PRME

Principles for Responsible
Management Education

THAPAR INSTITUTE
OF ENGINEERING & TECHNOLOGY
(Deemed to be University)

LMTSM
LM THAPAR SCHOOL OF MANAGEMENT
NEW INDIA STARTS HERE

SHARING INFORMATION
ON PROGRESS (SIP) REPORT ▶

LM THAPAR SCHOOL OF MANAGEMENT   2019-21

Aug 02, 2021

To,
PRME Steering Committee
C/o Jonas Haertle, Head PRME Secretariat at United Nations Global Compact Office
801 2nd Avenue, 2nd Floor
New York, New York 10017

Sub: Third Sharing Information on Progress (SIP) Report 2021 on the Adoption of the
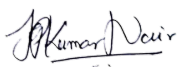Principles for Responsible Management Education

Dear Madam / Sir,

We are happy to report that we have made considerable progress in this area after adopting the PRME principles. As an institution of higher education involved in the development of current and future managers, we want to show our continued commitment toward the implementation of the Principles for Responsible Management Education. Our Sharing Information on Progress (SIP) Report 2021 is a testament to this commitment.

We will continue to report our progress to all our stakeholders and exchange effective practices related to these principles with other academic institutions. We are delighted to announce that we have recently appointed a dedicated faculty and formed a determined team who is committed to implementation of sustainability strategy and managing PRME-related activities. This recent restructuring in our administration for managing our sustainability activities and COVID-19 resulted in a delay in compiling our report this time. We intend to be proactive in the next report.

We understand that our own organizational practices should serve as an example of the values and attitudes we convey to our students. Even during the trying times of last year, our faculty and staff worked day in and out to seamlessly provide a learning environment for our students while acknowledging the overwhelming mental state they might be in. We are thrilled to share that our commitment was reflected by our students who managed to develop commendable impactful projects for the society, without even physically meeting each other.

We actively interact with local businesses, government organizations, NGOs and other academic institutions to help them understand, adopt or support these Principles.

With Regards,

Dr. Padmakumar Nair
Director
LM Thapar School of Management

LM THAPAR
SCHOOL OF MANAGEMENT

LM Thapar School of Management was started in 2007 under the aegis of one of the premier private universities of India, Thapar Institute of Engineering & Technology, deemed-to-be-university. The school is situated in the town of Dera Bassi (Dist. Mohali) of the state of Punjab and our campus extends over an area of 28 acres of the land. Our students come from diverse educational backgrounds and belong to different parts of India. They together create an exciting, dynamic, and diverse environment on campus.

At our business school, we stand to influence the way the world conducts business and business schools engage the world. Our endeavor at LMTSM is to offer an enabling environment to these students to realize their potential by exploring their theory of life. At the same time, we offer intellectual freedom to our students to learn from the academic environment in the campus and industry best practices.

At LMTSM we dream, we design, we architect and we build. We are on a journey developing ideas, training minds, challenging thoughts and stretching possibilities. Our ultimate goal is developing corporate and community leaders for defining and building the new India and ultimately the new world of our dreams. We dream the new India to be a model state grounded in the ethos of sustainability and inclusiveness. The right place for a great nation and a model for every institution in the world.

Timeline

2020
- NIRF — NATIONAL INSTITUTIONAL RANKING FRAMEWORK — #54 B-School In India
- multirank — TOP15 Higher Education Institute in India

2019
- NAAC A+ accredited 'A+' till 2024
- NIRF — NATIONAL INSTITUTIONAL RANKING FRAMEWORK — TOP100 B-School In India
- multirank — TOP15 Higher Education Institute in India

2018
- NIRF — NATIONAL INSTITUTIONAL RANKING FRAMEWORK — TOP100 B-School In India
- FICCI B-SCHOOL RATINGS — TOP10 Institute In India with ★★★ Rating
- multirank — TOP15 Higher Education Institute in India

2017
- NIRF — NATIONAL INSTITUTIONAL RANKING FRAMEWORK — TOP100 B-School In India
- multirank — TOP15 Higher Education Institute in India
- THE BEST BUSINESS SCHOOL — #23 all India for Entrepreneurship

2016
- NIRF — NATIONAL INSTITUTIONAL RANKING FRAMEWORK — TOP100 B-School In India
- Business India — #21 Amongst top B-Schools in India

2015
- PRME an initiative of the United Nations Global Compact — BECAME PRME MEMBER
- HIGHER EDUCATION — #1 in Global Sensitivity

2007
- LM THAPAR SCHOOL OF MANAGEMENT — NEW INDIA STARTS HERE! — ESTABLISHED

1956
- ESTABLISHMENT — Thapar Institute of Engineering and Technology is established and granted full autonomy & status of Deemed to be University in 1985.

Our Vision-2030

To be a source of impactful ideas for influencing global business and management practices through research, education, consulting, and corporate & community engagement.

We at LMTSM are committed to implement the six principles of PRME as an institute of higher education in management. Our undertaking for PRME Principles is further reflected in the School's Strategic Plan for 2019-23 (Executive Summary as per Annexure-I).

The school integrates PRME principles into its curriculum and in line with the School's mission and program goals. This report shows our commitment to the principles of providing a responsible business management education

01 PURPOSE

We will develop the capabilities of students to be future generators of sustainable value for business and society at large and to work for an inclusive and sustainable global economy.

The Mission of our school,

"To develop Globally Sensitive and Excellence Seeking management professionals with a Social Entrepreneurial Mindset"

clearly aligns with Principle 1 of PRME and reflects the overall aim of PRME. We have enlisted seven strategic themes under our Strategic Plan for 2019-2023 (Annexure-I) which details how we are committed to achieving our mission and vision.

One of the strategic themes under this plan is Stakeholder Engagement and Sustainable Development. This strategic theme aims to develop graduates who will be able to comprehend the holistic influence of businesses in society and local communities and are inclined to create and engage in such business solutions which sustainably contribute towards social good. We want our students to realize that there are critical challenges faced by local communities which are important to be addressed while developing their business and management skills. We work on this strategy through these action steps:

1. Strengthen community engagement of our students,

2. Broaden community engagement of the students beyond the immediate vicinity of the institute, and

3. Integrate a program of capacity building and community development in a sustainable way into our program curriculum.

SiP SUSTAINABILITY IN PRACTICE

core course in MBA

LMTSM strongly believes in and practices sustainability. For truly inculcating the philosophy of sustainability in students and society, we have a year-long course on sustainability in our MBA Program named Sustainability in Practice (SiP). It is a team-based experiential learning core course accounting for 6 credits of the MBA Program. SiP focuses on the interdisciplinary aspects related to sustainability such as Energy, Environment, Ethics, Economics, and right use of Natural Resources. The course exposes students to the challenges of human existence and then focuses on developing sustainable solutions. In teams, students design and execute real-life projects which are topical and relevant to businesses and society.

