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SUMBIZINE

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2025

"THE ROBOTIC SHIFT"

Shaping the Future of
Business and Leadership

GUIDING CODE:

Words from the Director

Prof. (Dr.) Shailesh Rastogi

Professor & Director,
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Nagpur, Maharashtra, India



Dear Students, Faculty, and Esteemed Readers,

It gives me immense pleasure to welcome you to this edition of our Annual Magazine, themed “**The Robotic Shift: Shaping the Future of Business and Leadership.**” We stand at a defining moment where technology is actively redefining how businesses operate, how leaders think, and how decisions are made.

The rise of robotics, artificial intelligence, and automation has transformed industries across the globe. The robotic shift is no longer a distant future—it is our present reality. However, while machines are becoming smarter, the true differentiator remains human leadership. The leaders of tomorrow will not be those who compete with technology, but those who learn to collaborate with it.

In this evolving landscape, business leadership calls for more than technical competence. Ethical judgment, emotional intelligence, adaptability, and a strong sense of purpose are essential to guide organizations through rapid change. Our students must develop the ability to balance innovation with responsibility and automation with human values.

Through the pages of this magazine, you will find thoughtful perspectives, creative expressions, and insightful analyses that reflect the curiosity and vision of our academic community. Each contribution highlights how we can embrace innovation responsibly and lead with purpose in a rapidly evolving world.

I congratulate the editorial team for their dedication and hard work in bringing this edition to life. May this issue inspire all of us to confidently navigate the robotic shift and shape a future where technology and leadership advance hand in hand.

As we move forward, let us remember that while technology may shape the tools of leadership, it is human vision and values that will shape its impact.

I wish you an insightful and engaging reading experience.

BEHIND THE BOTS:

Editorial Note



Dear Readers,

Welcome to the 2024–25 edition of SYMBIZINE, the annual magazine of SIBM Nagpur. This year, we take a bold leap into the future with our theme – “Robotic Shift.” In a world rapidly shaped by artificial intelligence, automation, and digital transformation, this theme reflects the evolving mindset of our generation – adaptive, innovative, and unafraid of change.

This edition explores the intersection of human potential and machine intelligence, bringing together a spectrum of voices from our student and faculty community. Through insightful articles, analytical perspectives, and creative expression, we examine how technology is reshaping industries, redefining roles, and reimagining possibilities.

Our student achievement section continues to celebrate the milestones and breakthroughs of our peers – individuals who are not just keeping pace with change, but are actively driving it. Their stories remind us that amidst all the noise of machines and code, it is human ambition and curiosity that remain irreplaceable.

The creative section offers a refreshing contrast – where imagination takes center stage. Through art, poetry, and storytelling, students have translated the abstract concept of the “Robotic Shift” into emotions, experiences, and visions for tomorrow.

We hope this edition sparks your curiosity, challenges your perspectives, and inspires you to embrace the dynamic future that awaits. The shift is here – and it is robotic, revolutionary, and deeply human.

Happy Reading!

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"The future isn't arriving – it's already integrating. As machines learn to think and humans learn to adapt, we stand at the threshold of a new intelligence. The robotic shift isn't about replacing us; it's about redefining us – as collaborators in innovation, creators of change, and architects of a smarter world."

"THE ROBOTIC SHIFT"

SHAPING THE FUTURE OF BUSINESS AND LEADERSHIP

We are living in an age where the boundaries between imagination and implementation are rapidly dissolving. The “Robotic Shift” is not just a technological evolution — it is a rethinking of how we live, work, and lead in a world where machines grow more intelligent and systems more autonomous.

India stands at a remarkable crossroads — rooted in rich traditions, yet charging into the era of digital acceleration. As our economy embraces Industry 5.0, automation, AI, and robotics are no longer just buzzwords. They are the pillars shaping the future of business, governance, healthcare, and daily life. This shift is significant for the youth — the managers, entrepreneurs, and changemakers of tomorrow — who must now lead not only with logic but with agility and human-centric thinking.

For MBA students and future business leaders, the “Robotic Shift” demands more than academic excellence. It calls for strategic adaptability. In the corporate world, robotics is redefining supply chains, customer experience, and operational efficiency. The role of a manager is shifting — from overseeing people to optimizing processes, from problem-solving to future-forecasting, from traditional leadership to tech-augmented decision-making.



This year's edition of SYMBIZINE embraces this transformation. Within these pages, you'll find thoughtful articles, critical viewpoints, and creative interpretations of how robotics is reshaping our world. Our students and faculty have explored the opportunities and ethical dilemmas posed by intelligent systems. The creative section imagines a world where humans and machines co-create meaningfully, while the student achievement section highlights those already embracing this future.

The “Robotic Shift” is not about replacing human potential — it's about unlocking new forms of it. It reminds us that while machines may power the future, it is human vision, empathy, and innovation that will continue to guide it.

**Let us welcome this shift —
not with fear, but with
foresight.**

THE SHIFT MAP

VOICES OF THE FACULTY

- 01** THE ROBOTICS SHIFT IN HR:
BALANCING AUTOMATION WITH THE HUMAN TOUCH
Dr. Smruti Patre
- 02** FROM FACTORIES TO SMART HUBS:
REDEFINING OPERATIONS LEADERSHIP IN THE ROBOTIC ERA
Dr. Vinod G. Surange
- 03** FINTECH REVOLUTION:
HOW AI AND ROBOTICS ARE RESHAPING FINANCIAL SERVICES
Dr. Jagjeevan Kanoujiya
- 04** FROM AUTOMATION TO AUTONOMY:
THE FUTURE OF OPERATIONS LEADERSHIP
Dr. Anant Deogaonkar
- 05** SIMULATING THE FUTURE: HOW BUSINESS SIMULATIONS
PREPARE FINANCE LEADERS FOR AN AI-DRIVEN WORLD
Dr. S.Palaniappan
- 06** TEAM BUILDING IN HYBRID WORKPLACES:
HUMANS AND ROBOTS COLLABORATING
Dr. Nivedita Jha
- 07** SMART FACTORIES AND HUMAN-MACHINE COLLABORATION
Dr. Himanshu M. Shukla



THE SHIFT MAP

VOICES OF OUR ALUMNI

01

INFLUENCING BUSINESS AND LEADERSHIP IN THE FUTURE

By Nishant Mishra (Batch 2022 - 24)

02

ROBOTICS AT WORK, HUMANITY AT THE CORE

By Komal Waghela (Batch 2023 - 25)

03

**FROM MANAGERS TO AI-LEADERS:
WHY SKILLS, NOT ROBOTS, WILL SHAPE THE FUTURE**

By Shruti Shrivastava (Batch 2023 - 25)



THE SHIFT MAP

GLOBAL EXCHANGE PROGRAM

01

**THAILAND THROUGH MY EYES:
LESSONS BEYOND THE CLASSROOM**

By Krishna Khemchandani (Batch 2025 - 27)

02

**FROM STAGE LIGHTS TO CITY LIGHTS:
A JOURNEY BEYOND BORDERS**

By Kartik Jaiswal (Batch 2024 - 26)

03

**LEFT WITH A CERTIFICATE, A GLOBAL NETWORK, AND A
MINDSET FOREVER CHANGED BY THE JOURNEY TO
ASIAN INSTITUTE OF TECHNOLOGY**

By Esha Nandi (Batch 2025 - 27)

04

**FROM BERLIN TO A BROADER VISION:
MY GROWTH AND LEARNING JOURNEY**

By Devyani Rau (Batch 2024 - 26)

05

**NOT JUST A STUDY TOUR:
A SHIFT IN HOW I SEE THE WORLD**

By Harshita Chungwani (Batch 2024 - 26)



THE SHIFT MAP

VOICES OF OUR STUDENTS

01 **BIRTH OF AN ENTREPRENEURIAL MIND**
Disha Jain (Batch 2024-26)
Founder of Disha Jain Branding Solutions Pvt. Ltd.

02 **BLUEPRINTS OF TOMORROW: THE MBA IN THE MACHINE AGE**
Shivam Srivastava (Batch 2024-26)

03 **REAL-WORLD IMPACT:
HOW THE BIG FOUR ARE LEADING THE ROBOTIC SHIFT**
Aditya More (Batch 2025-27)

04 **THE VALUATION REVOLUTION: ALGORITHM VS. EXPERIENCE IN
THE AGE OF AMAZON AND SAMSUNG**
Vaibhav Padmanabh Yerne (Batch 2025-27)

05 **LEAD LIKE A HUMAN, THINK LIKE AN AI**
Simran Burman (Batch 2025-27)

06 **AI-LITERATE WORKFORCE FOR FUTURE-READY INDIA**
Sarthak Kain (Batch 2024-26)

07 **LEADING THE ROBOTIC FUTURE: HOW MBA GRADUATES WILL
SHAPE INDIA'S WORKPLACE**
Ashutosh Ranjan (Batch 2025-27)



08 यंत्र-तंत्र
Parth Deshpande (Batch 2025–27)

09 IS AI MANIPULATING CUSTOMERS?
THE DARK SIDE OF AI MARKETING
Shrikant Bhagwan Mathure (Batch 2025–27)

10 MAXIMIZING OUTPUT: HOW AI HELPS INDIAN INDUSTRIES GET
MORE FROM WHAT THEY ALREADY OWN
Tanishq Bhelonde (Batch 2024-26)

11 HOW AI IS TRANSFORMING HUMAN RESOURCE MANAGEMENT
Mansi Gour (Batch 2025–27)

12 THE BOARDROOM OF 2030:
WHERE AI HAS A SEAT AT THE TABLE
Kshitij Srivastava (Batch 2025–27)

13 THE HOMOGENEITY PARADOX: NAVIGATING SYSTEMIC RISK
AND REDEFINING LEADERSHIP IN THE ROBOTIC SHIFT
Koustav Pratihar (Batch 2025–27)

14 RISE OF TECH-DRIVEN LEADERS
S.Y. Preetam (Batch 2024 - 26)



GUIDING ALGORITHM

Faculty Input

GUIDING THE NEXT GEN PROCESSORS

THE ROBOTICS SHIFT IN HR: BALANCING AUTOMATION WITH THE HUMAN TOUCH

By Dr. Smruti Patre

Associate professor & Deputy Director

The Impact of Automation and Human Resources on Modern Human Resources

As we approached 2025, advances in technology such as automation and artificial intelligence (AI) shifted the Human Resource (HR) spectrum. As organizations seek to be more efficient and agile, the robotic shift of HR to resource areas like payroll and CV filtering has opened space for HR practitioners to engage more in personalized and strategic methods. Regardless, the challenge of the human side of HR that is still so vital for the HR function can still be a challenge to balance.

Artificial Intelligence Improves Recruitment and Employee Experience

Recruitment is largely being transformed through artificial intelligence (AI) technologies such as candidate matching, automated resume screening, and predictive analytics that can predict the success of a candidate. About one-third of organizations report using AI to support processes and improve recruiting and candidate experience. Besides hiring, AI chatbots and intelligent surveys provide HR teams in the organization with real time employee feedback, offering actions to address workforce issues, and support an improved employee experience.

Automation To Streamline Efficiency & Time for Strategy

HR teams devote a minimum of 57% of its time to arduous, repetitive administrative work (e.g., data management work, answering employee questions, etc.). The arrival of AI-assisted automation tools are beginning to alter how HR teams work with humans, which will lead to the latest efficiencies and faster results with less human error. Onboarding time is reduced by almost half, and hiring cycles are reduced by as much as 45%. Time saved is more time HR professionals can spend on developing talent or, engaging employees strategically and investing in culture, which is a crucial component to keeping top talent in an agitating competitive landscape.

Process or Workload Automation - Compliance, Payroll, and Performance Management

Throughout the world, labor laws and payroll processes have become increasingly automated to lessen the possibility of errors, compliance behavior, and administration. Automation, artificial intelligence, and software are growing methods to enhance compliance with regulations and promote efficiency. Performance management is changing from an annual review process, into an interaction that includes ongoing updates around feedback provided. The use of performance management dashboards and automated employee recognition programs are useful tools that help enhance employee engagement, productivity, and well-being.

Metric	Statistic	Effect
AI Adoption in HR	80% of organizations	Mainstream use of AI for HR functions
Time Saved on Manual Tasks	57% reduction	Frees HR for strategic work
Cost Savings per Hire	30% reduction	More efficient and less costly hiring
Reduction in Attrition	20-25% decrease	Improved employee retention
Automated Performance Mgmt.	Used by 51% of firms	Enhances engagement and feedback

In 2025, 80% of businesses reported they are using AI for HR function, so one can reasonably conclude this becomes a steady state. HR automation frees up nearly 57% of time spent on repetitive manual tasks to allow HR to prioritize strategic work. AI more than decreases recruiting expenses, but decreases them by an average of 30% and speeds up the time it takes to hire, using AI-enabled tools. With AI analytics, HR can decrease employee attrition by 20-25% through personalized engagement. More than half of businesses are now automating their performance management processes to try to give employees continuous feedback to increase engagement.

HR can use all of these items to demonstrate how HR automation is now altering their operations, but do remain mindful of the human aspect of HR. Organizations still need to develop and evolve all employees' talents and instil servant leadership into their organizational culture. The balance will be efficient and empathy moving forward, as these practices continue to evolve.



Maintaining the Human Touch Amid Automation

While AI is becoming more common in HR than ever before, the human element cannot be replicated. Conflict resolution, employee development, and fostering a culture of inclusion requires emotional intelligence, empathy, and judgement. HR effectiveness lies in a deliberate integration of robots with humanity so that technology supports, rather than replaces, human interaction.

Addressing Human Touch Challenges

Despite these benefits, there are challenges related to HR automated platform employee privacy and security with information that is employee-sensitive. Security measures, preventative controls, and compliance with laws/regulations such as GDPR are required. It can also become difficult to incorporate legacy system extensions in HR automated processes. Lastly, tasks requiring social and emotional intelligence (e.g., conflict resolution, mentoring, etc.) cannot be fully automated. The other risk of over-automation of HR processes is that while automated processes often replace interactions, they do reduce the personal and human interaction and can contribute to poor employee morale.



FUTURE OF HR: HUMAN-AI PARTNERSHIP



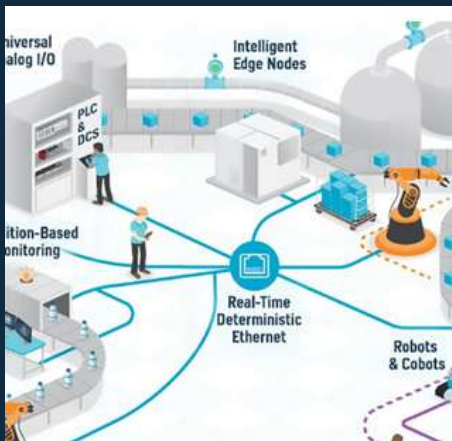
Human-Driven HR Automation to Look Forward To

In the future of HR, expect to see greater increases in the utilization of AI and robotic process automation to automate HR tasks that are replicated that consist of resume screening, payroll processing and responding to employee inquiries to enhance efficiencies while minimizing the burden of administrative tasks. In facilitating the automation of administrative tasks, HR Professionals will now have more of an ability to apply their time focus on work that is more strategic in nature such as workforce planning and employee development. While the automation of varied HR processes will improve efficiencies, the human aspects of the work will still hold value and value to contribute in areas where the nuance of empathetic responses, communication and trust is more crucial. AI powered chatbots will address frequent inquiries 24/7 with individualized responses. Data analytics will facilitate proactive and informed decision making with talent and organizational development.

FROM FACTORIES TO SMART HUBS: REDEFINING OPERATIONS LEADERSHIP IN THE ROBOTIC ERA



By Dr. Vinod G. Surange
Assistant Professor



The operations and supply chain (SC) management industry is currently going through a period of significant transition. It is now possible for robotics, artificial intelligence (AI), and data-centric networking to make tasks that previously required human coordination and linear approaches easier to carry out. Intelligent centers, which are often referred to as "smart hubs," are systems that are extremely advanced and flexible, and they enable people, data, and technology to collaborate in a seamless and speedy manner.

The Shift from Process Control to System Intelligence

Improvements in productivity, reductions in waste, and cost have traditionally been the trademarks of operational leadership. Presently, it is the responsibility of leaders to have oversight over the intelligence system. The Internet of Things (IoT), predictive analytics, and networking are some of the characteristics that exist in intelligent devices that are capable of making decisions at the present time. Multinational SCs are experiencing fewer problems with inventory and fewer delays in delivery because of the introduction of automated material management systems and demand forecasting tools driven by AI. In charge of managing the organization are the ones who are responsible for monitoring the learning and adaptation of cyber-physical systems.

New Capabilities for the Digital Supply Chain Leader

In the current era of robotics, just proficiency in processes is insufficient; one must also possess a comprehensive understanding of technological principles. AI can aid in planning; blockchain can make it easier to get supplies; and robots can work with ERP systems. To be an effective leader, managers need to know about these technologies and their applications.

When making strategic decisions, it's just as important to weigh the pros and cons of data insights as it is to find the right balance between human judgment and automation. Skills such as thinking ethically, handling change, and collaborating with people from other departments are now equally important as technical skills.



Redesigning the Operations Ecosystem

As factories become more automated, it becomes harder to make distinctions between production, logistics, and procurement. Smart factories can now connect directly with both suppliers and customers which is possible due to digital twins and cloud computing. Managers need to keep an eye on a lot of things, such as how accurate the data given by vendors to them is and how well last-mile services work for customers. The goal is to build strong networks that can quickly identify and fix problems, not to manage individual structures.

Balancing Technology with Humanity

Robots and AI are being used in the workplace, but human element is still necessary. Executives are currently dealing with three issues: retraining workers, regaining public trust in technology, and ensuring that technologies complement human attributes rather than replacing them. The incorporation of ethical and environmental concerns into the planning process for automation is of the utmost importance, particularly regarding the development of robots that consume less energy and supply networks that are renewable. Any modern operations manager must make use of both human innovation and AI to be successful.



Conclusion

As a result of the transition to robotics, leadership in operations and SC management is getting redefined. This is because it goes beyond the implementation of technology advancements. A shift is occurring as a consequence of the switch. This trend can be linked to the incorporation of technology that is becoming increasingly advanced in the field of robotics. In addition to being accountable for administering the organization, the manager is also responsible for developing adaptive ecosystems. It is possible to improve operations using robotics, AI, and real-time data by boosting efficiency, flexibility, and resilience, as well as aligning with strategic objectives. The combination of human intuition and data science will make it possible for future leaders to transform production sites into intelligent nodes and supply networks into cognitive systems that are flexible.

FINTECH REVOLUTION: HOW AI AND ROBOTICS ARE RESHAPING FINANCIAL SERVICES



By Dr. Jagjeevan Kanoujiya
Assistant Professor

The timeless story of finance is not written in dry ink, but in waves of disruptive magic. Technology has long been the chief alchemist, transforming the everyday—conjuring the simple convenience of the ATM, and more recently, weaving the intricate digital threads of UPI that danced past 20 billion monthly transactions this August. Today, we stand on the threshold of an even greater wonder: the "Robotic Shift," a new age whispered into existence by the potent enchantments of artificial intelligence and automation.

