



Indira Parikh
Former Dean, IIM Ahmedabad



**Savita Mahajan**Former Deputy Dean, Indian School of Business



**B Muthuraman**Former Vice President, Tata Steel



**Arun Maira**Former Chairman, Boston Consulting
Group



**Santosh Desai**MD & CEO, Future Brand Limited



**Arun Arora**CEO, Shroff Eye Hospital



**R Anand**Sr. Vice President, HCL Tech



**Ashok Ramachandran**Group Executive Head, Aditya Birla
Group



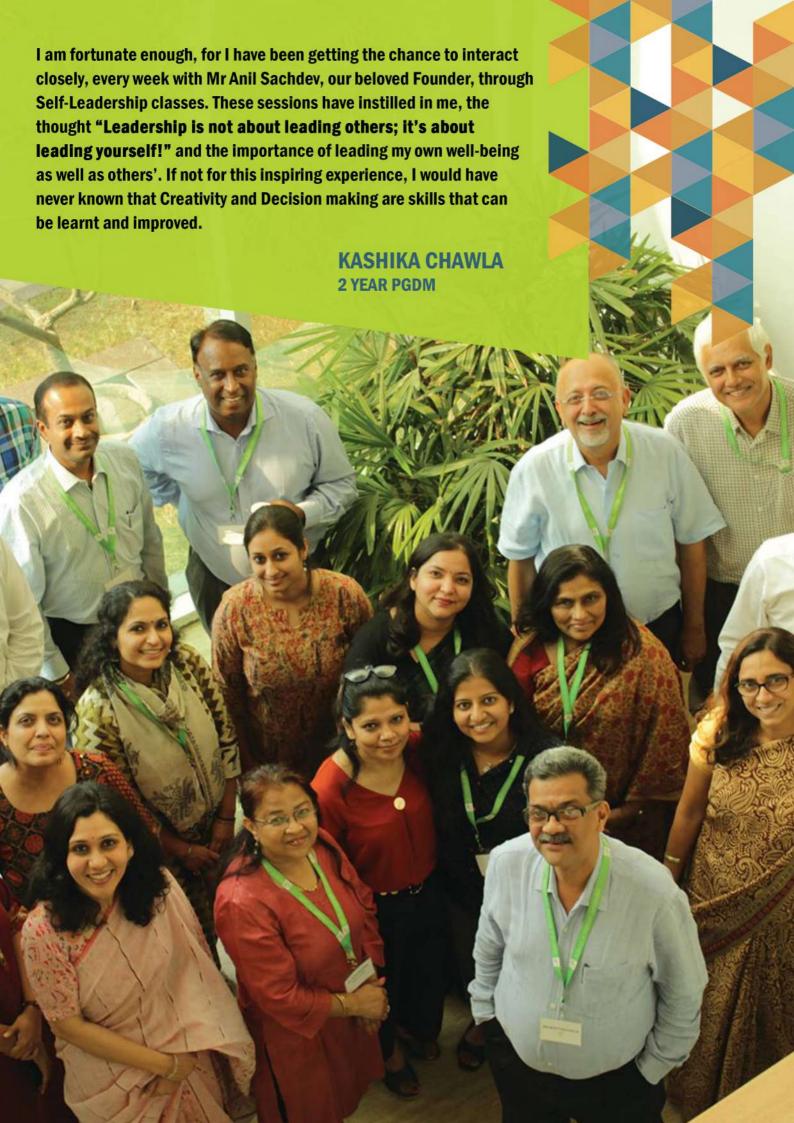
**Praveen Paranjape**Director & Senior Vice President,
Honda cars Ltd



## PGDM ADVISORY MEMBERS









#### **SOIL CONSORTIUM PARTNERS**



































































#### **FOCUS AREAS**

Managers, who are business centric and have focus on innovation and sustainability are greatly in demand. The learning journey at SOIL prepares you for the demands of the workforce for the 4th Industrial Revolution (2020 and beyond).

#### The key focus areas of the program are as below:



#### **Business Expertise**

Acquire skills and knowledge in key managerial areas such as Marketing, Finance, Operations, Analytics, Sales and Human Resources.



#### **Design Thinking**

Develop the skill of being innovative and rediscover your creative self through the process of design thinking inspired from Stanford Design School



#### **Liberal Arts**

Understand human beings deeply, communicate better, think critically via courses in psychology, philosophy, anthropology etc.