This course has been running successfully for more than 5 years now, during which it has given immense opportunity to our students and faculty to interact with the society to understand relevant problems empathetically and develop solutions which have been appreciated by the community. Annexure-II lists some of the impactful student-driven projects from the past 2 years. (Also refer http://lmtsm.thapar.edu/sip)

Considering the large number of projects that are generated through the SiP course and the scale of impact, we have recently set up a team of determined faculty to take charge of our sustainability-driven initiatives. The team known as Sustainability in Practice Assurance Committee would facilitate, review,

and communicate all the projects that are conducted through SiP course as well as all the activities supporting the PRME principles.

In addition, we have a dedicated center of excellence-'Center for Strategy, Sustainability and Society (CSSS)' for engaging the students, faculty, practitioners, and community in sustainable practices and research. There is also an 'Environment and Sustainability Club (ESC)' which provides a supplementary community to students who are intrinsically motivated to work with village and local communities. The activities are targeted to educate villagers towards health, cleanliness, environmental protection and various other social and sustainability issues.

Update in our Objectives from the last SIP Report

Sustainability in Practice (SiP) course

Our sustainability-dedicated course has been running effectively even during the difficult times of COVID. It is noteworthy to mention the spirit of our MBA students who managed to form teams, work among themselves and develop projects remotely from their respective homes. A dedicated faculty has been appointed to facilitate the SiP course more effectively. A team comprising of determined faculty has been set up to facilitate endeavors and communicate with multiple stakeholders involved in SiP initiative and all the other PRME-related activities.

AACSB accreditation

Through the determined efforts of our AACSB accreditation team and our faculty, we have overcome a major milestone in our AACSB accreditation journey. We are delighted to announce that AACSB initial Self Evaluation Report (iSER) of our school has been accepted by (AACSB) International Initial Accreditation Committee (IAC) on 20 Nov 2020. We are waiting for the AACSB team to visit our campus for the final round.

Uberization" of the Business School

Although COVID-19 has been disrupting almost everything in the world including education, it has accelerated our "uberization" plan. In the past year, we have focused on digitizing the content of core courses of MBA and storing it in an organized format. Our faculty has recorded succinct video lectures and developed core content which can be used as a foundation for coming years. In parallel, we have been developing our learning management platform which would help us get consistent feedback from our students and access all the content developed by our faculty.

02 VALUES

We will incorporate into our academic activities and curricula the values of global social responsibility as portrayed in international initiatives such as the United Nations Global Compact

We at LMTSM strive to be moral, rational, transparent and accountable in our decisions and actions. We attempt to inculcate the same approach and mannerism among our students by teaching them the spirit of ownership for their decisions and training them to recognize and execute their professional responsibilities in an ethical way. We are committed to creating socially aware managers who understand the value of the productive capacity of the masses in India, and who can see beyond all social and economic class divisions in the society. Further, the attempt is to educate our students to understand the bearing of their professional pursuits on various sections of the society and train them to work towards larger good of the masses while maximizing benefit to their organizations.

Our MBA Program has following goals:

Enabling graduates to find solutions for social and organizational issues in sustainable and entrepreneurial ways.	Making graduates understand global business and management practices with a *'do it better than before'* mindset.

To achieve our program goals, we have core courses on 'Social and Commercial Entrepreneurship', & 'Sustainability in Practice'. Apart from this, we at LMTSM incorporate into our academic activities and curricula the following core values which enable us to pursue our social and sustainable endeavors:

Ethical decision making

We strive to be moral, rational, transparent and accountable in our decisions and actions. We attempt to inculcate the same approach and mannerism among our students by inculcating in them the spirit of ownership for their decisions and training them to recognize and execute their professional responsibilities in an ethical way.

Inclusiveness

We are committed to creating socially aware managers who understand the value of the productive capacity of the masses in India, and who can see beyond all social and economic class divisions in the society. We aspire to educate our students to understand the bearing of their professional pursuits on various sections of the society and train them to work towards larger good for the masses while maximizing benefit of their organizations.

Sustainability orientation

We are working towards developing future ambassadors of sustainability who are passionate about social, economic, environmental and resource sustainability challenges. They must recognize the relationship of social and economic growth with environment and understand the fact that their present actions can influence and force future generations to compromise on their ability to meet their own needs.

Entrepreneurial mindset

We promote professional and intellectual development of our students and inculcate entrepreneurial attitude and skills in them by exposing them to a creative and responsive curriculum. Students are not trained to occupy jobs, but they are developed to create jobs. We are committed to developing their analytical, problem-solving, communication and interpersonal skills, and enable them to undertake innovation and scholarly endeavors of application, creation and dissemination of knowledge by contribution in business practices. Innovation, both social and commercial is our way of life at LMTSM.

Confidence with humility

We are committed to preparing students with confidence in their knowledge and abilities to excel in their professional life. At the same time, we want them to grow as humble professionals. For the purpose, we are committed to equipping them with management skills related to the profession as well as life skills related to attitude and conduct so that they can be groomed as well-behaved human beings and professionals. Confidence gained as a result of professional expertise and success should not make them arrogant. Our endeavor is to enable our students to learn the art of humble confidence so that they exhibit confidence to persuade others with their business acumen, and have the humility to learn from others during their professional and life journey.
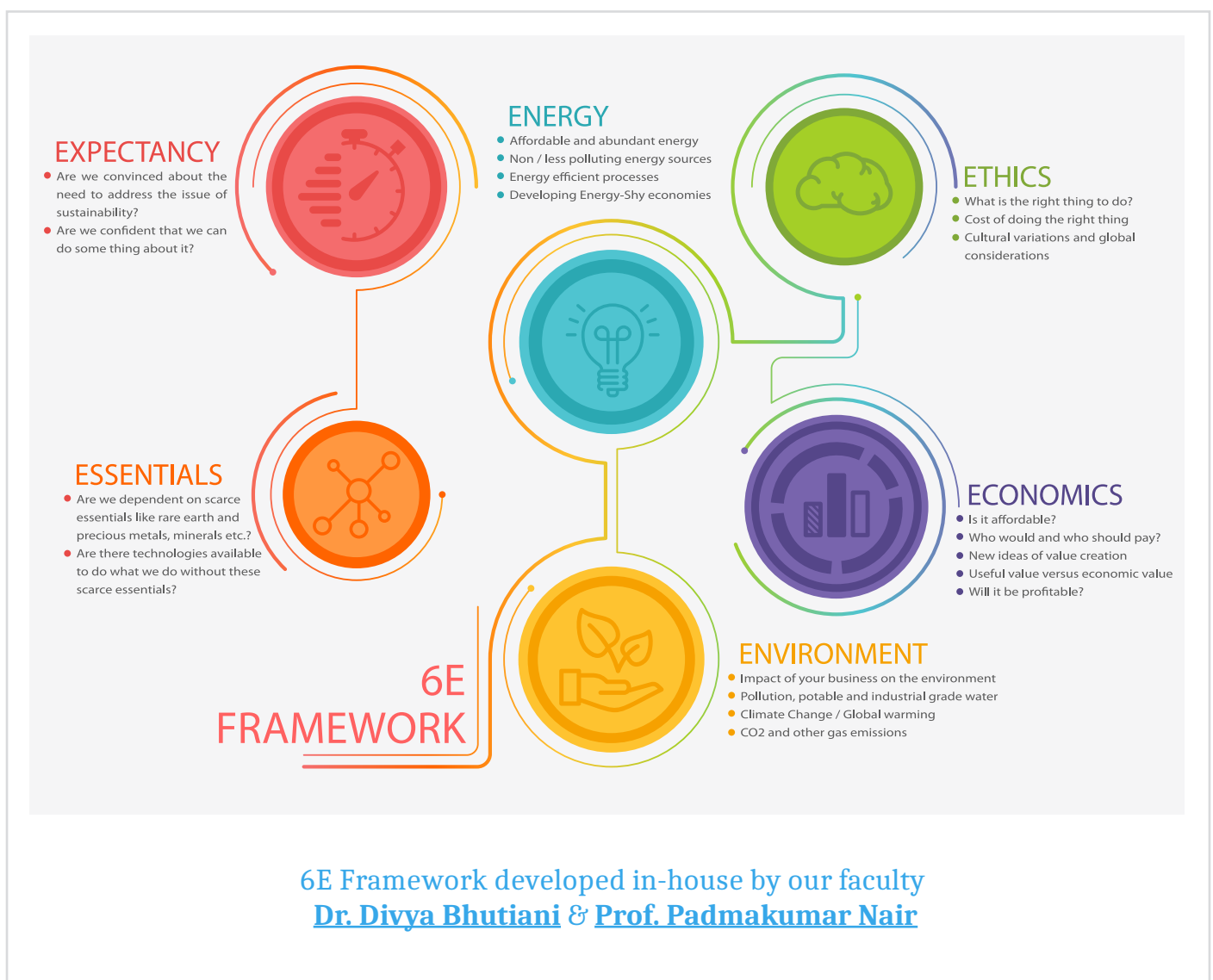
Our mission, vision, core values and the reinforcement to work towards it is done through constant communication and discussion about them. One of the effective ways we have adopted is to display our idea of responsible business professionals and their values all across our academic building. This ensures a constant reminder subconsciously to the students and faculty to think and care about the values we believe in. This extends more explicitly to the classrooms where these ideals are incorporated into academic activities and curricula.

