POSTGRADUATE MANAGEMENT PROGRAMME FOR WOMEN
11-month full-time programme
Accelerated general management programme for women who wish to return to a professional career

‘Purpose with Pride’
women in business

The PGMPW is an innovative management programme crafted exclusively for women who have taken a career break and now seek to return to a corporate role. The programme was launched by SPJIMR in 2016. SPJIMR is a top ranked school of management known for its unique pedagogy that helps build socially sensitive business leaders. It is rated among top 5 business schools in India.

SPJIMR is accredited by AACSB (The Association to Advance Collegiate Schools of Business), a USA based accrediting agency that recognises business schools across the world committed to high quality management education.

In the short time since its launch in 2016, the programme has stood out for its unique design, intensive curriculum and wide-ranging industry partnerships. The all-women class of PGMPW has participants who are inspired, perseverant and ready to make a mark as they return to take up leadership positions in the corporate world.

In doing so, the participants help corporates add to their leadership pipeline, make it more diverse and enable businesses draw from the varied experience that returning women bring to the workplace.

If you are looking for a qualification that can accelerate your return to a corporate role, and at an institution with outstanding credentials, the PGMPW is the right programme for you.

“\nIt is true that these women have taken a break from formal, full time jobs in large corporate organisations, however it would be erroneous to say they have taken a break from work. They have worked really hard in the interim and learnt management in the school of real life. When combined with a desire to learn, the hunger to grow and an intensive curriculum, these women are ready to lead with both ‘courage and heart’.”

Dr. Ranjan Banerjee
Dean, SPJIMR

“The PGMPW is a platform to overcome any difference to professional success that can arise out of time away from the professional world. It will open an entire new world of professional opportunities for you.”

Dr. Ashita Aggarwal
Chairperson, PGMPW

10 reasons why you should consider PGMPW

1. **Unique programme:** PGMPW is the first full-time programme in the world for women on a career break. This postgraduate management programme (with residential option) prepares you for your return to the corporate world.

2. **Upskill Yourself:** General management focus, with concentration in the functional area to have depth and width of knowledge.

3. **Pedagogy:** Effective management requires decisions based on contextual analysis and insights. The programme incorporates varied pedagogy including case method, lectures, seminars, simulations, experiential workshops, role plays, industrial visits, and group exercises.

4. **International Immersion:** Global exposure through 6-day immersion programme at University of St. Gallen, Zurich, Switzerland. Student would attend a leadership courses offered by world renowned professors, visit local & multinational corporations, network with business leaders and attend community events.

5. **Career Services:** Offers career services and prepares women for not just the next job but life-time employability. Helps them connect and find right job opportunity after the programme.

6. **Holistic Development:** Offers counseling and mentorship support, organises workshops aimed at overall personality development.

7. **Outstanding Faculty:** Learn from SPJIMR’s faculty who come with extensive industry experience and are Thought-Leaders in their area of expertise.

8. **Alumni Network:** Be a part of SPJIMR’s wide, and strong alumni network and join the community of more than 10,000 members.

9. **Accreditation:** SPJIMR is accredited by AACSB- a USA based agency which recognise business schools for their commitment to high quality management education.

10. **Campus:** A 43-acre sprawling campus in the heart of Mumbai city-the financial capital of India which enables rich industry interface.
Advantage SPJIMR

- Ranked among the top 10 business schools in India.
- Committed to high quality management education.
- Innovative pedagogy with blend of classroom and non-classroom learning.
- Mission of ‘influencing practice’ and ‘promoting value-based growth’.
- Brand essence of ‘courage and heart’ – courage to think beyond the obvious and heart that contributes to the good of the society.
- Partner of choice for international institutions and leading corporates.

Admissions

Eligibility

- Minimum work experience of four years.
- Minimum career break of one year.
- A Bachelor’s degree in any discipline from a recognized university.
- GMAT/NMAT/CAT/XAT score.

Selection Process

- Submit your application online.
- The application processing fee is Rs. 1200/-. It can be paid either by credit card/debit card or through internet banking.
- Shortlisted applicants will be informed through email about the schedule of the selection process.
- The selection process (group interview and a personal interview) will be held on campus in Mumbai.
- Hostel Facility is available for desiring participants.

Fee

- Rs. 10,95,188/- payable in 2 installments (excluding hostel fee).
- Rs. 3,20,000/- for International immersion.

Explore us: www.spjimr.org/pgmpw
3-months onboarding online learning module (OOM) to orient participants to a rigorous management programme and instill habits to appreciate new learning.

