

ABOUT NUKSA

Nuksa The Pine Chronicle is the monthly news magazine of IIM Shillong which seeks to provide to the world outside, News, views and Creative Expressions from members of the IIMS family. Nuksa is a Khasi word meaning example or sample and as the Pine Tree is almost synonymous to Shillong and our beautiful campus, hence the name Nuksa, The Pine Chronicle.

Editorial Board

Editor

Prof. Sanjeeb Kakoty

Advisor

Prof. Keya Sengupta

Editorial Team

Dr. Sudhir Kumar Jena
Shri. Banteilang Syiemiong
Shri. Merlvin Jude Mukhim
Shri. W K Shylla

Contact

Email:
nuksa@iimshillong.ac.in

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Vision

To become an internationally recognized management Institute with a global outlook grounded in Indian values.

Mission

To generate and disseminate knowledge in all aspects of management education for sustainable development and to develop innovative leaders with strong ethical values.

Core Values

- ❖ Openness to new ideas and experiences
- ❖ Intellectual freedom
- ❖ Self-experimentation and creative pursuit
- ❖ Adherence to fair, just and ethical practices
- ❖ Compassion for others

EDITORIAL

By the time the December issue of the Nuksa reaches your hands, the new year would have been ushered in. What tidings will the new year carry? For most, the new year brings in the hope of a better tomorrow. For others, it may bring trepidation; born out of the argument that if yesterday was any indicator, the future does not carry too much hope!

Probably hope and despair are the two sides of the same coin. Something like the relationship between a ship and the surrounding water. While it is the water that allows the ship to float on and reach its destination, the very water can also prove to be its nemesis by getting into the ship and sinking it. But it has to be understood that it is not the water that caused the ship to sink, it was the ship that allowed the water to come inside and sink it! The water that allows the ship to sail on and the water that sinks the ship are the same water, absolutely value neutral. It is in the nature of the interaction of the ship with the water that will determine whether the ship sails or sinks!

If life be compared with water and our lives with that of ships, it is hope that keeps us floating and despair would be comparable to a leak, which if not mended can sink the ship of our life. So celebrating the advent of the New Year probably

has two major functions. One is to renew hope that the year ahead would be filled with promise and fulfillment. It is not hope that gives individuals the strength to carry on with life with renewed vigour? At the same time, while bidding adieu to the old year, it is also in the nature of the human mind to take stock of the direction one's ship of life has taken and make course corrections if necessary. Thus it comes as no surprise that most new years are filled with resolutions of what one would do or not do in order to steer one's life in the desired direction. For many, the New Year resolutions would barely last for a few days. For others it might last for weeks or months. For certain select individuals they become life changing decisions. But since most of these resolutions are made in private, they can be easily broken without fear of public censure or ridicule. To strengthen one's resolve, people seek to raise their stakes and make their resolutions public and thereby create the resultant social pressure to stick to them.

In all of this, the one question that has always been fascinating is that of the collective. Can organisations and institutions engage in a collective exercise to look back at the year that has gone by? Would this exercise provide an opportunity to become aware of the leaks that may have sprung up organisationally? The collective nature of this could create the necessary social traction. Maybe then, it can engage in a few new year resolutions to plug these leaks and steer the ship to the desired destination? But to do that, the ship has to stop seeing the water as the reason why it developed the leaks that threatens to sink it for it is the same water that also allows it to stay float and retain the possibility of its reaching its destination!

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TIMELINE

MDP on 'General Management and Leadership'

A MDP on "General Management and Leadership" was organized in the Campus for Executives and Staff of Karnataka Bank in collaboration with PNB Metlife from 07th to 08th December 2018. 45 participants from various branch and offices across India attended the training programme. The programme is coordinated by Prof H.V.Samalia and Prof Rohit Joshi from IIM Shillong.