03 METHOD

We will create educational frameworks, materials, processes and environments that enable effective learning experiences for responsible leadership

Our program contents are fundamentally resilient with sufficiently strong academic rigor. We consider our faculty as mere facilitators in the classroom. In every course, we attempt to teach academic concepts with rigor along with practical aspects through real life examples, case studies, research papers, fieldworks, etc. The course content is regularly updated keeping in mind the needs of the industry. Our endeavor is to ensure that students are developed in a holistic way by giving them sufficient exposure beyond the classroom to hone their professional expertise. The 6E framework is a fantastic example of our determined efforts as it was developed in-house to assist in imbibing responsible leadership and instilling a sustainability mindset in our students. 6E Framework is a framework to examine Global Business Sustainability by evaluating business value chains through these 6 lenses:

EXPECTANCY
- Are we convinced about the need to address the issue of sustainability?
- Are we confident that we can do some thing about it?

ENERGY
- Affordable and abundant energy
- Non / less polluting energy sources
- Energy efficient processes
- Developing Energy-Shy economies

ETHICS
- What is the right thing to do?
- Cost of doing the right thing
- Cultural variations and global considerations

ESSENTIALS
- Are we dependent on scarce essentials like rare earth and precious metals, minerals etc.?
- Are there technologies available to do what we do without these scarce essentials?

ECONOMICS
- Is it affordable?
- Who would and who should pay?
- New ideas of value creation
- Useful value versus economic value
- Will it be profitable?

6E FRAMEWORK

ENVIRONMENT
- Impact of your business on the environment
- Pollution, potable and industrial grade water
- Climate Change / Global warming
- CO2 and other gas emissions

6E Framework developed in-house by our faculty
Dr. Divya Bhutiani & **Prof. Padmakumar Nair**

To enhance student learning experience, our major focus is on content, pedagogy, and overall learning experience. In this regard, we have identified the following action steps:

- **Improving quality of curriculum by enhancing its reach and making it responsive to industry needs**

- **Integrating experiential learning and professional development of the students**

- **Offering excellent academic environment to students with focus on experiential learning**

- **Strengthening various centers of excellence**

- **Increasing support for teaching excellence**

- **Enhancing focus on student competencies by rewarding the student scholarships**

- **Offering opportunities to students to participate in extra-curricular activities**

- **Conducting regular student, alumni and recruiter survey**

SUSTAINABILITY IN PRACTICE

As mentioned in the Principle 1, we have a specially designed core course called Sustainability in Practice (SiP) through which we create opportunities for our MBA students to engage in developing and executing community-specific social projects as part of the academic requirement. Every year we have about 30-35 student-driven projects being initiated through this course each of which are aligned with one or more UN SDGs. Each team works under the mentorship of our experienced faculty members thereby ensuring effective development and implementation of the project. This is core course, thus, all students Through these projects, students are encouraged to connect with local communities and businesses to

understand the issues faced by them and help them find solutions for the same. The intent is to sensitize students with respect to their responsibility towards society and environment. The student-driven projects enable better understanding of the relationship between Sustainability - Earth - Human Beings - Business and Society. At LMTSM, we aspire to nurture and develop glocal graduates - MBA Graduates who appreciate the interconnections between global and local issues (Refer Annexure II for a list of projects & their mapping to Sustainable Development Goals). In addition to sensitizing the students, SiP also aids in informing and updating our faculty mentors about the sustainability concerns of the society and businesses. This constant interaction with societal and business concerns encourages our faculty to work and research to find solutions in these areas.

Connecting with Responsible Business Leaders

Our faculties are encouraged to include case studies and lecture content which stimulates our students to think about problems our world is facing due to irresponsible decision makers. To complement this, our school periodically invites social entrepreneurs and leaders who are working for social causes to have interaction sessions with our business students. The students have shared that such sessions help them understand the importance of responsible business leaders. Here are two recent interactions with sustainability impact leaders:

- **Mr. Kapil Sharma**, Founder & Director of SayTrees and Vice President at Goldman Sachs interacted with our business students on 28th April 2021. SayTrees is an afforestation organization which has planted more 600,000 saplings across various states in India, worked with hundreds of farmers, and also worked to rejuvenate 4 watert bodies. He shared his journey of scaling up SayTrees to such a large impactful organization while managing most of the years remotely from US. Our students were inspired by the idea that it is possible to run a successful social venture with your professional career.

- Our students had an interactive session about Circular Economy with **Ms. Camille Janssen**, an experienced Sustainability Consultant from the Netherlands on 17th Feb 2021. She shared her experience of developing circular economy projects in the Netherlands and the Mediterranean. The students learned about the demand for sustainability driven products in the industry and revealed interests to build startups focused on developing products using circularity principles.

future objective

We also aim to propagate PRME principles to other business schools. PRME Brochure has been developed which we use to explain the idea of PRME to other institutions and request them to be part of this amazing initiative. The recently formed team - Sustainability in Practice Assurance of Learning Committee would ensure the increase in the efforts towards sustainability and PRME. The team would be responsible for improving the experience of SiP course, increasing communication about sustainability activities at LMTSM and ensuring increased inclusion of PRME principles in the curriculum of our MBA program.

