



IMI DELHI ANNUAL REPORT PRME 2024 -25



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IMI DELHI

International Management Institute (IMI) is India's first corporate sponsored business School founded in 1981 with the original campus in New Delhi. The corporate sponsors included RPG Enterprises (Lead Sponsor), ITC, Nestle, Tata Chemicals, British Oxygen, SAIL, and Williamson Magor. It was Set up in collaboration with the IMI Geneva, now IMD Lausanne. IMI Delhi is highly ranked amongst private Business Schools in India. It is accredited by the UK based Association of MBAs (AMBA), one of the top three international accreditation bodies for Business Schools globally.

IMI Delhi has global linkages with leading schools in Europe, North America, and Asia. The Institute currently offers the PGDM, PGDM (HRM), PGDM (Banking & Financial Services), PGDM (Executive) and FPM/E - FPM (doctoral programs for full time students and working executives). The institute has a strong alumni network, with many corporate leadership positions represented by IMI Delhi graduates. A vibrant Executive Education vertical offers training to management professionals from the corporate world. The Institute provides management training to foreign nationals from developing countries under the Indian Technical & Economic Cooperation (ITEC) program of the Ministry of External Affairs, Government of India. IMI Delhi puts a strong focus on high quality research by its faculty leading to publications in international peer reviewed academic journals. Its faculty have PhDs from top international and national universities/institutes, with many of them also having prior corporate experience.



MISSION

To develop responsible, globally aware, socially sensitive, value driven, articulate leaders with critical thinking skills, having an entrepreneurial and innovative mindset.

VISION

To be a premier management school with global outlook for achieving excellence in knowledge creation and dissemination.

CLUB JAGRITI



A B-school is the first step for some and a checkpoint for the rest on this long drawn corporate ladder. But we believe it is a pit stop full of potential to bring about change and give a new direction to the future, driven by us, as managers.

Club Jagriti's an intervention that tries to bridge the two words at the opposite end of the continuum – Personal & Professional, the bridge that makes the corporate world, more human.

As 'The Social Responsibility Cell' we provide avenues to the students at the institute buried in frenetic schedules to channelize and fulfill their social responsibilities on ground as well as in simulated games. The goal is to provide suitable exposure to the future manager's so that they look at sustainability as an embedded function of an organisation.

In the process we provide the members of the Club the opportunity to facilitate this change and experience the challenges on the way.

OUR VALUES

**"WE ARE NOT IN AN INFORMATION AGE
ANYMORE WE ARE THE INFORMATION
MANAGEMENT AGE" ~ CHRIS
HARDWICK**

APPRISE

In the world of copious information, it is essential to funnel down its inflow to mould our perspectives in the right direction. Club Jagriti is the intervention that Apprises you on the social issues around us and how various stakeholders of the system, including us, contribute towards resolving them.

APPLY

Knowledge $\neq$ Success

Knowledge + Action = Success

In the corporate world awaiting us, a skill is rarely used in isolation. Hence, we aim to leverage the managerial skills we acquire here and apply the same to resolve the aforementioned issues.

AID

We believe selfless social acts are in reality mutually beneficial. By Apprising and Applying our skills to Aid the under-privileged, less gifted sections and the needful issues prevailing around us not only serves the society we live in but also enables holistic development of self. Our goal is to not limit the future managers to institutional activities. Rather, provide the required exposure so as to embed societal Aid as a natural function of their corporate role.