#### **Experiential Immersions**

Get exposure to diverse Indian and global cultures, get a deep understanding and a real-time exposure to people, business and environment.









Design Thinking is an iterative process in which we seek to understand the user, challenge assumptions, and redefine problems in an attempt to identify alternative strategies and solutions that might not be instantly apparent with our initial level of understanding.

#### LEARN THE SYSTEMATIC PROCESS FOR SUSTAINABLE INNOVATION.

Design Driven companies have outperformed the S&P index (USA) by

**228%** over 10 years

(Source:BMI)

Companies following design thinking have

1.5 times greater market share

(Source:Adobe)

89% of the companies compete on customer experience

(Source:Gartner)

50% of design lead companies report more loyal & supportive customers

(Source:Adobe)

# GLOBAL FIRMS USING DESIGN THINKING









**Uber** 















"Design thinking is a human-centered approach to innovation that integrates the needs of people, the possibilities of technology, and the requirements for business success."

**Tim Brown, CEO, IDEO** 

## FOCUS ON LIBERAL ARTS

A liberal arts education offers an expansive intellectual grounding in all kinds of humanistic inquiry. By exploring issues, ideas and methods across the humanities and the arts, and the natural and social sciences, you will learn to read critically, write cogently and think broadly.

Our foundation program involving subjects such as Psychology, Anthropology, Philosophy, Communication and Ethics aims at teaching the students:

- How to communicate your ideas
- Find and analyze information and data
- Adapt to new technology and professional trends
- Work with others to solve problems
- Make confident, knowledgeable decisions



**Susan Wojcicki**CEO, YouTube, B. A (History & Literature)



**Jack Ma**Chairman, Alibaba, B. A (English)



Howard Schultz
Chairman, Starbucks B. A
(Communications)



**Gerald M. Levin**CEO, Time Warner B.A (Philosophy)



**Peter Thiel** CEO, Paypal B. A (Philosophy)



**Carly Fiorina**Former CEO, HP, B. A (Medieval History)



John Mackey
CEO, Whole Foods B.A (Philosophy
& Religion)



Frederick W. Smith
Founder Chairman, Fed-Ex B. A
(Economics)



# PROMINENT LEADERS WITH LIBERAL ARTS DEGREES





## **PGDM COURSE CURRICULUM**

The PGDM in Business Design offers students the opportunity to grow by using a practical and creative learning methodology. The integration of subjects in management, design thinking and liberal arts, that trains students in different skills, especially critical and strategic thinking, opportunity identification, creativity, prototyping of ideas and concepts, and project management, in order to achieve the required ability to be adaptative in the current changing environment

Term 1	Term 2	Term 3		
Core  Problem Solving and Statistical Thinking  Financial Accounting  Microeconomics Theory  Managerial Communication	Core  Operations and SCM Corporate Finance Business Research Marketing Funda mentals Organizational Behaviour	Core  HRM for Modern Workforce  Decision models and optimization  Dynamic Strategy  Strategy for Managers		
Design & Liberal Arts	Design & Liberal Arts	Design & Liberal Arts		
<ul> <li>Psychology for Managers</li> <li>Self-Leadership</li> <li>Introduction to Design Thinking</li> </ul>	<ul><li>Managerial Communication</li><li>Design Dynamics</li></ul>	<ul><li>Social and cultural</li><li>Anthropology</li><li>Yoga &amp; Wellness</li></ul>		

Term 4	Term 5	Term 6
Core  Time series Forecasting  People Analytics  Legal Aspects of Business  Behavioral Finance	Core  Product and service design Indian Financial System Compensation Benefits	Core  Final project Work  Digital and Social Media Marketing  Business Valuation
Design & Liberal Arts	Design & Liberal Arts	Design & Liberal Arts
<ul><li>Mock Design Workshops</li><li>Industry Projects</li></ul>	► Design Bootcamps	► Innovation Fair

### **ELECTIVES**

The courses and curriculum is only **representative** and may be **subject to change** as determined by the faculty and academic department. Please check with **academic program office** for the latest curriculum schedule and courses taught.