04 RESEARCH

We will engage in conceptual and empirical research that advances our understanding about the role, dynamics, and impact of corporations in the creation of sustainable social, environmental and economic value.

Our faculty members are encouraged to engage in both socially and economically relevant research. We realize that knowledge creation is one of the most crucial and desirable aspects of the teaching profession in addition to knowledge delivery. To this end, faculty at LMTSM is actively involved in generating research output. Most of the research output being generated involves application and examination of relevance of existing theoretical concepts in different industries, social scenarios, and contexts.

We at LMTSM are committed to undertake research in sustainability and responsible management issues. The school gives high priority to research as one of its most important contributions to society. The faculty and the students of the school strive for the highest standards of excellence and morality in any research activities. Our faculty members have been continuously publishing in the domain of sustainability for enhancing social, environmental and economic values.

Table 1 Selected publications by LMTSM faculty in the last 2 years relating to social, environmental and economic sustainability. Complete list of research is available at Annexure III.

Title of Paper	Journal	Author
Do CSR Expenditure and Sustainability Reporting Improve Firm Performance? Mandatory CSR Regimes in India	Indonesian Journal of Sustainability Accounting and Management, 2021	Arunesh Garg and Pradeep Kumar Gupta
Is CSR Expenditure Relevant to the Firms in India?	Organizations and Markets in Emerging Economies, 2021	Arunesh Garg, Pradeep Kumar Gupta, and Pritpal Singh Bhullar
Strategic corporate social responsibility, capabilities, and opportunities: Empirical substantiation and futuristic implications.	Corporate Social Responsibility and Environmental Management, 2020	**Rameshwar, Rudra**, Saha, R., & Sanyal, S. N.
Investigating the role of theory of planned behavior and Machiavellianism in earnings management intentions.	Accounting Research Journal, 2020	**Sayal, Kangan**, & **Singh, Gurparkash**
Mandatory CSR expenditure and firm performance: Evidence from India	South Asian Journal of Business Studies, 2020	**Garg, Arunesh**, & **Gupta, Pradeep Kumar**

Title of Paper	Journal	Author
Ideologies and Their Impact on Higher Education	Economic and Political Weekly, 2020.	**Seerat Kaur Gill** & **Gurparkash Singh.**
Social entrepreneurship for scalable solutions addressing sustainable development goals (SDGs) at BoP in India.	Qualitative Research in Organizations and Management: An International Journal, 2020	**Goyal, Sandeep**, Agrawal, A., & Sergi, B. S.
Leader's Individualized Reframing for Strategic Change Towards Sustainable Business	In Academy of Management Proceedings (Vol. 2020, No. 1, p. 20052).	**Bhutiani, Divya, Nair, Padmakumar**, & Dess, G. G.
The university 's role in sustainable development: Activating entrepreneurial scholars as agents of change.	Technological Forecasting and Social Change, 2019	Wakkee, I., van der Sijde, P., Vaupell, C., & **Ghuman, Karminder**.

Table 2 ◄ Books or book chapters contributed by LMTSM Faculty focussed at sustainable organizations,

Name of the Book/ Book chapter	Publisher	Author/s
"On Designing and Developing Sustainable Organizations: Introduction: A Framework for Creating Sustainable Organizations. " Handbook of Sustainable Development: Strategies for Organizational Sustainability, edited by Radha R. Sharma (pp. 29 - 43).	Business Expert Press, 2021.	**Divya Bhutiani, Padmakumar Nair**, Aard Groen, and Gregory Dess.
Communicating Corporate Social Responsibility in Healthcare Through Digital and Traditional Tools: A Two-Country Analysis in In Novel Theories and Applications of Global Information Resource Management (pp. 184-208)	IGI Global, 2020.	Tomaselli, G., Garg, L., **Gupta, Vipul**, Xuereb, P. A., Buttigieg, S. C., & Vassallo, P.
Towards a Theory of 'Smart' Social Infrastructures at Base of the Pyramid: A Study of India.	Cambridge University Press, 2020.	**Goyal, Sandeep**, & Sergi, B. S.

Name of the Book/ Book chapter	Publisher	Author/s
Reducing Waste in Circular Economy in Encyclopedia of Renewable and Sustainable Materials (2020 Eds.)	Elsevier Inc.,2020	**Goyal, Sandeep**
Understanding the Challenges in the Research and Innovation Ecosystem in India. In: Popkova E., Sergi B. (eds) The 21st Century from the Positions of Modern Science: Intellectual, Digital and Innovative Aspects.	Springer, 2019	**Goyal, Sandeep** , Chauhan, S., & Kapoor, A.

future objective

Our faculty and students engage in rigorous research to understand the issues plaguing our society and bring valuable insights for businesses and business students to help them find effective solutions and realise their role in the society. We aim to make these learnings more accessible. Our plan is to share snippets, basic explanations or graphical representations of published research by our faculty on our website. This will help us share these value insights with a larger audience who might not interact with research literature often or at all.

05 PARTNERSHIP

We will interact with managers of business corporations to extend our knowledge of their challenges in meeting social and environmental responsibilities and to explore jointly effective approaches to meeting these challenges.

As mentioned in Principle 1, Stakeholder Engagement and Sustainable Development is one of the key themes in our current strategic plan. We mainly execute this engagement through our Centers of excellence and student-driven projects developed via Sustainability in Practice(SiP) course. This involves building partnerships or collaborations with local governmental bodies, business enterprises, NGOs, academic institutions, and any entity we feel would help us in working towards our mission.

One of the ways we have instituted this constant engagement with stakeholders from business and society into practice is through the SiP course's framework. Each student team is obligated to connect with a business, NGO or an agency who shares similar goals as the team and is working to solve social and environmental challenges selected by the team. This helps our students to comprehend such issues deeply and appreciate the extent of work that has been already done in this direction at the local level. Furthermore, our students learn how to initiate contact, communicate their chosen cause succinctly and build collaborative networks which can lead to development of innovative solutions to complex problems, and have far more significant impact than by themselves.

We have examples of numerous such collaborations initiated by our students. Here we would like to mention a few successful examples of the partnerships our students developed while executing their SiP projects:

Team VAAYU

Team is working to understand the causes of air pollution in urban areas and find innovative technologies for effective mitigation. After identifying a few air pollution mitigation companies, the team has collaborated with an innovative tech startup named Parimukh, to support the startup to market its products more effectively. Currently, Team VAAYU is actively finding CSR divisions of local companies to invest in air pollution mitigation.

Rural Infrastructure Development

This project envisions development of sustainable infrastructure in the rural areas of India which might be neglected otherwise. Our student team identified the problem of erratic electric supply in Tirthan Valley in the Himalayas through interviews with the local villagers. Considering the environmental sensitivity of the area and social reluctance to large-scale projects, the team connected with an environmental engineering firm - Maclec Technical Project Laboratory Pvt. Ltd, and made this firm their technical partners for this project. After thoroughly understanding the firm's suggested solution, the team is proposing the installation of a small-scale hydrokinetic turbine module to the local government body. Once the project is approved, local self-help group would be trained to maintain such modules.