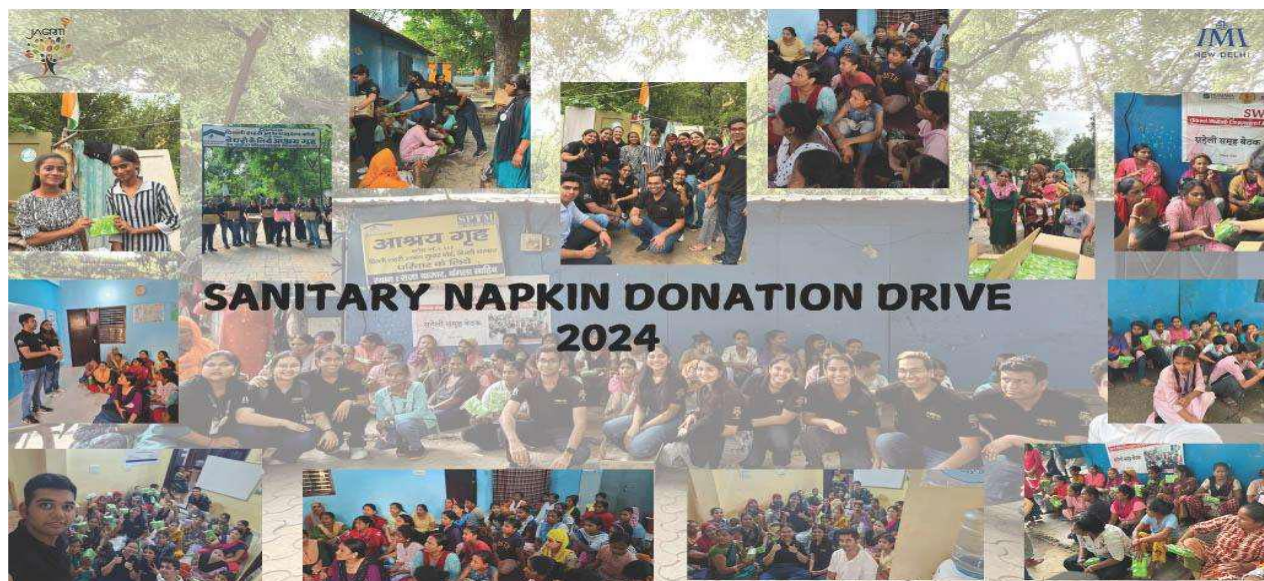
EVENTS CONDUCTED BY CLUB JAGRITI

SANITARY NAPKIN DONATION DRIVE

Club Jagriti at IMI Delhi, achieved success by organizing a 30 -minute webinar on Jagriti, the Social Responsibility Club of IMI Delhi, organised the Periods of Progress Sanitary Napkin Donation Drive on 3rd, 4th, and 5th September 2024. The initiative aimed to provide hygienic sanitary napkins to underprivileged women and girls while raising awareness about menstrual health and hygiene. Students, faculty, staff, and alumni actively participated and contributed to the cause, showcasing the collective spirit of the IMI community.

Through this drive, a total of 13,000 sanitary napkins were collected. These were donated in collaboration with Humana People to People India (HPPI), an NGO working across 15 states for the holistic development of underprivileged communities. The donation took place on 21st and 22nd September 2024. On Day 1, 3,400 sanitary napkins (170 packets) were distributed across three HPPI shelter locations near Bangla Sahib Gurudwara, and on Day 2, 9,600 sanitary napkins (480 packets) were distributed at their Gurugram shelter. Alongside the distribution, Jagriti members hosted interactive sessions to educate and spread awareness about menstrual hygiene among the beneficiaries.

The drive went beyond donations—it broke the silence around menstruation and encouraged open dialogue about women’s health. Collecting thrice the number of napkins compared to the previous year reflected the growing impact and commitment of the IMI community. This initiative built bridges between IMI Delhi and local communities, restoring dignity and hope among the women and girls who benefitted. It inspired everyone involved to believe that small actions, when united, can lead to meaningful change.

