

POSTGRADUATE MANAGEMENT PROGRAMME FOR WOMEN

11-month full-time programme

Accelerated general management programme for women
who wish to return to a professional career

take back your world

women in business



The PGMPW is an innovative management programme crafted exclusively for women who have taken a break from formal career and now seek to return to a full-time professional 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 the top three 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.

Since its launch in 2016, the programme has stood out for its unique design, intensive curriculum and 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 plug their leadership pipeline, make it more diverse and enable businesses to 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.

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“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
Professor of Marketing
Chairperson - PGMPW

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“As more talented women join the ranks of management, companies and society will benefit. Be a part of this change.”

Dr. Varun Nagaraj
Professor of Information Management
& Analytics
Dean - SPJIMR

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Winner of 'Innovations that Inspire' award by AACSB International (USA) in 2017 & 'MBA Innovation' Award by AMBA (UK) in 2019.



9 reasons why you should consider PGMPW



1. The only one in the world: PGMPW is the first full-time programme in the world for women on a career break. This postgraduate management programme prepares you for your return to the corporate world.



2. Upskill yourself: General Management focus, with concentration in the functional area, corresponding to your past work experience, to have depth and breadth of knowledge.



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



4. Life-time employability focus: Offers career services and prepares women for not just the next job but life-time employability. Helps them connect and find the right job opportunity after the programme.



5. Holistic Development: Offers counselling, mentorship support and organises workshops aimed at overall personality development.



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



7. Alumni Network: Be a part of SPJIMR's wide and strong alumni network and join the community of more than 10,000 members, many of whom are in leading positions in the corporate sector, social sector and public life.



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



9. Campus: A 43-acre sprawling campus in the heart of Mumbai city, the financial capital of India which enables a rich industry interface.

you are not alone

Every year thousands of women contemplate returning to their professional careers.
You need a head-start.



Advantage SPJIMR

- Ranked among the top five business schools in India.
- Committed to high quality management education.
- Innovative pedagogy with a blend of classroom and non-classroom learning.
- Mission of 'influencing practice' and 'promoting value-based growth'.
- Partner of choice for international institutions and leading corporates.
- Brand essence of 'advancing wise innovation' making an impact that matters!



Join an institution that has the trust of leading corporate recruiters

Admissions

Eligibility:

- Minimum four years of full time work experience.
- Minimum one year of career break.
- A Bachelor's degree in any discipline from a recognized university.

Entrance score: A valid GMAT/NMAT/CAT/XAT score is required for admission. However, those applicants who do not have their scores while filling the application form can still apply without the score. It is mandatory to submit the entrance exam scores by 31st December 2022.

Application Process:

- Applicants will need to fill and submit the online application form.
- The link to apply for the programme is : <https://spjimr.org/pgmpw/admissions>
- The application processing fees is Rs.1200/-. This fee is non refundable.

Selection Process: The selection process takes into account the applicants overall profile, academic records, work experience as well as performance in the interviews (group interview and a personal interview). Both these interviews will be held online.

Fee

- On-campus option: Rs.10,95,188/- payable in 2 installments (incl. of GST)
- Hybrid option: Rs.14,52,875/- payable in 2 installments (incl of GST)
- Hostel fees (optional): Rs.1,45,600/- (incl of GST). This would be a shared accommodation.

Explore us: www.spjimr.org/pgmpw

Programme Structure

Semester I

- Phase 1: 3-month onboarding online learning module (OOM) to orient participants to a rigorous management programme and instill habits to pursue full time learning.
- Phase 2: Consists of three general management phases which give an understanding of business fundamentals, functional areas & advanced management concepts.

Semester II

- Phase 3: Offers courses across functional areas to help participants develop a holistic perspective of business and yet have deeper understanding of domains. Students are offered four electives in the concentration area.
- Students are mandated to complete a corporate internship of 5 weeks and 2-day social immersion.
- Phase 4: Offers advanced integrated management courses which give business perspective and are oriented towards building life-long employability.