The promise is staggering. India's FinTech market is projected to hit \$420 billion by 2029, propelled by a Generative AI startup scene that has exploded 3.7-fold to nearly 900 companies in a single year. This is not just a technological upgrade; it is a fundamental re-architecting of our economic engine. Thus far, this revolution is at a precarious crossroads. For every success story like Bajaj Finance saving a reported ₹150 crore annually with GenAI bots or KYC onboarding times being slashed from 72 hours to four—a deep and worrying structural problem remains. The promise of AI is being threatened by the twin crises of adoption and ethics. Without a strategic, concerted intervention, this revolution risks becoming an exclusive club for the giants, leaving the rest of the industry behind and amplifying the very biases we seek to eliminate.



The momentum is undeniable. Over \$990 million in funding has poured into India's GenAI startups, and the applications are already transformative. In banking, AI is no longer a novelty but a necessity. Globally, it's set to deliver up to \$340 billion in annual productivity. In India, this is tangible. Our leading banks and payment gateways now use real-time AI to detect and block UPI fraud before it even completes. Robo-advisory platforms like smallcase and Angel One's ARQ are democratizing wealth management, offering services once reserved for the elite.

This intelligence extends deep into our capital markets, with exchanges using AI for surveillance and brokers deploying it for everything from AML checks to KYC processing. In the back office, Robotic Process Automation (RPA) is the unsung hero, silently automating the high-volume, low-joy work of compliance and reconciliation.

This is the "why." The efficiency, inclusivity, and security AI offers are not theoretical; they are proven, and the stakes are enormous. Despite the hype, the data reveals a stark reality. A recent RBI survey exposed a dangerous adoption lag: only 20.8% (just 127 of 612) of supervised financial entities have actually used or developed AI systems.

The revolution, it seems, is concentrated among the large players, while the vast majority mostly smaller Co-operative Banks and NBFCs remain on the sidelines. Even among the 67% of larger entities exploring GenAI, most are stuck in experimental phases.


This is not for lack of interest. It is a crisis of access. As startups confirmed in 2025, the #1 scaling challenge is the prohibitive cost of compute and infrastructure. This is compounded by a severe AI talent gap and a lack of high-quality data. We are inadvertently building a digital divide where the well-capitalized incumbents can afford to automate, while smaller firms, the supposed drivers of innovation, are locked out.

This economic barrier is matched by an ethical one. Algorithmic bias, where AI models replicate and even exacerbate social inequities, is not a future problem; it is a current one. An overreliance on opaque "black box" systems threatens the very trust we are trying to build.

This is not a time for despair, but for direction. The path forward lies in augmented intelligence a synergy between human intuition and machine precision.

Encouragingly, our regulators are not idle. The RBI's FREE-AI Committee Report and its '7 Sutras' (principles like 'Fairness and Equity' and 'Accountability') are world-class frameworks. SEBI's June 2025 consultation paper, with its call for 'Model Governance' and 'Investor Protection-Disclosure', provides the essential guardrails for our capital markets. But principles alone are not enough.





The true solution lies in connecting this robust governance with tangible infrastructure. The most critical developments are the government's practical interventions. The IndiaAI Mission's plan to offer subsidized GPU access at a fraction of global costs is a game-changer. This, combined with the RBI's consideration of a ₹5,000 crore corpus for shared data and compute infrastructure, is precisely the medicine the industry needs. These are not just policies; they are the strategic investments required to democratize AI, lower the barrier to entry for startups and small banks, and solve the adoption crisis. The FinTech revolution is not a foregone conclusion. We have the capital, the regulatory foresight, and the innovative spark of over 890 startups. The question is one of will.

Will we fund and accelerate the IndiaAI Mission and the RBI's infrastructure corpus to ensure this revolution is inclusive? Or will we allow a new financial hierarchy to form, defined by who can afford the compute power? The institutions that thrive will be those that view compliance not as a burden, but as a competitive advantage. The proposed auditable 'Trust Score' for FinTechs is an excellent mechanism to make this tangible.

The robotic shift is here. But its ultimate shape whether it is intelligent and inclusive, efficient and ethical is not a matter of code. It is a matter of choice. We must choose to build the infrastructure that empowers everyone.

"Automation" was a catchphrase that promised cost savings, accuracy, and efficiency for many years. Humans could never weld, sort, assemble, or analyze as quickly as machines could. However, we are already seeing a quiet revolution that will propel us into the era of autonomy and beyond automation. Nowadays, machines do more than just obey commands. They are making decisions, learning, and adapting—sometimes more quickly and precisely than humans. That is a game-changer for operations leaders. Control was the key to automation. Collaboration is key to autonomy. We are now creating systems that can make intelligent decisions on their own, such as when to replenish inventory, reroute supplies, or modify production schedules in real time, rather than having humans instruct machines on what to do.

Consider logistics. Delivery trucks that drive themselves already maneuver through urban areas, picking up on traffic patterns along the way. Autonomous robots collaborate with humans in smart factories, monitoring human actions and making quick adjustments for speed and safety. This is the new operational reality; it is no longer science fiction. Additionally, this change is redefining leadership itself.



FROM AUTOMATION TO AUTONOMY: THE FUTURE OF OPERATIONS LEADERSHIP

By Anant Deogaonkar
Associate Professor



The operations leader yesterday concentrated on efficiency, which included increasing throughput, decreasing cycle time, and eliminating waste. The future leader needs to be a perfect blend of strategist, technologist, and ethicist.

Leading in the era of autonomy requires relinquishing control in order to become more adaptable. It's about developing systems that are capable of more than just execution; they can also think and react. Instead of managing processes, a modern operations leader orchestrates ecosystems in which algorithms, robots, and people are constantly learning from one another.

This also entails posing novel queries, such as:

- What choices ought to be made by robots independently?
- When should people step in?
- How can we ensure that AI systems behave appropriately?

The most difficult issues that arise when machines become more autonomous are often ethical rather than technological.

Who is responsible when an algorithm chooses to prioritize one customer over another or postpone a shipment? Trust—not naive reliance in technology, but educated trust based on openness and supervision—is essential to the future of leadership.

Leaders must be aware of both the potential benefits and drawbacks of AI.

Because of this, top companies are developing human-in-the-loop systems, in which AI makes suggestions but humans still have the last word on crucial choices. It strikes a careful mix between speed and scrutiny, and it's rapidly rising to the top of the list of ethical operations.

The individuals in charge of operations must change along with them. It will be necessary for the upcoming generation of operations leaders to blend human depth with digital agility.

Among the most crucial abilities will be:

- Tech fluency: not coding, but knowing how robotics, AI, and data provide value.
- Systems thinking: Viewing operations as a dynamic web of individuals, devices, and knowledge.
- Ethical judgment: incorporating sustainability, safety, and fairness into all choices.
- Acquiring agility: Remaining inquisitive and flexible in a world where the playbook from yesterday won't be applicable tomorrow.

To put it succinctly, leaders need to become intermediaries between computer intelligence and human purpose. Self-organising businesses, where AI-driven systems continuously optimize production, supply chains, and customer experience, may be the ultimate objective as corporations embrace autonomy. Humans will still take the lead, but they will do so in a fundamentally different way: while intelligent systems take care of the specifics, humans will set direction, define purpose, and shape culture. Maintaining these systems' alignment and making sure that autonomous decision-making still takes human values and corporate objectives into account will be difficult. The transition from automation to autonomy is a change in leadership, not just a technological advancement. Autonomy brings intelligence and flexibility, whereas automation brought us speed and efficiency. Operations executives who can combine human creativity with machine precision—those who can trust data while still leading with empathy and purpose—will prosper in this robotic transformation.



After all, smarter machines won't be the only aspect of operations in the future. It's about more intelligent leadership—leadership that knows when to take the lead, when to give up, and when to pay attention to what the algorithms are trying to tell us.

SIMULATING THE FUTURE: HOW BUSINESS SIMULATIONS PREPARE FINANCE LEADERS FOR AN AI-DRIVEN WORLD

By Dr. S. Palaniappan
Assistant Professor

The Algorithmic Frontier of Finance

The financial world is entering an age defined not by spreadsheets and quarterly reports but by algorithms, neural networks, and real-time data ecosystems. Artificial intelligence (AI), automation, and robotic process management are transforming the way firms forecast, allocate capital, and manage risk. As machine learning predicts creditworthiness, blockchain ensures transactional integrity, and robo-advisors handle portfolios, the traditional finance leader is being redefined.

In this context, a crucial question arises: how can future finance professionals develop strategic agility in such a fast-moving, data-intelligent world? The answer lies in simulation-based learning, which replicates complex market dynamics and decision contexts, enabling learners to think, act, and adapt like digital-era leaders. Business simulations thus become strategic laboratories for nurturing analytical foresight, resilience, and ethical judgment – the qualities that automation alone cannot replicate.

The Simulation Revolution in Finance Education

Business simulations have evolved far beyond classroom role-plays. They are now powered by predictive algorithms, AI-driven datasets, and real-time market integrations. Through these platforms, learners interact with digital twins of industries – virtual environments that mirror real-world systems with high fidelity.

For finance professionals, these simulations enable experimentation with corporate decisions such as capital budgeting, portfolio rebalancing, and risk management without real-world consequences.



FINANCE REVIEW



Learners can observe how interest-rate changes, inflation shocks, or global crises impact financial outcomes. Unlike static case studies, simulations allow participants to experience the consequences of their strategies dynamically, leading to deeper cognitive retention and strategic understanding.

The shift from passive learning to interactive financial modeling helps bridge the gap between theory and practice. As AI and automation reduce transactional work, finance leaders must learn to interpret patterns, identify biases, and steer strategy — tasks that simulations can uniquely train them for.

Predictive Modeling: The New Cognitive Skillset

AI is not replacing finance leaders; it is reshaping what leadership means. In an AI-driven environment, predictive modeling becomes a core cognitive skill — one that integrates statistical literacy, technological intuition, and strategic reasoning.

Modern simulations embed predictive analytics tools within decision-making interfaces. For instance, in a simulated market downturn, learners can apply regression models or machine-learning-based forecasts to determine the impact on cash flows or capital structure. This process teaches how to read algorithmic outputs critically, rather than accepting them blindly — a crucial capability in the age of opaque AI systems.

Furthermore, simulation-based learning cultivates adaptive expertise: the ability to learn from evolving data patterns and recalibrate strategies under uncertainty. Finance leaders of the future will not only interpret data but also challenge its assumptions — recognizing when algorithms may misfire due to ethical biases, limited data diversity, or shifting market regimes.

Human–Machine Collaboration: Leadership Beyond Numbers

While automation handles repetitive financial processes, leadership remains a profoundly human endeavor. The finance leader of tomorrow must integrate machine precision with human perception. Business simulations create this hybrid space — a sandbox where algorithms provide predictive insight, but humans make final strategic calls.

This fosters essential leadership traits:

- Judgment under uncertainty: Deciding when to trust machine outputs and when to intervene.
- Ethical reasoning: Balancing efficiency with fairness, especially in algorithmic credit or lending systems.
- Collaborative intelligence: Integrating insights from data scientists, AI engineers, and business strategists to achieve collective goals.

The result is a new archetype — the AI-augmented leader — capable of interpreting machine-generated knowledge within broader organizational, social, and ethical contexts.

Experiential Learning for Strategic Decision-Making

In traditional classrooms, finance is often taught through equations and spreadsheets. Simulations, however, immerse learners in realistic decision environments where every choice has ripple effects. Participants might act as CFOs managing digital corporations, balancing liquidity, profitability, and stakeholder trust while responding to unexpected policy shifts or technological disruptions.

These experiences replicate the pressure, complexity, and velocity of modern financial ecosystems. Learners can witness firsthand how delayed investments affect valuation, how AI-based trading amplifies volatility, or how sustainable finance decisions influence long-term value creation.

Furthermore, simulation exercises can integrate real-time economic data streams, allowing participants to experience how macro variables – interest rate hikes, geopolitical events, or supply-chain disruptions – shape organizational performance. By mirroring these dynamics, simulations prepare finance professionals to make decisions that are both data-driven and context-sensitive.

Case Applications and Institutional Practices

Leading business schools and corporations are already leveraging simulation-based finance training to develop future-ready leaders.

- Harvard Business School's HBX simulations use interactive financial decision platforms to help participants analyze profitability, valuation, and market dynamics through scenario experimentation.
- Wharton Interactive integrates AI-enhanced simulations for risk assessment and asset management, combining data interpretation with behavioral decision-making.
- CFO leadership programs in global corporations such as IBM and Deloitte employ customized digital twin simulations to test strategic choices in AI-enabled finance ecosystems.

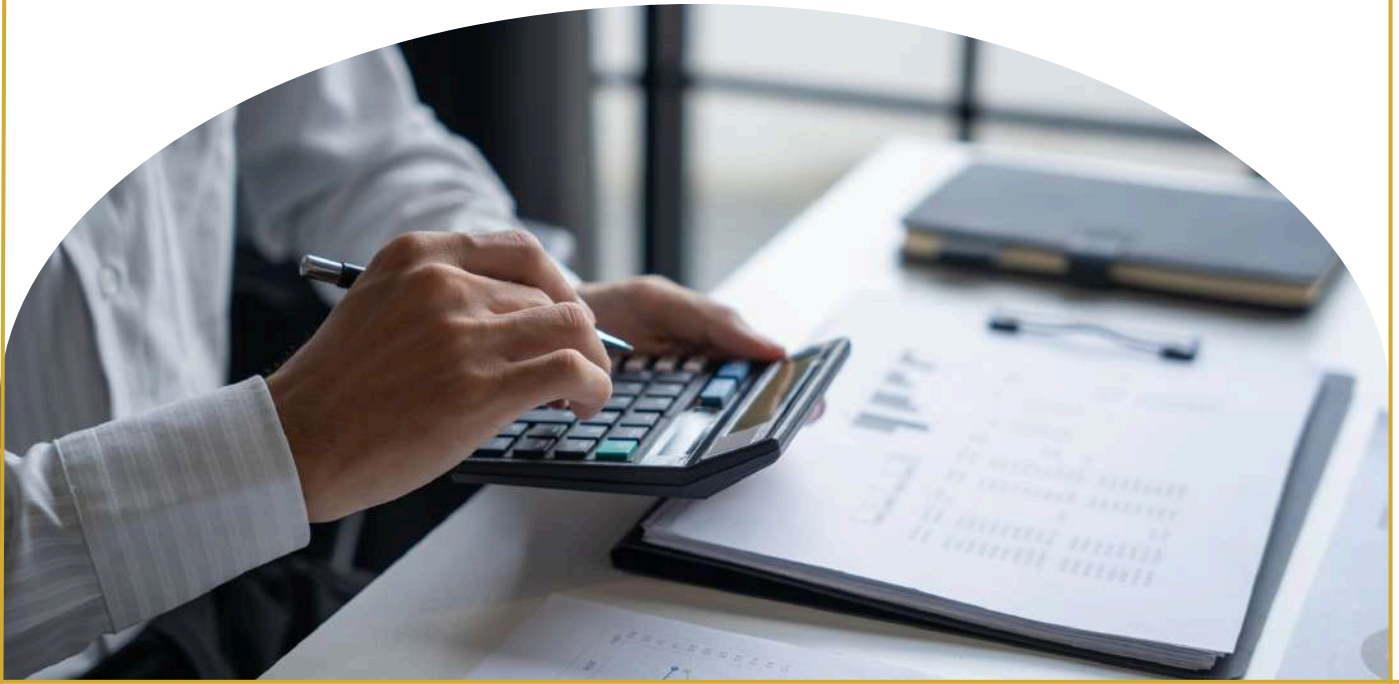
These applications demonstrate that simulation learning is not a theoretical concept but a proven pedagogical and strategic tool in leadership development. It transforms passive learners into decision scientists – professionals who blend intuition with intelligence, empathy with efficiency.

From Learning Outcomes to Leadership Outcomes

The transition from financial learning to leadership transformation occurs through three interrelated mechanisms:

1. **Cognitive Immersion:** Simulations place learners in complex, uncertain situations, enhancing critical thinking and pattern recognition.
2. **Behavioral Experimentation:** Participants can make and learn from mistakes safely, improving emotional regulation and resilience.

When reinforced with data analytics and feedback systems, these mechanisms ensure that finance leaders not only know what to do but also understand why decisions succeed or fail under AI-driven volatility.



Challenges and Ethical Frontiers

Despite their promise, simulation-based learning environments must navigate key challenges:

- Data Integrity:
- Over-automation Risk:
- Ethical Blind Spots:

Addressing these concerns requires a governance framework for educational technology – one that promotes transparency, inclusivity, and accountability in simulation design and deployment.

The Future of Finance Leadership: Learning to Lead with Machines

Tomorrow's finance leaders will not just analyze balance sheets; they will interpret neural networks. They will navigate organizations where AI predicts cash flows, robotics automate compliance, and cloud systems decentralize data ownership. In such a context, leadership is less about technical command and more about strategic sense-making in complex, data-driven environments.

Business simulations are the bridge to this future. They transform finance education from knowledge transmission to decision rehearsal, where learners continuously engage with uncertainty, feedback, and consequence. As industries become algorithmically interdependent, simulation-trained leaders will stand out for their ability to balance computational accuracy with human empathy – the most valuable leadership currency in an automated world.

Conclusion

The robotic shift is not about machines replacing humans but about humans learning to lead with machines. Simulation-based learning and predictive modeling are essential tools for cultivating this symbiosis. They prepare finance professionals not only to analyze data but to interpret meaning, to question algorithmic logic, and to craft resilient strategies in AI-driven markets.

In essence, business simulations create the new rehearsal stage for leadership. Here, the future is not merely predicted – it is practiced. Through every simulated scenario, finance leaders learn to navigate the unknown, turning technological disruption into strategic foresight. As the world moves deeper into the age of intelligent automation, those who have learned through simulation will not fear the robotic shift; they will lead it.



TEAM BUILDING IN HYBRID WORKPLACES: HUMANS AND ROBOTS COLLABORATING

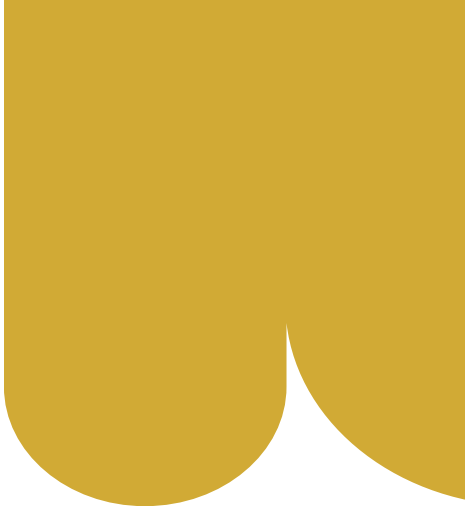
By Dr. Nivedita Jha
Assistant professor



The continuous transformations in recent times have led to radical developments in the modern workplace. These developments, have not only changed the meaning of “team building” but has also led to the emergence of a newer version of “hybrid-teams”. Hybrid teams are no longer limited to uniting people but extends to uniting humans with intelligent machines. In such teams, humans bring creativity, contextual judgement, empathy, and ethics. On the other hand, robots or AI systems support their human team members with their expertise in data-driven insights, speed, precision, and consistency. The results of such symbiotic collaboration are amazing!! To name a few, such partnerships lead to increased productivity and job satisfaction as employees feel freed from tedious work. In corporate offices, AI scheduling assistants and chat-bots support remote systems.