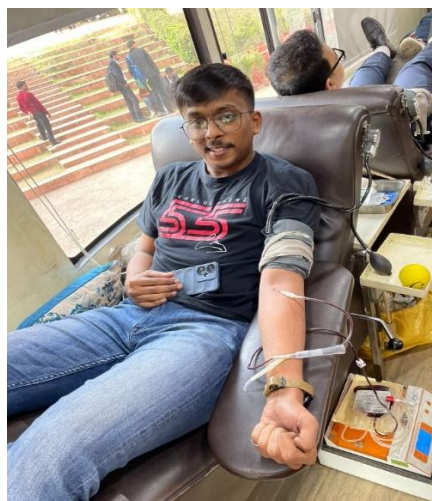


BLOOD DONATION DRIVE

Jagriti, the Social Responsibility Club of IMI Delhi, organised a Blood Donation Drive on 11th–12th December 2024 in collaboration with the Indian Red Cross Society. Aimed at addressing the critical global need for safe blood, the initiative reflected the compassion and social responsibility of the IMI community. Faculty, staff, and students actively participated, showcasing their commitment to making a positive difference.

Held at the Amphitheatre with a mobile donation van, the drive ensured proper health screenings and vital checks for all volunteers. Out of 116 registered participants, 84 were found fit and successfully donated blood. Donors were provided with refreshments and post-care guidance, ensuring their safety and comfort throughout the process.

The drive demonstrated the power of collective action, showing how a small act like donating blood can save multiple lives. It fostered unity within the IMI community, raised awareness about the importance of regular blood donation, and set a benchmark for future social initiatives. This event stood as a testament to IMI Delhi's enduring commitment to meaningful social impact.

