

Farewell Party

"A farewell is necessary before we can meet again, and meeting again, after moments or a lifetime is certain for those who are friends". On 8th December IPM bid farewell to the batch of PGP (04-06) FW.

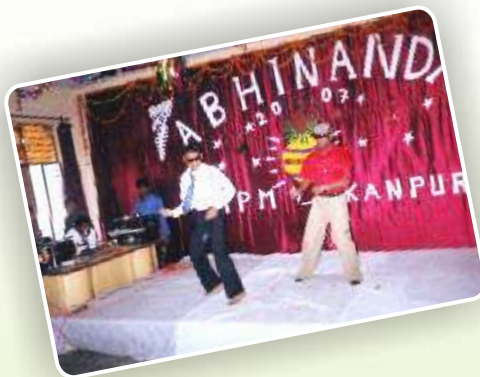
An entertaining story should always end with a happy note be the better time for farewell, when the corporate world is ready to give them fresher;s welcome at the end of the rigorous course at IPM. The batch known for their perseverance inside and outside the class room brought lots of accolades for the institution during their tenure as students at IPM.



Fresher Party

Gone are the days when celebrating college festivals a means to have fun, inside the college and take sometime off from studies. The Institute of Productivity & Management-Kanpur threw rocking base for freshers at the institute campus. We welcome all the new students to an evening of great fun, music &

dance. This was the most enjoyable event and there was lots of space and a decidedly non-slip floor making it ideal in many ways with a great atmosphere. The floor was jam packed with students having fun and frolic. Lots of masti followed by delicious lunch. That's what we call starting an academic year in style!



Management by Interaction

Management by Interaction emphasizes communication and balance of male/female energy as well as integration of all human aspects (mental, emotional, physical and spiritual), creating an empowered, high-energy, high-productive workforce. It is based on shared goals and active participation of all parties, especially through communication, caring and sharing. Actively using energy produced through synergistic and symbiotic differences to complement and enhance shared goals.

The Management by Interaction style of working consists of recognizing :

1. Thoughts, feelings and actions culminating in teamwork.
2. Creative energy, aliveness and excitement that constantly builds and recreates itself in new ways.
3. An opportunity to a deeper connection between people who spend a great portion of their working hours together.

As people who must inter-relate with each other, we find the old ways of doing business no longer fit. Our old beliefs no longer serve us as they once did.

We need new models of doing business, new models of getting along with each other- in business, in the community, in the world. Our workforce is becoming more diversified, yet as long as we cling to the idea of protecting "mine" against "them," we will not achieve the productivity and success that we desire.

Change is always difficult for humans, yet it is the nature of the universe to change and grow-constantly. We can view change as fun, as challenging, as invigorating and exciting - or we

can view it as something that is done to us.

"Management by Interaction" is light-hearted approach to solving very serious business problem. Change does not have to be difficult. We can chose to have fun as we change.

It has been proven many times that people who enjoy their work and are self-motivated do work harder and produce better products. The results are solid business - improved bottom line, increased profits, fewer accidents and injuries, lower turnover, and higher quality.

In the old business models, thoughts (intellect) and actions were the only things valued - a2-dimensional model-me against you and/or us against them.

In the new business models, we must also deal with feelings (emotions) as well as the larger context in which we operate - a 3-dimensional model.

And, we must begin to deal with the unknown factors that are operating at all times - the spiritual, mysterious, unseen forces that operate around us and often are stronger than those forces which we can see with our eyes, hear with our ears or touch with our hands.

We must understand that the "context" in which we operate (our beliefs, values and principles) may be stronger than any of the physical forces. This "context" may be called anything you want to call it. Some people call it "God", "soul", "spirit", "Great Spirit", "Mother Nature", "Father Sky" or "the Universe". Other call it the "ultimate stuff" or the "x factor" or the "Big Picture". Whatever the "context" is, it is at work in everything we do. To avoid a conflict with people's belief, we use the world "context" to cover all of these and more.

We can argue about it, try to define it or just assume that it is there and leave it alone. It's like "Truth". Truth exists and is, whether we believe it or not. We each carry our own version of "truth". "Context" is like that - unseen, yet a very powerful force.

"Management by Interaction" implies using information, systems and people as in other management methods yet in a more participative, interactive people-oriented exchange. It implies that "managers: are not only givers, but receiver as well, Managers may give direction as they receiver participation. Managers may give empowerment as they receive productivity. Mangers who give order without understanding this reciprocal give and

take process will usually receive resentment or resistance.

To connect and interact in such a way, a great deal of communication, trust and respect is required from all parties, The possibility of deeper communication and stronger teamwork, partnership and connection exists between people when those are present.

The definition of the synonms "interplay" provides for the potential for humor, something often missing in management theories - something very much needed in the very serious times we're in.

- by **Dr. A. B. Siddiqui**
Director - IPM-K

STUDENT'S CREATIVITY

The Flower is Friendship

*Life is like a garden
And Friendship a flower
That blooms and grows in beauty
With the Sunshine and the Shower.
And lovely are the blossoms
That are tended with great care.
By those who work unselfishly
To make the place more fair.
And like the garden's blossoms
Friendship Flower grows more sweet
When watched and tended carefully.
By those we know and meet*

Ravindra Kumar Kushwaha
PGDBM, IInd Semester, IPM-Kanpur

Current Globalization

The Post-Cold War era. "globalization" has unrelentingly dominated the international political scene, which represents dramatic changes in the world's political and social order. "Globalization" within a world economy remains capitalist as well as global. Capital's search for raw material, cheap labour, and growing markets has unfolded into an intricate international division of labour. The massive migration of industry to take advantage of cheaper labour costs has become a familiar phenomenon amongst developed nations. States that are considered as belonging to the "Third World" have been targeted for this purpose. Nonetheless, the concept of the "Third World" no longer has a clear meaning. Some of the countries once considered as belonging to the "Third World" have either found some niche as producers of manufactured products, or have been relegated to the "Fourth World" or what the United Nations (UN) has referred to as "least developed" because of their "weak growth in the productive sectors, poor export

performance, deterioration in social conditions, increasing decay in institutional capacity" (Cheru, 1997:146) and their huge indebtedness to the international capacity Monetary Fund (IMF) and the World Bank. Of the forty-seven countries, which have been classified by the UN as least developed, including Guyana, Haiti, Somalia, Rwanda and about thirty-two nations in sub-Saharan African, "Zambia, Zaire, and Madagascar were added to the list in 1992." (ibid.) It is not astounding, but still vexing, that many of the Fourth World nations, sunken in poverty, have become a part of the world system not as a potential partner in future growth, but avenues for the exploitation of their resources by multinationals, Are these nations now the sine qua non of capitalist exploitation because they cannot avoid adjustment conditional ties that are imposed on them by the economic policemen, the IMF and the World Bank ?

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Upcoming Events

- *End Semester Examination*
- *Alumni Meet*
- *Seminar*
- *Industrial Tour*



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