CHARLES TELFAIR INSTITUTE

CHRONICLES

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Jobs

As Mauritius faces another five-year term under a new Government, paragraphs 30 and 31 of the address of the President of the Republic's 'Achieving Meaningful Change' delivered on 27 January 2015, continue to resonate: "Over the next five years, a significant number of jobs will be created in the public sector. In parallel, the private sector will be empowered through various fiscal measures to actively participate in government's unemployment alleviation mission. [...] Some 15,000 jobs will thus be created annually. A new dynamism will be instilled in the existing economic sectors and, later on, from new development poles, such as regional bunkering hub, the ocean economy, duty free shopping and the ICT enabled services sectors."

For the first time in its 15-year history, *Chronicles* has dedicated a whole issue to exploring further the Government's vision for job creation. A dedicated team of contributors bandied together to answer in some detail the following four questions which they considered critical:

1/ *Where are the jobs today and where will they be tomorrow?*

2/ *Where are CTI alumni today?*

3/ *What does CTI do to prepare students for the world of work?*

4/ *What are the expectations of employers?*

On this page and the next, we focus on the labour situation in this country and give an overview of the three other themes.

JOBS TODAY AND TOMORROW

According to Statistics Mauritius, in 2015

- Employment of Mauritians was estimated at 529,100 at the first quarter, compared to 523,200 at the first quarter of 2014
- The unemployment rate was estimated at 8.7% for the first quarter, compared to 7.5% at the fourth quarter of 2014, and 8.0% at the first quarter of 2014
- 23,300, or about 46% of the unemployed, are aged below 25 years
- 15% of the unemployed had not reached the CPE level or equivalent, and 30% did not have the SC or its equivalent
- It is forecasted that the employment of Mauritians will increase by 4,000 to 534,900. Unemployment rate is projected at 8.0%, higher than the rate of 7.8% for the year 2014

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Ignite 2015 Portfolio Contest

According to the annual TEC list of 'Indicative Priority Fields of Study 2014/2015', the following fields of study were identified as being high in demand:

- *Teacher training*
- *Design and Technology*
- *Language teaching and translation*
- *Business*
- *IT*
- *Engineering*
- *Nursing*
- *Environmental protection*

If one takes for granted the accuracy of these statistics and predictions, the following conclusions can now be reached:

CTI has been right during its short history to focus on the fields of Design, Technology, Business and IT – the very pillars of its foundations since its inception in 1998

CTI must continue relentlessly to explore and expand its offerings in new areas as highlighted above, as they appear to be promising in terms of both employment and career growth prospects

CTI must also continue to place high emphasis on developing more than the academic knowledge of its students. It must focus on the development of both their attitudes and interpersonal skills too as it prepares them for the world of work

Where are our alumni today?
Over the years, together with its academic partners, CTI has kept a careful tab on the success of its students in finding and securing employment on this island. We have endeavoured to ensure that not only our programmes meet our future manpower needs, but that our graduates are gainfully employed in one of the 'indicative priority fields of study' mentioned above.

As our Registrar Academic indicates on p.7 of this issue, progress has been satisfactory. Our alumni today are in high demand and are perceived as flag-bearers of an international education renowned for its emphasis on quality and innovation.

What does CTI do to prepare students for the world of work?
CTI has, over the years, always relied on a four-prong strategy when preparing its students for the world of work:

1. **Careful needs analysis**

   CTI meets regularly with its shareholders and clients and investigate their needs before proposing new or amended courses/curricula. See p.3 for more information.

2. **Career-securing skills training**

   CTI students are given career-securing skills such as how to job hunt, how to prepare a CV, how to prepare an e-portfolio, how to handled an interview, etc. On p.11, we summarize this information.

3. **Workshops**

   Throughout the year, CTI students attend, or are invited to attend, an impressive range of industry/business-based courses or workshops designed to prepare them for entry into the world of work. More information on p.12 where Lecturer Claire Moran outlines two specific activities: *Business Capstone* and *Business Challenge Project.*

What are the expectations of employers?
Finally, on p.6 of this issue, we devote some space at exploring the major expectations of potential employers of our graduates and how we, as a local institution, attempt to address these.