MDP on Financial Management and e Procurement

A MDP on "Financial Management and e-Procurement" for Officers of Indian Air Force was conducted from the 03rd to 07th December 2018 in the Campus. It was coordinated by Prof. Neelam Rani. The 5 days intensive programme was facilitated by in house faculty and expert from Industry Mr P.P. Singh (CA).



Christmas and New Year Celebration

The Faculty, Students, Officers, and Staff celebrating Pre Christmas & New Year !.



Book Release

Director i/c of IIM Shillong Prof. Keya Sengupta releases the book titled Black Coffee Double Shot (The "Stories" That Can Chase To Slay Your Soul) authored by FPM student Subhadarshini.



Discussion on Traffic Congestion at IIM Shillong

IIM Shillong's Centre for Development of North eastern Region (CeDNER) organised a follow-up session on ways to ease traffic congestion in the city. The discussions were an initiative of the Good World Foundation.



Speakers stressed on proper coordination between Police, Government Officials and Banks to monitor the traffic situation and come out with workable solutions.

OFF BEAT

A brief history of The Solar System



The version of astronomical history that we are aware of, was born out of sheer scientific exploration. But what about the history that our minds can conceive of? One such version lies in the paragraphs ahead which tries to explore the journey of our solar system and map out the trajectory ahead. For the purpose of this reading please turn off the button of logic inside your head and enjoy the ride.

Long time back, a huge blob of gas burst out spreading particles of dust across a wide area in the empty universe. For many years these particles, along with some gases and other stuff, kept roaming in this space of the universe with no purpose at hand. Slowly, they started accumulating in specified locations and distances from the Sun. This Sun sat at the center of the entire system, burning immense amount of fuel and holding the system together. It was during this time that a space race called 'Primus Cognitionis' decided to run some social experiments on this newly found laboratory.

They prepared a sample of nine races, each with distinct characteristics and decided to send them on each unique entity of the solar system. These nine races were Mercurius - The Possessive, Aphrodite - The Insatiable, Terra - The Compassionate, Luna - The Lover, Ares - The Temperamental, Zeus - The Giver, Saturnia - The Self Indulgent, Caelus - The Indifferent and Neptunus - The Passive. Members of these nine races were loaded onto an intergalactic ship and dropped on each of the nine entities of the solar system. Their actions were then followed very closely by the scientists of 'Primus Cognitionis'.

Mercurius named the planet they landed on as Mercury. The species realised their proximity to the ball of flames and were awed by its magnitude. They soon decided to claim their right onto this entity. To do so, they built a powerful engine and installed it on their planet. With its help, they pushed the planet towards the Sun until it became the closest one. But, their obsessiveness got better of them and they were not able to stop the engines. Mercury continued drifting closer to the Sun until the heat from the star wiped out the entire race of Mercurius.

Aphrodites landed on the planet which was right next to Mercury. The planet was filled with resources this race had never seen before. Being the Insatiable ones, they soon found ways of using these resources for fulfilling their own desires. They started exploiting the natural resources hoping that it would never get finished. But, who has ever been able to satisfy the insatiable. Over time, the consumption of resources exceed the production and massive wars broke out on the planet. Years of extreme usage of resources had made the planet hard to live. A thick blanket of carbon dioxide increased the temperature of the planet so much that the entire race was wiped out.

Terras landed on a planet that was very unique from the others. These compassionate souls named their planet as Earth and found that the entire planet thrived with life. They decided to live in harmony with the other species and lead a simple life. Slowly, they multiplied in number but never ignored the other organisms. Everything was very beautiful about this planet. Lunas had been known as the passionate lovers. Coincidentally, they landed on a planet sitting right next to Earth. They were mesmerized by the beauty of the Earth and the Earthlings. Lunas decided to not trace a trajectory of their own but rather create one in allegiance to the Earth. They made a huge rope and tied their planet to Earth, creating a rotational motion around the Earth. But, for the Lunas, their love ended up costing them their life. They became so obsessed with the Earth that they forgot the essentials of survival. While the race could not survive, Moon became the only natural satellite of Earth.