Our faculty is also involved in conducting various training & development programs, MDPs & EDPs for academicians, business practitioners, and students. Such programs aim at enabling them to meet various organizational, social and environmental challenges in an effective manner. A list of these programs or sessions conducted in the last two years is given below:

No.	Faculty	Training/Academic Session	Place and Date
1.	Dr. Karminder Ghuman	Guest speaker at Entrepreneurship Development Programme organized by SLIET, Longowal under the Skill Vigyan Program of DST (Govt. of India)	Webinar on 23rd Feb, 2021
2.	Prof. Sreekumar Pillai	Facilitated MDP for Female Entrepreneurs and Technical entrepreneurship programs of the National Science & Technology Entrepreneurship Development Board, the Dept. of Science & Technology, Govt. of India and Entrepreneurship Development Institute of India, Ahmedabad.	19th Dec, 2020
3.	Prof. Padmakumar Nair	Session on "Active Empathetic Reframing" organized by Mentorship Team, TIET.	Live Webinar on 5th Dec, 2020
4.	Mr. Siddaq Singh	International speaker at "Global Challenges and the Mining & Metals Industry." organized by Instituto de Capacitación Jurídica and Asociación Civil Derecho y Sociedad from the School of Law at Pontifical Catholic University of Peru.	Webinar on 1st and 2nd Oct, 2020
5.	Dr. Karminder Ghuman	Keynote speaker at 'Entrepreneurship as a Career Opportunity' organized by ICFAI university, HP	Live Webinar on 28th Oct, 2020
6.	Dr. Pradeep Kumar Gupta	Session Chair at 'International online conference on Futuristic Strategy on Sustainable Banking, Financial Services, and Insurance' organized by School of BFSI, Symbiosis University of Applied Sciences, Indore	Virtually on 1st Aug, 2020
7.	Dr. Rudra Rameshwar	Delivered Keynote Address on topic: "Capacity Building Role in Achieving Sustainability, Sustainable Development" at the 8th Arab Trainers Union Conference and 14th Human Resources and Training Conference on theme: Human Capital and Institutional Capacity Building organized by ATU, Amman, Jordan	Virtually on 21-23 Jun 2020

No.	Faculty	Training/Academic Session	Place and Date
8.	Dr. Inderjit Kaur	Presented paper: "Measuring inequality of opportunity based on caste and religion in India" at 3rd International conference on Economics & Finance	28-29 Feb 2020 at Nepal Rashtra Bank, Kathmandu

LMTSM is actively engaged with the **PRME India Chapter.** We participated in the PRME India Chapter Meet that was held online on 4th December 2020. It was a great experience for us to find out what other members of PRME India are up to, learn from them and to share our perspectives. This meet also resulted in the inception of working groups or committees for the PRME India community. We are excited that three of our colleagues have joined three different committees of the PRME India Chapter and intend to actively engage in building the best practices in PRME India community:

- **Sustainability Mindset Committee:** Mr. Siddaq Singh

- **SDGs Engagement and Best practices Committee:** Dr. Gurparkash Singh

- **Pedagogy & Innovation Committee:** Ms. Nivedita Anand

future objective

Although all of our student projects tend to generate some form of collaboration with a local business or NGO, we have realized that a lot of times it becomes a one-off connection for the time such a project is being executed. This results in duplication of efforts when another student team tries to contact the same organization after a gap of a year or more, and even some hesitation from the concerned organization. Moving forward, we aim to formalize every connection our student teams develop and communicate with them periodically communicating our work in the society. We believe this way we can have a long-term connection even if we do not have an active collaboration on a project going on. In addition, continuous engagement provides us a means to stay updated on the issues faced by local communities and businesses.

06 DIALOGUE

We will facilitate and support dialog and debate among educators, students, business, government, consumers, media, civil society organisations and other interested groups and stakeholders on critical issues related to global social responsibility and sustainability.

LMTSM emphasizes regular dialogue and interactions with other academic institutes, businesses, and the public through lectures, seminars, conferences, publications, and outreach activities. The issues we emphasize are related to global social responsibility and sustainability. Our students and faculty are actively engaging with various stakeholders through different projects. The list of projects in Annexure II gives a good idea about the diversity of stakeholders we interact with and various means used for the same.

Impactul dialogues and debates

Here are a few worth mentioning highlights from the past 2 years:

Team Tamrakut, which is working to decrease tobacco addiction among youth, organized a pan India virtual panel discussion about "Consequences of tobacco consumption in women" where high school students, college students, graduates and three professional psychologists participated. It was a delight to see the deep understanding of different age groups about such a pertinent social problem and their enthusiasm to share their perspectives for more than 2 hours. This live discussion was joined by more than 290 people online.

Team Bhumi, which aims to improve public school infrastructure, conducted virtual interviews of the teachers and principals of the multiple government schools in Dera-Bassi and Lucknow to collect data including pictures about issues in the school infrastructure. The team plans to collate this data into a report and present these issues to the District Education Officer (DEO) of the respective districts.

A medical camp for 'Women and girl child health and malnutrition issues' was organized by **Project Sehyog** in village Behra on 19 Oct. 2019. It was attended by 150 village women and girls who were tested for lifestyle disorders and received free medicine and consultation for how to deal with these issues in the future. This camp also helped the team understand the kind of issues prevalent in this village.

Interface with Academia

We have active collaboration with multiple universities across the world which help our students:

- Sponsoring our students to undertake Sustainability & energy research at Tel-Aviv University, Israel; Sustainable Development, Karlsruhe, Germany; Centre for Development Studies, Kerala, India; IndiaLics Training program on Research Issues & Methods in Innovation Systems & Sustainable Development.

- LMTSM has a credit exchange program with Porter School of Environmental Studies, Tel Aviv University, Israel. Under this collaboration three of our students have completed M.A. program in Environmental Studies since 2016.

- LMTSM has signed MoU with various international universities to co-create curricula and research in sustainability. These include University of Twente, Tel Aviv University, Danube University Krems, and University of Malta.

- LMTSM is part of 6 university consortia delivering ERASMUS+ funded Master's In Research and Innovation in Higher Education. Significant part of the curriculum focuses on social entrepreneurship. Refer http://www.marihe.eu

- NIPM is a non-profit making body devoted to building professional excellence in the field of Human Resource Management. A student chapter of NIPM was established in our institution on October 19, 2019.

Sustainability Communications

We have a quarterly magazine called SIP newsletter which summarizes the work of our students in SiP projects. This magazine is run by the students as one of the SiP Projects which focuses on communicating sustainability related activities. Currently, this magazine is shared with our alumni, TIET and partner universities abroad. Our future plan includes sharing it with the PRME India community. The newsletter team also runs pages on Instagram, Facebook and LinkedIn where they regularly share bit-sized pieces about the events and highlight and encourage groups.

We have also signed up for SDG Dashboard developed by Haub School of Business at Saint Joseph's University. Our data would be live in a few weeks.

future objective

Our activities do reach our Alumni however, we have felt that a more active engagement with our Alumni would let us explore sustainability knowledge and opportunities for our current students. We aim to increase our engagement with Alumni, especially the ones working in the sustainability domain through a talk series focused on their experience in the industry and inviting them to be mentors for SiP projects. Secondly, we aim to engage Alumni to reiterate the values they learnt at our school. This would work like a reminder to think about the society and encourage them to bring these important principles in the organizations they work in or lead.