Term 1, consisting of three general management phases which give an understanding of business fundamentals, functional areas & advanced management concepts.

Term 2, offers courses across functional areas to help participants develop a holistic perspective of business and yet have deeper understanding of domains. Students are offered a choice to opt for four electives in the concentration area. Students are mandated to complete a corporate internship of 5 weeks & 3-day social immersion programme. They participate in 6-day global immersion program at University of St. Gallen Switzerland.

Term 3, offers advanced integrated management courses which give business perspective and are oriented towards building life-long employability skills.

### Programme Structure

- **OOM**
  - Web Learning (Harvard Online Module)
    - Financial Accounting
    - Quantitative Methods
    - Spreadsheet Modelling

- **Term 1**
  - Phase 1-A
    - General Management - Foundation
      - Business Economics
      - Financial Statement Analysis
      - Management Accounting
      - Management Communication
      - Design Thinking
      - Quantitative methods
      - Management and Organisational behaviour including Leadership Lab I
  - Phase 1-B
    - General Management - Functional
      - Marketing Management
      - Operations Management
      - Corporate Finance
      - Human Resource Management
      - Strategic Technology
      - Critical Thinking
  - Phase 1-C
    - General Management - Advanced
      - Business Policy and Strategy
      - Decision Science
      - Macro Economics
      - QM for Decision Making
      - Science of Spirituality

- **Term 2**
  - Concentration Phase
    - Managing business in digital world
    - Buyer Behavior
    - Leadership and Change Management
    - AI and Machine Learning in Business
    - Services Operations Management
    - Banking and Financial Services
    - 4 Electives in concentration
  - Internship & Immersion
    - Corporate Internship
    - Social Immersion
    - International Immersion

- **Term 3**
  - General Management: Integration
    - Business Consulting
    - Business Analytics
    - Data visualisation
    - Responsible Leadership
    - Gender and Leadership including Leadership Lab II
    - Negotiations
    - Corporate Governance and Business Law
    - Project Management (optional - in lieu Data visualization and consulting)
    - Decision Making through Simulation

*Through the year*  
ADMAP & WAC (Written Analysis and Communication)

**Total Programme Credits**  
42
Return to a career trajectory with enhanced knowledge and skills that are valued by corporate world.

Develop your Career Plan

Coaching: personal coaching by ICF certified professionals to prepare oneself for reintegration into the corporate life. This aims at developing well-balanced future women leaders.

Mentoring: by industry professional & corporate leaders.

Internships

Networking opportunities Executive Presence Workshops

Placement Assistance

Start your new job equipped with right skills for life-long professional fulfillment
Corporate Partnership

SPJIMR has quasi-partnership with corporates who are involved in multiple activities including:
- Advisory Council with industry representation
- Selection of participants
- Involvement in course design and delivery
- Mentoring of participants
- Assigning corporate projects
- Facilitating internships
- Participation in placement process
- Conducting Workshops

The industry representatives on our Advisory Council are the champions of this programme in their networks and within their organisations.

Companies represented on our Advisory Council

- Aditya Birla Group
- Aspire For Her Foundation
- Axis Bank
- BASF
- Bridgestone India Pvt. Ltd.
- Cummins India
- Ernst & Young
- Kellogg’s India
- Korn Ferry International
- Landor Associates
- Larsen & Toubro
- MSD (India)
- P&G (India)
- Pidilite Industries Ltd.
- Robert Bosch

Corporate Engagement for Participants

- Industry Mentorship Programme: Each participant is mentored by an industry professional throughout the course duration.
- Corporate Internship for 5-weeks.
- Participation in corporate events.
- Placement assistance on successful completion of the programme.

Placement Highlights

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<tr>
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<th>2017</th>
<th>2018</th>
<th>2019</th>
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<tbody>
<tr>
<td>Placement Success</td>
<td>16/20</td>
<td>13/16</td>
<td>18/22</td>
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<tr>
<td>Average work-experience (years)</td>
<td>8.8</td>
<td>8</td>
<td>8.5</td>
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<tr>
<td>Highest CTC (INR lakhs per annum)</td>
<td>35.15</td>
<td>19.8</td>
<td>28</td>
</tr>
<tr>
<td>Average CTC (INR lakhs per annum)</td>
<td>14.6</td>
<td>13</td>
<td>15</td>
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<tr>
<td>Highest % hike over last salary drawn</td>
<td>178%</td>
<td>183%</td>
<td>250%</td>
</tr>
<tr>
<td>Average % hike over last salary drawn</td>
<td>51%</td>
<td>92%</td>
<td>130%</td>
</tr>
<tr>
<td>No. of companies participating in placement process</td>
<td>46</td>
<td>38</td>
<td>44</td>
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With the mission of ‘Influencing Practice’ and ‘Promoting Value Based growth’, SPJIMR is committed to provide management education to not just the mainstream but also the underserved sections of the society. The increased focus on this agenda comes from recognition of the fact that diverse workforce can positively drive organisational performance. While many organisations have good intentions but optimising gender balance is not straightforward. This requires aligning structures, process and people towards this cause, so that the changes are seen within the organisations.