Editorial

Jobs – looking for one, getting one, and holding one. A whole *Chronicles* issue devoted to them. Throughout the world the motivation is the same. We need jobs because we are unemployed, unhappy with our current responsibilities, or simply because we aspire to something better than what we have. Securing a job is highly satisfying accomplishment and securing one within the right career framework, a source of constant motivation.

Conversely, failure to find one or finding one for the wrong reasons, can be devastating - tantamount to spending one's life feeling miserable and downtrodden. More than ever, Confucius' famous words, uttered 2500 years ago, continue to reverberate with unabashed wisdom: "Choose a job you love, and you will never have to work a day in your life."

In this issue too, we innovate: new layout, new font, and new graphics. We hope that you'll like them.

Editorial Team

Eric Charoux *(Editor)*
Kanya Santokhee, Jeremy Charoux
Claire Moran, Aleksandra Peeroo
Abdallah Goolamallee
Rooben Narrainsawmy *(Page Layout)*

A carefully-designed curriculum

To ensure their relevance to today's needs, CTI and its academic partners, meet on a regular basis with its shareholders and clients to investigate their needs before proposing new or amended courses/curricula. This series of consultations takes place at both the international and national level.

At the international level, both the Curtin and TAFE organisations go through an elaborate process of needs analysis to ensure that their curricula guarantee that the graduate become industry-ready. "This explains why Curtin and TAFE courses are designed with direct input from industry and are grounded in the real world, " explains Odylle Charoux, Director of Academic Affairs. "And because they are used in campuses all over the world, they have this unmistakable international flavour."

At the local level, CTI's offering in recent years has necessitated intensive research with its clients and partners to ensure that graduates develop the knowledge and skills that are relevant in the ever-changing global market place. Explains Head of Faculty, Vikash Rowtho: "It is critical that we introduce courses that are in demand by industry. Understanding and addressing industry needs ensures that our graduates leave CTI with strong employment prospects."

For example, when CTI launched its own Diploma of Logistics in August, 2015, our staff spent three months discussing the curriculum with the leading Logistics companies on the island. "Industry repeatedly mentioned that they needed logistics graduates who, in addition to having the necessary logistics skill-set, should also become well-versed in business and commerce," recalls Kanya Santokhee, Corporate Marketing Manager at CTI. "We gave this feedback to the Curriculum Design panel, who ensured next that the course included a blend of both business and logistics subjects."

> *"It is critical that we introduce courses that are in demand by industry. Understanding and addressing industry needs ensures that our graduates leave CTI with strong employment prospects."*

We Do More than Just Impart Knowledge

You are a brilliant student, obtaining excellent grades on either your Curtin or TAFE or CTI qualification. But will this be enough to land you your dream job?

Not necessarily. Although some employers are still valuing a CV which reflects an above-board academic performance, there are many others who are increasingly looking for those applicants who fit in easily and become committed to the goals and values of their organization. Time and time again, during the past 15 years, we have observed how graduates who we considered to have great potential, experienced difficulties finding suitable employment. When solicited, the feedback from their interviewers was always the same: "He didn't come across as a friendly and congenial person who will be able to get on with others"; "She lacks soft skills - the ability to communicate, persuade, and impact on others"; "He knows his stuff – but I have the feeling that it has all been learnt by heart";; "She is too academic – we believe that she will have too many difficulties in applying her knowledge practically."

Career Centre Services:

- *Vocational Counselling*
- *Skills training*
- *Work-integrated learning*
- *Networking*

Career Centre

In order to address some of these difficulties, CTI launched, some 15 years ago, its own Career Centre. "We are committed to assisting current students, alumni and employers by providing advice, counselling services, career resources and support on developing, evaluating, and/or implementing career, education, and employment decisions", explains Shubashni Ramrekha, Career Centre Coordinator.