Ares were the species of War. They had fought many battles across the galaxies and were truly mercenaries. They landed on a planet very similar to Earth in its characteristics and they named it Mars. Because they were the only prime race on that planet, they could not decide whom to fight with. Their anger started increasing and slowly they waged wars among themselves. The result was that their own internal conflicts due to their temperamental nature resulted in massive bloodshed and complete devastation. Mars now was left with red coloured soil and no life.

One of the most noble species in the universe were the Zeus. They were great men and women who were known for their magnanimity. When they landed on their planet they realised the vastness of that planet. The first five species were wary of the risk from the outer galaxy and wanted a shield to protect themselves. Zeus being Zeus decided to excavate the surface of their planet Jupiter to create a belt of rocks that would protect these planets. While the asteroid belt came into existence, the planet withered away significantly. The loss was to such an extent that the planet was left only with layers of gases. The species were sucked into the center of the planet due to the emergence of strong gaseous vortices. While the planet got its distinctive coloured lines, the mighty species of Zeus disappeared.

Saturnias were the ones who carried a mirror with them wherever they went. Proud, self-indulgent and a need to be different from everyone else were some of their prime characteristics. When they landed on their planet, they were highly dejected by its resemblance to any other planet. They wanted to create something different and with this desire, they set out to create solid rings around the planet. Soon they moved on those rings to live while transporting the essentials from the main planet. But being Saturnia, they kept making changes in the design of the rings and in a very short time, they ran out of all the resource of the planet and died of starvation.

Saturnias were gone but Saturn was born.

Caelus were the indifferent ones. They never cared about the presence of only ice on their planet. Though they were aware of alternative available with them like the use of methane trapped in ice for fire, they never cared to put in even that much effort. They simply were dismissive of life. Uranus never saw a full fledged civilization emerge on their planet.

Neptunus was dropped at the edge of the solar system. They knew that they were going to be the gatekeepers of the solar system. But, being the passive kind, they never prepared for the probable intergalactic wars. While initially, they lived in harmony because the rest of the universe was not aware of this solar system, soon they started witnessing plunderers. Because this race never prepared for the potential threats, they were wiped out by the outer forces. Neptune became an edge post than an edge planet.

Life thrived only on one planet among so many not because of the lack of resources but the attitude of the inhabitants. It was the cooperative, forward looking nature of the Terras that Earth saw life for so many years. But over time, it seems like species from different planets have come to live here as well. Humans are no longer the descendants of Terra but that of Ares, Venus, Saturnia and Caelus.

We have started using this planet as a property we own and not a property gifted by luck. The rise of global temperature, multiple wars, depleting drinking water levels and decreasing air quality are all pointing towards the fate of Earth similar to the fate of its neighbours. It is high time for us to realise that life will not continue on our planet if we only make artificial systemic changes. True change can only come if we change the way we think. We as a human race have to shed the blanket of hypocrisy and greed to give way to life. Else, the end of the Solar System is very near.

Shubham Singh

PGP 2017

How exclusivity is in fact delusive-ity



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All of us humans hold one thing very precious to our hearts – our philosophies about life. Maybe this significance arises from the fact that each and every one of us is innately a unique permutation of traits and our philosophies are a representation of that. Hence, I thought it would be opportune to share a significant philosophy of my life which was founded in the culture of IIM Shillong, nurtured by my friends, reinforced by my teachers and continues to unfold even today.

A diffident, relatively older student in our batch, I entered the institute with a fear of people coming to know that I am an average. After all, IIMs are just the place where you can find guys with the most exclusive of talents and laurels to their names. And when this dawns upon oneself, it makes one regret all the years one spent being a truant. But another little voice inside said that its almost a clean slate for everyone at college, maybe life's way of pushing one to take a leap of faith. With no track record of any unique talent or skill I set myself up to take interest in every possible thing which was happening, thinking maybe something gets me hooked. There on the path of seeking exclusivity, the seed of inclusiveness actually sprouted.