Programme Architecture		
SEMESTER I	Phase 1	Web Learning (Harvard Online Module) <ul style="list-style-type: none"> ▶ Financial Accounting ▶ Quantitative Methods - Foundation ▶ Spreadsheet Modelling
	Phase 2-A	General Management-Foundation <ul style="list-style-type: none"> ▶ Business Economics ▶ Financial Accounting & Statement Analysis ▶ Management Accounting ▶ Management Communication ▶ Design Thinking ▶ Quantitative Methods ▶ Management and Organisational behaviour including Leadership Lab I
	Phase 2-B	General Management-Functional <ul style="list-style-type: none"> ▶ Critical Thinking Workshop ▶ Marketing Management ▶ Operations Management ▶ Corporate Finance ▶ Macro Economics ▶ Technology in Digital Economy
	Phase 2-C	General Management-Advanced <ul style="list-style-type: none"> ▶ Business Policy and Strategy ▶ Spreadsheet Modelling and Data Visualisation ▶ Business Consulting ▶ Decision Science ▶ Human Resources Management ▶ QM for Decision Making ▶ Science of Spirituality
SEMESTER II	Phase 3	Concentration Phase <ul style="list-style-type: none"> ▶ Managing business in VUCA world ▶ Understanding Customers for Value Creation ▶ Talent Acquisition and Management ▶ Reinventing Business with AI & ML ▶ Services Operations Management ▶ Banking and Financial Services ▶ Electives in minor concentration area
		Internship <ul style="list-style-type: none"> ▶ Corporate Internship
	Phase 4	General Management: Integration <ul style="list-style-type: none"> ▶ Business Analytics ▶ Responsible Leadership ▶ Gender and Leadership including Leadership Lab II ▶ Negotiations ▶ Corporate Governance and Business Law ▶ Project Management ▶ International Business ▶ Social Immersion ▶ Systemic Thinking
Through the year		Written Analysis and Communication

* Courses are subject to change

PGMPW: Student Journey



Nov – Jan

Jan – Mar

Mar – Jun

Jun – Oct

Nov-Dec



INITIATE

Self-study Online Module

Online learning resource to understand business basics

EXPLORE

General Management-Foundation

Overview of general management foundation courses

NAVIGATE

General Management-Functional & Advanced

Introduction to functional areas - Marketing, HR, Operations, IM, Finance, Strategy

CONCENTRATION

Cross Functional Courses & Domain Knowledge

Broaden the understanding of domains and their impact on business

APPLY

Internship

Integrate and apply domain knowledge in business setting for problem solving.

INTEGRATE

General Management-Integration

Integrate cross-functional knowledge and apply in general management setting

Return to a career trajectory with enhanced knowledge and skills that are valued by the corporate world.



Foundation

Term 1

Term 2

Term 3

Convocation

ENHANCE YOUR POTENTIAL

DEVELOPING LEADERSHIP SKILLS

ACCELERATE YOUR CAREER

- 01 Leadership Lab - I
- 02 Leadership Lab - II
- 03 **Leadership Development Programme:** includes self-awareness module, individual and group coaching, peer feedback sessions, workshop on negotiation, networking, seminar in entrepreneurship and personal branding.
- 03 **Leadership Lecture Series:** experience sharing by industry leaders to understand various leadership styles, managing business in VUCA world and the business dynamics along with learning from life lessons.

Develop your personal leadership style ingrained in core values. Contribute as an SP alumnus

Career Development Center (CDC)

Develop your Career Plan

Internships

Placement Assistance

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.

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

Awareness of CDC activities

Profile Mapping, Resume building and Mentor allocation

Personal Branding Workshop

Networking opportunities & Executive Presence Workshops

Interview training and preparing

Employer engagement services

you have it in you

Corporate Partnership

SPJIMR has quasi-partnership with corporate 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.