As such, the Centre offers the following services:

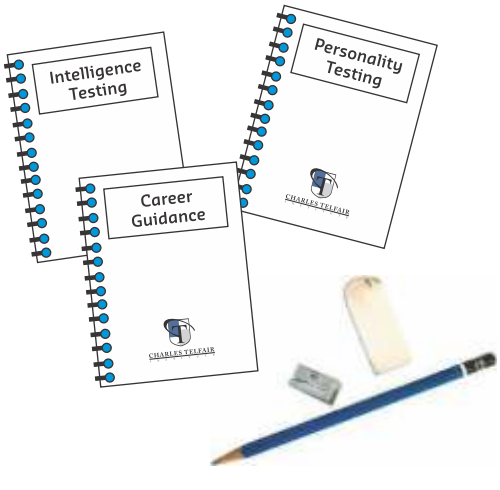
- ***Vocational Counselling.*** It administers a variety of personality and career inventories designed to assist graduates find the right job
- ***Skills training.*** It runs a series of workshops on key areas such as how to prepare a CV, how to handle a job interview, how to create an impact, and so on
- ***Work-integrated learning.*** It organises and monitors internships, part-time jobs and other experiential learning opportunities through CTI's Work-Integrated Learning initiatives with industry
- ***Networking.*** It connects students to industry by hosting events and networking opportunities as well as maintaining a database of job opportunities. "The popularity of this Centre over the years", commented Shubashni, "indicates that students do value and appreciate our feedback and advice – particularly here in Mauritius where such a service is sadly lacking."

Usual feedback from employers:

> Technically sound

> Lacks soft skills

> Tends to be too academic



Facilitating entry into the job market

At CTI, we call it WIL – short for work integrated learning. WIL refers to the various forms of student employment experiences that are structured by CTI to provide the pathway and opportunity for our students to make the connection between classroom learning and on-the-job experiences.

A variety of practices is involved. These include:

LEARN AND WORK PROGRAMS

These programs extend over the semester or the duration of a student's course at CTI. Student timetables are designed to facilitate full-time and part-time course attendance. One example is the CTI Business Challenge Project where students are encouraged to start-up their own business. See p.12 of this issue

STUDENT E-PORTFOLIO

The electronic portfolio is an electronic collection of evidence that displays student's learning journey over time. Portfolios relate to specific academic fields and can be maintained over an individual's career. All students at CT are encouraged to create and maintain an e-Portfolio. Support sessions ar also provided

IN HOUSE TRAINING OPPORTUNITIES

CTI provides a variety of student jobs that help students gain valuable wor experience. These jobs are volunteer positions at CTI as "ambassadors" for events such as the graduation ceremony, open days and the career festiva Students can also apply for positions as Events Coordinator, or for training placement in our Child Development Center, or as an IT Champ

SEARCHING FOR A JOB

We have an employment portal (careers@cti.ac.mu) available on the CTI website which provides a platform where students and recruiters can communicate with each other. The purpose is to enable students to search for jobs in an easy and convenient manner and to enable employers to fin suitable young graduates.

VOLUNTEERING OPPORTUNITIES

Short-term and long-term volunteer experience involving some organizational responsibility is also available. Some of the projects our students are currently involved include the Tamarin Bridge Project, Port Lo by Night project, and various opportunities to volunteer at NGOs.

INTERNSHIPS

Finally, paid or unpaid training opportunities in private and parastatal

What do Employers Expect?

The message from the CTI Career Fair in July 2015 was simple and straightforward: Employers look for, and hire, graduates who they think will help their organization succeed. They have clear expectations and will hire those who, they believe, will most likely meet or exceed these.

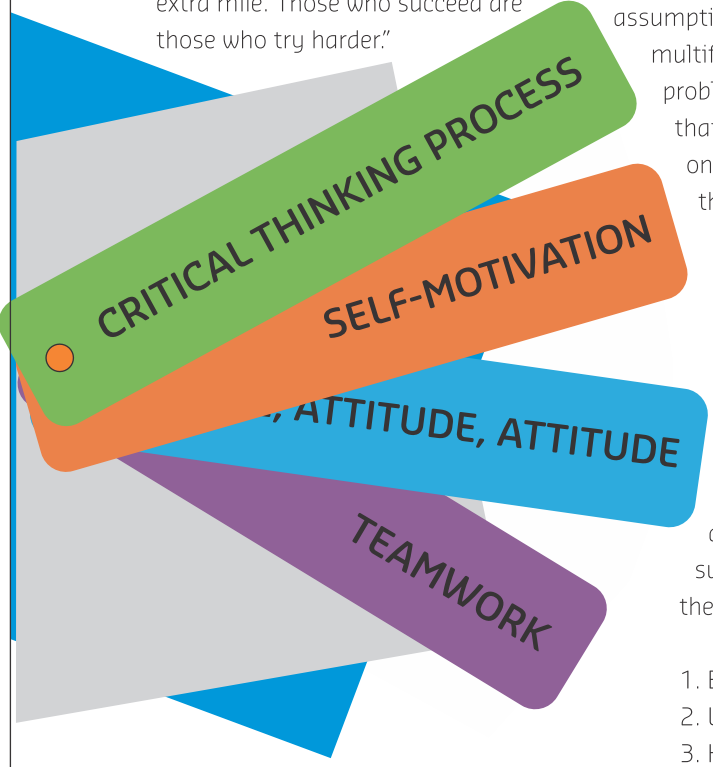
What then are these expectations?