#### **Marketing**

- Consumer Behaviour
- Product and Brand Management
- Digital and Social Media Marketing
- Omni Channel Retailing
- Marketing Analytics
- Integrated Marketing Communication

#### **Analytics**

- Data Mining and Predictive Analytics
   (Using R and Python)
- Business Forecasting
- Data Visualization
- Artificial Intelligence with Deep learning (using python)
- People Analytics
- ► Introduction to FinTech and Digital Finance

#### **Human Resources**

- People Analytics
- Talent Acquisition and Management
- Performance Management
- Compensation Benefits
- Industrial Relations Labor Laws
- Training and Development

#### **Finance**

- Financial Statement Analysis
- Indian Financial System
- Behavioral Finance
- Securities Analysis and Portfolio Management
- Business Valuation
- Introduction to FinTech and Digital Finance

## LEARNING JOURNEY





Considering the demands of the future employers and the skillset requirements of the future workforce, SOIL has curated a learning journey with the help of Academicians, Top Industry Leaders, Environmentalists, Venture Capitalists and Serial Entrepreneurs

With an amalgamation of Management Subjects, Design Thinking & Liberal Arts; each day is about new learning, new experiences and new insights at the SOIL Institute of Management. The Key Focus areas are:

- Gaining Business Excellence
- Developing a Design Thinking Mindset
- Understanding humans using Liberal Arts
- Gaining Industry Exposure
- Developing Career Skills



#### **LEARNING JOURNEY**



#### **LEARNING JOURNEY - YEAR 1**

Your first year is an immersion in business and design thinking fundamentals. You will work through solid core courses as you build foundational knowledge, hone new competencies, engage, network and forge ties, friendships and your own business network

JUN-JULY ' 21	AUG 1 TO AUG 15' 2021	AUG - 0CT '2021	NOV - JAN '2022		JAN - APR '2022	
PRE-TERM	ORIENTATION	TERM 1	TERM 2		TERM 3	
Access Learning resources and bridge any knowledge gaps	<ul> <li>Batch Reveal Session</li> <li>Integrated Business Session</li> <li>Exposure to social services at SOIL</li> <li>Story of your Life and future goals Psychometric Assessments</li> </ul>	Core  Problem Solving and Statistical Thinking Financial Accounting Microeconomics Theory Managerial Communication  Design & Liberal Arts Psychology for Managers Self Leadership Introduction to Design Thinking	Core  Operations and SCM Corporate Finance Business Research Marketing Fundamentals Organization Behavioursfor managing self & teams  Design & Liberal Arts Managerial Communication Design Dynamics	ACADEMY INTENSIVE WEEK 1	Core  ► HRM for Modern Workforce  ► Decision models and optimization  ► Dynamic Strategy  ► Competitive Strategy for Managers  Design & Liberal Arts  ► Social and cultural Anthropology	
	Unlearn & Relearn	Heritage Walks	Industry Tours		Himalayan Retreat	
	Career Services	Social Innovation	Interpersonal Skill Lab		Interpersonal Skill Lab	
	Senior Sessions Brand Yourself -	Career Coaching  Yoga & Wellness		Summer Internship		
	Welcome by Industry  Careers			Process		
	Inspired Leadership Series by Industry Experts & Leaders					

#### **LEARNING JOURNEY**

#### **LEARNING JOURNEY - YEAR 2**

Our flexible curriculum learning journey allows you to take more electives in the second year to prepare for your desired career track, global experience, business venture, or other interests. You will take any remaining core requirements, drill deeper within the wide range of electives, and develop one or more areas of expertise.

MAY - JUN '22	JULY - SEPT '2022	OCT - DEC '2022			JAN - MAR '2023	
SUMMER BREAK	TERM 4	TERM 5			TERM 6	
R INTERNSHIPS	Design & Liberal Arts  Dock Design Workshops	ACADEMY INTENSIVE WEEK 2	Electives  ➤ Product and service designIndian  ➤ Financial System  ➤ Compensation Benefits  ➤ Other Electives  Design & Liberal Arts  ➤ Design Bootcamps		Electives  ► Final integrated project Work  ► Digital and Social Media Marketing  ► Business Valuation  ► Other Electives  Design & Liberal Arts  ► Innovation Fair	
SUMME	Global Immersion  Industry Live Proect  Academy Domain	ACA	Discover India Journey  Storytelling  Lateral Placements		Capstone Simulation  Junior Mentorship  Final Placements	
	Knowledge Sessions Process Process  Inspired Leadership Series by Industry Experts & Leaders					





behaviour across cultures.