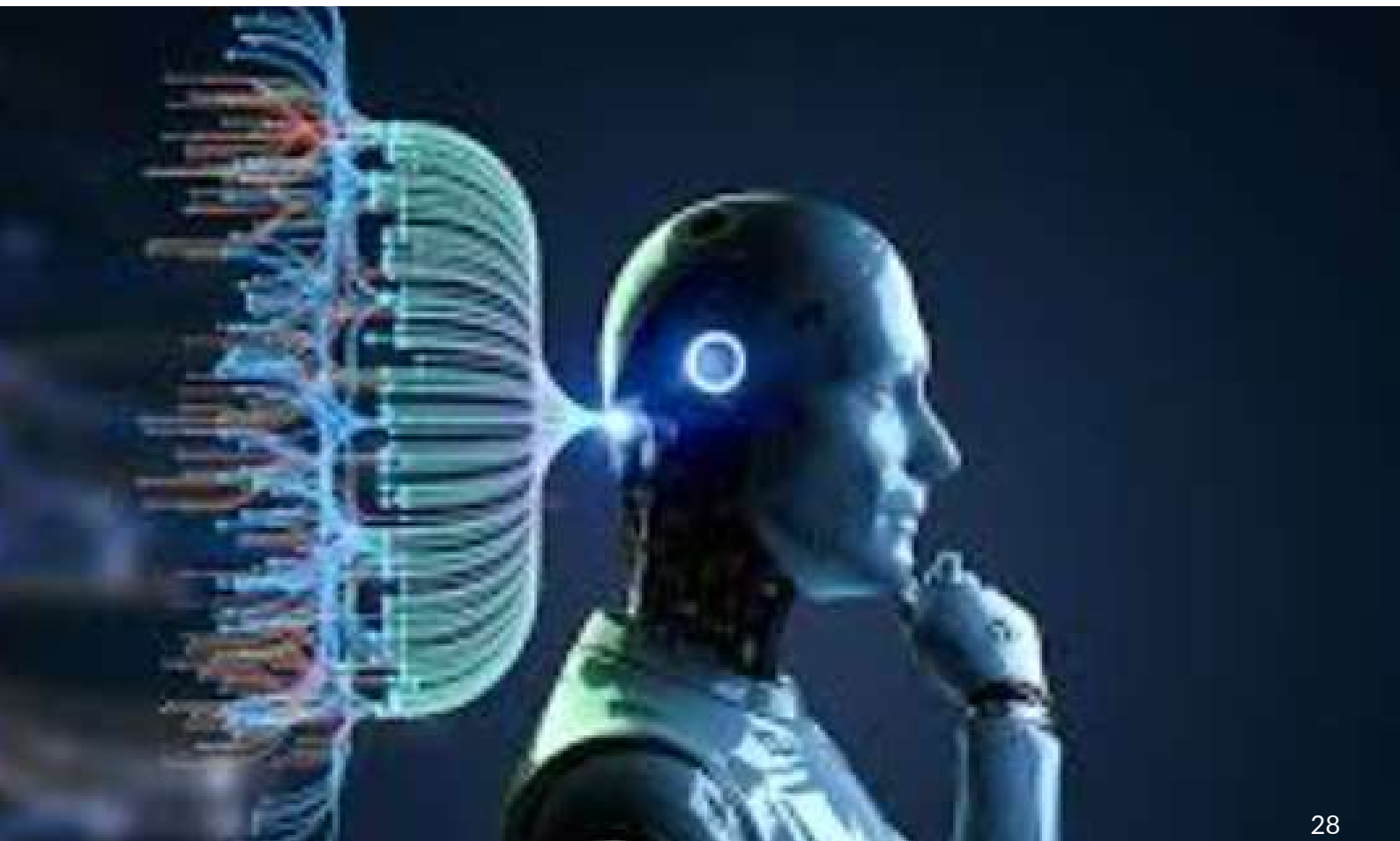
Such partnerships demand not only technical integration but also psychological and social adaptation, and the robotic partners are smart enough to identify and adapt to their human counterparts’ weaknesses and strengths. On the other hand, the human counterparts have reciprocated with trust in the intelligence of technology, willingness to collaborate, developed digital empathy, and have defined what humans and robots do best to avoid redundancies.

Robots, chatbots, and AI-driven systems are omnipresent and not merely confined to manufacturing floors. Such collaboration is well exemplified in the real-world context including automobile, logistics, medical and education. Moreover, the human-AI/ robot teaming has produced amazing results. For example, AI-assisted diagnostic work in healthcare has improved accuracy, providing doctors more time to attend to the patients. At BMW, an automobile company, assembly-line tasks are performed by robots, whereas humans concentrate on customization and problem-solving. In logistics, autonomous drones coordinate with human supervisors. Similarly, PwC utilizes AI bots to handle compliance and reporting tasks, allowing consultants to focus on strategic thinking.



Despite the advantages exhibited by some of the organizations, creating a human-robot partnership still remains a fascination for many other places of work. The challenges that such organizations face include employee fear of being displaced from their job and the misalignment in the ways machines and humans communicate. Moreover, some of the organizations reserve algorithmic biases.

The future of the workplace is not human versus machine, but human with machine. In other words, team building in a hybrid workplace is no longer just a human affair. It is the art of integrating emotional intelligence with artificial intelligence. As robots become team members in reality or virtually, the real challenge of building an inclusive team culture that values all forms of teams will persist.



SMART FACTORIES AND HUMAN-MACHINE COLLABORATION

By Dr. Himanshu M. Shukla
Assistant professor

In today's rapidly evolving industrial landscape, smart factories are revolutionizing how businesses produce goods. These factories marry advanced technology with human expertise, creating a dynamic partnership called human-machine collaboration. This blend of human intuition and machine precision enhances productivity, safety, and customization in manufacturing key principles that every future business leader should understand.

Smart factories are production facilities that use the latest digital technologies like the Internet of Things (IoT), artificial intelligence (AI), robotics, and data analytics, etc. The purpose is to automate and optimize manufacturing processes. Unlike traditional factories, where machines operate independently or under simple controls, smart factories connect machines, systems, and humans seamlessly in real time. This connectivity allows factory processes to be more flexible, efficient, and responsive to changes in demand or production issues. Imagine a factory where machines can communicate their status, predict maintenance needs, and adjust operations based on the data they collect and analyse. This leads to less downtime and more consistent quality. But smart factories don't just replace humans; they empower people to work alongside machines through advanced interfaces and automation tools.

Several companies demonstrate the power of human-machine collaboration in smart factories: Mitsubishi Electric in Thailand uses 5G networks, autonomous mobile robots, and augmented reality to boost productivity and streamline inspection processes. Makino Asia has invested heavily in robotics, AR-based remote assistance, and voice recognition technologies to create a highly flexible, intelligent factory in Singapore. Ford has implemented collaborative robots on its assembly lines, resulting in over 50% improvement in production efficiency while empowering workers to focus on more complex tasks. Zuellig Pharma deployed 5G-enabled drones and AR headsets to accelerate inventory management in its healthcare warehouse, improving accuracy and speed.



***The future of
manufacturing is
not human versus
machine—but
human with
machine.***



The Heart of Smart Factories: Human-Machine Collaboration

At the core of smart factories lies the synergetic relationship between humans and machines. This collaboration leverages the best attributes of both parties: humans bring creativity, problem-solving skills, and emotional intelligence, while machines contribute speed, precision, and the ability to handle repetitive or hazardous tasks. For example, collaborative robots, or “co-bots,” are designed to work alongside human operators safely. These co-bots can perform tasks such as lifting heavy components, conducting precise assembly, or performing quality checks, thereby reducing physical strain on workers and minimizing errors. Humans, in turn, oversee operations, handle complex decision-making, and intervene when necessary. The collaboration also includes advanced human-machine interfaces (HMIs) such as augmented reality (AR) glasses and AI-powered dashboards that deliver real-time information to workers. These tools guide technicians through complex tasks, flag anomalies before they become problems, and enhance situational awareness on the factory floor.



Enhanced Productivity and Efficiency

By teaming up with machines, human workers can focus on tasks requiring creativity and judgment, while machines handle repetitive or precise activities. This division of labour boosts overall productivity. Machines operate tirelessly without fatigue, enabling continuous production that meets increasing demand without compromising quality. Moreover, AI algorithms analyse large amounts of production data to optimize workflows and predict maintenance needs before breakdowns occur. This predictive maintenance reduces downtime and extends equipment life, keeping factories running smoothly and cost-effectively.



Continuous Learning and Skill Development

As smart factories evolve, human workers engage in continuous learning, acquiring new digital and analytical skills. The integration of AI and digital twins, virtual models of physical systems, means that employees can simulate and optimize manufacturing processes before implementation. This fosters a culture of innovation and adaptability essential for future business success. Human talent remains indispensable despite increasing automation. The role changes from manual operation to overseeing AI-driven systems, strategic decision-making, and creativity.

Improved Safety and Working Conditions

Smart factories create safer work environments by delegating dangerous or physically demanding tasks to robots. For instance, handling heavy materials or working in hazardous zones can be managed by cobots or autonomous mobile robots (AMRs). This reduces workplace injuries and helps humans focus on safer, more engaging roles. Advanced person-detection sensors also ensure that robots and humans can share production spaces safely, preventing accidents and interruptions. This safety-first approach is integral to human-machine collaboration in modern factories.

Greater Flexibility and Customization

Consumer expectations are shifting towards personalized products and faster delivery times. Smart factories equipped with collaborative technologies can quickly adjust production lines to meet these demands. Human operators collaborate with machines to reconfigure processes, implement custom orders, or troubleshoot issues on the fly. For example, augmented reality interfaces can overlay instructions for assembling a new product variant, enabling workers to adapt without extensive retraining or downtime. This flexibility helps businesses stay competitive in rapidly changing markets.

Continuous Learning and Skill Development

As smart factories evolve, human workers engage in continuous learning, acquiring new digital and analytical skills. The integration of AI and digital twins, virtual models of physical systems, means that employees can simulate and optimize manufacturing processes before implementation. This fosters a culture of innovation and adaptability essential for future business success. Human talent remains indispensable despite increasing automation. The role changes from manual operation to overseeing AI-driven systems, strategic decision-making, and creativity.

The Road Ahead: Industry 5.0 and Beyond

While Industry 4.0 introduced smart factories and massive automation, the emerging Industry 5.0 vision emphasizes a human-centric approach to technology. It focuses on enhancing human-machine collaboration rather than replacing human workers. The future holds cognitive robots as AI-enabled machines capable of learning, adapting, and making decisions autonomously and "dark factories," which can operate fully autonomously without human presence for routine tasks. However, humans will always play a central role in supervising, maintaining, and innovating within these systems. For business leaders, understanding this evolution is crucial. The challenge is to invest in technologies that augment human capabilities, retrain the workforce for digital fluency, and create workplaces where humans and machines thrive together.

Smart factories represent the next frontier in manufacturing where technology and human expertise converge to create powerful synergies. Human-machine collaboration boosts productivity, safety, flexibility, and innovation while preserving the essential human touch that machines alone cannot provide. For business students and future leaders, embracing this evolving landscape means recognizing the value of people and technology working in harmony to drive competitive advantage and sustainable growth.

PILLARS OF EXCELLENCE

In an era driven by intelligent systems, our faculty stand as the human force behind meaningful innovation. Their achievements highlight the perfect balance of expertise, adaptability, and forward-thinking leadership.



BEST FACULTY - ADMIN
DR. ASHOK PATIL



BEST FACULTY - TEACHING
DR. VINOD SURANGE



FACULTY OF THE YEAR
DR. SMRUTI PATRE



BEST FACULTY RESEARCH
DR. SONAL PUROHIT



BEST FACULTY RESEARCH
DR. JAGJEEVAN KANOUIYA



EXCELLENCE IN RESEARCH & INNOVATION

This section highlights faculty accomplishments in research, publications, and international conferences. These recognitions showcase scholarly rigor, innovation, and the institute's growing impact on the global academic and research community.



Dr. Anant Deogaonkar - Best Paper Award – NICMAR University, Pune

He presented the research paper "Development of the Reflective Emotional Synthesis Theory (REST) Model Through a Study on Self-Awareness," highlighting self-awareness as a critical component of emotional synthesis and advancing academic understanding.


Dr. S. Palaniappan - Conference Coordinator | ICE_FWB_DFL-2025

He served as the Coordinator for the ICSSR-sponsored ICE_FWB_DFL-2025, a hybrid international conference that brought together scholars from India and multiple countries. The event focused on digital financial literacy, financial inclusion, and the empowerment of vulnerable groups.



Dr. Arif Abad - Best Paper Presentation Award | ICSCAI-2024

He presented his research at the International Conference on Sustainable Computing and Integrated Communication showcasing significant contributions in sustainable computing and AI-driven communication. The recognition reflects his dedication to impactful research and academic excellence.



SYMBIRATNA - THE CROWN OF EXCELLENCE

Highest Contribution to Institute - Faculty



Dr. Smruti Patre



Dr. Ashok Patil



Dr. Vinod Surange



Dr. Sonal Purohit



Dr. Arif Abad



Dr. Ganesh Rede

Highest Contribution to Institute - Staff



Mr. Akhilesh Manekar



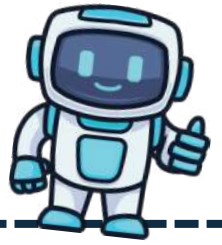
Ms. Mamta



Ms. Aishwarya Babhare

DECODE THE BOT-SPEAK:

CAN YOU CRACK THE MBA CODE?



A. System Overload

B. Reboot Required

C. Low Battery Mode

D. Malware Detected

E. Processing Error

F. Auto-Pilot Mode

G. Firewall Activated

H. Data Not Found

I. System Lag

J. Upgrade in Progress

1. When a classmate argues strongly to defend their PPT slide.

2. When your group member disappears during project work.

3. When you start improving your resume for placements.

4. After back-to-back lectures from 9 AM to 6 PM.

5. When the placement committee asks for documents you forgot existed.

6. When you join the Zoom class but your mind is still in sleep mode.

7. When you attend classes without coffee.

8. Post-lunch corporate finance class.

9. When the professor asks a question and your brain temporarily freezes.

10. When 5 assignments and 2 presentations fall on the same day.



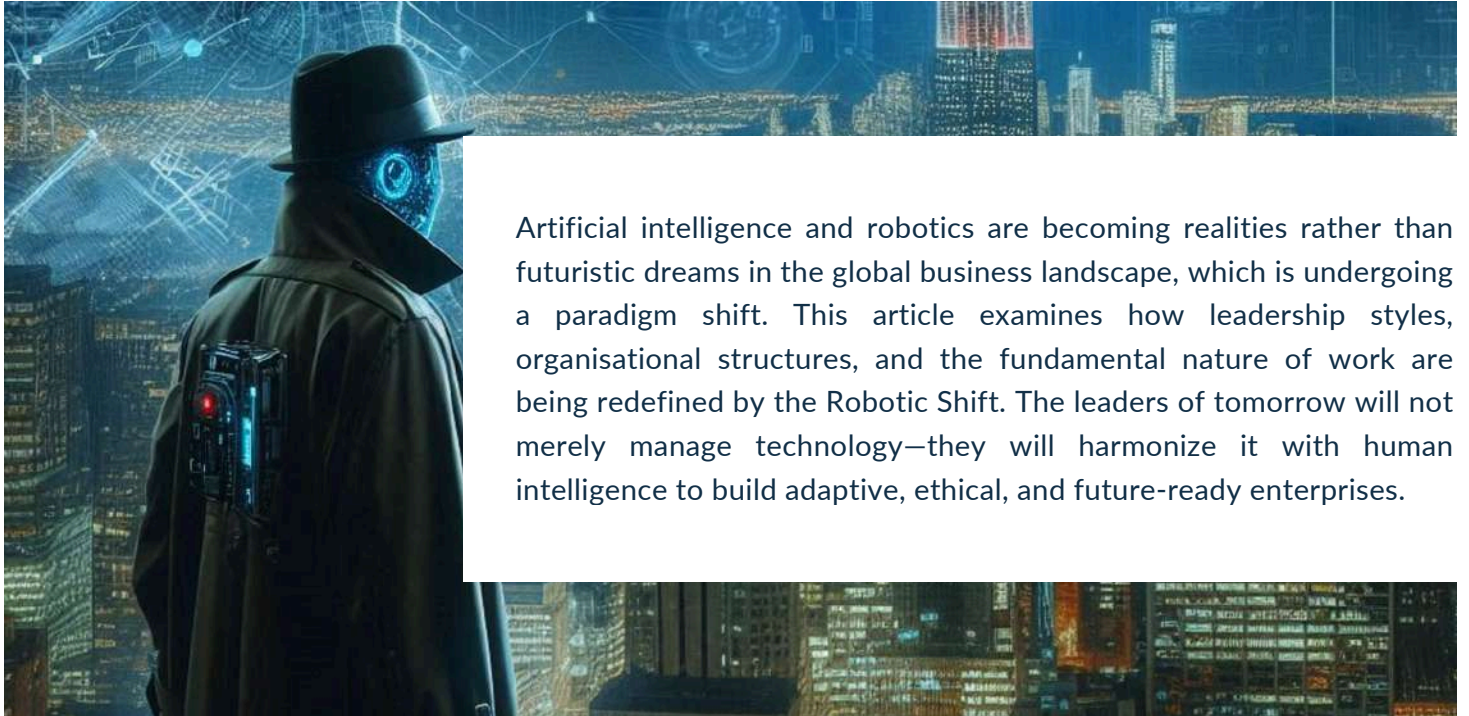
LEGACY CODE

Alumini Reflections

INFLUENCING BUSINESS AND LEADERSHIP IN THE FUTURE

By Nishant Mishra

Batch 2022 - 24



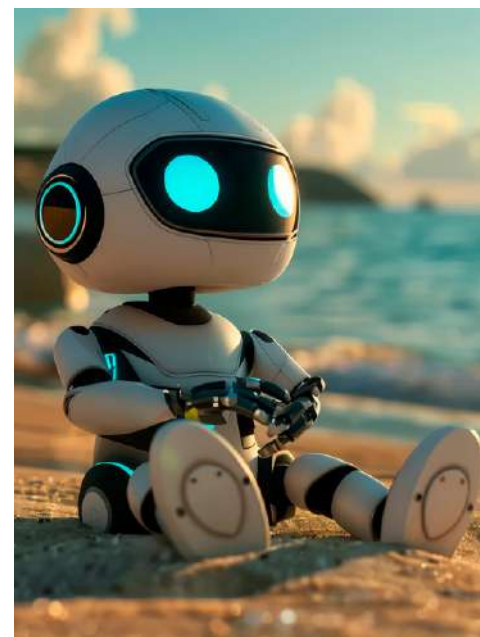
Artificial intelligence and robotics are becoming realities rather than futuristic dreams in the global business landscape, which is undergoing a paradigm shift. This article examines how leadership styles, organisational structures, and the fundamental nature of work are being redefined by the Robotic Shift. The leaders of tomorrow will not merely manage technology—they will harmonize it with human intelligence to build adaptive, ethical, and future-ready enterprises.