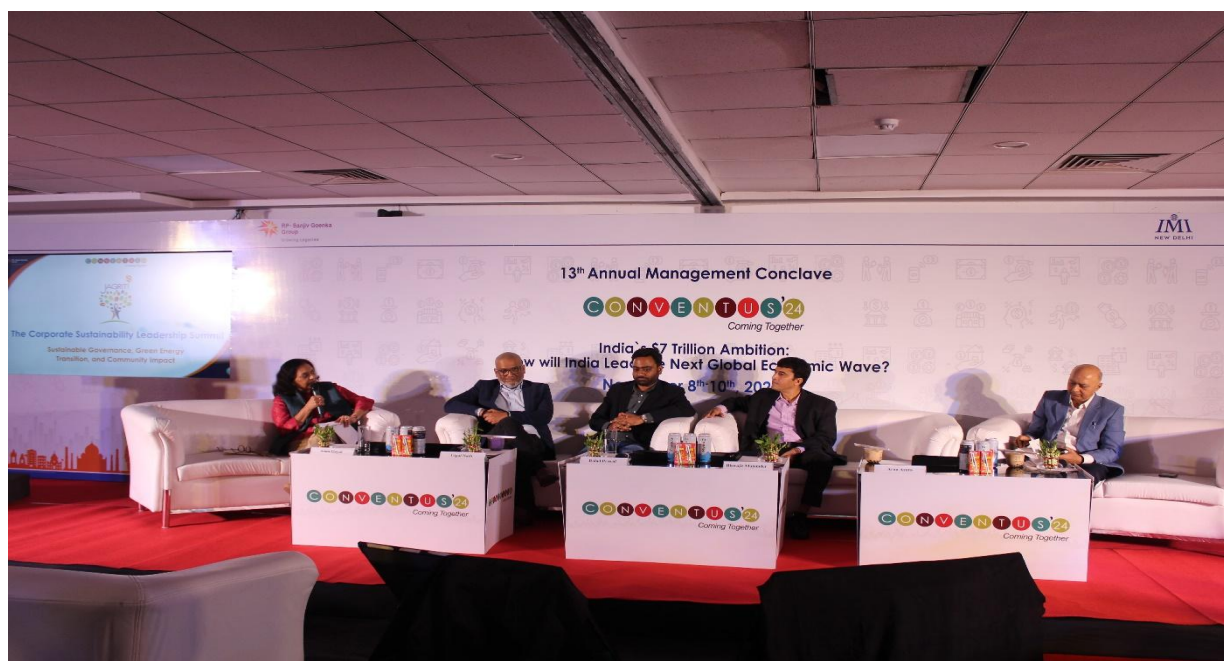


CORPORATE SUSTAINABILITY LEADERSHIP SUMMIT

The Corporate Sustainability Leadership Summit 2024, held on 8th November as part of Conventus'24 at IMI Delhi, served as a powerful platform for meaningful discussions on sustainable governance, green energy transitions, and community-driven impact. Centred on the theme *"Sustainable Governance, Green Energy Transition, and Community Impact: India on the Path to Becoming a \$7 Trillion Economy by 2030,"* the summit aligned with India's vision of growth while emphasising the need for environmental stewardship and social responsibility. Distinguished panellists, faculty, and students came together to explore how innovation and resilience can drive sustainable development.

The event featured eminent speakers including Mr. Arun Arora (Chetak Foundation), Mr. Biswajit Majumder (TCS), Mr. Rahul Prasad (Ambuja Foundation), and Mr. Utpal Nath (Kolong Foundation), with Dr. Prof. Sonu Goyal (IMI) as the moderator. The discussion delivered valuable insights—highlighting the '3Ps of sustainability' (people, planet, profits) with a call to add 'perpetuity', urging sustainability efforts to begin at the household level, and stressing the importance of resource allocation, skill development, and decentralized policies to drive grassroots impact. Attendees engaged in interactive exchanges, gaining actionable strategies to champion sustainability in their own spheres.

The summit concluded with heartfelt gratitude to all panellists, partners, and sponsors whose support ensured its success. It left participants inspired and equipped to align business growth with social and environmental responsibility. By fostering collaboration and dialogue on pressing global challenges, Conventus 2024 reaffirmed IMI Delhi's commitment to nurturing leaders who can balance economic ambition with sustainable progress, bringing India closer to its \$7 trillion vision.



THE WOOLEN DONATION DRIVE

Jagriti, the Social Responsibility Club of IMI Delhi, organised the Woolen Donation Drive on 17th–18th December 2024 to support underprivileged communities during the harsh winter months. The initiative encouraged faculty, students, and staff to donate warm clothing or contribute in cash at a booth set up in the Amphitheatre. This collective effort aimed to bring comfort and relief to those struggling to endure the cold season.

The drive saw overwhelming participation and generosity from the IMI community. Over 60 woollen items—including sweaters, jackets, and blankets—were collected along with more than ₹12,000 in cash contributions. The funds were used to purchase additional warm clothing, which, along with the collected items, were donated to The Earth Saviours, an NGO dedicated to providing shelter and care to underprivileged individuals. The handover of donations was carried out in January 2025 during a visit to the NGO, ensuring that the support reached the intended beneficiaries directly.

This year's Woolen Donation Drive highlighted IMI Delhi's enduring commitment to social responsibility and community engagement. It raised awareness about the hardships faced by vulnerable groups during winter and demonstrated the tangible impact of collective action. The compassion and enthusiasm shown by the IMI community will serve as an inspiration for future initiatives aimed at creating meaningful societal change.



SAMADHAN'25

Samadhan'25, an inter-college competition held as part of Kritva'25, the institute's flagship fest. Focused on the theme of financial inclusion in India, the event aimed to promote innovative and sustainable solutions for equitable economic growth. It attracted participation from top colleges, sparking insightful discussions on bridging financial accessibility gaps in the country.

The competition spanned three rounds: a quiz from 31st January to 5th February 2025 testing knowledge on social issues and policies, a case study round from 8th to 18th February analysing real-world challenges in financial accessibility, and the grand finale on 23rd February 2025. The finalists presented their solutions before a distinguished panel comprising Dr. Prof. Sonu Goyal (Mentor) and Mr. Abhinav Goel (Sustainable Division, S&P Global). Participants developed innovative financial inclusion strategies for Punjab National Bank (PNB), aligning with UN SDGs and drawing inspiration from global banking models like Banco Santander and Caixa Bank.