1. Attitude, Attitude, Attitude

The industry leaders present were unanimous: soft skills and attitude are perceived as the most important attributes for success.

A positive attitude means that the young graduate will take on challenges willingly, will be eager to "go the extra mile," and find ways of accomplishing even the most tedious tasks entrusted to him or her.

"We are looking for people who understand that the world has changed," reinforced **Mr Vincent Montocchio,** Managing Director of Circus Advertising. "A brand does not live only in specific places in our life but needs to become a constant companion. It's really about getting our eyes wide open. Attitude is everything. We want someone who really wants to be there, who really tries harder and who really goes the extra mile. Those who succeed are those who try harder."



2. Self-Motivation

Employers expect graduates to have inner drive to organise their work and tackle successfully the inevitable obstacles that arise on a daily basis. The ability to take up to the challenges and remain motivated all the way are the characteristics that employers are constantly looking for.

Mrs Linda Tack Shin, Training and Development Manager at IBL, argued that when things get tough at work (and they invariably will), young people should not just quit but motivate themselves. To quote: "They need to perceive challenges as an opportunity for growth and a way of adding value to both their company and their career. At the end they will only gain."

3. Critical Thinking skills

Critical Thinking, or the ability to consider all sides of a problem, are prized characteristics that employers look for in young graduates. To ask questions, check assumptions, understand the multifaceted aspects of a problem – these are the skills that one needs to develop if one wishes to develop critical thinking.

Mr Cédric de Spéville, CEO of Food and Allied Group, expressed the gist of it when he urged those present: "Being smart and technically competent is mandatory, BUT other factors far less tangible are also important for success." He went on to list them as follows:

1. Be curious
2. Listen and be open,
3. Help!

> ***"A positive attitude means that the young graduate will take on challenges willingly, will be eager to "go the extra mile", and find ways of accomplishing even the most tedious tasks entrusted to him or her."***

"Being curious is not about spending your day on Facebook to see who is friend to whom, what happened last night, or when is the next big event," commented Mr de Spéville. "Being curious is about wanting to understand how people and things work, why some are acting in this or that manner but not all. These are the true and good signs of healthy curiosity."

4. Teamwork

Employers expect the graduate to work in a team from Day One. They know by experience that high quality decisions, creativity, and innovation all form part of great teamwork.

"When young graduates enter the world of work," explained Mrs Linda Tack Shin, "we expect them to work in teams often made up of older and experienced members. The latter may be less e-connected, slower paced and less academically qualified - but they are expert in their respective fields and more experienced both in terms of knowhow and human relationship."

Being in a boat

Mr Samer Kassem, CEO of Aspen Global, summarized well the expectations of employers by comparing having a degree to being in a boat. "The boat won't take you anywhere unless you paddle hard. There is a lot of effort required from graduates entering the workplace. The world is hard and full of problems. It's how you react to the problem that will count."

Where are our Alumni today?

At CTI one of our key objectives is to improve our graduates' employability on the job market and help them gain a career advantage. Says CTI Director of Academic Affairs, Mrs Odylle Charoux: "We don't merely produce graduates with a University diploma or degree but our aim is to nurture our students and equip them with the employability skills and key attributes needed to help them secure better and faster jobs. They become thus well equipped to integrate the world of work and perform to the standards set."