1. The Rise of the Robotic Era

The 21st century is the start of a significant shift in which human creativity and digital intelligence work together to create businesses with previously unheard-of capabilities. Intelligent robotics now affects every industry, from healthcare and education to finance and education. Previously, automation was limited to manufacturing lines.

Businesses are no longer asking “Should we automate?” but “How deeply can we integrate intelligent systems into our DNA?”

This marks the true beginning of The Robotic Shift—a transition from traditional workflows to cognitive, self-optimizing ecosystems.



2. From Automation to Autonomy

The current technological revolution enhances the mind, whereas previous ones mechanised muscle. The journey has evolved from:

Mechanization (Industrial Revolution 1.0)

Electrification (2.0)

Digitization (3.0)

To today's Intelligent Automation (4.0)

This fourth revolution is characterized not by tools that obey, but by systems that learn, adapt, and co-decide.

Machines now operate with autonomy—identifying problems, recommending solutions, and in some cases, executing decisions with minimal human oversight. The result is a redefined balance between human insight and robotic precision.

3. Leadership Reimagined: The Algorithmic Age

Leadership in the robotic era requires a new cognitive skillset—one that blends data-driven reasoning with emotional and ethical intelligence. Future leaders are expected to transition from commanders to collaborators, orchestrating synergy between human potential and robotic efficiency. Crucial Leadership Skills in the Robotic Era

Techno-Emotional Intelligence:

The ability to comprehend algorithmic logic and human emotions. The capacity to change tactics in response to fresh, data-driven insights is known as adaptive agility.

Making sure AI decisions respect human values, privacy, and justice is known as ethical stewardship.

Collaborative Intelligence - Building teams that integrate human creativity with machine precision.

Building trust between people and intelligent systems will be the real test of leadership, not managing robots.



4. The Hybrid Workforce: Harmonising Humans & Machines

People are not being replaced by robots; rather, partnerships are being redefined.

Businesses are moving towards hybrid ecosystems, which combine robotic consistency with human creativity. Collaborative robots (“cobots”) are already performing precision-based operations, while humans focus on judgment, empathy, and innovation.

These hybrid work environments allow:

Increased productivity through shared intelligence

Reduced error rates in repetitive or high-risk environments

Enhanced employee engagement, as people focus on higher-order thinking

In essence, the robotic workforce complements rather than competes, transforming businesses into intelligent enterprises.



5. Beyond Employment: Rethinking the Human Path

Meaning won't be eliminated by the robotic revolution; monotony will.

As routine tasks are automated, new roles are emerging that merge technical and creative expertise, such as:

- **Experts in AI Integration**
- **Human-Robot Interaction Designers**
- **Automation Ethicists**
- **Digital Sustainability Officers**

These professions emphasize the evolution of work from transactional to transformational—a journey that values purpose, innovation, and lifelong learning, where human judgment, empathy, and strategic thinking become central to shaping technology that serves society, not replaces it, fostering more meaningful, adaptive, and value-driven careers.

6. Leadership Responsibility and Ethical Imperatives

As businesses adopt intelligent automation, moral leadership becomes essential.

Questions surrounding data privacy, bias, transparency, and accountability must be addressed proactively. The true mark of a responsible leader in this era is not only how they adopt robotics, but why—and to what end.

Responsible robotics means designing systems that serve humanity: enhancing inclusion, equity, and sustainability, while narrowing digital divides and ensuring technology amplifies human values rather than undermining trust or social responsibility, guiding organizations toward long-term impact, ethical innovation, and shared progress across communities and industries. While building credibility, resilience, and societal trust.

Conclusion: Leading the Shift

The Robotic Shift is a renaissance in leadership, not just a technological advancement.

The most successful leaders will be those who:

- **Embrace technology as a strategic ally**
- **Foster cultures of adaptability and continuous learning**
- **Lead with empathy, ethics, and inclusivity**

The future belongs to those who understand that robots can enhance output, but only humans can inspire outcomes. As we step into this new frontier, leadership will not be measured by control over machines—but by the vision to lead alongside them.

Leadership in an era of intelligent machines is about creating a synergy between the human mind and the machine, not about controlling systems. The robotic shift marks the beginning of humanity's most intelligent phase rather than its demise in the business world.

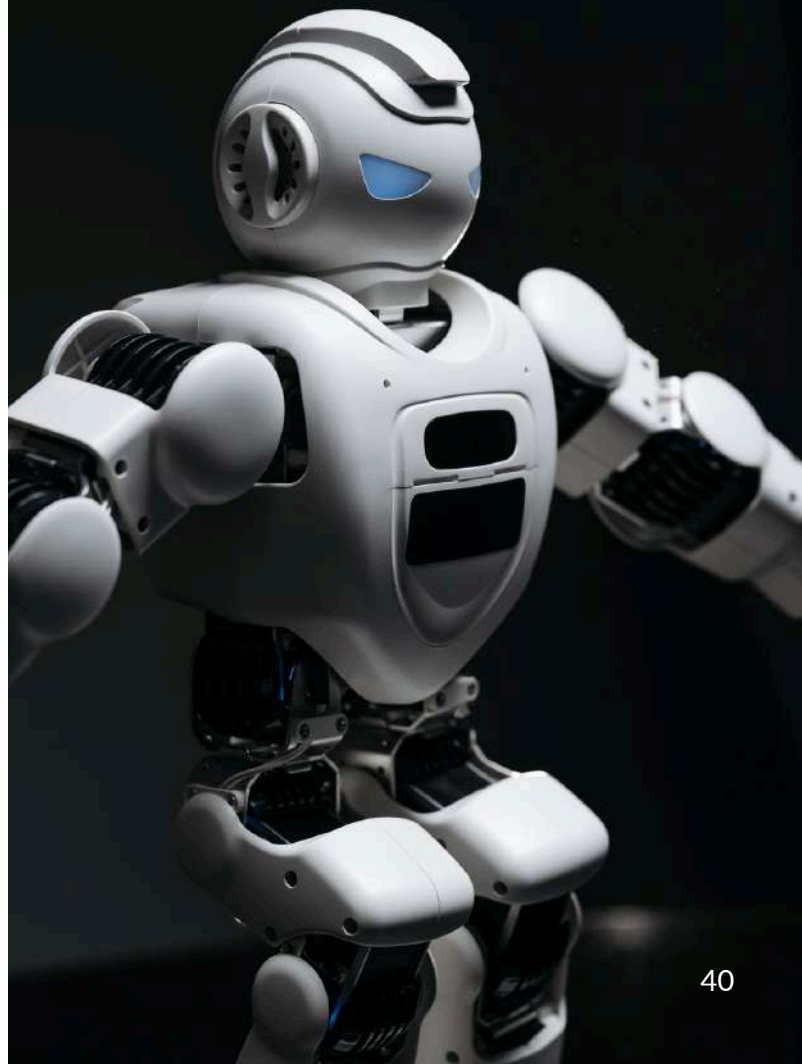
7. The Prospects for the Future: Cooperation, Not Rivalry

The Robotic Shift does not signal the decline of human leadership it amplifies its significance.

Humans provide context; technology manages complexity.

Humans generate meaning; robots compute at scale.

Businesses that attain technological-human equilibrium where artificial and emotional intelligence function in perfect harmony will be the most prosperous in the years to come.



ROBOTICS AT WORK, HUMANITY AT THE CORE

By Komal Waghela

Batch 2023 - 25

Not very long ago, when we were students, the idea of robots in everyday business felt distant—something reserved for factories or futuristic films. Today, they quietly sit in our offices, dashboards, and decision systems. The robotic shift is no longer about machines replacing humans; it is about how technology is reshaping the way businesses operate and how leaders lead.

Beneath the technology, this shift remains fundamentally human.

Beyond Automation

Robotic Process Automation, AI tools, and intelligent systems are now handling tasks that once consumed hours—data processing, reporting, forecasting, and routine customer interactions. While this has improved speed and efficiency, its bigger impact lies elsewhere.

By taking over routine tasks, automation has given professionals more time to think, analyze, and innovate. Work is no longer limited to execution alone, but increasingly about meaningful contribution. Far from reducing human relevance, robotics is changing what that relevance looks like.

A New Business Reality

For modern organisations, adopting automation is no longer a strategic advantage—it is a necessity. Businesses across industries are leveraging robotics to remain agile, cost-efficient, and data-driven. However, technology alone does not build sustainable organisations.

What truly differentiates successful businesses is how seamlessly they blend technology with people. A robot can optimise a process, but it takes human insight to understand customers, manage change, and build trust. The future belongs to organisations that recognise this balance.



Leadership in the Robotic Era

The robotic shift has also changed expectations from leaders. Authority and technical expertise are no longer enough. Today's leaders must be adaptable, empathetic, and ethically grounded.

Leading in an automated environment means guiding teams through uncertainty, addressing fears around job security, and encouraging continuous learning. It requires leaders to ask the right questions—not just about efficiency, but about impact, responsibility, and inclusion.

During our time at SIBM Nagpur, we were often reminded that leadership is about perspective. In today's context, that perspective includes understanding both technology and human behaviour—and knowing when to prioritise one over the other.

The Rising Value of Human Skills

As machines take over predictable tasks, human capabilities are becoming more critical than ever. Skills such as communication, emotional intelligence, creativity, and judgment now define professional value.

Ironically, the more automated workplaces become, the more they rely on human connection. Employees seek clarity, purpose, and reassurance in an increasingly digital environment. Leaders who can offer this will shape resilient and engaged organisations.

Looking Ahead

The robotic shift is not a sudden disruption—it is a gradual transformation. Technology will continue to evolve, but leadership will always remain deeply human.

The future of business lies not in choosing between people and machines, but in creating environments where both complement each other. Those who succeed will be leaders who combine innovation with empathy and efficiency with ethics.

As an alumnus of SIBM Nagpur, I believe that while robots may change how we work, it is human values that will continue to define why we work. And that balance will shape the true future of business and leadership.



FROM MANAGERS TO AI-LEADERS: WHY SKILLS, NOT ROBOTS, WILL SHAPE THE FUTURE

By Shruti Srivastava
Batch 2023 - 25

The workplace today looks very different from what it did even a decade ago. Dashboards have replaced bulky files, automated systems support decisions once made purely by instinct, and artificial intelligence has quietly become part of everyday business operations. Amid this transformation, a common concern often emerges—**will robots replace human roles?**

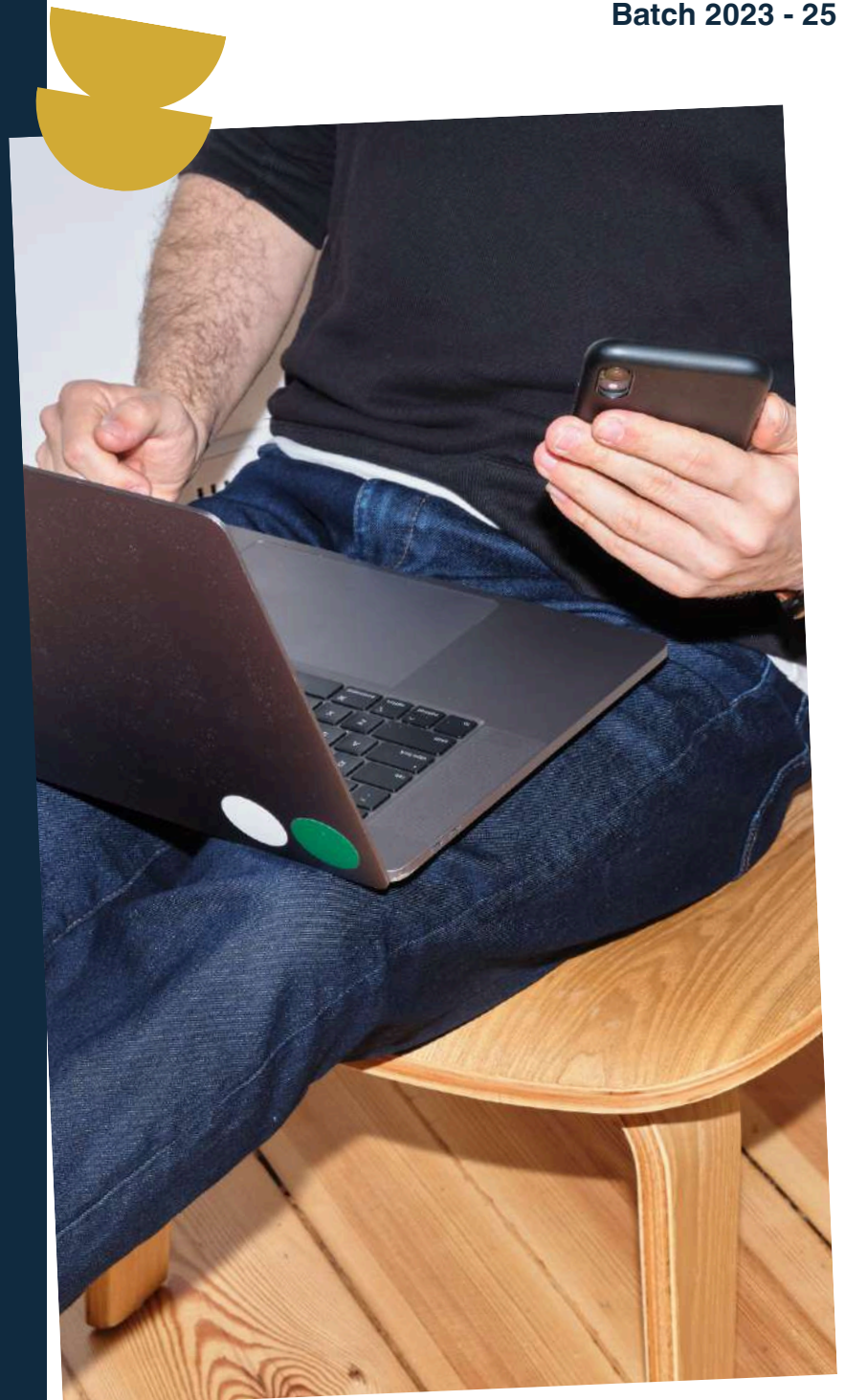
From my experience in the corporate world, the answer is simple: **robots are not replacing people; they are redefining what leadership and skills truly mean.**

The Shift from Traditional Management to AI-Age Leadership

Traditionally, managers were expected to supervise tasks, ensure compliance, and maintain control over teams. Leadership was often associated with authority and hierarchy. However, the rise of automation and intelligent systems has changed this equation completely.

Today's leaders are no longer valued for knowing everything themselves. Instead, they are valued for their ability to interpret data, collaborate with technology, and guide people through constant change. Artificial intelligence can process information at remarkable speed, but it cannot provide context, ethical judgment, or emotional understanding. That responsibility firmly rests with human leaders.

In this new environment, leadership is less about control and more about clarity, adaptability, and trust. The best leaders are those who know how to ask the right questions, challenge automated outputs when needed, and ensure that technology serves organizational goals rather than blindly driving them.





Why Robots Won't Replace People—But Skills Will

A widespread misconception about AI is that it eliminates jobs entirely. In reality, automation primarily replaces tasks, not people. While certain roles may evolve or disappear, new responsibilities and opportunities continue to emerge.

What truly determines professional relevance today is skill readiness. Critical thinking, communication, problem-solving, and adaptability have become essential across industries. Technical awareness is valuable, but the ability to learn, unlearn, and apply knowledge in changing contexts matters even more.

The greatest risk in an AI-driven workplace is not technological disruption—it is resistance to change. Professionals who rely solely on past experience often struggle, while those who view technology as a partner rather than a threat continue to grow.

The Changing Skill Set of Future Leaders

Leadership in the age of automation requires a careful balance between technological understanding and human insight. While not every leader needs to be technically advanced, digital comfort is now non-negotiable. Leaders must understand how intelligent tools influence decisions and outcomes.

Equally important are skills that technology cannot replicate—empathy, ethical judgment, creativity, and the ability to inspire teams. As machines handle routine tasks, leaders are expected to focus on vision, culture, and people development.

Organizations that succeed in this era are those that invest not just in advanced systems, but also in human capability and leadership development.



Guidance for Students Entering the Workforce

For students preparing to step into this evolving landscape, the focus should be on building skills alongside academic knowledge. Practical exposure through internships, live projects, and interdisciplinary learning adds immense value. Remaining curious, adaptable, and open to continuous learning is far more important than mastering any single tool. Instead of worrying about whether a role may be automated, students should ask themselves:

What unique value can I bring that technology cannot?





“The Spirit of the Campus”

Our college stands as a space where learning extends beyond textbooks and classrooms. It is here that academic rigor meets practical exposure, shaping students into confident professionals and responsible leaders. The campus reflects a culture of discipline, collaboration, and continuous growth—encouraging students to question, explore, and innovate. As business and leadership evolve in the age of automation and intelligent systems, our college remains committed to nurturing future-ready minds grounded in ethics, adaptability, and purpose.

CROSS-CODE

Global Exchange Program

BORDERLESS LEARNING

THAILAND THROUGH MY EYES: LESSONS BEYOND THE CLASSROOM

By Krishna Khemchandani

Batch 2025 - 27

There are journeys that educate you, and then there are journeys that transform the way you look at the world. My week at the Asian Institute of Technology (AIT), Thailand belonged to the second category – a vibrant collision of culture, technology, ideas, and self-discovery.

From the very first day, the campus energy felt different. Our orientation wasn't just an introduction; it was an invitation to step into a global ecosystem where curiosity is the real currency. The blend of Thai warmth and AIT's academic sharpness set the tone for a week that moved fast, yet left lasting impressions.

Workshops on communication, AI, and decision sciences challenged us to think beyond the obvious. Discussions around the Black Swan era, human-AI synergy, and data-driven futures made it clear that tomorrow's leaders must balance intellect with intuition. Each session felt like opening a new window into the world of modern leadership.



The visit to Ichitan was a turning point. Watching a homegrown beverage giant scale through innovation, technology, and value-driven leadership felt like witnessing a business case come alive. And when evening fell, the cultural tapestry of Bangkok –riverfront lights, flavours, and laughter–reminded us why immersion is incomplete without experience.

Sustainability sessions pushed us toward responsible leadership, while explorations of Pattaya added colour, joy, and a sense of global belonging. The final day tied everything together with digital transformation, design thinking, and frameworks that pushed our creativity into action mode.

This program wasn't just a trip abroad—it was a glimpse into the future of global business. A future where sustainability meets innovation, and where human connection remains the strongest catalyst for growth.

I am deeply grateful to SIBM Nagpur, Dr. Shailesh Rastogi, and the exceptional faculty at AIT for creating an experience that will continue influencing the way I learn, lead, and live.

FROM STAGE LIGHTS TO CITY LIGHTS: A JOURNEY BEYOND BORDERS

By Kartik Jaiswal
Batch 2024 - 26

This summer marked my first international journey as I represented Symbiosis Institute of Business Management, Nagpur at the Berlin School of Economics and Law. The Summer Exchange Program, "Sustaining Challenges in a Global World," offered exposure to global classrooms, diverse perspectives, and experiential learning beyond traditional academics.



Cultural Integration and Activities

Learning extended beyond classrooms through collaborative activities and cultural exposure, including a study visit to Dresden. These experiences highlighted how history, resilience, and culture contribute to meaningful learning.

Global Networking

Working alongside students from multiple countries reinforced the value of cross-cultural collaboration. Engaging with diverse viewpoints strengthened my ability to communicate, collaborate, and think globally — skills essential for leadership in an interconnected world.