In the SOIL PGDM Program, 25 percent of learning is experiential, with field immersions that invite deep focus on five areas leadership, design thinking, entrepreneurship and innovation, global business, and cultures.

- Global Immersion
- Himalayan Rural Outreach
- Social Innovation Program (SIP)
- India Train Journey
- Innovation Festival
- Global Immersion























#### **GLOBAL IMMERSION**

Undergo a two-week-long international study trek in one of the leading business capitals of the world. This tour combines on-campus lectures, projects and assignments as well as experiential formats like workshops. This serves as an excellent opportunity to experience and understand these business capitals from close quarters.

#### A GLOBAL IMMERSION TREK GENERALLY CONSISTS OF

1 - On-Campus Sessions

2 - Study Trek



Explore factors which affect businesses globally

Attend a class in a foreign university for a week

Economic and cultural understanding of business capitals

Apply classroom knowledge to global settings





#### HIMALAYAN **RURAL OUTREACH**

Undertake a trip to the scenic mountain village of Sidhbari located on the outskirts of Dharamshala at the feet of the Himalayas. Students visit the nearby Cord village to interact with the local communities and understand various political, economic & cultural aspects.



#### **SOCIAL INNOVATION** PROGRAM (SIP)

A leadership experiential program wherein students work closely with an NGO. Students gain knowledge in the form of real-life challenges and situations faced and this helps the students to understand and apply leadership qualities at appropriate junctures in organizations.



## INDIA TRAIN JOURNEY

Embark on a 'Discover India Train Journey' to discern diverse cultures, history and uncover the mystique of India in the true essence. The two-week train journey involves visiting culturally significant places across India



## NNOVATION

The Innovation FAIR is the annual festival of the School of Business Design. It is the culmination of the entire teaching-learning experience that a student undergoes during the 2 Year PGDM program. The fair will be an opportunity for the students to showcase their learnings



#### **CLASS PROFILE PGDM 2020-22**

60 STUDENTS

**22** AVERAGE AGE 32% WOMEN

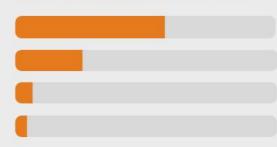
**16** 

STATES REPRESENTED

66%

FRESHERS (NO WORK EXPERIENCE)

#### **WORK EXPERIENCE**



**66% - NO WORK EXP** 

21% - 0 TO 12 MONTHS

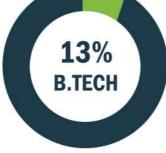
7% - 25 MONTHS AND ABOVE

6% - 13 TO 24 MONTHS

#### **UNDERGRADUATE DEGREE**













## CAREER DEVELOPMENT PATHWAYS

Career development is not simply about obtaining a job. it's about bringing out the best in you as a professional and a leader.

All through the 6 terms spent at SOIL you will continuously work on a series of career development activities including workshops, trainings, panel discussions, one-on-one mentoring sessions. Every student will develop an Individual Learning Plan and revisit it every term.

## CAREER DEVELOPMENT SCHEDULE

**ORIENTATION - DISCOVER YOURSELF** 

**TERM 1 - EXPLORATION** 

**TERM 2 - DEVELOPING A PLAN** 

**TERM 3 - PREPARING FOR YOUR INTERNSHIP** 

**TERM 4 - PLACEMENTS & RECRUITMENT PREP 101** 

**TERM 5 - CAREER FORWARD** 

**TERM 6 & BEYOND - YOUR NEW LIFE** 



#### **CAREERS**

#### **GET INDUSTRY READY THROUGH SOBD ACADEMIES**

Academies function as a bridge between what you're learning in the curriculum and how you'll apply it in your field during your internship and post-MBA career. We offer seven career-focused Academies designed to prepare you for the summer internships and final placements.

In addition to a major, all SOIL MBA students are required to choose an Academy. Through your Academy, you'll develop marketable & managerial skills via professional experience, all designed to position you for long-term career success.