The competition concluded with The Legendary Trio (IMI Delhi) emerging as winners, followed by The Speculators (IMI Delhi) as first runners-up and Analytical Ninjas (DTU) as second runners-up. With its impactful discussions, innovative ideas, and enthusiastic participation, Samadhan'25 proved to be a resounding success, highlighting the creativity, analytical thinking, and social consciousness of the next generation of leaders.

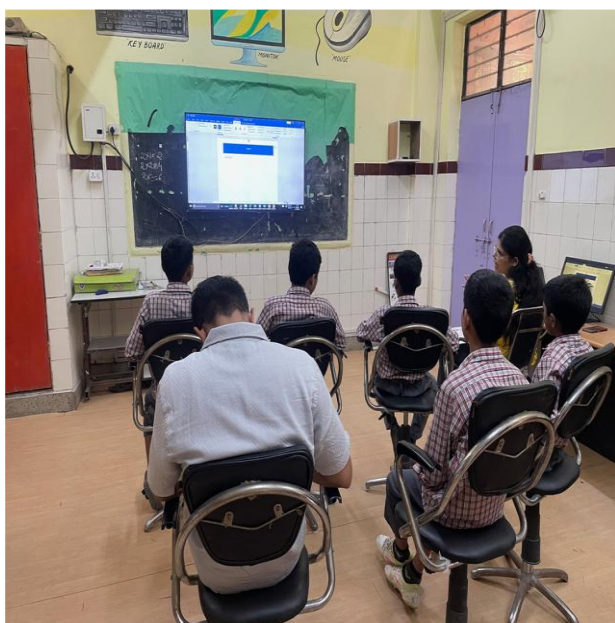


SUSTAINABILITY AND SOCIAL IMPACT PROGRAM

The Sustainability and Social Impact (SSI) program at IMI Delhi is a flagship initiative aimed at nurturing socially responsible, value-driven leaders. Rooted in IMI's vision to develop globally aware and socially sensitive professionals, SSI encourages students to engage in community-driven projects that address pressing social and environmental issues. By combining classroom learning with on-ground problem solving, it empowers students to become changemakers who can design innovative and resource-efficient solutions for underserved communities.

The program is built on three key pillars—Primary Education, Empowering the Underprivileged, and Rural Development—while focusing on broader domains like education and skill development, healthcare and well-being, economic empowerment, gender equality, and advocacy. Through immersive fieldwork and collaborative action, SSI aims to bridge the urban-rural divide, promote inclusivity, and reduce social inequities. Students participate through structured volunteering modules, gaining real-world experience and developing empathy, leadership, and critical thinking skills.

In 2024–25, over 443 students from IMI Delhi collectively contributed 5,274 volunteering hours through various social interventions. About 150 students conducted weekly foundational classes in English, Mathematics, Computers, and extracurricular activities for 357 children at MCD Primary Schools in Katwaria Sarai and Qutub Institutional Area. These efforts resulted in higher attendance, improved confidence, better pronunciation, and stronger academic performance among students, while also increasing parental engagement and awareness.



Parallelly, nearly 280 students worked with 15 leading NGOs such as SPID Society, Sarvpriye Foundation, Mobile Creches, NAB India Foundation, Shanti Sahyog, Jamghat, SPYM, NeoFusion, and Aurobindo Ashram. Their efforts benefited over 1,200 individuals, including women, youth, children, and persons with disabilities. They conducted sessions on digital literacy, financial literacy, social media marketing, menstrual hygiene, and health awareness. Beneficiaries reported gaining clarity on savings, budgeting, banking, and employability skills, and showed increased confidence in using digital tools like MS Word, Excel, and social media platforms.

Under the Unnat Bharat Abhiyan (UBA) initiative, SSI also contributed to rural development in the adopted villages of Aya Nagar and Asola. Students conducted household socio-economic surveys, organised cleanliness and hygiene drives, maintained public spaces, created awareness about government schemes, and provided career counselling in schools. These interventions improved knowledge of government financial schemes, fostered positive community outlooks, and sparked grassroots economic development initiatives in rural areas.