KEY OBJECTIVES FOR THE NEXT 24 MONTHS

We plan to focus the next 24 months on the following three initiatives. We believe that these three initiatives are critical to sustaining our PRME efforts. Our strategic plan mentions has details about these efforts (Annexure I)

- **AACSB Accreditation**
  Our accreditation team and our faculty is working dedicatedly to complete the next phase of the AACSB accreditation journey. We aim to be AACSB accredited by the next SIP report.

- **Sustainability Communications**
  Our Sustainability in Practice (SiP) course is generating substantial impact through the student-driven projects. We aim to communicate these amazing efforts of our students and faculty, and the impact generated through it in a more effective manner. We will be developing a dedicated website for sustainability and increase our presence on social media outlets to share our vision of making this world a better place. This will also act as a connection medium for collaborating with businesses, government and society.

- **Uberization of School**
  A seamless learning management platform is being developed as per our strategic plan.

In addition, some of the future objectives have been mentioned throughout the report as relevant to the principles which are either part of the abovementioned initiatives or complement the

Our Mission

To develop Globally Sensitive and Excellence Seeking management professionals with a Social Entrepreneurial Mindset

Global Sensitivity: It starts with an appreciation for the need for developing a deeper understanding of the world with respect to management and leadership practices, policies and societal outcome expectations. Finally, a deeper understanding of the culture, economy, geography, politics, demography and history of the various regions of the world.

Excellence Seeking: Starting point is developing a "how can we make it better" mindset. This should result in a willingness/passion to "do it better than before," a continuous improvement mindset. Ultimately becoming a champion of excellence. Excellence becomes the part of the life journey of the professional.

Social Entrepreneurial Mindset: Being able to act based on the unconditional belief that what is good for the corporation should be good for the community, the country and the world at large.

Our Vision-2030

To be a source of impactful ideas for influencing global business and management practices through research, education, consulting, and corporate & community engagement.

A Source of Impactful Ideas
Our vision is to create a business school which contributes towards building sustainable institutions and effective governance structures for businesses, government and civil society. Men and women in every walk of life have a lot to learn from business schools, and business professionals & scholars have a lot to learn from every other discipline of intellectual pursuit. We dream of creating a platform which enables students, professionals, leaders, entrepreneurs and activists come together, and create, exchange & disseminate knowledge.

Our Values

We create a culture of mutual learning and knowledge sharing which
is guided by the following values

- Ethical decision making
- Inclusiveness
- Sustainability orientation
- Entrepreneurial mindset
- Confidence with humility
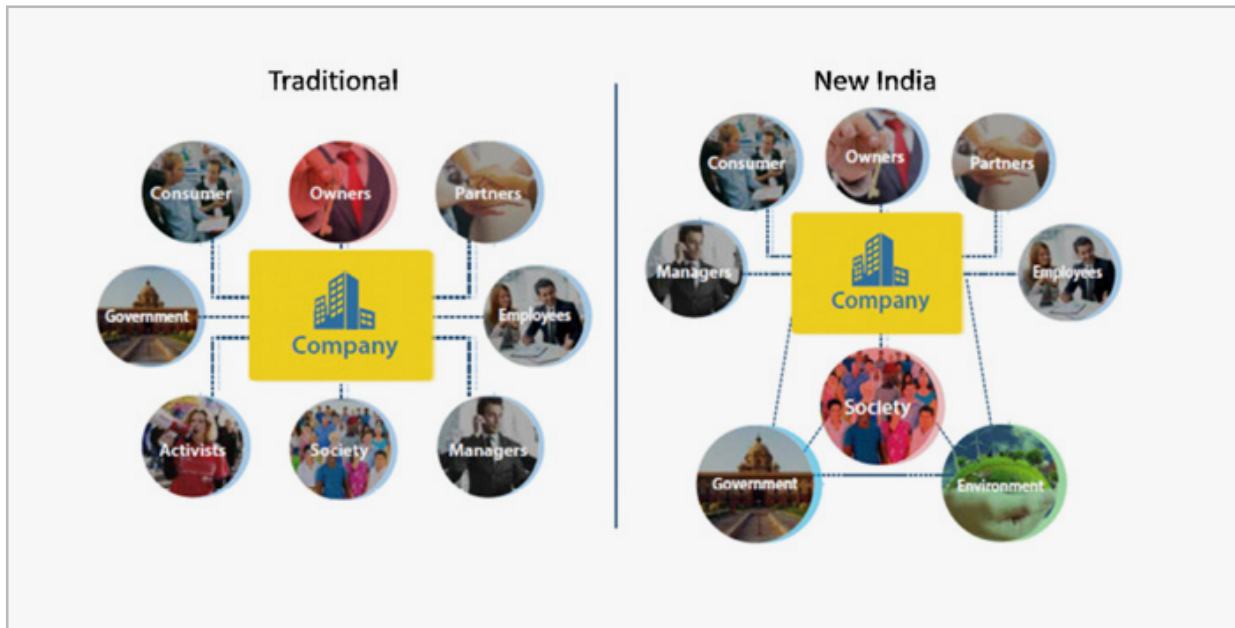
Traditional vs. New India View of Business Education- Traditional business education emphasises on the power
of free market and maximizing shareholder value as the prime purpose of existence of businesses and business
schools whereas New India paradigm emphasises on free human spirit and maximizing stakeholder value as the
prime purpose.

Our MBA Program Goal

Enabling graduates to find solutions for social and organizational issues in sustainable and
entrepreneurial ways

Making graduates understand global business and management practices with a 'do it
better than before' mindset

Our MBA graduates' attributes

- **Strategic thinking**
- **Triple disciplinary expertise (Behavioural science and two specializations)**
- **Excellence seeking mindset**
- **Global sensitivity**
- **Social Entrepreneurial mindset**
- **Sustainability orientation**

Our Ph.D. Program Goal

Educating graduates to attain research proficiency

Enabling graduates to contribute scholarly knowledge for advancing the global business and management practice

Our Ph.D. graduates' attributes

- **Scholarly thinking**
- **Expertise in research and publication**
- **Engaged scholarship**

Our Motto

I nitiate
nnovate
nspire
mplement

Our Journey into the Future

This Strategic Plan has been developed over a period of more than one year after elaborate discussions at various levels involving multiple constituencies like students, staff, faculty members and the Director of our business school. We deliberated on our School's environment, developed a SWOT Analysis and looked at our School's capabilities through the lens of the Resource-Based View of the firm. Thus, we tried to make a note of our challenges while recognising our capabilities in imparting business education to our students. We were also mindful of our commitment to PRME Principles. After considerable deliberations, seven major Strategic Themes have been identified which are being summarized in the following paragraphs. While presenting this Strategic Plan, we realize that we must evolve and build our capacities to meet our aspirations and goals under each of the seven Strategic Themes. Further, we also understand that our agenda of Strategic Themes may also evolve over a period of time in the face of changing market scenarios, the emergence of new pedagogies and stakeholder expectations.