Today CTI can boast an alumni track record of no less than 7,385 graduates- is a relatively significant number given our short15 years of existence in this sector. According to a recent tracer studies, almost 75% of our graduates secure a job within the first six months after completing their diploma or degree. Even if some start in a junior position, after completing almost two to three years of continuous employment, their growth within the organisation is tangible.

At CTI, we teach them not only to become productive employees, but entrepreneurs. Many of our graduates have chosen this more hazardous, but challenging, career pathway. One example is Arnaud d'Abbadie who graduated in Marketing & Management and occupies today a senior management position as Operations Manager, Adecco Mauritius. "I am a marketing professional with four years experience in Business Development and Marketing", explains Arnaud. "Marketing is for me more a passion than an actual job.

Our graduates also shine on international scenes. With an international degree in hand, they experience few difficulties in being recruited by reputed overseas firms or institutions. For example, one of our very first graduates, Dr Sarah Lim Choi Keung, is today employed as a Research Fellow in Health Informatics at the University of Warwick, England.

Another alumni, Warren Anadachee, ex-ACCA student at CTI, also has a PhD and is now pursuing an international career in the US and UK, working for reputed firms such as SAP and Ariba Inc.

Difficulties

One of the major difficulties invariably encountered by our graduates is their earnings expectations. After investing thousands of rupees in obtaining their degree, many of course expect a well-remunerated job in order to recoup some of their earlier expenses. When the latter is not forthcoming, frustration is inevitable. Most however, understand that in a country where unemployment reached 8.7% in the first quarter of 2015, the most important thing is to be, and remain, employed!

Arnaud d'Abbadie

Dr Sarah Lim Choi Keung

CTI Career Festival 2015

Another successful Career Festival at CTI! More than 1000 visitors and 30 companies attended the event on 2 July 2015.

The main theme of the panel discussion was "*Where are the jobs today and where will they be tomorrow?*" The following guest speakers were in attendance:

- Mr Cédric de Spéville
  CEO of Food & Allied Group
- Mrs Danielle Wong
  Chairperson of the National CSR committee
- Mr Vincent Montocchio
  Managing Director of Circus Advertising Co Ltd
- Mr Afsar Ebrahim
  Deputy Group Managing Partner of BDO & Co
- Mr Rabin Bhujun
  Co-founder and Managing Editor of ION News
- Mr Samer Kassem
  CEO Aspen Global Mauritius

The findings of the panel were unanimous: whilst a diploma or degree is very important, the most critical ingredients are soft skills and above all else, the right attitude! Full video footage of the event can be found on http://www.telfair.ac.mu/news/careerfair2015.htm

From left to right:
Mr Samer Kassem , Mr Vincent Montocchio, Mr Afsar Ebrahim, Mr Cédric de Spéville, Mr Rabin Bhunjun, Mr Jeremy Charoux and Mrs Danielle Wong

Orientation Week
August 2015

On 28 and 29 July, CTI's new students took part in the traditional 'O-Week' events. Designed as a programme of academic and social activities aimed at introducing the new students to life and study at CTI, it is held twice a year and takes place a week before classes start.

This July's theme was A New Chapter Begins. Over the two-day event, freshers participated in a series of activities ranging from ice-breaking exercises to campus tours, to receiving many tips on how to succeed within their tertiary studies. More than 50 CTI "Ambassadors" were also involved, helping to ensure a smooth flow of the proceedings.

Commenting on the days' activities, Lecturer Claire Moran mentioned: "It appears that this time as well, O-Week has been, overall, a great success. We wish all new students success as they embark on this new chapter of their life."

Making it as a Manager/Professional

Once graduated, once employed, how does the budding manager or professional makes it into the real world – this world he or she has heard so much about during the past three years but has never actually experienced?

The start of one's career is always an exciting, but at times scary, period of one's life. One is now in what Prof Edgar Schein, the legendary leader in the field of career and professional development, describes as the Exploratory Stage of one's career – a stage characterized by an exploration of what's available out there as compared to what suits the most one's interests, personality, skills and aptitudes. This Exploratory Stage is critical: if he or she succeeds in getting it right, the budding manager or professional will feel immensely secure, motivated and energized. But should he or she fail, the chances are high that he or she will end up with a lingering feeling of self-doubt, despondency and fear.