It started from enrolling for the induction for almost every club and committee, participating in study group assignments of every subject, attentively listening to every class, reading each study material, to interacting with almost anybody on the campus. Maybe as an offset I was perceived as sincere but inside I was just finding my "mojo" thinking better late than never. At a deeper level it actually manifested itself into what was completely beyond my wildest dreams. You could find no commonality among my friends – they belonged to different parts of the country as well as hostels, spoke completely different languages, were part of different sections, committees and clubs, had the most varied of preferences in food, movies and books; in short, they had their own unique stories to tell me. From chess to robotics, theology to data science, cooking to singing, I absorbed everything – remember I was somewhere finding my own flair? Selection into the student council also pushed me to the helm of affairs in the institute. A natural mandate to participate in every meeting, interact with every member of the faculty and administrative group, and addressing every grievance that arose from the batch.

Seemed the unique location of our institute was no coincidence in my life. A compact region like North East India being home to such a myriad of cultures and languages, is quite a distinguished setup on this planet. My experiences with this region became richer with the many assignments I had to take up in search of my mojo. Interactions with teachers and children of umpteen local schools to understand were a precursor to modelling and setting up Nurturing minds. Seeking local sponsorships for Golf cup was a wonderful opportunity to know the workings of business houses in Meghalaya. Researching for the Wipro Earthian Sustainability challenge threw

a lot of light on administrative nuances and civic amenities in the region. In fact our routine excursions gave a fair overview of how tourism was developing in the region. Having spent most of my life in Uttar Pradesh, a sojourn in the North East also imposed the inclusiveness our country stands for.

Got my campus placement in Lava mobiles, no surprises for guessing that I had filled in almost every company with a few exceptions where they demanded exclusive skill sets. Also, I was open to all domains, carefully modifying my answers in interviews as I had taken electives ranging from investment banking to Philosophy of sustainability. Finally the company tagged me as "the HR" and I joined thinking would HR be my exclusive field? While I had a good learning in terms of understanding the function, after a while this exclusivity of the function took a toll and I decided to call it quits after a year. In most of the kind of jobs we as MBA graduates are offered today, we have to be stuck to a domain, a team, a client or a territory stifling our chances to expand and explore multiplicity.

Today with the unrelenting support of family and friends, we are into the first phase of setting up a cottage industry. Charkhas to weave khadi and cotton would be distributed to around 500 houses in the village precincts with looms being set up for conversion into yarn at our collection center. This fabric would then be converted into branded apparels. While the businesses would take its due time, from inception to the basis of decision making and gradually theming around inclusiveness of multiple objectives. When we create an exclusive focus of any business – be it only social welfare, or only money, or only a cause, or only global outreach, unconsciously a hierarchical structure with diminishing levels of importance is assigned to the objectives. Gradually all decisions tend to be based on choosing one over the other – eg. Money over social welfare, rapid global expansion compromising on the cause with which the organization was initiated. Haven't we observed how the greed of a bunch of moolah focused organizations can together create a disaster like the sub-prime crisis? Or how, many NGOs, in spite of the most amazing of causes fail to prove themselves because of their dependence on external sponsorship. How our experiences with the social welfare focused public sector sometimes becomes sour with their insensitivity. Isn't it counterintuitive? The singular focus on anything comes to be the reason of its destruction. Maybe a successful and sustainable business has its roots in the way it strikes a balance between the various tenets. Worth giving a try?

Jahnvi Jethanandani, 2015-17 batch
Founder and CEO,
UNMUKT Foundation

Editor: Prof. Sanjeeb Kakoty
 Phone No: +91 364 2308008
 Email: sky@iimshillong.ac.in
 Published by IIM Shillong



भारतीय प्रबंध संस्थान शिलाँग
 Indian Institute of Management Shillong
 Mayurbhanj Complex, Nongthymmai
 Shillong-793014
 Website: www.iimshillong.ac.in
 Phone: 0364-2308000