Our Strategic Themes

Strategic Theme One: **Student Learning Experience**
Our goal is to give the most meaningful learning experience to our students. In this thematic area, our major focus is on content, pedagogy, and overall learning experience. In this regard, we have identified the following action steps: 1) improving quality of curriculum while enhancing its reach and making it responsive to industry needs, and 2) enhancing student scholarships while integrating experiential learning and professional development of the students.

Strategic Theme Two: **Corporate and alumni Connect**
We strive to develop strong partnerships with corporations to provide opportunities for our students and faculty both for learning and practicing through consulting and internships. In addition, we provide a large pool of well-trained graduates to recruit from. We actively encourage our faculty to do in-company projects with a view to improve their teaching and research skills. The intent is to build such engagements within as well as outside India. The action steps identified in this regard are: 1) enhancing our visibility to the corporate sector, 2) developing and offering customized programs and research-based consulting expertise to the corporations, and 3) making the existing relationships with the business community stronger. Further, we take proactive steps to maintain our relationship with our alumni through continuous engagement. This helps us in terms of bringing industry knowledge into our institute and also aid to the placement and internships.

Strategic Theme Three: **Rigorous and Meaningful Research (Engaged Scholarship)**
The goal under this Theme is to ensure that our research is rigorous and useful. Our faculty members are encouraged to engage in both socially and economically relevant research. For the purpose, following action steps have been earmarked: 1) recruiting faculty with proven research credentials, 2) providing support to faculty to build and capitalize on their research capabilities to improve quality of publications, and 3) supporting and rewarding faculty for research achievements.

Strategic Theme Four: **Global Sensitivity**
Our focus is to develop truly global citizens with a deeper understanding of culture, business practices, history, government, politics and geography of the regions across the globe. We are looking forward to having international collaborative arrangements for ensuring cross cultural exposure of both our faculty and students. The action steps listed in this respect include: 1) developing course content to ensure that our students develop a global perspective, 2) augmenting LMTSM student learning experience with on-campus faculty drawn from international institutes / universities, 3) enhancing LMTSM faculty and student exposure to international academic and business environment, and 4) improving on-campus LMTSM student peer group composition to include foreign students.

Strategic Theme Five: **Stakeholder Engagement and Sustainable Development**
This Strategic Theme refers to our continuous efforts create value for the large set of stakeholders and in turn enhance the credibility and reputation of the School among all stakeholders. We want to develop graduates who will be able to comprehend holistic influence of businesses on society and local communities, and are inclined to create and engage in such business solutions which contribute towards social good in a sustainable way. Local communities are one of our key stakeholders. We want our students to realize that there are critical challenges faced by local communities which are important to be addressed while developing their business

and management skills. Students should broaden community engagement and strive for achieving their capacity building and development. To these ends, the action steps listed are: 1) broadening community engagement of the students beyond immediate vicinity of the institute, and 2) capacity building and community development in a sustainable way by enabling students to understand the needs and problems of the community.

Other important stakeholders are students of the school. we wish to enhance student satisfaction in every aspect. In this respect, the action points identified are: 1) enhancing School standing and visibility, 2) developing and enhancing relations with academic and business community, 3) strengthening student services and infrastructure, and 4) enhancing on-campus learning experience of the existing students.

Strategic Theme Six: Entrepreneurship and Innovation

The purpose of this Strategic Theme is to develop graduates with entrepreneurial and innovative spirit who are adept at creating employment rather than looking for employment. We attempt to develop an entrepreneurial ecosystem to our students and alumni that supports entrepreneurs and start-ups with requisite infrastructure, advice and mentoring. In this respect, the action steps identified include: 1) making curriculum more entrepreneurial, 2) developing an incubation centre (Venture Lab), and 3) including start-up option as part of the MBA curriculum.

Strategic Theme Seven: Uberization of the business school

The purpose of this Strategic Theme is to design and create a versatile software platform which will make the logistics of interaction amongst various stakeholders of the school seamless. As a first step we have already developed an android based student feedback application to capture feedback after every lecturer. This app is a precursor to the development of a multifunctional and intelligent learning management system which would help students by generating study guides and learning tips. This strategic theme also includes optimizing and digitizing everything we do at the business school which is repetitive in nature. This will help us capture relevant data for the purpose of reporting, continuous improvement, governance and measurement of impact.

LM THAPAR SCHOOL OF MANAGEMENT

LM Thapar School of Management at Thapar Institute of Engineering and Technology University (Thapar University) is one of the leading business schools in North India. The school was established as a constituent department of Thapar University (Patiala) in the year 2007 in memory of Mr. Lalit Mohan Thapar, one of the three sons of Lala Karam Chand Thapar who founded the Thapar Group of Companies. After the death of Lala Karam Chand Thapar in 1963, his third son, L.M. Thapar took over as the chairman of the Group. In 2013 LM Thapar School of Management was shifted to the new campus of Thapar.

THAPAR UNIVERSITY

Thapar University was established in 1956 through a collaboration between the then State of PEPSU (Patiala and East Punjab States Union), the Central Government and the Patiala Technical Education Trust (PTET) instituted by the founder of Thapar Group, the late Lala Karam Chand Thapar. The institute gained the status of a university in the year 1985 and today Thapar University is recognized among the premier Universities of the country imparting technical education and is the best of its kind in the north-western region of India. It is an example of a pioneering experiment of public-private partnership in Higher Technical Education.

ANNEXURE II

Snippets of some student-driven SiP projects which include their aim, any impact they generated and a brief about their journey.

2019-20

Shine Bright

SHINE BRIGHT is an initiative to give a platform to the School going children for the development of their education, personality, social and health awareness. The team visited local schools in Chandigarh to help the students understand the basic idea behind sustainable lifestyle and the importance of using our resources efficiently. The team plans to visit more primary schools and help inculcate sustainable values to the younger generations to help create more eco friendly people in the future.

Helping Hands - Integrated Rural Development

This project was aimed at developing revenue generation opportunities for women in rural areas. The team surveyed various villages in and around Dera-Bassi, Punjab, India to identify the existing skillsets of the women, facilitated them in designing better handmade bags through workshops and connected them to markets where there was a steady demand for such bags, like coaching centers and big grocery stores. These activities were organized in collaboration with an NGO – The Reeds, Chandigarh. This resulted in raising the overall confidence of women, who were able to bring extra income into their households.

Shiksha Vault

The vision of Shiksha Vault team was to work on personality development and environmental awareness of primary and secondary school students. The team conducted seminars on basics of environmental education and DIY workshops on how to make the best out of waste. The team also organized a talent showcase competition in collaboration with another SIP group for the students at Govt. School, Fatehpur, Punjab. This event provided a chance to the young kids to express their talents and thereby boost their self-confidence.

RAHAAT

This project was aimed at providing a safe and therapeutic environment to people who are addicted to tobacco or alcohol. The team started through one-to-one interviews with construction workers to understand how they feel about their addiction and effects it has on their life. After collecting enough data, the team collaborated with a local rehabilitation centre and an expert in de-addiction to figure out ways which resource-constrained people like construction workers can adopt to work on the path to de-addiction. Previously interviewed workers were guided through these approaches. Simultaneously, the team also conducted seminars and role-play activities in secondary schools to communicate the ill effects of drugs to young students.