How to make this transition from student to full-time Manager or Professional a success? Here are some of the tips we usually share with our graduates.

KNOW THYSELF

This is of course the number one requirement and in fact a lifelong endeavour. Unless one is adamant about the path that one's future career will follow, a concerted effort must be made here to ensure that the graduate knows us much as possible, the various facets of his or her personality, aptitudes, values, likes and dislikes, strengths and weaknesses. This is the 'base' from which to start and against which what's available out there will be evaluated.

GREAT SENSITIVITY

Ask any seasoned manager or professional and most will squirm with embarrassment recalling the various interpersonal, social and cultural faux pas one makes at the start of one's career. People approach work with different attitudes. For example, some believe that they should not be spending more than the traditional nine to five at their jobs, whereas others that they should be devoted to their jobs on a 24-hr basis. The young and aspirant manager or professional needs to have great sensitivity when dealing with these different values or beliefs – and will often have to bounce things off someone he or she can trust: a mentor.

A CHANGE IN EXPECTATIONS

As a new employee, the graduate will of course be working with a much wider range of people than those he or she knew at CTI. Different ages, different cultures and social backgrounds, the newcomer's colleagues will have widely different and divergent expectations of how to perform in the workplace. Getting to know and fulfilling these, will prove to be critical to the newcomer's success as he or she blends into the new organizational culture.

FINDING FOR A MENTOR

This is probably the most significant step the young manager or professional can take. Throughout the ages, mentors have always played a significant role in our development as human beings – they are here to teach us the ropes, show how things get done here or give much needed advice and counsel. Some companies provide mentors on Day One, but most leave it to the aspirant manager or professional to find his or her way to one.

MANAGING UPWARDS

One the unique challenges into the world of work is to "manage upwards" – to spot problems and bring what one considers to be perfect solutions, to one's superiors. Or to suggest likely improvement to them. All too often, the aspirant manager or professional hits a brick wall which leaves him or her frustrated and in despair. Here as well, the intervention of a mentor has proven invaluable a process.

Popular courses as well

At CTI, we do not only deliver solid and international academic courses but ensure that these are accompanied by a bevy of short courses and workshops focused on industry needs. We acknowledge and endorse fully the statement made by one of the CEOs who attended our recent Career Festival: "The diploma/degree is relevant, but the real key to success is attitude."

One cannot teach attitude directly. It needs to be groomed into students and to do so, we've produced and run various workshops on topics such as CV Writing, Attending Job Interviews, Grooming, Personal Branding, and Interpersonal Skills in the belief that they do all contribute, one way or the other, to helping graduates develop the right attitude when approaching potential employers. Added to these are, of course, our ever popular management and executive development programmes, some of which are customized for specific organisations. For example, the *"Rising to The Challenge – From Managing to Leading"* programme was recently produced for and delivered to the Harel Mallac Group.

In addition, CTI systematically invites and welcomes a large number of guest speakers from industry to share with our third-year student their expertise and experience. For example, one such invitee, Rhena Bunwaree, a PR professional, led the *"Branding Yourself"* workshop which really made her young audience realise that standing out of the crowd is essential when thousands are applying for the same job.

List of typical skill-based courses offered at CTI

- Discovering and Mastering Yourself
- Effective Interpersonal Communication
- Effective Customer Care
- Effective Business Communication
- Leading and Building High Performance
- Change Management
- Organizational Behaviour
- Stress and Communication in the Workplace
- Coaching and Mentoring
- Managing in a Technological Environment
- Managing in a Legal Context
- Finance for Non-financial Managers
- Strategic Management
- HR and Performance Management
- Project Management
- Essential Marketing
- Essential Economics
- Effective Business Operations

Business Challenge Project and *Business Capstone*

At the Charles Telfair Institute, both TAFE and Curtin students are given opportunities to experience the world of employment first hand, through projects and activities such as the *Business Challenge Project* and *Business Capstone*.

Most recently, Diploma of Management and Certificate III students undertook group projects with organisations such as The Mauritian Wildlife Foundation, PAWS, The Bridge Festival and Belle Verte Ltee. In collaboration with representatives from these organisations students devised projects that created awareness, generated donations and encouraged community involvement.