The SSI program aligns closely with the UN Sustainable Development Goals (SDGs), especially quality education, gender equality, decent work, and reducing inequalities. It has directly impacted over 1,500 beneficiaries across 32 locations in Delhi-NCR. The year was marked by inspiring success stories—women who shifted from local markets to selling jewellery online, students who launched their own social media pages, and children who developed leadership and creative skills. Looking ahead, SSI aims to scale its impact by expanding to more MCD schools, launching vocational and environmental programs, deepening parental engagement, and strengthening collaborations with NGOs and corporate partners. SSI continues to stand as a transformative platform, proving that small steps can create meaningful and lasting change.



COURSES OFFERED ON SUSTAINABLE DEVELOPMENT AND CSR AS PART OF CURRICULUM

SUSTAINABLE DEVELOPMENT

The Businesses and corporations, both national and multi-national, are experiencing new pressures from regulators, investors, non-governmental organizations (NGOs), community groups and even from their peers to become more transparent and to be more accountable for their social and environmental impacts. One of the key and most recent challenges therefore is the demand on companies to behave in a more socially and environmentally responsible manner and above all ethically. The social responsibility of business encompasses the economic, legal, ethical, and discretionary expectations that society has of organizations at a given point in time.

Sustainability can be defined as strategy that creates consistent and long-term economic, environmental, and social value. Businesses are grappling with the meaning and application of sustainability in relation to their industry and business model. Similarly, most institutional investors are incorporating sustainability into their resource allocation decision making process. Sustainability is thus a topic of growing interest to corporations and investors all over the world. Transitioning to a circular economy amounts to adjustments aimed at reducing the negative impacts of the linear economy. In addition, it represents a systemic shift that builds long-term resilience, generates business and economic opportunities, and provides environmental and societal benefits. The course is designed to help develop a rigorous understanding of corporate sustainability.

COURSE OBJECTIVES (CO)

1. Analyze the increasing significance of Sustainability in building competitiveness of organizations, recognizing the business risks and opportunities.
2. Investigate how leading companies make sustainability core to their business strategy.
3. Applying stakeholder management theory to sustainability partnerships to explore models of cooperation and collaborations.



PRINCIPLES & PRACTICES OF CORPORATE GOVERNANCE (PPCG)

In recent times, corporate governance has received increased attention because of high-profile scandals involving abuse of corporate power and unscrupulous activities by many corporates around the world. With the globalization and privatization of businesses, the term corporate governance, not much discussed earlier, has now acquired the center stage. Every country is adopting new standards to enhance ethics and accountability of business corporations.

Corporate governance encompasses the accountability of management of the company to the shareholders, fiduciaries duties of directors, disclosure of strategic information regarding the company, audit of transactions, ethical practices by the corporate managers and above all, responsibility to the society. The board of directors plays a key role in ensuring the alignment of corporate governance with the business objectives.

This course will enable the students to understand the basic principles of corporate governance and responsible business through interactive and participative sessions to prepare them as responsible managers.

COURSE OBJECTIVES

1. Learn the fundamentals of corporate governance and ethical business and manager's role in good corporate governance.
2. Get acquainted with corporate governance by linking it to real problems faced by corporations.
3. Facilitate critical thinking for arriving at appropriate decisions through case studies and videos by applying the learnings towards business sustainability.

Business Ethics

Business Ethics is an important element of an organization's distinctive attribute. It is demonstrated in the way an organization conducts its affairs and puts to practice what it professes. This includes a wide range of stakeholders, internal as well as external. Some of these are primary stakeholders [customers, government, media (external), and employees (internal)]. The principles and values that an organization stands for defines and builds its character. The importance of ethics in business practices has increased due to the spate of scandals in corporations across the globe and the resultant checks and balances of regulators and the government across countries to address these issues. The course will give an overview to the key dimensions of ethical decision - making practices especially by the senior management in organizations and how these play a role in building an organization's growth or decline with particular focus on the Banking and Financial Sector.