SAHYOOG – Listening the voice of labor

SAHYOOG aimed to understand the problems faced by laborers working in factories and find solutions for alleviating their conditions of work. The team visited a couple of Small and Medium-sized enterprises (SMEs) nearby our campus and interviewed the workers and the management team to understand the working conditions of workers. Upon realizing limitations in comprehension of workers about their rights and working conditions they should have, the team conducted workshops at two of the enterprises. The team also collaborated with an NGO, Aashray, which works on improving lives of workers and their children.

'Unsung Heroes' - Inclusiveness in Society

This project aimed to acknowledge and appreciate the 'unsung heroes' - people whose work is instrumental for the smooth functioning of the society, yet invisible to most of us. The team started from our own campus by interviewing the security staff, hostel maintenance, cleaning personnel and gardening staff to understand the struggles they face in their job. Students and faculty were also interviewed to comprehend how well they acknowledge their support staff. The team organized a gathering, small gifts and posters dedicated to the support staff which was really appreciated by them. The team aims to organize such events periodically and also bring the idea appreciation of the 'unsung heroes' to other organizations.

Take a MOOC

Using capability of the hyper-connected world, this project brought the opportunity of learning management skillset to a large number of people through free MOOCs. The team developed short online workshops based on motivational skills, organizational behavior, interviewing skills and career management in consultation with experts from our school. To initiate this project, the first set of sessions were conducted for 10th to 12th grade students at Swargwasi Gurnam Singh Saini Senior Secondary School, Derabassi, Punjab. After receiving positive feedback, sessions were offered online for free to anyone who registered.
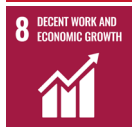
Parental toolkit for economically underprivileged.

The parents from economically underprivileged section of the society tend to be academically ill-equipped which makes it hard for them to assist their children in education. This project focused on equipping such parents with knowledge and best practices to enhance their engagement with their child's learning. The team initiated the project through identifying the key issues faced in parent-child engagement by interviewing students, parents and teachers in local schools. After understanding key challenges, the team joined hands with two local organizations actively working in this direction, Meraki Foundation & Saajha, to develop the guidelines for the parents. This parental toolkit was made in local language accompanied with pictorial representation. Finally, parental toolkit was distributed and explained to parents during the parent teacher meetings. The team plans to conduct follow-ups to observe the in engagement and also bring this toolkit to more underprivileged parents.

Sustainable IT dashboard

This project aimed at creating a simple-to-use dashboard to track the resource usage of our campus, and prompt us to think of ways to reduce our consumption . The team developed a dashboard in MS-Excel comprising of monthly data about electricity consumption, genset fuel consumption, ground water use and treated water used. This dashboard was shared with our faculty and students to ask for ideas to reduce wastage. After maintaining it for a couple of months, dashboard team worked with two local housing complexes - SBP housing park and Altura apartments to help them develop a similar dashboard for their needs.

2020–21

Aarohi

Team AAROHI aims to develop professional and life skills in underprivileged youth to increase their prospects of employment. The team is developing and delivering upskilling workshops, like English Speaking & Personality Development (ESPD), baking, art & craft for monetizable products, regularly to 30 young underprivileged girls through a collaboration with an NGO - Mission Deep Educational Trust, Amritsar. These workshops have helped the girls to increase their English fluency, self-esteem, and creativity. The team intends to keep supporting more girls through these workshops.

Go Green

Project GO Green is focused at bringing environmental consciousness about biodegradable materials and proper waste management practices at an individual level to children and youth. The team has conducted a variety of activities targeting different age groups to fulfill its aim. An Instagram handle is being run where regular content about segregation, self-made videos of best-out-of-waste (DIY series), and waste management heroes' interviews is posted to raise awareness. To reach the younger population, the group has conducted online webinars in multiple local schools. The team is constantly finding new methods to reach a wider audience and have a more lasting impact

Rural Infrastructure Development (RID)

Team RID's mission is to develop sustainable technologically advanced infrastructure in rural areas of India to accelerate their economic, social and cultural development. They started their work in Tirthan valley in the Himalayas by connecting with villagers and the local governing body. The team has partnered with Maclec Technical Project Laboratory Pvt. Ltd to install a small-scale hydrokinetic turbine in a river stream in the valley to solve the issue of erratic electric supply in the area. After receiving the project approval from the local panchayat (governing body), local self-help group would be trained to maintain such modules. The team aims to bring innovative cost-effective technologies to more such villages.
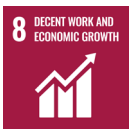
Team KalaCave

Team KalaCave is working to bring more revenue generation opportunities to traditional artisans of India. In the first stage, they connected with traditional artisans from different parts of India. The products of artisans, history of the art or craft, and personal stories about the artisans are enlisted on their Instagram handle to raise awareness about the history of traditional art in India and help artisans reach a wider audience. This initiative has helped artisans generate more sales and the team has received appreciation from the community of artisans.

Hamari Fasal

This team aims to increase the reach of organically grown produce to more people. They have developed a web platform by the name hamarifasal for directly connecting organic farmers and consumers. They are currently focusing on expanding their user base through social media and word-of-mouth. In parallel, they are adding products on their platform by connecting with more farmers who are growing organically. Their future plan is to convince more farmers to grow organically, once hamarifasal has a considerable user base.

The Untold Truth

Corruption is a social malice that inhibits individual growth as well as the growth and development of a country. India is a democratic country, but it is corruption that disrupts its democratic system, and yet there are barely any efforts made to diminish such a complex problem. The Untold Truth is a project aimed at bringing a moral awakening among people through acknowledgement of this deeply rooted issue and finding ways to start fighting corruption. The team conducted a survey to fathom the depth of corruption and thereafter generated awareness through social media platforms such as Instagram, Twitter and Linkedin. Door to door campaigns were also conducted wherever possible to have a more impactful campaign. The team conducted inter school art competitions about corruption to reach the younger population as they have not yet adopted corruption as a means to 'get things done

Team Tamrakut

Team Tamrakut aims to target tobacco addiction through raising awareness and design ways to intercept at various stages of addiction. The team has been raising awareness through webinars, one-to-one interactions, counselling, school competitions and a panel discussion with a wide variety of participants including children, mothers, school students, college students and health experts. The Team developed an innovative intervention at Institute of Dental Sciences, Bareilly where dental patients would be nudged to go to Tobacco Cessation Cell if tobacco consumption is detected in their dental checkups. They plan to bring this intervention as an SOP(standard operating procedure) to more dental schools. Another notable mention is an app the team is developing which would help people willing to give up tobacco.

Team VAAYU

Team VAAYU is working to understand the causes of air pollution in urban areas and find innovative technologies for effectively mitigation. They collated data on changes in air pollution during lockdown and Diwali through Air Quality Index while simultaneously raising awareness through their social media handle. In addition, Team VAAYU also conducted multiple webinars about awareness of air pollution in schools and college. After identifying a few air pollution mitigation companies, the team has collaborated with an innovative tech startup named Parimukh. Currently, they are helping Parimukh find CSR initiatives that are interested in investing in air pollution mitigation.

ANNEXURE III

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