The Marketing Academy



**Corporate Finance Academy** 



**Business Analytics Academy** 



**Human Resources Academy** 



**Consulting Academy** 



**Leadership Academy** 



**Enterpreneurship Academy** 

**ACADEMY ACTIVITIES** 

Leadership **Opportunities** 

**Corporate Visits** 

Networking

**Career Support Fair** 

**Field Trips** 

**Industry Related Projects** 



### LIFE AT SOIL



Club involvement strengthens your professional and personal networks with fellow students, faculty, recruiters, and business leaders—letting you refine your leadership role while learning new skills, meeting new people, appreciating new perspectives, and expanding your views.

#### THE CLUBS AT SOIL

- Toastmasters Club
- Outdoor Sports & Adventure
- Consumer Marketing Club
- Cricket Club
- Quiz Club
- Social Impact Club
- Yoga Club
- Cinema Club
- Dramatics Club
- Investors Club
- Wine Club
- Nature & Gardening Club
- Music Club

#### **ANNUAL EVENTS AT SOIL**

The MBA calendar is filled with events that create a comradeship and stronger bonds between the students. These events are organised by the student committee and clubs.

- Karma Rasoi The art of Serving
  - **Forward**
- **SOIL Olympics**
- SOIL Premier League
- Diwali Mela
- ▶ Tree Plantation Drive
- Inspired Leadership Conference

