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UNIVERSITY



**TOGLIATTI
ACADEMY
OF MANAGEMENT**



International team internship program

**AVTOVAZ RENAULT NISSAN Purchasing Organization
(Togliatti, Russia)**

Report June-July 2015

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International team internship program 2015

During June-July 2015 International team internship program was organized for Alliance University (Bangalore, India) and Togliatti Academy of Management (Togliatti, Russia) students at AVTOVAZ RENAULT NISSAN Purchasing Organization (Togliatti, ARNPO). The idea is to provide both Russian and international students with the skills necessary for the efficient functioning in cross-functional international teams and operate according to world standards, the skills that are of key importance to be successful in modern global corporations.

19 students studying Marketing, Finance, Operations, Economics and Management participated in this program. 10 MBA students from Alliance University and 9 Bachelor students (2nd and 3rd year) from Togliatti Academy of Management were divided into international teams and worked in different ARNPO departments.

The program was started with the introduction into purchasing activity and welcome speech of ARNPO General Director Mr. Venkatram Mamillapalle. ARNPO Purchasing School represented by Yunir Miniakhmetov and Maria Timonina organised a special program for students, including the visit to AVTOVAZ Museum and Lada Kalina assembly line.



Fig. 1. First day at ARNPO

During the 1st stage (2 weeks) of internship the participants worked in international teams of two – three people. Each group of trainees was assigned to different ARNPO departments and performed similar task: benchmarking of one of commodity groups comparing AVTOVAZ-Renault-Nissan and other OEMs. Each team worked in particular department: interior, exterior, body in white&materials, chassis, indirect,

body&electrical, powertrain and logistics. At the end of the 2nd week of internship there was a meeting with Mr. Mamillapalle and respective mentors where the trainees presented their first results and the organizers showed assessment of individual and team work.



Fig. 2. Internship participants

For the 2nd stage (2 weeks) of internship ARNPO General Director has chosen three focuses for the future work: exterior, body in white&materials and logistics. All students were rearranged into three teams and received practical tasks according to department needs, team leads were appointed, mentors started acting as consultants. The final presentations topics were the following:

1. Case study on safety systems (exterior team).
2. Simulation tool for purchasing and logistics (body in white&materials team).
3. Urgent cargo delivery (logistics team).

In the frames of the program a number of special visits was organized for the group. The students visited GM-AVTOVAZ plant, where they participated in Simulated Work Environment training on wooden assembly line and had a round-table discussion with Mr. Jeffrey Glover, GM-AVTOVAZ CEO. There was organized a visit to Togliatti Academy of Management partner - Open Code IT company (Samara, Russia), where the students got acquainted with up-to-date IT solutions developed to provide IT support of business, industrial and technological processes in various spheres, saw exclusive Russian know-how developed for call centers and situation centers. The possibilities of implementing IT solutions to purchasing and logistics spheres were discussed.



Fig. 3. GM-AVTOVAZ visit

As a result, by the end of the 2nd stage an international team of Russian and Indian students, with the consulting support of ARNPO colleagues and Open Code programmers developed a unique concept of e-business simulator based on the extensive applications of ontologies, intelligent software and simulation technologies - a tool that could be used for practicing negotiations skills, building cross-functional teams and mastering managerial skills necessary for efficient cross-functional interaction. The project was discussed and received positive feedback in scientific and industrial areas. The initiators of the idea formed a project team and developed a plan of the next steps for future research and activity in the area.

The International team internship project realized at ARNPO is the pilot project of lean educational technology developed for training cross-functional team work in multi-cultural environment and focused on finding new solutions and process optimization, where the participants got the experience of net-working and complex interaction, international team management, got understanding of purchasing processes and ARNPO corporate culture.



Fig. 4. Internship certificates