Learning & Tools

The program explored sustainability at personal, organisational, and global levels through interactive discussions, simulations, and team-based problem-solving. As an HR student, I gained a deeper understanding of how sustainable thinking extends to workplace culture, inclusion, and long-term people practices.



Reflection

This exchange was more than an academic experience; it was a shift in perspective. Engaging with global ideas, diverse cultures, and collaborative learning has strengthened my belief that meaningful change begins with people. I return with renewed clarity, confidence, and a global outlook that will shape my journey ahead.

What an unforgettable journey! My first abroad trip was an absolute dream, and it took me to the vibrant heart of Thailand for the Global Immersion Program at Asian Institute of Technology in collaboration with SYMBIOSIS INTERNATIONAL UNIVERSITY. It wasn't just a program; it was a profound blend of academic discovery, cultural immersion, and personal growth.

From Day 1, exploring Thai culture with Dr. Prapas and being welcomed by Mr. Ranadheer Mandadi, to the fascinating lab visits, every moment was a learning experience. Dr. Kathy O'Sullivan's insights on "Bridging Cultures, Building Connection" and her invaluable advice on crafting a powerful LinkedIn "About" section truly resonated with me. I was captivated by Dr. Chaklam Silpasuwanchai's dive into "AI for Future" and its societal implications. A major highlight was our visit to Ichitan Group PCL (ICHI) at TanLand - witnessing innovation firsthand and understanding how mission drives growth was inspiring! And who could forget the beautiful Bangkok city tour and dinner cruise at Asiatique the Riverfront.

LEFT WITH A CERTIFICATE, A GLOBAL NETWORK, AND A MINDSET FOREVER CHANGED BY THE JOURNEY TO ASIAN INSTITUTE OF TECHNOLOGY

By Esha Nandi
Batch 2025 - 27



The program also equipped me with crucial knowledge on "ESG Mindset for Green Business Model Development" by Dr. Pawnee and the transformative power of "Fintech and AI" from Dr. Syed Shurid Khan. Our cultural day in Pattaya was pure bliss!

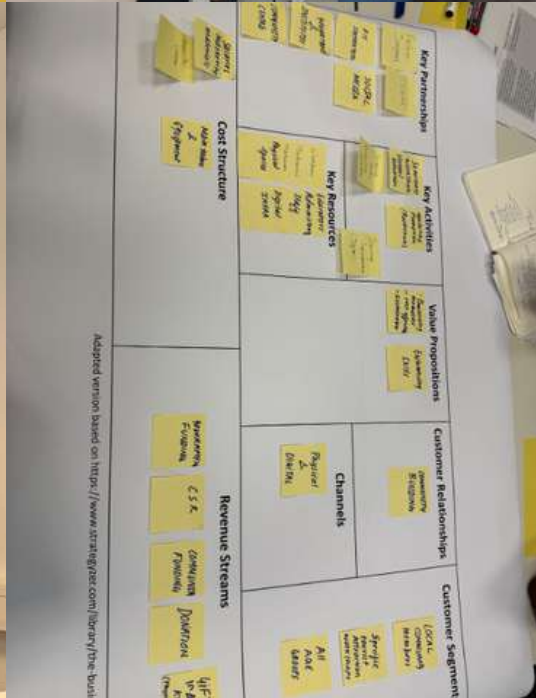
The practical workshop on Design Thinking with Mr. Pasad Nagaraj and Sascha H. Funk's session on "Technology, Customers, and Data" seamlessly connected global business challenges to real-world applications.

Huge thanks to the incredible coordinators of AIT and Symbiosis Institute of Business Management, Nagpur, and a special thank you to Director Sir Dr. Shailesh Rastogi for making this phenomenal experience possible. The lush green campus of AIT truly felt like a retreat for learning, and the bonds forged with peers are something I'll cherish forever.

My experience at the Berlin School of Economics and Law (HWR Berlin) during the Sustainability Challenges course was truly transformative. Studying in a new country and classroom pushed me to look at sustainability beyond textbooks and buzzwords.

The course helped me understand that sustainability is not just about going green – it is about systems thinking. From climate change, carbon regulations to e-waste, energy transitions, and circular economy models, I explored how business decisions, policies, and supply chains shape environmental outcomes. As an Operations student, this deepened my belief that efficiency must also mean responsibility and long-term impact.

Learning alongside peers from countries like Georgia, Singapore, and Canada made the experience even richer. While sustainability challenges are global, solutions must be local and inclusive. Beyond academics, experiencing Germany's eco-conscious culture showed me how sustainability can be embedded in everyday life, influencing habits, policies, public systems, and everyday consumer choices.



FROM BERLIN TO A BROADER VISION: MY GROWTH AND LEARNING JOURNEY

By Devyani Raut
Batch 2024 - 26

I return with more than memories – I return with sharper questions, stronger convictions, and a commitment to building systems that are efficient, ethical, and future-ready. This journey has reshaped the way I view operations, strategy, and leadership. It has reinforced my belief that the future belongs to those who can balance growth with responsibility, innovation with impact, and ambition with accountability, creating sustainable value for businesses, communities, and generations ahead.

NOT JUST A STUDY TOUR: A SHIFT IN HOW I SEE THE WORLD

By Harshita Chungwani
Batch 2024 - 26



What happens when classrooms move beyond four walls and learning begins to breathe in a global setting? My experience at the Asian Institute of Technology (AIT) was exactly that – a journey that blended ideas, innovation, and cultural discovery into one unforgettable experience. Representing Symbiosis International University alongside students from multiple campuses made the learning environment diverse, collaborative, and truly inspiring.

The academic sessions were dynamic and engaging, covering themes such as AI for the future, ESG-driven business models, fintech innovations, technology, data, and design thinking. Each workshop encouraged us to question traditional management approaches and explore how organizations must adapt in a rapidly evolving world. The focus was not just on theory, but on practical insight, discussion, and application.

A memorable highlight of the program was visiting the Ichitan Green Factory in Ayutthaya, where operational excellence aligned seamlessly with environmental responsibility. Outside the classroom, a cultural evening along the Chao Phraya River and exploring Pattaya's coastal landscape added depth to the experience. These moments reinforced that global exposure is shaped equally by knowledge, culture, and human connection.

This immersion was more than an academic visit; it marked a meaningful shift in perspective. It strengthened my belief that leadership today requires adaptability, global awareness, and thoughtful decision-making. I return with broader vision, stronger networks, and renewed confidence to contribute meaningfully in an interconnected and constantly evolving global environment.

FUTURE CODERS

Student Reflections

MICRO-WINS, MACRO IMPACT

BIRTH OF AN ENTREPRENEURIAL MIND

My experience at SIBM Nagpur has been nothing short of transformative. The institute gave me the space to grow, the creative freedom to experiment, and the responsibility that pushed me to evolve. Institute trusted me with roles that stretched my capabilities, challenged my thinking, and ultimately helped me discover my entrepreneurial confidence.

Somewhere between handling real projects, interacting with industry experts, and being part of a culture that encourages initiative, the spark for my brand was born. What started as a simple passion for marketing and storytelling matured into Disha Jain Branding Solutions Pvt. Ltd., a step that feels both bold and deeply aligned with who I've become at SIBM Nagpur.

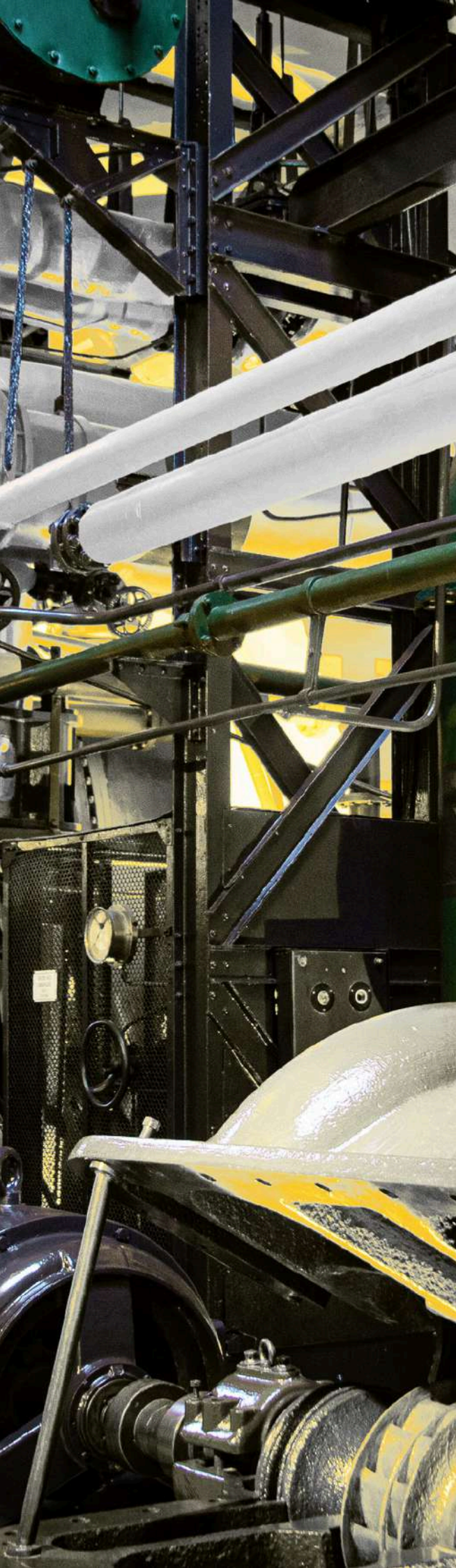
My journey unfolded through moments most people overlook, conversations after events, unexpected opportunities, and responsibilities that demanded more than I thought I could give. SIBM Nagpur taught me to see beyond the textbook and recognise that entrepreneurship isn't a single idea; it's a mindset shaped daily.

To every student who feels even a single entrepreneurial bone in their body: look beyond what's shown in the classroom. Opportunities aren't hidden, they're everywhere. You just need to see through. Grab every chance, talk to every industry expert you meet, and let every experience shape your vision. Your journey begins the moment you decide to say yes.



DISHA JAIN

Founder of Disha Jain Branding
Solutions Pvt. Ltd.



"BLUEPRINTS OF TOMORROW: THE MBA IN THE MACHINE AGE"

By Shivam Srivastava
Batch 2024 - 26

In circuits bright and metal mind,
A new-age rhythm starts to unwind.
Where codes align with human spark,
And ideas glow against the dark.

Leaders rise with vision bold,
Not just in systems, steel, or gold—
But in the courage to adapt and grow,
In learning what they didn't know.

In classrooms where case-studies blend,
Strategy meets the trends we set to fend.
Numbers, models, market calls—
Prepare us to lead when automation evolves.

This shift is not of bots alone,
But how we build, create, and own
A future shaped by hearts and tech—
A perfect blend of intellect.

Where MBAs craft the plans ahead,
Merging insights with what AI has said.
Together we drive the world to lift—
Humans and machines in a unified shift.


In boardrooms where new visions rise,
We learn to think beyond the ties—
To lead with purpose, depth, and grace,
While technology reshapes the race.

For in this era, bold and swift,
It's wisdom that becomes the gift—
As future leaders take their stand,
Guiding progress with a steady hand.



REAL-WORLD IMPACT: HOW THE BIG FOUR ARE LEADING THE ROBOTIC SHIFT

By Aditya More
Batch 2025 - 27



The financial and consulting industry is undergoing a massive transformation through Artificial Intelligence (AI), automation, and robotics – a phenomenon known as the robotic shift. Leading this revolution are the Big Four firms – Deloitte, PwC, EY, and KPMG – which are redefining global finance through technological innovation and digital leadership.

The Big Four are using Robotic Process Automation (RPA) and AI-driven systems to replace manual, time-consuming financial tasks with fast and error-free automation. For instance, Deloitte’s “Deloitte Robotics” processes millions of financial transactions daily, increasing accuracy and freeing professionals to focus on strategy. PwC’s “Halo” platform uses AI to analyze complete datasets instead of samples, identifying anomalies and potential fraud with unmatched precision. EY’s “Helix” applies machine learning to evaluate risk and generate data-driven insights, while KPMG’s partnership with Microsoft Azure and IBM Watson enables predictive tax analytics and intelligent audit tools.

These innovations have transformed how audits, tax compliance, and consulting are performed – improving accuracy, transparency, and efficiency. However, this digital progress has also sparked an unintended challenge: the automation bubble. Many entry level tasks once performed by interns and junior associates are now being handled by AI tools. This has created a paradox – companies increasingly demand “experienced professionals,” yet fresh graduates struggle to gain that very experience because traditional learning-by-doing tasks are automated.

Previously, interns would perform reconciliations, invoice checks, or data sampling, gaining essential exposure to financial systems. Today, those tasks are completed within seconds by bots. As a result, freshers are missing out on foundational skill-building opportunities, making it harder for them to transition into senior analytical roles later.

THE BIG 4

DELOITTE, PWC, EY, KPMG



This shift calls for a new kind of leadership — one that values human development alongside technological advancement. Leaders in the Big Four must ensure that automation does not replace learning but enhances it. Some firms are already addressing this issue. For example, EY and Deloitte have introduced AI-learning programs where interns work alongside digital tools, interpreting and managing AI-generated insights rather than being replaced by them.

Ultimately, the Big Four's embrace of robotics and AI showcases both innovation and responsibility. They are setting new standards for financial accuracy and efficiency while shaping a new generation of digital leaders. Yet, as automation grows, leaders must ensure it does not widen the skill gap for future professionals. The robotic shift is not just about machines taking over work — it's about how wisely humans and technology can grow together to build a smarter, more inclusive financial future.

THE VALUATION REVOLUTION: ALGORITHM VS. EXPERIENCE IN THE AGE OF AMAZON AND SAMSUNG

By Vaibhav Yerne

Batch 2025 - 27

```
require File.expand_path("../..//test/spec_helper", __FILE__)
# Prevent database truncation if the environment is production
abort("The Rails environment is running in production mode!")
require 'spec_helper'
require 'rspec/rails'

require 'copybara/rspec'
require 'copybara/rails'

Copybara::javascript_driver = :webkit
Category.delete_all; Category.create(:name => 'Category')
Shoulda::Matchers.configure do |config|
  config.integrate do |that|
    with.test_framework :rspec
    with.library :rails
  end
end

# Add additional requires below this line, like:
# require 'shoulda-matchers'

# Requires supporting ruby files with spec/ support/ and its subdirectories
# in _spec.rb will both be required by default. You can use the
# # run twice. It is recommended to use _spec.rb. You can use the
# # option on the command line to run only one spec file.

No results found for 'mongoid'
```



The Great Shift: From Tangible to Invisible Assets

Once upon a balance sheet, value was simple – machines, land, and buildings defined success. But in today's digital economy, the real assets are invisible – ideas, data, and brand trust.

Amazon, with few factories, is worth more than many industrial giants. Samsung, despite its billion-dollar plants, gains much of its power from patents and innovation. Value has moved from what a company owns to what it knows.

The AI Toolkit: New Metrics for the Digital Age

Old accounting rules couldn't capture digital value. Companies like Amazon and Samsung needed a new playbook — one powered by AI and machine learning to uncover “hidden gold” beyond the balance sheet: data, ideas, and future potential.

A. Valuing the Asset-Light Champ (Amazon)

Amazon's biggest strength isn't physical — it's digital.

The Price of Data: AI predicts future revenue from Amazon's vast data universe — Alexa, Prime, and beyond. It values the future potential, not just past sales.

Customer Loyalty is Cash: AI calculates each Prime member's long-term profit, turning “Customer Lifetime Value” into a renewable asset.

Smart Ideas as Value: AI dynamically prices Amazon's patents and algorithms as living assets that grow over time, not one-time expenses.

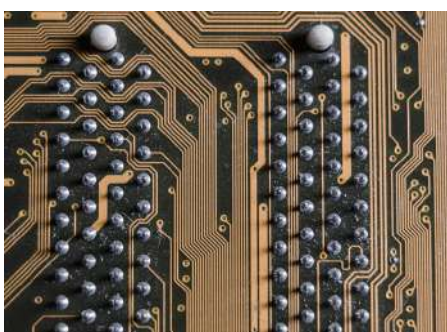
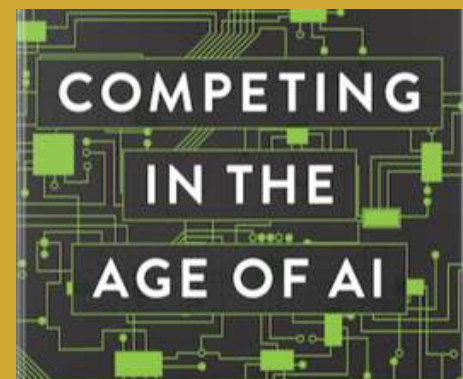
B. Valuing the Hardware Heavyweight (Samsung)

Samsung owns massive factories, but its real edge lies in intellect.

The IP Gold Mine: AI scans thousands of Samsung patents to find which will drive the next blockbuster chip or screen — turning IP into a money-making engine.

Is This Factory Still Good?: AI estimates how long a plant will stay relevant before new tech makes it obsolete.

The Power of Robotics: AI measures how automation boosts efficiency and market share, not just cost savings.



The Core Dilemma: Trusting the Robot or Your Gut?

CFOs face a new conflict. AI gives fast, precise answers — but no ethical or strategic sense. Humans bring judgment, context, and empathy — but risk moving too slow.

The MBA Takeaway: We're no longer just number crunchers. We're Chief Interpreters and Validators — blending machine precision with human foresight. The future of finance isn't man or machine; it's man with machine.

The Future of Valuation: Humans in the Loop

AI may dominate spreadsheets, but leadership still lives between the lines. Tomorrow's financial leaders will be value translators — interpreting meaning, not just numbers.

AI tells you what's profitable; humans decide what's right. Those who blend logic with empathy — like Amazon and Samsung — will define the next valuation era. Don't fear the robot. Learn it, question it, and lead it.

LEAD LIKE A HUMAN, THINK LIKE AN AI

By Simran Burman
Batch 2024 - 26

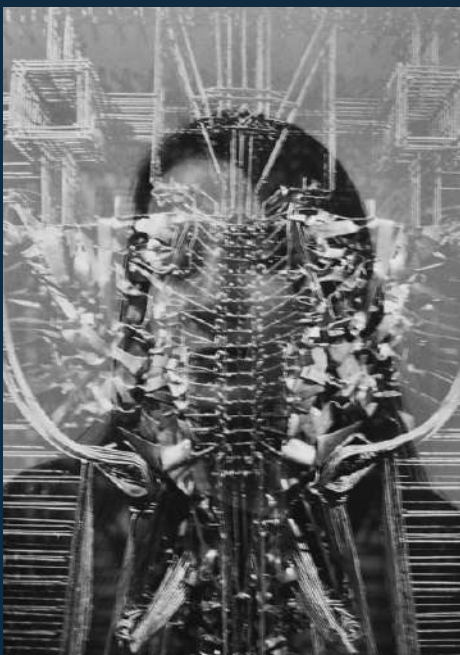
If 3 Idiots taught us to follow our passion, Gen Z's AI assistants are busy fine tuning it. The new mantra? "AI Karega, tum chill karo." Except leaders can't because they are too busy mastering the art of managing the machine that never sleeps.