One such project developed in conjunction with Belle Verte Ltee, saw students participate in and organize a campus clean-up campaign called 'Clean Up Telfair Day'. This event involved 20 students and, according to lecturer Claire Moran, "it gave students the opportunity to develop important skills for the workforce such as project management, team-work, leadership and communication."

Business Capstone, a compulsory third-year unit for Bachelor of Commerce students, is an opportunity for students to experience running their own business. Essentially, groups of 5-6 students participate in a computer simulation that requires them to make decisions about marketing, production, finance, human resources, quality management, research and development.

Over 8 weeks, the students must make important decisions that are then inputted into the simulated environment yielding either successful or unsuccessful results for their business over an 8-year duration. "Students learn important skills such as strategic thinking, decision making and team work", explains IT and Internet Studies Lecturer, Shafiiq Gopee.

Preparing for the Bridge Festival 2015

Cleaning Day at CTI and surrounding areas

Finding a Dream Job Once a Graduate

Graduating from a university is only half the battle. The other half, as any graduate will confirm, is finding employment, or as some would argue, finding a "dream job". Three of our 2014 graduates claim to have found such a dream job – and met with *Chronicles* to share their experience.

We asked them three questions:

1 ***Have you found a dream job?*** **2** ***How soon after graduating?*** **3** ***What were your main difficulties?***

Manisha Susty
Completed her B Com Accounting & Finance degree in December 2014

Manisha Susty

"I managed to find a job only two months after graduating! I'm currently employed at Standard Chartered Bank (Mauritius) Ltd as Corporate Affairs Officer. What's great about it is that I got a quick response from the Bank for an interview within one week after sending my CV.

As a fresher with no experience, I have no doubt that the privilege of having studied at CTI played a role in helping me find a job. My message to all new and future graduates: Believe in your potential and take on all opportunities that might come your way during your studies - even if those are short-term assignments or different from your field of study. What counts is the experience and the contacts you make. These will contribute to your success!"

Elodie Francois
Completed her BA Mass Communication degree in December 2014

Elodie Francois

"I completed my studies in December 2014 and was offered employment at Accenture as Recruitment Marketing Officer in February 2015 even before my official graduation! I have been here for five months now and I am responsible for organising corporate events and everything related to marketing and recruitment. It's fantastic!

Why? Because I have become very visible and feel appreciated for my work and for my positive and lively approach to the business and business partners. Accenture is the best place to be and all the credit goes to CTI not only for having recommended me but for having trained me to be a very good asset on the job market.

CTI has helped me become more extrovert. In turn, this have help me rapidly build up a trustful relationship with my colleagues."

Brandon Lim Shung
Completed his B Com Accounting & Finance degree in December 2014

Brandon Lim Shung

"Even before sitting for my last exams, CTI was already looking around for an internship for me. Soon after I was contacted by KPMG, one of the most prestigious employers in the world. They offered me an internship during which I was continuously supported and guided by both KPMG and my own CTI mentor. On completion, I received two offers from PwC and KPMG and I accepted the former. I believe that my experience at CTI has served to shape both my technical knowledge and personality. I am now employed as an Associate at PwC. My dream from my Day One at CTI has turned into reality.

I guess that my "main difficulty" was to choose between the world's two top accounting firms!"

Jeux des Iles de l'Océan Indien

The 9th Edition of the 2015 Indian Ocean Island Games, officially known as *Jeux des Iles de l'Océan Indien,* was held from 1 to 14 August in Reunion Island. Over 2,000 athletes, from seven countries, participated in the 14 different sports events.

CTI students also took part and some were among the best:

- **Mathieu Marquet** :
  Swimming (Gold Medal)
- **Caroline Ramasawmy** :
  Table Tennis (Gold Medal)
- **Lavinia Thancanamootoo** :
  Swimming (Silver Medal)
- **Melodie Mootoosamy** :
  Volleyball (Bronze Medal)
- **Elken Cheong** :
  Swimming

Mathieu Marquet

Caroline Ramasawmy

Lavinia Thancanamootoo

Melody Mootoosamy

Elken Chong

RANKING 2015	GOLD	SILVER	BRONZE	TOTAL
REUNION	84	72	53	209
MAURITIUS	66	49	70	185
MADAGASCAR	36	45	42	123
SEYCHELLES	25	40	31	96
MALDIVES	2	6	5	13
MAYOTTE	1	2	5	8
COMORES	0	0	0	0

New Academics on Board

Dr Sanjiv Gungadeen

Dr Sanjiv Gungadeen

Q: Tell us about your PhD: where did you do it and what was the topic?