#### **ADMISSIONS PROCESS**

**KEY DATES (INDICATIVE)** 

ROUND 1

5<sup>TH</sup>
DECEMBER, 2020

ROUND 2

10<sup>TH</sup>

JANUARY, 2021

#### **APPLICATION PROCESS**

STEP 1

STEP 2

STEP 3

STEP 4

STEP 5

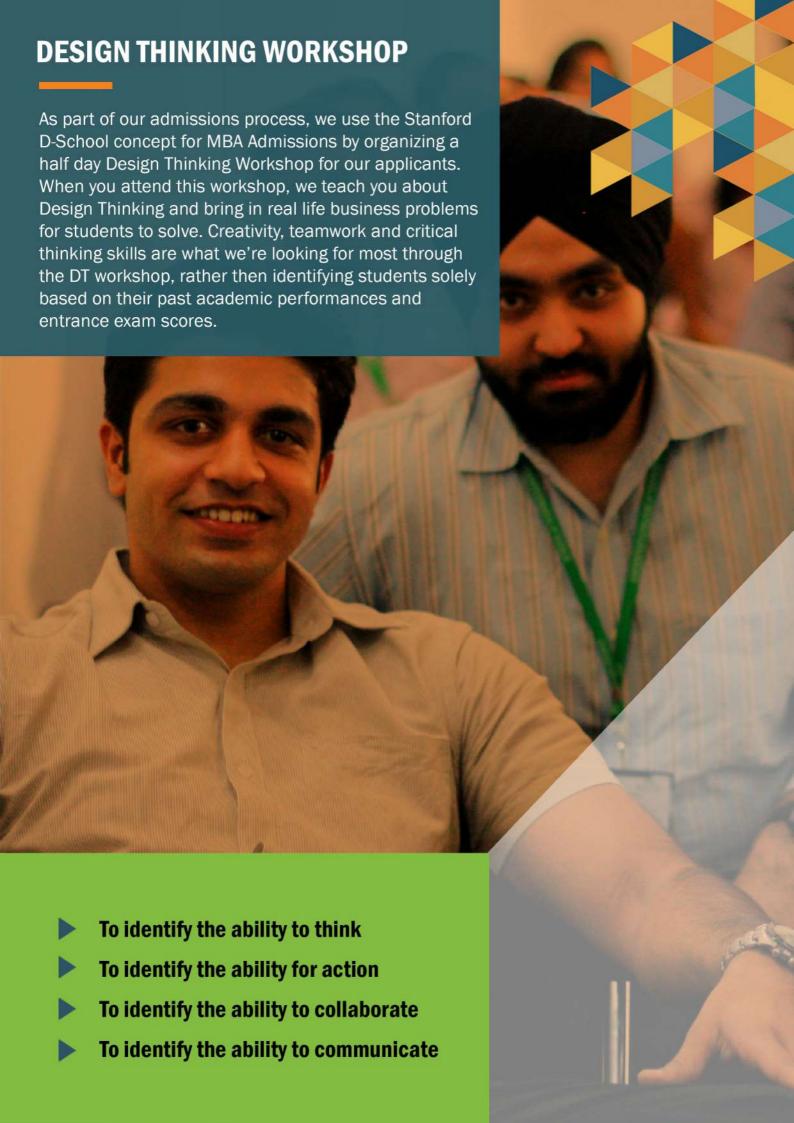
FILL ONLINE APPLICATION

ATTEND DESIGN THINKING WORKSHOP PERSONAL INTERVIEW ROUND

ADMISSIONS RESULTS

SCHOLARSHIP & REGISTRATION

https://application.soil.edu.in/pgdm/





THE MOST UNIQUE
ADMISSIONS PROCESS TO
BEST EVALUATE YOUR OVERALL
STRENGTHS

- Half day Interview activity-based workshop
- Hands on session, built around the Design Thinking process
- Applicants learn about Design Thinking, and how to apply it to solve real business case studies
- Students understand our differentiated pedagogy and teaching style
- We focus on being encouraging through the process, while trying to assess if you would be a good fit at SOIL

#### **ELIGIBILITY CRITERIA**

## SCORES ACCEPTED FOR PGDM 2021-23

CAT scores of the year 2019/2020

or

XAT scores of the year 2020/2021

10

**GMAT scores taken after 1st January, 2019** 

10

MAT scores of the year 2020/2021

01

**NMAT** scores

#### **DEGREE**

Bachelor's degree in any discipline from a recognized institution

#### **WORK EXPERIENCE**

Freshers and candidates with work experience of less than 60 months by 31st March, 2020

PROGRAM & ACADEMIC FEES	TOTAL (IN INR)		
ACADEMIC FEES	1,20,0000		
Tuition Fees	7,50,000		
Program Fees	4,50,000		
HOSTEL FEES	2,50,000		
Campus Hostel	1,60,000		
Himachal Hostel	45,000		
Discover India Hostel	25,000		
Shuttle Services for Trips	20,000		
CAMPUS FOOD & EVENTS	50,000		
GLOBAL IMMERSION	1,00,000		
SECURITY DEPOSIT	50,000		
TOTAL	16,50,000		

#### **T&C Apply**

- Refund policy as per AICTE norms- In case the vacated seat is not filled, the Institution should refund the Security Deposit and return the original documents.
- The Institution does not demand fee for the subsequent years from the students cancelling their admission at any point of time.

#### **FINANCIAL AID OPTIONS**



#### **SCHOLARSHIPS**

SOIL is committed to ensuring that its unique 2 Year program is available for the most committed and high potential leaders of tomorrow. It ensures that every candidate who is selected is able to attend the program irrespective of their socio-economic background. To achieve this, it has allocated generous scholarships which are mentioned below:

**Need Based Scholarship** 

**Merit Based Scholarships** 

**Wards of Defence Personnel** 

**Dr Verghese Kurien Scholarship** 

**Unique Achievement Scholarship** 

#### **BANK OPTIONS**

For those seeking educational loans, we are pleased to share that we have partnerships with reputed banks who provide educational loans at nominal interest rates.

If faced with difficulties in to contact/processing loans, please get in touch with the admissions team at pgdm@scholofbusinessdesign.com or call us at 9870280018





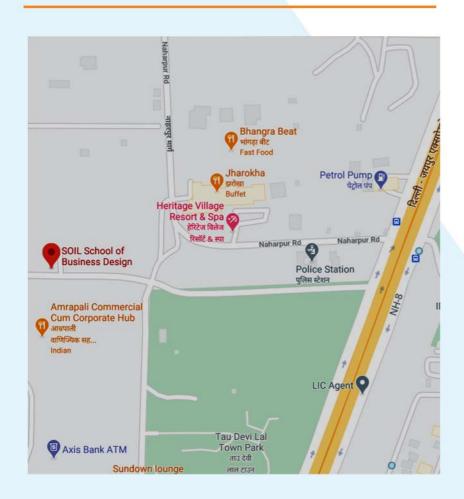






#### **CONTACT US**

SOIL School of Business Design, Plot 23, Sector 2, Phase 1, Institutional Area, Manesar, South Gurugram, Haryana – 122050



For any queries regarding the program, write to us at pgdm@soil.edu.in or call us at 9910170759 / 9717280018