Welcome to The Robotic Shift, a world where leadership isn't just about hierarchy, but creating a harmonious relationship between humans and machines. Automation and AI are not just transforming workflows; they're redefining what it means to lead. Today's fast-evolving landscape demands more than a one-dimensional approach. Modern leaders need to be part strategist, part technologist, and part empath and be capable of balancing data-driven decisions with emotionally resonant brand messaging.

With algorithms taking over routine work, creativity, adaptability, and emotional intelligence now define what effective leadership truly means. The future belongs to those who continuously upskill and "Pivot" (yes, just like in F.R.I.E.N.D.S) with every new challenge.

In this rapidly advancing business ecosystem, role agility, emotional intelligence, and comfort with uncertainty have become the true differentiators, giving human intelligence the edge over AI.

As AI takes the driver's seat in decision-making and communication, the leaders who openly share how and why they use technology will earn the most trust. In an age where algorithms influence choices and data fuels direction, honesty about automation isn't a weakness but a competitive advantage.



Brands like Coca-Cola and Nike are proving that the future of AI in business isn't just smart, it's transparent. Coca-Cola's "Create Real Magic" campaign invited people to co-create art with AI, turning technology into a creative partner rather than a hidden engine. Similarly, Nike blends data with design, using AI to predict trends and personalize products, but leaving the final creative calls to humans. With projects like "Nike Fit" and "Nike by You," they show that when technology and transparency work together, innovation feels personal; not robotic.

There's a quote I remember from *The Age of AI: And Our Human Future* – "The irony is that even as digitization makes more information available than ever, it's shrinking the space for deep, focused thought."

It's a reminder that in our chase for constant updates, we often trade depth for speed. With data pouring in from every direction, leaders now face a new kind of burnout 'data fatigue' where information overload blurs insight instead of sharpening it.

To fight information saturation, leaders need to slow down and follow a simple rhythm-focus, filter, and act. It starts with focusing on what truly matters, instead of getting lost in endless dashboards and numbers. Then comes filtering the noise, letting AI do the heavy lifting, but trusting human instinct to know which insights really count. Finally, acting with clarity and purpose makes sure technology drives efficiency, but human values steer the direction. Eventually, data should guide us, not drown us; it's there to spark understanding, not silence intuition.

After all that talk about overloaded data, it's time to turn the tables and actually look at what the latest numbers reveal about how AI is transforming business and leadership.

A recent PwC report revealed that since the widespread rollout of generative AI in 2022, industries most exposed to AI have seen productivity growth soar from 7% over 2018-22 to 27% over 2018-24. PwC workers possessing AI-related skills earned an average 56% wage premium in 2024, which is more than double the 25% premium a year earlier. This suggests that businesses integrating AI early are reaping measurable gains in both output and talent value.

The takeaway? Leadership today isn't about letting machines take over, it's about helping humans and technology grow together. While AI and robotics promise efficiency and precision, they also bring challenges that can't be ignored. Over-reliance on algorithms can dull human creativity, amplify bias hidden in data, and create a growing gap between digital-ready and displaced workers. The "always-on" pace of automation risks burning out leaders who are already navigating information overload. The key lies in balance i.e. blending machine efficiency with human empathy, ensuring technology serves purpose, not the other way around.

ChatGPT recently opened a role for a Content Strategist, showing that the idea that AI will completely replace human jobs isn't entirely accurate. As Neil Patel says, "The future of AI isn't human vs. AI, it's human with AI," highlighting that the real power lies in collaboration, not competition.



AI-LITERATE WORKFORCE FOR FUTURE-READY INDIA

By Sarthak Kain
Batch 2024 - 26

We are still part of an era where data is considered the new oil. But the technology that runs on this oil has evolved into something that is revolutionising how businesses operate – Artificial Intelligence.

AI is more than just a buzzword. It is a technological breakthrough that is enabling machines to perform certain tasks that were previously done by the human brain.

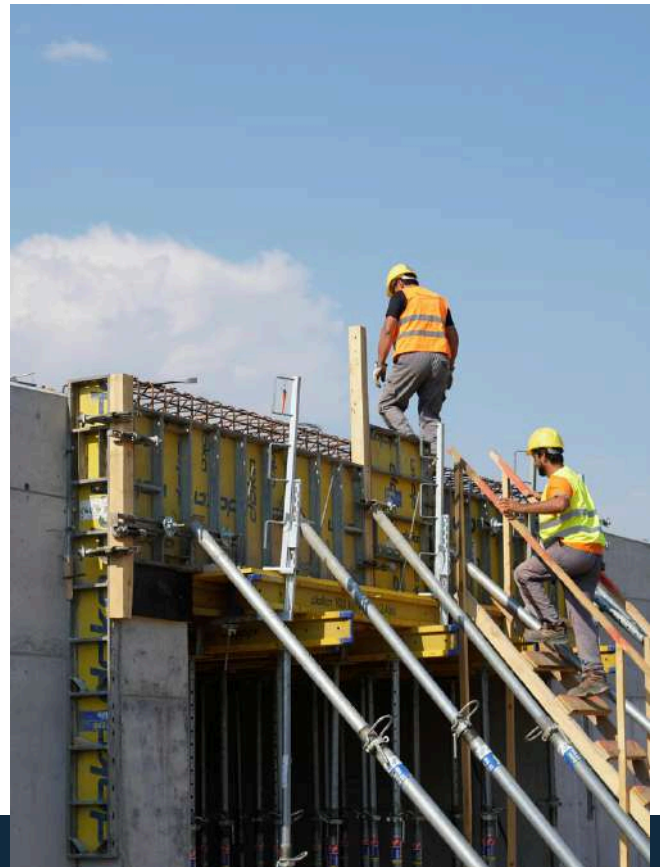
AI holds the key to reinventing how businesses operate. As per a report by PwC, AI could add \$15.7 trillion to the world economy by 2030. From marketing to HR, to supply chain to analytics, AI is penetrating every realm of business. In marketing, AI helps personalise campaigns and predict consumer behaviour; in HR, it streamlines recruitment and employee engagement; in supply chain, it optimises inventory and demand forecasting; and in analytics, it turns raw data into actionable intelligence. Together, these applications are redefining how organisations operate, compete, and grow in the digital age.

The quest to master this technology has already begun, with the U.S. and China – the world’s top two economies – taking the lead. The U.S.’s private AI investment is valued at around \$109 billion, the highest in the world. China, too, is pouring funds and offering subsidies for the development of AI in partnership with its own tech giants. The country aims to have a \$100 billion AI industry by 2030. India is also part of this race, with ambitions to become a global AI powerhouse. The Modi government’s IndiaAI mission aims to propel AI innovation by developing homegrown AI models, establishing a centralised data platform, and investing in AI talent and infrastructure. NITI Aayog has stated that AI adoption can add \$500–\$600 billion to the Indian GDP.



But will this growth be accompanied by an equivalent rise in the number of jobs? Concerns about AI taking jobs have been raised worldwide. The World Economic Forum estimates that 39% of the workforce's core skills will be disrupted by 2030, and this figure is expected to reach 55% by 2035. This raises serious risks of employability gaps. In India, the threat can be even more severe, given that our skills and institutions have not kept pace with rapid technological shifts. However, if we start working from the roots, this threat can be turned into a strength.

AI offers the opportunity to amplify human potential by freeing people from repetitive tasks and opening doors for higher-value contributions. This can be achieved by making the current and future workforce AI-literate. AI literacy is a combination of awareness, skills, and the ability to seamlessly integrate it into day-to-day work. Organisations should invest in re-skilling initiatives to equip their workforce with AI skills. Employees, too, can make personal efforts by enrolling in coaching programs. For students, the initiative should come from the government and educational institutes.



India's Ministry of Education has already taken a landmark step by adding AI and computational thinking courses to the curriculum of students as early as the third standard. A similar move can be replicated across all standards, extending up to post-graduation studies. Recognising India's immense growth potential, several global AI giants have made strategic inroads into the Indian market. The creator of ChatGPT, OpenAI, is opening its office in New Delhi, which will serve as a hub for its operations in the country. Similarly, the India Deep Tech Alliance has roped in Nvidia as a founding member and strategic technical adviser. These developments present a huge opportunity not only for creating indigenous AI technologies but also for building an AI-equipped workforce. The expertise of these organisations can be leveraged to provide quality training programs for students to make them proficient with the necessary AI tools. This will help create a future-ready workforce where AI brings speed and scale, while humans bring judgment, creativity, and logic.

LEADING THE ROBOTIC FUTURE:

HOW MBA GRADUATES WILL SHAPE INDIA'S WORKPLACE

By Ashutosh Ranjan
2025-27



The future of work in India is not something over the horizon; it is here and now, visibly changing how companies do business and people experience work. From warehouses to hospitals to customer contact centers, robots and artificial intelligence are quietly revolutionizing routine work. Yet while machines bring speed and precision, the success of this transformation depends on human leadership. MBA graduates, with their blend of strategic thinking and people skills, are uniquely positioned to guide organizations through this shift. Automation is no longer the fiefdom of large corporations. At Flipkart fulfillment centers, small autonomous robots move shelves to human workers, thus accelerating order processing and saving humans from physical drudgery. Apollo Hospitals use robotic surgical assistants that help doctors with difficult or delicate interventions, thus minimizing errors and ensuring greater patient safety. Even medium and small startups in Bengaluru, Jaipur, and tier-2 cities deploy AI chatbots that handle routine customer queries to free human employees for problem-solving. Indeed, these instances point to a future where automation becomes mainstream in India—but its success is pegged to human intelligence.

The challenge is not the adoption of robotics, but to help people get used to this new work culture. Imagine a manufacturing plant in Pune that introduces robotic arms on the assembly line. Workers may fear losing jobs, and supervisors may resist unfamiliar workflows. An MBA graduate leading this transformation would focus on effective communication, reassurance, and clarity. Explaining that robots will take over repetitive tasks while humans move into roles like supervision, quality control, or machine maintenance reduces the fear and builds trust in leaders. Humans resist uncertainty, not change—and clear communication makes all the difference.

Upskilling is equally important. On automating parts of its supply chain, many employees at Reliance Retail had never used handheld scanners or automated sorting systems. Thoughtful leaders break training into simple steps, use real-life scenarios, give hands-on practice, and reassure employees that learning is a process. This human-centered approach makes the staff feel valued, not replaced. MBA graduates also link technology to strategic results. For instance, an AI-powered route optimization launched by a logistics firm may be resisted by drivers in the beginning. A data and operations-savvy leader can cite how fuel costs are reduced, how delivery timelines are improved, and how customer satisfaction rises owing to optimized routes. Leaders convert apprehension into ownership by making data relevant through meaningful, related results.

Ethics and fairness come into play here. Yes, AI monitoring can indeed measure productivity, but it is here that leaders should ensure data is used to support employees and not penalize them unfairly. For instance, a Gurugram-based BPO that uses AI tracking could go on to provide pinpointed training and transparent feedback instead of punitive actions.

Technology should enhance human potential, not create fear. Ultimately, robots can process data and perform repetitive tasks, but they cannot inspire teams, resolve conflicts, or create trust. Those are deeply human responsibilities. MBA graduates who blend technological awareness with empathy, communication, and ethical judgment will define the future of India's workforce. The robotic shift is here-and with thoughtful leadership, it can be a future in which humans and machines work in concert to build smarter, more meaningful workplaces.



By Parth Deshpande
Batch 2024 - 26

यंत्र-तंत्र

लिखित संग तंत्र चलते अब यंत्र संग आगे बढ़े हैं,
कागज़ों बिछे संख्याओं के पुल अब यंत्र का पर्दा ओढ़े हैं,
लिखे सारे, पढ़े सारे, दिखे सारे जहां में,
हर जगह हर समय सब यंत्र-तंत्र करे हैं।

बातों संग प्रदर्शन करते अब यंत्र की डोर पकड़े हैं,
मौखिक गिरे वाक्यों साथ अब चित्रण की ढील दिए हैं,
देखे सब, कितना भी, हाथों सारे जहां में,
हर जगह हर समय सब यंत्र-तंत्र करे हैं।

सवालो संग समय कई अब यंत्र से जल्दी सुलझे हैं,
लिखित मिले उत्तरों बाद अब विभिन्न जवाब मिले हैं,
प्रश्न कही, उत्तर कही, मिले सारे जहां में,
हर जगह हर समय सब यंत्र-तंत्र करे हैं।



IS AI MANIPULATING CUSTOMERS?

THE DARK SIDE OF AI MARKETING

By Shrikant B. Mathure

Batch 2025 - 27

Marketing has always sought to influence consumer choices—from billboards to celebrity endorsements. What's different today is not the purpose but the process. In an age of algorithms and Big Data, marketing isn't just persuasive; it's predictive, personalized, and frequently invisible. As digital transformation speeds up, businesses no longer wait for customers to show interest in them. They predict it. They make it happen. So, here's the question for managers and marketers in the modern world: Is AI actually serving customers, or is it silently dictating their choices?

This question is unavoidable given the scale at which digital marketing operates. By 2025, an estimated 2.7 billion people around the world will be online shoppers, according to the report “51 Ecommerce Statistics in 2025” by Sellers Commerce. Further, global online retail sales are anticipated to surpass US\$6.8–6.86 trillion annually according to OptinMonster’s 2025 Online Shopping Statistics. These figures imply that algorithmically driven marketing is neither experimental nor confined to selected platforms; it has become embedded in life. Marketing today does not run discrete campaigns; it runs continuously and shapes consumers in real time using behavioral data. Choices increasingly have less to do with personal deliberation and more to do with what system-driven suggestions offer at just the ‘right’ moment.

From a behavioral perspective, this transformation can be understood through the S-O-R Model, which states that marketing stimuli affect emotions and thoughts before shaping consumer behavior. In the era of AI, algorithms control the stimulus layer, and everything—from notifications, reminders, and recommendations to price alerts and interface design—is generated and optimized through data. When a food-delivery app flashes a live countdown, “Order within the next 10 minutes,” it does more than simply inform the user; it compresses decision-making time and heightens urgency. What seems like convenience often becomes subtle pressure.



The Black Box Model of consumer behavior further strengthens this idea by highlighting that marketers cannot directly observe internal mental processes—they can only measure inputs and outputs. AI, however, attempts to approximate that internal decision-making through data modeling. Platforms like Amazon and Netflix do not just display what users might want; they learn when users buy, what captures their attention, and how their preferences evolve. Over time, these AI systems begin to anticipate behavior rather than just respond to it, gradually shaping it in subtle yet powerful ways.

This is where the line between personalization and manipulation gets blurred. According to Nudge Theory, behaviors can be changed subtly through design rather than instruction. AI marketing applies nudges through push notifications, urgency indicators, and social proof alerts like "Selling fast" or "X people are viewing this now." These nudges get even stronger when combined with Loss Aversion—a behavioral principle suggesting people fear losses more than value gains. When customers are shown a warning message about an offer that is supposed to expire, the emotional response evoked in them tends to be strong rather than logically based. They make rapid decisions not because a product is indispensable, but simply because the idea of losing that particular proposition makes them uncomfortable. Under these circumstances, marketing stops being informative and acts as human behavior engineering.

From the viewpoint of strategic management, this raises critical questions on data ownership and control. The RBV theory stipulates that firms achieve a competitive advantage through the control of valuable and rare resources. Customer data has emerged as one of the most potent strategic resources in the digital economy. Browsing history, preferences, location, and patterns of engagement have become critical inputs to business performance. Yet, when personal data becomes a corporate resource, trust is the cost. Firms no longer manage databases; they manage emotional relationships. A business may strive for efficiency and revenue through personalization, yet if customers are made to feel observed, exploited, or coerced, then there could be severe long-term impairment to credibility. Advantage is no longer only earned through technology but through the responsible use of technology.

Even classical strategy frameworks gain ethical meaning in this context: The Ansoff Matrix, usually explaining business growth strategies, can be reinterpreted with ethical intent. Market penetration can become over targeting of loyal users; product development can become embedding personal data inside services; market development can often include cross-platform behavioral tracking; and diversification can evolve into monetizing user attention itself. In this new reality, ungoverned growth can take the characteristics of intrusion. Strategy cannot limit its questions to how a company grows but needs to ask how influence is exercised.



But at the heart of this transformation is leadership. Stakeholder Theory puts forward a claim that corporations have responsibilities not just to stockholders but also to customers and society as a whole. Algorithms can optimize speed, sales, and efficiency, but it's up to the leadership to defend fairness, transparency, and dignity. When business entities relinquish decision-making influence to machines, accountability does not vanish; it heightens. Ethical leadership is what makes the difference between innovation and exploitation.

Artificial intelligence is not an enemy of marketing; an unconscious dependence on it is, however. Marketing is becoming intelligent, and there is no choice but to acknowledge this fact. But the leadership of organizations needs to apply more discretion. The future of marketing will be defined not by who has the best algorithms but by who uses technology with conscience and restraint. Yes, intelligent marketing can fuel growth, but it's ethical marketing that builds trust, and trust is the only currency that will always be in demand.

MAXIMIZING OUTPUT: HOW AI HELPS INDIAN INDUSTRIES GET MORE FROM WHAT THEY ALREADY OWNS

By Tanishq Bhelonde
Batch 2024 - 26

“Increase output without buying new assets” that’s the essence of asset sweating: extracting maximum value from existing physical and digital infrastructure by raising utilization, extending life, and reducing idle time. In India’s capital-intensive sectors from factories to freight fleets this idea is rapidly evolving from accounting jargon into a board-level strategy, now powered by artificial intelligence (AI).

AI turns passive assets into active sources of efficiency. In logistics, digitization and real-time tracking reduce empty runs, match loads to trucks dynamically, and orchestrate multi-stop routes so vehicles spend more time earning and less time idling. Platforms such as Locus use deep learning for route and delivery optimization and fulfillment orchestration, enabling both captive and contracted fleets to serve more orders with the same number of trucks. The result: higher vehicle utilization, lower per-shipment cost, and fewer unnecessary kilometers. Similarly, logistics major BlackBuck has digitized truck demand and improved asset turns for small fleet owners, shrinking empty return trips and making every truck more productive. These examples highlight how AI-driven logistics can cut costs simply by better utilizing existing infrastructure and assets.





optimization, and digital twins. Instead of rigid maintenance schedules that risk either missing failures or wasting uptime, predictive models analyze vibration, temperature, and operational telemetry to forecast faults weeks in advance. Plants can plan targeted interventions, keep lines running longer, and avoid costly emergency stoppages effectively raising throughput without new machinery. Tata Steel and several other Indian steelmakers have deployed AI-driven maintenance and analytics systems that flag problems early and optimize energy use and production, yielding measurable reductions in downtime and spare-part costs.

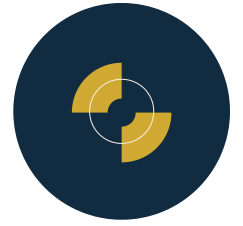
AI also amplifies the value of digital infrastructure already in place. Modern warehouse management systems, ERP platforms, and IoT sensor networks generate vast amounts of under-used data. AI transforms that data into actionable insight. inventory forecasts prevent overstocking and free up working capital, dynamic slotting boosts picking rates without extra shelving, and demand-supply matching stabilizes production loads for greater efficiency. These digital overlays enable companies to extract incremental and often substantial gains from the systems they already own.