SG: I did my PhD at Murdoch University, Perth. The title was "Change management practices in small island economies: A study of private sector organisations in Mauritius". Currently, I am involved in three research projects: (1) the national culture of Mauritius (2) a comparison between national culture in Mauritius and Iran, and (3) the impact of partisanship on change management.

Q: CTI is eager to promote research. Why do you think this is important?

SG: Research is critical to the economic and social development of a society. It is the very foundation for knowledge and innovation. Its application provides wider benefits to the society at large.

Q: What do you hope to achieve?

SG: I want to push forward knowledge and communicate this to the research community so that it can be further developed and refined.

Dr Chaitanya Niphadkar

Dr Chaitanya Niphadkar

Q: Where did you obtain your PhD and what was it on?

CN: At Lancaster University, UK. It was in the Human Resources and Leadership area and the title was "Leadership through Learning and Techniques to Improve Organizational Performance – An Empirical Approach".

Q: You have just published a book, congratulations! Can you tell us what it is about and why you wrote it?

CN: "Building Organizational Leadership" discusses the management challenges that organizations are facing today. It also talks about easy ways of building the 'Next generation HR' and offers suggestions on performance improvement.

Q: What is your current or future research about?

CN: Presently, I am looking at the future of management and its relevance to innovation and creativity.

Dr Aleksandra Peeroo

Dr Aleksandra Peeroo

Q: Where did you do your PhD and on what?

AP: I did my PhD at the Sorbonne University in France. It was on the institutional economics of public utilities, namely the water sector.

Q: In your opinion, what should be the priority for research?

AP: In my view, especially in our economic context, research should be applied to a real-world problem and help solving this problem, be it an industry or policy issue or else.

Q: What current project are you working on?

AP: On water sector governance in Mauritius and enquire to what extent sustainability considerations are taken into account.

Mr Abdallah Goolamallee

Mr Abdallah Goolamallee

Q: You are currently enrolled for a PhD. What is it on?

The core of my research for my PhD focuses on the Culture and Identity amongst minorities in Mauritius, with emphasis on the Muslim community.

AG: Which new knowledge/skills you plan to bring to our students?

I wish to bring new perspectives to knowledge, in terms of essence, acquisition and application. Hence, imparting a more existentialist and practical approach as the same time to my fellow students. Taking them on a journey from a "fixed mindset" to a "growth mindset" in their respective fields of study.

Ignite 2015 portfolio contest

The winners of the Ignite 2015 Portfolio Contest organized by Maurice Publicité Ogilvy & Mather were announced on Wednesday 1 July 2015.

This contest was run and judged by a panel of art directors and senior designers from Maurice Publicité Ogilvy & Mather. It attracted around thirty participants from various local institutions and universities.

CTI Design students won the three prizes for the best portfolios: **Yudmilla Wenda Soobrayen** was awarded the first prize, **Brandon Monneron** won the second prize and **Eyshreena Chooramun** the third. All three winners were rewarded with a three-month, paid internship with Maurice Publicité Ogilvy & Mather Advertising, together with other prize gifts. Jacque Shaw, Curtin lecturer and moderator present at the ceremony, commented on the performance of CTI students: "I am very satisfied. This is such a good result for both our partner institute and the reputation of our Curtin Design degree."

From left to right:
Vikash Rowtho, Head of Faculty;
Eyshreena Chooramun; Brandon Monneron;
Leena Nothoo (Senior Lecturer)
and Yudmilla Wenda Soobrayen

Team-Building Day

Charles Telfair staff certainly know how to work hard but did you know they also like to play hard? All CTI staff enjoyed a day of team-building at Reve d'R on 30 July. The event required them to dress in the theme "All around the World" – a theme chosen to reflect and celebrate the diversity of CTI's students, staff members and our growth in the international marketplace.

The whole 2015 CTI Team