COURSE OBJECTIVES

1. Articulating/ Selecting of the diverse and important set of ethical philosophies and systems.
2. Identifying ethics and ethical behavior in different situations and circumstances.
3. Explaining ethical systems and approaches to business problems particularly the financial sector.

ESG For Sustainability

Businesses and corporations, both national and multinational, are under increasing pressure from regulators, investors, non-governmental organizations (NGOs), community groups, and even employees to become more transparent and accountable for their social and environmental impacts. These pressures are reshaping the corporate landscape, making it imperative for companies to align their strategies with ethical practices and sustainability goals. For HR leaders, this translates into embedding sustainability into workforce policies, fostering a culture of responsibility, and enabling organizations to meet the growing expectations of diverse stakeholders.

The social responsibility of businesses encompasses economic, legal, ethical, and discretionary expectations that society places on organizations. Within this framework, HR functions play a crucial role by driving initiatives like diversity, equity, and inclusion (DEI), ethical labor practices, community engagement, others. Sustainability, as an organizational strategy, seeks to create consistent and long-term value across environmental, social, and economic dimensions. With institutional investors increasingly incorporating sustainability into their decision-making processes, HR leaders are tasked with developing talent and systems that align with these evolving

priorities.

The course emphasizes the importance of Environmental, Social, and Governance (ESG) practices as a cornerstone of modern business strategy. ESG is no longer just about compliance; it is a powerful tool for innovation, risk mitigation, and value creation. For HR professionals, this involves ensuring that employee well-being, ethical supply chains, and responsible business practices are integrated into the organizational fabric. Through effective ESG implementation, businesses can transition to sustainable practices such as the circular economy, which reduces the negative impacts of the linear economy and drives long-term resilience and societal benefits.

This course is designed to equip participants with a rigorous understanding of sustainability through an HR lens. It explores how HR strategies intersect with ESG frameworks to create a sustainable organizational culture. Reporting on ESG metrics and their impacts, now integral to sustainability disclosures, is addressed as part of the HR responsibility to foster transparency and accountability. Ultimately, the course prepares HR professionals to take a leadership role in driving sustainability initiatives, ensuring that their organizations thrive while meeting the demands of a rapidly evolving global landscape.



DIVERSITY, EQUITY & INCLUSION



Over the past few decades organizational approaches to managing workforce diversity and creating an equitable and inclusive workplace has evolved for various reasons such as demographic changes, entering of a greater number of women into the work force etc. An increasingly global workforce today has moved beyond management of cross-cultural differences. The very nature of business today is transnational with boundaries dissipating. It is imperative that organizations must thus help employees understand, accept & capitalize on differences amongst people. Globalization places additional pressures on managing workplace diversity effectively. These pressures include - a greater need for sensitivity to cultural nuances in overseas subsidiaries, effectively transferring knowledge across geographic and cultural boundaries, and developing strategic alliances in overseas locations. In this setting, training managers and human resource professionals to manage differences and adapt to multiple national and cultural contexts is imperative.

This course endeavors to prepare students to respond to workplace diversity, equity and inclusion issues with openness & trust leaving behind stereotypical notions & prejudices. Diversity management is not just about ethical compliance or legal formalities that organizations must respect; it is about good business sense! Studies also indicate that organizations experience greater creativity when people from different points of views work together effectively & comfortably. The course is intended to be more interactive than theoretical, which is why reading & case studies have been included to practically support each topic.

