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**Headline: Indian School of Business rolling out new initiatives two new centres and programmes**

## **Indian School of Business rolling out new initiatives two new centres and programmes**

NEW DELHI: The Indian School of Business is rolling out a host of new initiatives that includes launch of two new centres, new programmes and increased emphasis on experiential learning for students.

ISB, which faces an acute shortage of talent, has also planned an intensive talent search across the world for faculty. The move comes a few months after Rajendra Srivastava took over as the dean of the business school that has campuses in Hyderabad and Mohali.

ISB is launching a centre for innovation and entrepreneurship and a centre for learning and management practices. The two new centres are positioned to bridge theory and practice. With this, the number of research institutes and centres at ISB will go up to nine.

These centres are self-funded by ISB although programmes and projects they take up may have funding from specific partners. "ISB plans to position itself as a platform to facilitate research and collaboration to faculty in business schools globally. These centres will facilitate that," Srivastava told ET.

The school plans to provide facilities to faculty to do sabbatical research through these centres.

ISB recently signed an MoU with the Singapore Management University (SMU) to collaborate, share best practices and leverage each other's expertise. The partnership will allow both the institutions to contribute to industry and academic developments in India, Singapore and the Asia-Pacific region.

The school is also making additions to its young leaders' programme, and plans deferred admission option for college students pursuing their bachelor's or master's education.

It is also launching a new tri-university programme as part of the programme. While students gain work experience after getting admission to the programme, they have the option of spending one week each in universities in China, Singapore and India. "The focus is innovation and entrepreneurship. We need to generate many such programmes," said Srivastava.

Stating that paucity of faculty is one of the biggest challenges for the school, Srivastava said he would look at three possible talent pools for global searches: people who have already taught at ISB, doctorate students of the visiting faculty and global faculty that has been active in Asia.

"I am taking over the job of recruiting. How do I attract the best students if I don't have the best faculty? The students are not looking to us just relative to the IIMs; our

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competition is global," he said. ISB has a paucity of faculty across areas. It has about 45 residential faculty.

It plans to increase this number to 75 in three years, which means net addition of 10 faculty members per year. "Due to attrition — some don't make the tenure, and some people get stolen — we need to hire about 18 faculty per year. That means we need to hire more than a third of faculty every year. That's the reason I have taken the role of CHRO," Srivastava said.

There are new executive programmes in the offing, too. ISB is looking at programmes in strategic human capital.

"Asked about their biggest challenge, the C-level people in India nine out of 10 times say, 'I need senior managers who can think big'. We plan to roll out programmes to address this," the dean ISB said. Fintech will be another big area along with healthcare, global manufacturing and business analytics that the school would focus on.