The economics are compelling in India. Capital for expansion is costly and lead times are long; by contrast, improving utilization through AI is faster to deploy and delivers immediate margin improvements. Still, “sweating assets” requires balance. Excessive deferral of reinvestment can create systemic risks, and AI initiatives must be paired with sound governance, workforce upskilling, and cybersecurity safeguards. The goal is to augment human operators and make decisions more predictive and proactive not to push assets until they fail.

From the long-haul trucking ecosystem to heavy manufacturing plants, AI is no longer a futuristic add-on. It has become the actuator that converts idle capacity and scattered data into continuous value. By embedding predictive analytics, route intelligence, and process automation across existing infrastructure, Indian businesses can raise utilization, cut costs, and free capital for strategic growth all while building a more resilient, data-driven future.

In short, AI enables Indian industry to do more with what it already has thereby turning efficiency itself into growth.

HOW AI IS TRANSFORMING HUMAN RESOURCE MANAGEMENT



By Mansi Gour

Batch 2025 - 27

Artificial Intelligence (AI) is reshaping how companies manage people, transforming HR from a paperwork heavy function into a strategic, data driven powerhouse. Today, AI supports HR in recruitment, onboarding, training, performance management, and employee engagement making processes faster, smarter, and more efficient.

One of the biggest areas where AI has made an impact is recruitment. Instead of manually reviewing thousands of resumes, companies now use AI powered tools to screen and shortlist candidates. A leading example is Unilever, which adopted platforms like HireVue and Pymetrics to evaluate candidates through game based assessments and video interviews analyzed by AI. This helped the company reduce hiring time by nearly 75%, while improving quality and minimizing human bias.

AI is also enhancing onboarding. At Accenture, an AI chatbot named MyBuddy assists new employees by answering queries about policies, training, and documentation, providing 24/7 support and improving the new-hire experience. In Learning and Development, companies like IBM use AI to create personalized skill-building and career growth plans through Watson Talent. Employees receive customized training recommendations based on their performance and goals helping build a future-ready workforce.





AI has modernized performance management as well. Instead of annual reviews, companies such as Cisco use AI dashboards to track real time performance data, identify improvement areas, and reduce bias in evaluations. For retention and engagement, Infosys uses AI to predict which employees may leave by analyzing patterns in feedback and productivity. This enables early intervention and helps maintain employee satisfaction and stability.

While AI offers many advantages such as faster processes, reduced bias, better decisions, and a more personalized employee experience, challenges remain especially around privacy, algorithmic bias, and the need for the human touch. AI can support HR work, but empathy, judgment, and culture building remain uniquely human strengths.

In the end, the future of HR lies in collaboration between human intelligence and artificial intelligence. AI will not replace HR professionals rather, HR professionals who know how to use AI will replace those who don't.

THE BOARDROOM OF 2030: WHERE AI HAS A SEAT AT THE TABLE

By Kshitij Srivastava
Batch 2025 - 27

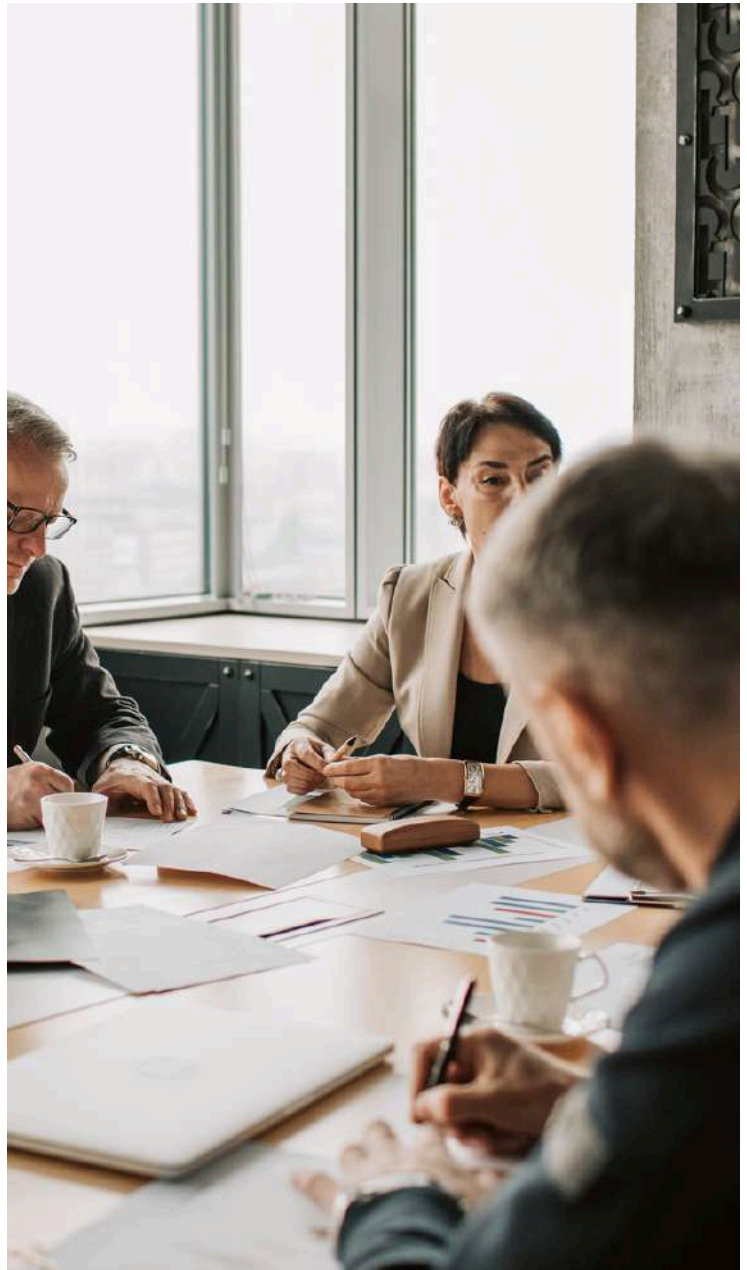
It's the year 2030. Inside a modern boardroom, leaders sit around a sleek table, discussing the company's next big move. Among them is a new kind of participant – an AI advisor. It doesn't speak often, but when it does, its insights are precise, data-driven, and impossible to ignore.

Artificial Intelligence is no longer confined to coding labs or back-end systems. It's becoming an active voice in business strategy and leadership decisions. The future of management lies not in humans versus machines, but in humans working with machines.

From Support Tool to Strategy Partner

For years, AI has supported leaders by generating reports, analysing trends, and forecasting sales. But as businesses grow more complex, AI is evolving from a support tool to a decision-making partner.

Imagine an AI that can analyse millions of data points – from global trends to customer behaviour – before executives even begin their discussion. It can simulate outcomes, predict market shifts, and recommend actions in real time. In this setting, leaders won't just make decisions based on instinct; they'll interpret data-backed intelligence to shape smarter strategies.





Why AI Belongs in the Boardroom

The world of business today is defined by uncertainty and speed. A single misstep can affect global operations. Here, AI offers unmatched accuracy and agility. It can identify hidden risks, predict economic trends, and eliminate bias in decision-making.

For example, before launching a new product, a company could rely on AI to study consumer patterns, pricing strategies, and competitors across regions – all within seconds. Such insights make boardroom discussions more informed and future-ready.

The Human Touch: Still Irreplaceable

Yet, no matter how advanced AI becomes, leadership will always need a human heart. Machines may process information, but they cannot replace human empathy, ethics, and intuition.

A true leader understands people – their fears, hopes, and motivations. They can make moral choices when data cannot. They bring emotional intelligence and creativity to every decision – qualities no algorithm can replicate.

The leaders of 2030 will therefore need to balance AI-driven insights with human values. Their strength will lie in collaboration – knowing when to trust data and when to trust their instincts.

Conclusion: The Future Is Collaborative

By 2030, AI will definitely have a seat at the table – but it will sit beside humans, not above them. The boardrooms of the future will thrive on partnership, where artificial intelligence brings precision, and human intelligence brings purpose.

Leadership in the robotic age won't be about choosing between logic and emotion – it will be about blending both to create decisions that are not just smart, but also meaningful.



THE HOMOGENEITY PARADOX: NAVIGATING SYSTEMIC RISK AND REDEFINING LEADERSHIP IN THE ROBOTIC SHIFT

By Koustav Pratihari
Batch 2025 - 27

The age of speculation around Artificial Intelligence (AI) is over. The world has entered the era of the “Robotic Shift”—a transformative phase where AI and automation are not just tools of innovation but the backbone of business strategy. Across industries, leaders are integrating AI to optimize efficiency, predict outcomes, and boost returns. In manufacturing, AI predicts equipment failures before they occur; in logistics, it streamlines routes and warehouse operations; in finance, it refines credit scoring and fraud detection. Yet beneath this productivity revolution lies a paradox: as every firm embraces the same technologies and models, the market is converging towards sameness—a dangerous Algorithmic Monoculture.

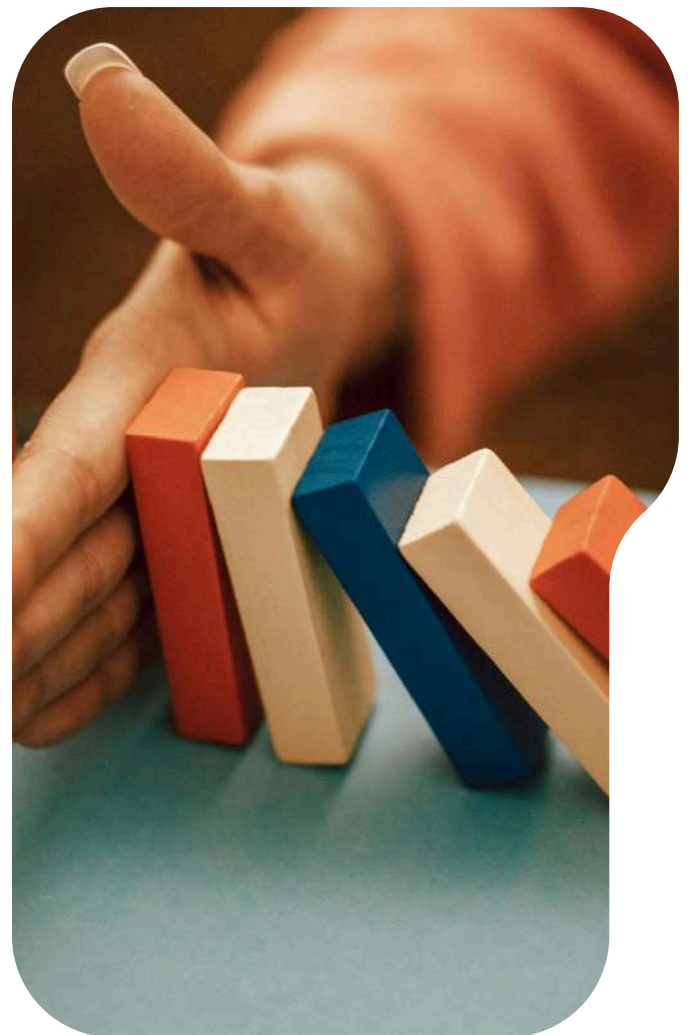


This homogeneity poses a new class of systemic risk. The widespread use of identical AI platforms and datasets across organizations means that when these systems fail, they fail together. Traditional Enterprise Risk Management (ERM)—reliant on historical data and human judgment—is obsolete in a world where threats evolve at machine speed. Even first-generation “AI-assisted” risk models, while effective at detecting discrete issues like fraud or compliance breaches, unknowingly amplify systemic fragility by creating uniform decision-making frameworks across industries.

The result is the Homogeneity Paradox: the more businesses pursue optimization through shared algorithms, the more vulnerable the entire ecosystem becomes to collective collapse. When every bank uses the same credit models, or every manufacturer depends on similar predictive systems, a single unforeseen event—a cyberattack, geopolitical shock, or data corruption—can trigger cascading failures. AI, once hailed as the tool to predict “Black Swan” events, is ironically becoming their amplifier.

The deeper issue, however, is not technological—it is human. Leaders are falling prey to automation bias, the tendency to trust algorithms over intuition. This cognitive abdication allows AI systems to dictate strategy while executives become passive implementers. The result is a leadership vacuum where critical thinking, ethical foresight, and creative divergence are quietly eroded.

To thrive in this robotic era, leaders must redefine risk and leadership itself. The new frontier is cognitive resilience—the ability to think differently from one’s AI. This requires two fundamental shifts: a technical transformation and a cultural one.



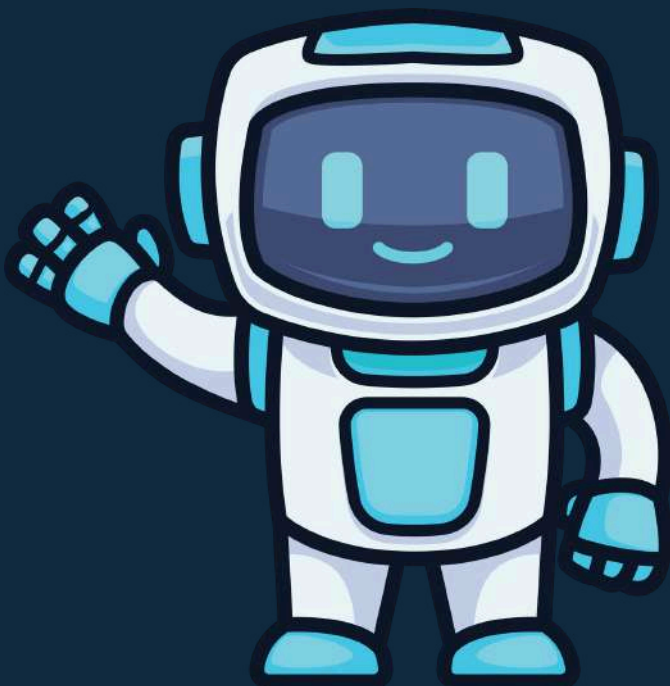
On the technical front, organizations must embrace Adversarial AI Red Teaming—a proactive process where multi-disciplinary teams deliberately probe their own AI systems for weaknesses, blind spots, and failure points. The goal is not only cybersecurity but strategic foresight: identifying how AI might mislead leadership or fail under novel conditions.

The future of business will not be defined by who has the most powerful AI, but by who can resist the gravitational pull of sameness. The real test of leadership in the Robotic Shift is not mastering technology—it is mastering thought. The leaders who will endure are those who preserve the one thing no machine can replicate: the human capacity for intuition, ethical judgment, and divergent thinking.

When a machine learns more than the person making it, it will change leadership itself. The problem is that a silent revolution is taking place in boardrooms and factory floors, with algorithms possessing the ability to make predictions, robotic devices taking over what was once the domain of human workers, and artificial intelligence pushing boundaries in the sphere of decision-making. This is no longer a science fiction this is the robotic shift, a change that is redefining the very core of business and leadership in the world we live in.

The technology now is not just a helper of leaders, it has turned into an associate. Automation has ceased to be limited to repetitive or operational tasks, and is now affecting the strategy, talent management, innovation and even creative thought. Since forecasting the behavior of consumers to developing full supply chains, AI has become not an easy tool, but a co-thinker and a co-creator. The leaders in this environment are forced to deal with both people and systems of intelligent machines that demand special combination of emotional intelligence and technological literacy. But technology is not taking over leadership in the robotic age, it is a partnership that exists between technology and leadership.

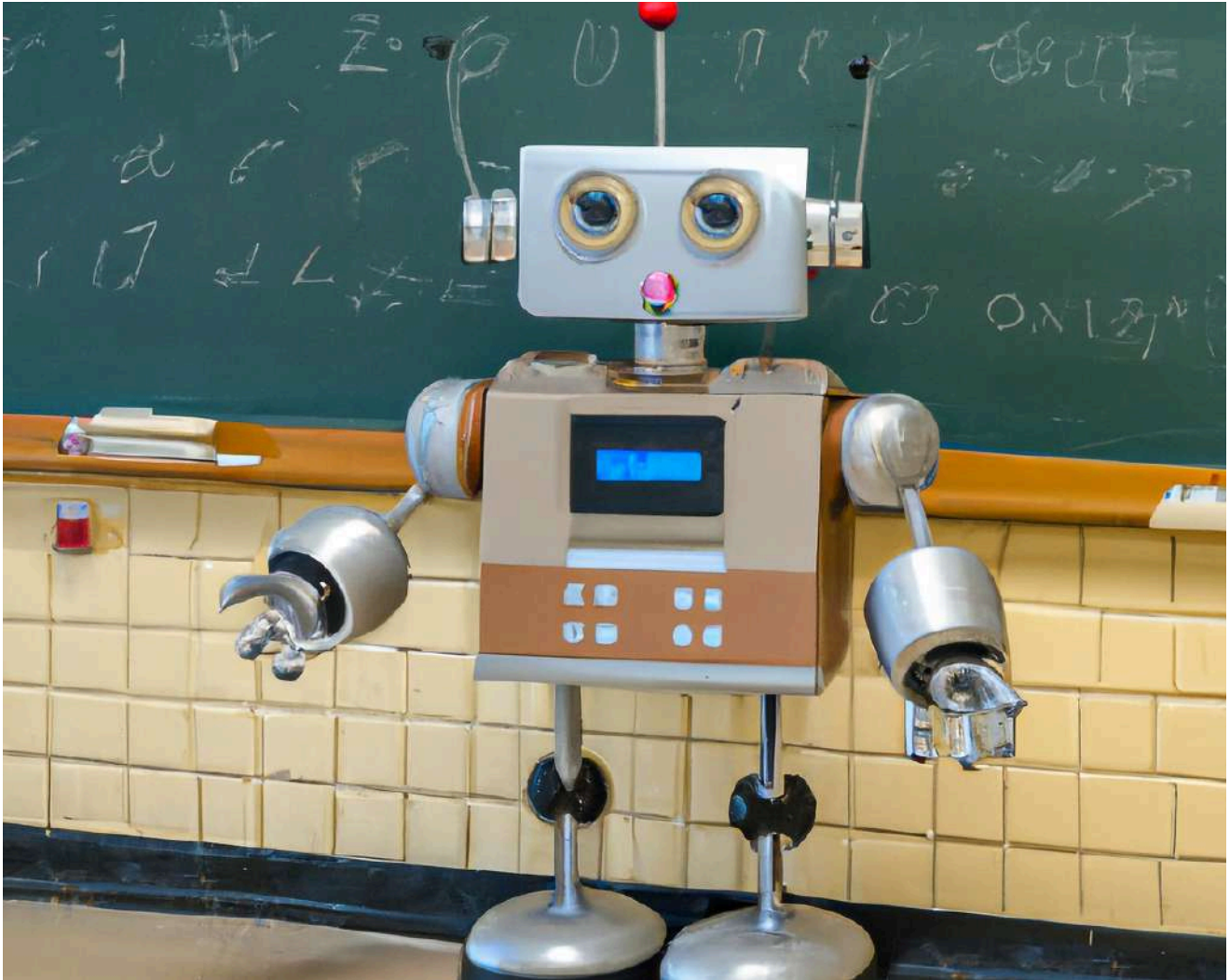
Being empathetic, analytical, creative, and intuitive, having the ability to balance the logic of machines and the compassion of humans, is what will make the most successful leaders in the future. Machines are able to compute, but only human beings can relate. This is what will define the success of organizations in the coming years due to the synergy between rationality and humanity.