COURSE OUTCOMES (COs)

After going through the course, the students would be able to:

1. Recognize diversity dynamics & various forms in which it manifests itself at individual, group, and organizational level
2. Analyze the benefits & challenges of workplace diversity, equity and inclusion
3. Design such systems and policies that promote an inclusive and equitable workplace sensitive to the needs of a diverse workforce



Employee Well-being at Work

In today's competitive corporate life, managers often lead a stressful and doubtful existence. The pressure to perform is so overwhelming that they often compromise with their core values and indulge in deviant behaviours which lead to stress, exhaustion and burnout. This course will allow budding managers to introspect and reflect on issues which are truly meaningful and significant. The essence is to form a basis upon which to respond anew to the question "What makes life worth living?"

COURSE OUTCOMES (CO):

1. Identify factors that contribute to happiness & wellbeing in personal, social & organizational context;
2. Develop positive personality traits that help achieve professional success and personal fulfillment;
3. Enhance awareness and understanding of various personal, professional & social attributes to improve wellbeing;
4. Demonstrate skills to achieve personal wellbeing & healthy interpersonal relationship.

Internship with NGO (INGO)

Internship with NGO aims to make students more aware of various social issues and challenges faced by the deprived section of society. Poverty, child education, environmental problems, and health care are some of the major concerns our country faces today. The NGO internship course is spread over a term (2.25 credits). It is designed to make the students socially sensitive to the existing and emerging socioeconomic concerns that will help them become better individuals. This course will also help them gain insights into the objectives, roles, responsibilities, accountability, and delivery system of various NGOs engaged in serving varied deprived sections of society and helping their economic status. It will expose them to the nuances of managing in resource-constrained environments. The course will allow them to examine the challenges and opportunities at the bottom of the pyramid and, using their management knowledge, help the NGOs move towards more sustainable yet low-cost solutions for working.

COURSE OUTCOMES COURSE OUTCOMES (CO):

After going through the course, the students would be able to:

Course Outcome 1 (CO1): Develop sensitivity towards social issues and issues related to the underprivileged constituents of society.

Course Outcome 2 (CO2): Decide appropriate actions within an unstructured and resource-constrained environment.

Course Outcome 3 (CO3): Identify appropriate managerial interventions for the nonprofit sector and recommend no-cost/low-cost solutions.

Leadership and Organizational Effectiveness

The 'people' factor has been, and continues to be, one of the most critical aspects impacting the effectiveness of leaders and their organizations. Developing leadership competencies to inspire people and harness human energy is increasingly recognized as key to enhance leadership effectiveness. The course aims to provide practicing managers with knowledge of theory and practice of leadership and imbibe in them attitudes and behavioral skills to develop leadership capabilities. The course will also help participants in exploring the related issues of power, politics and conflict, and ways of managing them to prepare them for handling leadership challenges in organizations. 2.

COURSE OUTCOMES (COs)

After going through the course, the students would be able to:

Course Outcome 1 (CO1): Explain the role of leadership in organization and identify determinants of effective leadership

Course Outcome 2 (CO2): Discover one's leadership behavior and identify areas of strengths and areas of improvement to become effective leader

Course Outcome 3 (CO3): Develop ability to manage power in organizational life and handle leadership challenges

People Strategy

The value that Intellectual and Human Capital can give a firm competitive edge has been sufficiently well established. Hence the need to focus on leveraging HR as a tool to successfully proactively addresses the factors that can influence the firm's success. People Strategy is an approach to managing people and resources in a formal organization that ensures long-term business result. It focuses on leveraging people function into overall business strategy. This course will help students to carry out a detailed strategic analysis of people issues in an organization, and, in doing so learn how to effectively manage employees in a way that contributes to improved performance, productivity, and morale.

COURSE OUTCOMES(CO)

After going through the course, the students would be able to:

Course Outcome 1 (CO1): Apply the people strategy frameworks in formal organizations and under different work arrangements

Course Outcome 2 (CO2): Identify the key people strategy sub-systems, the inter-linkages between them and the influence of people decisions on performance

Course Outcome 3 (CO3): Solve issues and challenges in managing people strategically in a global context