SPJIMR, in line with its mission to influence practice, launched initiatives under Diversity and Inclusion arena in year 2018. All events and activities are based on the principle of ensuring equity and equality at workplace. These events and activities strive to contribute to United Nations Sustainable Development Goals No. 5, 8 and 10 respectively towards Gender Equality, Decent Work and Economic Growth and Reduced Inequalities.

Objectives

Open access to and expand opportunities in the corporate sector for women. This would be accomplished by:

- Helping women re-enter the workforce and overcoming any difference in success that may arise because of time away from the professional world.
- Supporting corporations to enable women professionals emerge as leaders at all levels.
- Collaborating with the public sector and government to champion and celebrate a plural, social definition of success and leadership which will acknowledge and reward the managerial roles played by women across multiple sectors of the society.

Activities

1. **PGMPW:** 11-month full-time management program for women who wish to return to the formal workplace after a break. The programme imparts necessary knowledge and skills required to return to the dynamic business world and instill in them the self-confidence and self-belief which sometimes could have taken a hit after being away from work.

2. **Online Certificate Programme for Women:** One-year online general management programme for aspiring women leaders who are currently working or are on break but wish to upskill themselves. The programme is delivered through online classes conducted over 50 Saturdays and culminates with 3-day campus module.

3. **Executive Education Programmes:** Management Development Programmes for organisations to prepare women moving to senior leadership roles; build the organisational culture that promotes diversity and equity within the employees.

4. **Start Afresh:** Bi-annual breakfast discussions and conversations on issues related to getting more women back to work. These think-tanks and group discussions contribute towards policies and interventions which can influence diversity in organisations.

5. Recognise the outstanding work done by organisations and individuals to promote and champion the cause of diversity.

6. Forging meaningful partnerships (academic and professional) to work towards shared goal of influencing diversity at the workforce and sensitising the organisations towards equity and equality of all.
Un-Stereotype is a flagship event under the inclusion and diversity objective of the PGMPW programme. It is a forum that brings to forefront the stories of women and men who have shown the courage to break the stereotypes and conventions to carve their own identity, stand for their rights and make a difference.

Unstereotype 2020 was attended by corporate leaders, academicians and students. Speakers who shared their inspirational stories with the audience included Ms. Madhavi Latha, Founder President of Wheelchair Basketball Federation of India, Ms. Parveen Sheikh who works for upliftment of slum dwellers, Ms. Kiran Gera – Chairperson, SAARC Chamber Women Entrepreneurs Council, Mr. Jitender Chhattar – Farmer & Advocate, Ms. Sandhya Menon – Journalist & #MeToo campaigner, Ms. Veena Gupta – India’s first female bodyguard and Ms. Mittal Patel – Trustee, V.S.S.M, who works for the nomadic communities in Gujarat. The event included keynote address by Dr. Saundarya Rajesh, Founder & President of Avtar and Dr. Ranjan Banerjee, Dean, SPJIMR.
After having served in the armed forces, an MBA was nowhere on my radar. I left the army and took a break of about a year before joining Cummins India. However, at that time my daughter needed more attention and hence I decided to focus on being a full-time mom. I left Cummins India in 2013.

I was happy that I was giving my child the best and was available to her always but the working women inside me always kept prodding me.

Around 2017, I was ready to get back to corporate work life and started applying to various companies. I realised that getting back was not easy. I had to upskill myself and be ready for this dynamic business world. I decided to invest in myself and pursue further education.

When I heard about the PGMPW programme at SPJIMR, I knew that this was the right platform to help me put my career back on track.

Getting an admission to the course was just winning half the battle. The other half was successfully completing the programme. It tested my perseverance; it pushed me to bring out my best and helped me regain my confidence. This has been one of the most challenging yet the most rewarding year of my life. It tested my resolve throughout the year but prepared me for the next phase of my career.

I will forever remain grateful to the Institute and the faculty who worked with us relentlessly, provided us with all the support needed and nurtured us to be ready for lifetime employability.

I am Shailvi Singh from PGMPW batch 2018 and #IamSPJIMR.

Shailvi Singh
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