RISE OF TECH- DRIVEN LEADERS

By S.Y.Preetam
Batch 2024 - 26

Think about such companies as Tesla, IBM, and Amazon. The advanced robotics and data models are not the only competitive advantages they have but the flexibility and vision of their leaders. These leaders are able to show the quality of integrating human knowledge with a technological power. They learn fast, are inquisitive, and adventurous inventors who do not view AI as a danger, but as something that will help them make smarter choices. They know that leadership in the new era is marked by the capability to learn, unlearn, and reimagine forever, a capability that can distinguish progressive organizations and those ones trapped in the past. Nonetheless, this robotic transition does not have its issues



Job is being redefined as automation and is rendering some of them obsolete. Leaders are now charged with the two tasks of bringing efficiency and at the same time being inclusive and having an ethical balance. They have to make sure that technology does not substitute human labor, but it is a supplement, and that innovation does not damage, but gives people a sense of being elevated. The actual leadership will thus not be judged by the performance results only but also by purpose - by what leaders do with technology to make a meaningful change.

Ethical leadership is all about balance - about making sure that progress does not lead to lack of empathy. Leadership in the near future will not be evaluated by the number of people under his command but rather by how well he/she connects with not only people but also data and even intelligent systems. Automation will not be feared by the leaders who will succeed in this new era; they will become its representatives. They will make technology not a disruptive force but the factor that will lead to inclusive growth. In the end, it is not about machines replacing people, but how humans would develop into superior leaders. The next generation of visionary leaders will be people who lead with their head and heart, they will not view intelligence as a competition, but as collaboration.



STUDENT ACHIEVEMENTS

*Circuit Sparks:
Student Triumphs*



**Best SIG Award -
Magazine and Internal Publication**



**Best Student Committee -
Placecom**



**Most Productive Committee -
Media and Communication**



**Most Impactful Committee -
Student Coordination Committee**



**Best Performing Committee -
Aspirant Outreach Committee**



**Most Contributing Committee -
Research & Career Development Team**



Abhinav Sharma - MBA 2024-26
Flipkart WiRED 8.0 - Campus Winners



Devarshi Kokate, Prince Raghav &
Kartik Pathak - MBA 2024-26
Eximus Case Competition (SIBM,
Bengaluru) - Runner Up



Kumar Aniket, Devaki S &
Shrikant Mathure - MBA 2025-27
Case Combat (NMIMS Mumbai) -
Winners



Aastha Dontulwar - MBA 2024-26
Flipkart WiRED 8.0 - Campus Winners



Anjali Tomar & Piyali Roychowdhury
MBA 2024-26
The Prime Cohort (SIBM, Bengaluru) -
Winners

COMMAND LINE

Industry Leaders Speak

INPUT RECEIVED. OUTPUT OPTIMIZED

He emphasized that corporate success is built over time through resilience, adaptability, and continuous learning. He highlighted that careers evolve in phases, requiring professionals to stay open to learning, embrace change, and develop strong problem-solving abilities. Drawing from real industry experiences, he reinforced the importance of perseverance, leadership readiness, and an innovation-driven mindset to remain relevant and succeed in today's dynamic corporate environment.



Dr. Natwar Kadel
Vertical Head and AVP at Hyundai Motor India Ltd



Ms. Steffi Xavier
Senior HR Officer at Smollan

She explained that interview success depends on preparation, confidence, and professional conduct. She emphasized strong communication, appropriate body language, and structured responses, while stressing that adaptability, teamwork, and continuous learning play a key role in long-term career growth, professional credibility, and success in dynamic work environments.

Mr. Shantanu Singh
HR Leader (North) at boAt Lifestyle

Mr. Singh captivated the audience with his interactive approach, sharing his B-school journey and encouraging students to engage in meaningful discussions. Emphasizing the importance of adaptability and continuous learning, he highlighted how organizations seek dynamic professionals who can align with ever-changing industry demands. He also shed light on the role of HR in shaping workplace culture and fostering innovation.



Mr. Salil Kumar Sharma
Vice President – HR, Jindal (India) Ltd

He shared insights on leadership and workforce transformation in the digital era, highlighting adaptability, critical thinking, strategic decision-making, and effective communication as essential leadership traits. He emphasized the impact of AI on careers, the evolving expectations of the workforce, and the importance of continuous learning and a future-ready mindset to navigate change with confidence and resilience.





Mr. Kamal Stephen, APAC Regional Head – Talent Discovery at SAP

Adaptability and resilience emerged as qualities for leadership in an evolving digital environment. Strong communication and networking were emphasized as drivers of professional growth, with conversations and asking the right questions shaping success. Personal branding was highlighted as a differentiator, encouraging individuals to balance technical skills with problem-solving, learning, and thought leadership to remain competitive.

Ms. Arshiya Singh, Director of Global Compensation at Boston Consulting Group

She shared learnings on the importance of integrating AI into professional life to enhance decision-making, efficiency, and future readiness. Alongside technological adoption, she emphasized that effective leadership requires emotional intelligence, teamwork, and strong interpersonal skills. The session reinforced that impactful leadership in the digital age lies in balancing innovation with empathy and a human-centered approach.



“Adaptability and continuous learning shape lasting professional success.”



Mr. Amit Chawla, City Head – Consumer Bank, Bangalore, Kotak Mahindra Bank.

He discussed leadership and sales strategies in the banking sector, highlighting the impact of digital transformation and evolving industry trends. He emphasized adaptability, versatility, and continuous learning, encouraging students to combine academic knowledge with practical exposure to remain competitive and industry-ready.



Mr. Akshay Rakshit HR Business Partner at BMW Group

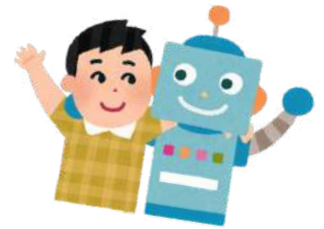
He highlighted how BMW’s success is driven by its people-centric culture and continuous innovation, with HR strategies aligned to business goals. Emphasizing skills like personal branding, adaptability, critical thinking, and learning agility, he encouraged students to stay relevant in a dynamic job market. The session offered valuable insights into leadership, HR innovation, and global business practices, inspiring students to apply these learnings.



It's a place where learning meets inspiration — where future leaders listen, reflect, and grow. The auditorium at SIBM Nagpur hosts a wide range of events, from guest lectures and seminars to cultural programs and celebrations that bring the entire campus together. It stands as a space that blends knowledge with creativity, where thought-provoking discussions share the same stage as music, performances, and laughter. Every event held here leaves behind an imprint — of ideas exchanged, talents expressed, and moments cherished.



MEET THE MBA BOTS: FIND YOUR LEADERSHIP STYLE



VisionBot

- You think in 10-year plans, not 10-minute deadlines.
- Loves innovation, strategy, and “big picture” thinking.
- Often starts sentences with “Imagine if...”
- Thrives in group projects where creativity is needed.

LogicCore Bot

- You trust numbers more than emotions.
- Loves finance, case studies, structured problem solving.
- Slides are clean, precise, and always contain charts.
- Most likely to answer with “Let’s look at the data.”

PeopleSync Bot

- The team player and communicator.
- Motivates groups during stressful deadlines.
- Reads emotions like a pro.
- Trusted for presentations, coordination, and conflict-solving.

StrategyMatrix Bot

- You’re the “framework” person.
- SWOT, Porter’s 5 Forces, BCG Matrix – these are your weapons.
- Breaks chaos into organized buckets.
- Best suited for consulting-style thinking.

AdaptEdge Bot

- You think fast when things go wrong.
- Flourishes under pressure and changing circumstances.
- Adjusts plans without losing momentum.
- Thrives in chaos and last-minute crises.

EthicsCore Bot

- You think in fairness and responsibility.
- Values transparency over shortcuts.
- Questions decisions that compromise integrity.
- Most trusted in moral dilemmas.

TechPulse Bot

- You think in code, apps, and AI.
- Love staying ahead of tech trends.
- Always experimenting with new tools.
- Excited by anything that automates work.

PitchPerfect Bot

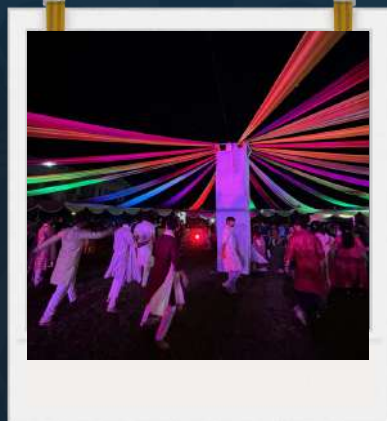
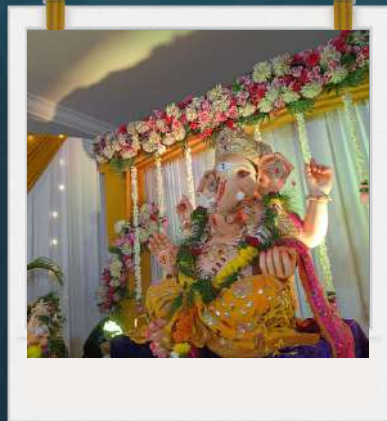
- You think in slides and soundbites.
- Love storytelling that convinces and inspires.
- Thrives under presentation pressure.
- Most likely to end with “Any questions?”

CAMPUS GRID

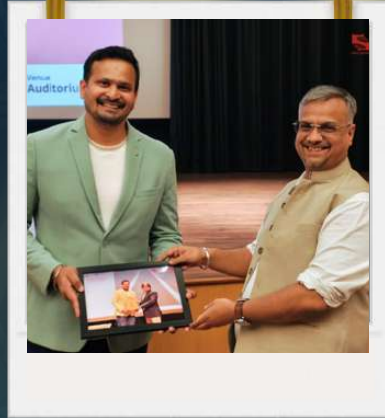
Events & Celebrations

PULSES FROM THE CORE

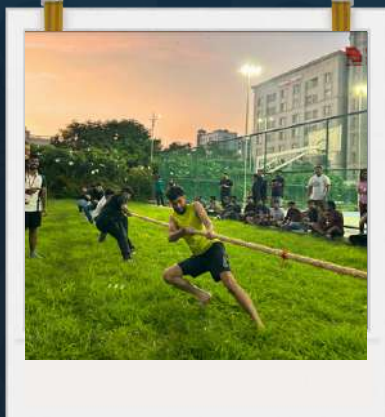
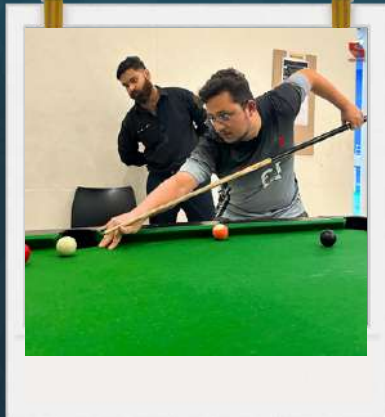
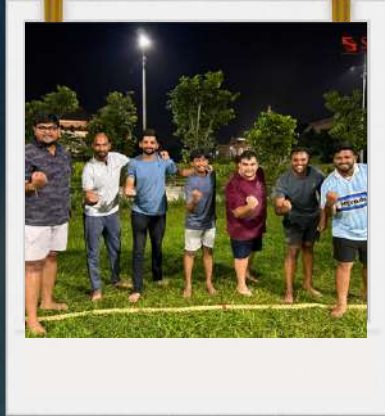
FRAMES OF FESTIVITY



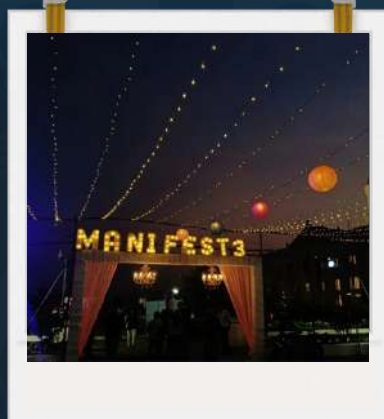
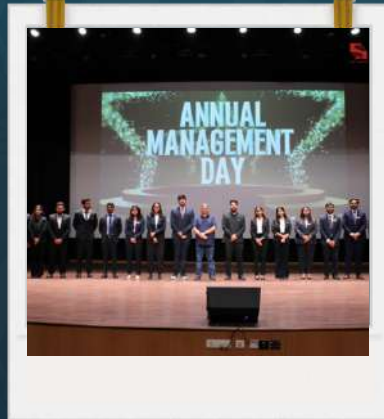
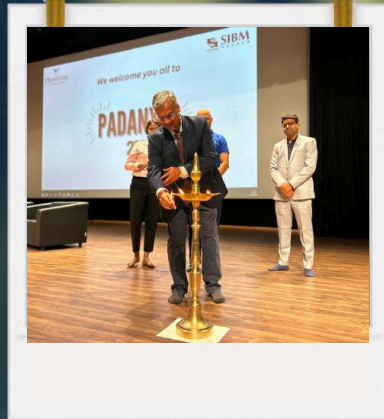
MOMENTS OF WISDOM



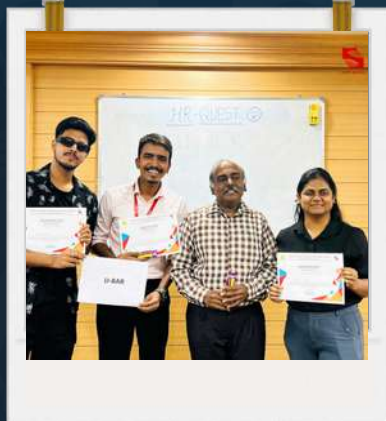
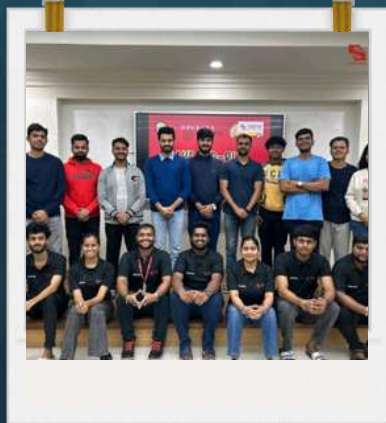
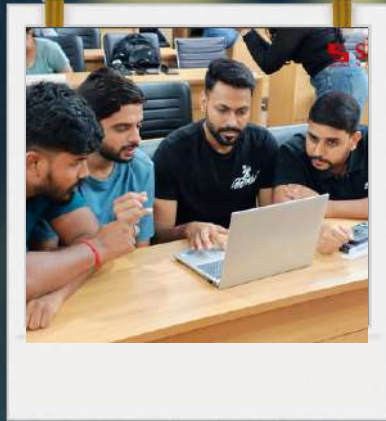
SPIRIT OF SPORTSMANSHIP



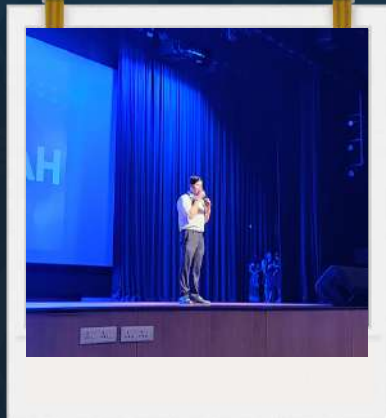
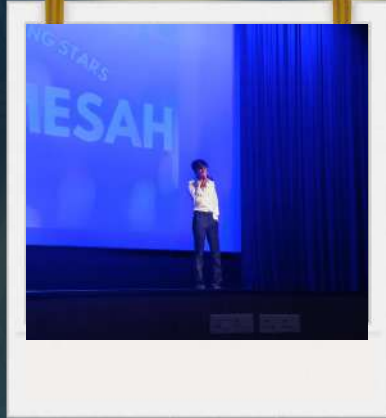
THE MANAGEMENT FIESTA



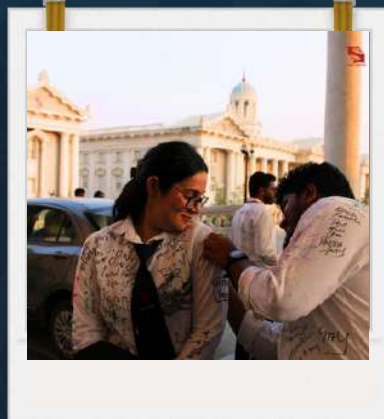
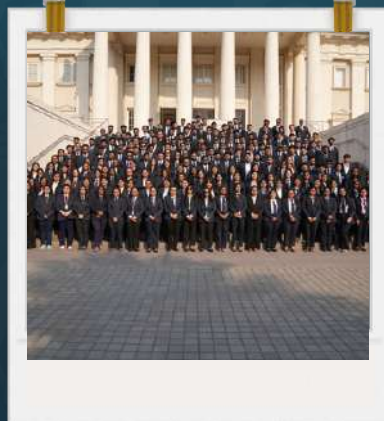
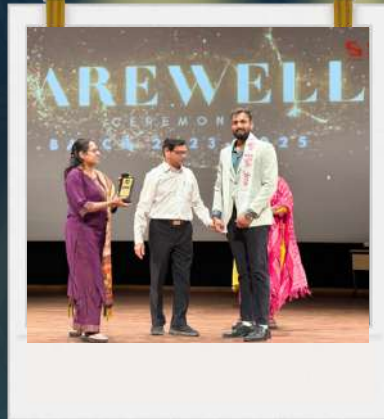
BATTLE OF BRAINS



NEW BEGINNINGS: NAVONMESAH



CHERISHED GOODBYES



MEMORY MATRIX

Photo Gallery

SNAPSHOTS OF SYSTEM ACTIVITY



FACES BEHIND THE MAGAZINE:

We extend our sincere gratitude to our respected Director for the visionary leadership and constant encouragement that inspires us to think beyond boundaries. We are equally thankful to our faculty and administrative staff for their invaluable guidance and support throughout this journey.

Our heartfelt appreciation goes to every committee and Special Interest Group (SIG) for their creativity, dedication, and teamwork in bringing this edition to life. From planning and content creation to design and coordination, every effort has truly reflected the spirit of our institution.

In an era of automation and intelligent systems, it is collective passion, collaboration, and leadership that shape the future—and this magazine is a celebration of that spirit.

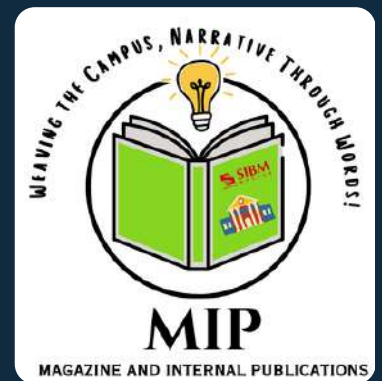
MBA 2024 - 26



Sejal Kukreja



Shivam Srivastava



MBA 2025 - 27



Mehar Parveen



Saurabh Rajpoot



Yathansh Bhardwaj



Ansh Chandhoke



Keerti Sharma



Vaibhav Yerne

STAY CONNECTED WITH US



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Website



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AOC



LinkedIn



ALMAT



Youtube



Highlights

**“LEADING THE SHIFT. SHAPING THE
FUTURE. THE SIBM NAGPUR LEGACY
CONTINUES.”**