PGMPW Governing Council Members:

- Mr. Ashok Ramchandran, Group Executive President - Human Resources at Aditya Birla Group
- Mr. Rahul Sinha, Chief Human Resource Officer at Pidilite Industries Ltd
- Ms. Rajkamal Vempati, Head Human Resources at Axis Bank
- Mr. Yogi Sriram, Advisor to CEO & MD, Group Human Resources Larsen & Toubro Limited at Larsen & Toubro

Companies represented on our Advisory Council:

- Aditya Birla Capital
- Bridgestone India Pvt. Ltd.
- Insead
- Kaya Limited
- P&G India
- Cummins India
- Robert Bosch
- BASF
- Landor and Fitch
- Ernst & Young









Other companies that engage with the programme:

- Google
- Pitney Bowes
- RBL Bank
- Samsung
- Atos-Syntel
- Danaher

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.
- Leadership Lecture Series (LLS): Interaction with industry leaders.

Placement Highlights

	2017	2018	2019	2020	2021
 Placement Success:	16/20	13/16	22/22	27/27	34/34
 Average Work-ex: (years)	8.8	8	8.5	7.4	6
 Highest CTC: (INR LPA)	35.15	19.8	28	22	30.06
 Average CTC: (INR LPA)	14.6	13	15.3	14.5	18.8
 Highest % age hike over last salary:	178%	183%	250%	370%	400%
 Average % age hike over last salary:	51%	92%	119%	100%	142%
 No. of companies offering internship:	11	8	14	12	13
 No. of companies participating in Placement Process:	46	38	45	32	35

Impact

diversity and inclusion @ SPJIMR

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, processes 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 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 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 to 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 Program Overview:** 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. 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.
- 3. Start Afresh:** Annual panel event that creates a platform for 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.
4. Recognise the outstanding work done by organisations and individuals to promote and champion the cause of diversity.
5. 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 2020

#CourageToCarveMyIdentity

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.

"B'coz Impossible says
"I M Possible"

"Innovation starts
with Inclusion"

"Ability
Over Disability"

"Ask- Don't Assume"

"Level the
playing field"

"The Power of
Radical Self "

"Every Voice Counts"

"Thoughts transcend
boundaries"

"Shift a little-
Grow a lot"

"When women are empowered, society grows"

'quiet confidence'

"When I decided to restart my career, post my maternity break, I came across the PGMPW programme from SPJIMR. This programme was aligned with my aspiration to up skill myself and return to my career. With encouragement and support from my family, I joined the PGMPW programme. The programme gave me the opportunity to be exposed to academic frameworks, new developments in businesses, peer learning and non-classroom learning. The programme supported me in finding amazing placement and was an excellent platform to achieve my career goal".

Sonali Snehi

PGMPW – Batch 2021

"The programme experience has widened my perspective to look at complex problems giving me a standpoint to choose the simplistic lane toward the potential solutions. SPJIMR's PGMPW program provides an assorted experience that helps break through tough and challenging situations not only in the professional world but in all quarters of life. The program architecture included coaching & mentoring that enabled me to realign my individual goals with the emerging corporate practices. Having experienced a phase shift myself, I vouch that we enter SPJIMR as different individuals and exit with a quantum leap of learnings".

Shweta Mahajan

PGMPW – Batch 2021

"Pursuing an intensive 11-month PGMPW programme has taught me to look at things objectively and analyse its level of importance. This has helped me put things in perspective and focus on what is relevant - something that I categorise as a life-skill. I have followed this mantra to stay focussed on my work during the course and it continues to be a part of my approach to various situations in my personal and professional life. The various academic groups and committees provided me with enough exposure to hone this skill. One could think of it as a training ground for stakeholder management before stepping into the corporate world. All-in-all, I have greatly benefited from the programme and experienced holistic grooming for performing in leadership roles."

Nishita Rao

PGMPW – Batch 2021



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