

Everyone tries to reach the goal, but someone has that extreme urge to achieve it at any cost.



# MAHA Intrapreneur 11 Award

A Praj initiative in association with SIBM

The Maha-Intrapreneur Award 2011 is instituted by Praj Industries Ltd. global leaders in biofuels plants, in association with Symbiosis Institute of Business Management (SIBM), Pune. The Maha-Intrapreneur Award endeavors to recognize individuals with intrapreneurial skills within companies, NGOs and government organizations, who undertake the responsibility of converting ideas into profitable ventures. The motivation of launching the award came from Mr. Pramod Chaudhari who envisioned the concept of Maha-intrapreneur. Through the Maha-Intrapreneur awards, Praj wishes to promote the 'Culture of Intrapreneurship' within organizations, thereby building a strong support for the intrapreneur.



**Praj Maha-Intrapreneur Award**  
The Praj Maha-Intrapreneur Award was launched in 2008 during the Silver Jubilee Celebration of Praj Industries. In order to promote 'Intrapreneurship' Praj organized 'The Maha-Intrapreneur 2008' program where six distinguished 'Intrapreneurs' shared their experiences. The Awards were formally instituted and conferred in the year 2009.



## Inviting Applications for Praj MAHA-INTRAPRENEUR Award 2011

Praj Industries Limited in association with Symbiosis Institute of Business Management (SIBM) invites nominations (through their respective organizations) for the "Praj Maha-Intrapreneur Award" for the year 2011.

- Takeaways for the Winners**
- Recognition for the awardees as well as their organization
  - Chance for Awardees to share their success story in various Employers' Associations and forums
  - Enhanced brand value for the award winner's organization so as to attract and retain talent
  - Opportunity for Awardees organizations to propagate "Culture of Intrapreneurship" within

### AWARD CATEGORY

Category A	Industry & Business Criteria : Sales 30 cr & above and Staff strength of 50 and above	3 awards including 1 award for women intrapreneur
Category B	NGO/Educational Institutes/Trusts/Semi-Government	3 awards including 1 award for women intrapreneur
Category C	"Life Time achievement Award" for the Intrapreneurship qualities exhibited by the individual from Industry & Business, Government Services and NGO/Educational Institutes/Trusts.	

### NOMINATION CRITERIA

Category A - Nominations under this category should be from Industry and Business organizations.

- The nomination will be accepted only through the organization and not as individual entry
- An Organization can nominate more than one Nominee
- Nominees' total work experience should be more than 10 years. He / she should be associated with the current organization for at least 3 years. At the time of application he/she should be based in Maharashtra
- The reference of nominee's achievements should be for last three years i.e. 08-09, 09-10 and 10-11 for specific parameters mentioned in application form

Category B - Nominations under this category should be from NGO/Educational Institutes/Trusts/Semi-Government organization.

- The nomination will be accepted only through the organization and not as individual entry
- An Organization can nominate more than one Nominee
- Nominees' overall experience should be more than 10 years. He / she should be associated with the current assignment for at least 2 years. At the time of application he/she should be based in Maharashtra
- A nominee must be a person who holds responsible rank & position and should have significantly contributed to his organization during last 2 years i.e. for the years 09-10 and 10-11

### Rewards for the Award Winners

Each Awardee in Category A will be presented a trophy of "Praj Maha-Intrapreneur Award", "Certificate of Appreciation" and Fellowship of maximum of ₹. 1,00,000/- (Rupees One Lakh) to attend Executive Development Programme from any reputed institute in India. Each Awardee in Category B will be presented a trophy of "Praj Maha-Intrapreneur Award", "Certificate of Appreciation" and ₹. 1,00,000/- (Rupees One Lakh).

### EVALUATION CRITERIA (Category A and B)

Applications will be scrutinized and evaluated by an independent Panel of Judges appointed for this purpose. The evaluation process will be in two Phases -

- Phase 1:**
- Nominees will have to submit an application along with a write-up covering the parameters of Leadership, Innovation & Risk Taking, People Management, Strategy Formulating & Implementing, Business Process and Results
  - Applications will be scrutinized, evaluated and short listed based on the highest overall score on the pre-determined parameters by the Panel of independent Judges
  - Short listed nominees will qualify for Phase 2 evaluation

### Phase 2:

- The nominees would be invited to Pune to share their achievements and experiences in an interactive session with Panel of Judges.
- Based on this, the Panel of Judges will give their recommendation to the organizers.
- Organizers will announce the names of the winners

### AWARD CEREMONY

Award winners will be presented a trophy of "Praj Maha-Intrapreneur Award" and "Certificate of Appreciation" at the hands of a distinguished guest from Industry and Business in a gala function in the third week of December 2011.

### IMPORTANT DATES TO BE REMEMBERED

- Launch of Praj Maha-Intrapreneur Award \_\_\_\_\_ 20<sup>th</sup> July 2011
- Last date for submission of Application Forms (Phase 1) \_\_\_\_\_ 30<sup>th</sup> September 2011
- Final list of Short-listed nominees in Phase 1 and communication to short listed nominees for Phase 2 \_\_\_\_\_ 20<sup>th</sup> October 2011
- Interaction of nominees with Panel of Judges (Phase 2) \_\_\_\_\_ 1<sup>st</sup> November 2011 to 11<sup>th</sup> November 2011
- Declaration of winners \_\_\_\_\_ First week of December 2011
- Award presentation Ceremony \_\_\_\_\_ Third week of December 2011

### HOW TO APPLY

- Log on to the web site (URL) [www.mahaintrapreneur.com](http://www.mahaintrapreneur.com) for online application
- The web site provides necessary details about the award process and important dates to be remembered along with the Application Form

- The application form and any other documents, supplementary material submitted by the nominee will be retained by the organizers.
- The organizers will take all reasonable steps to protect confidentiality of the applications forms and information therein

### RULES AND REGULATIONS

- Praj Maha-Intrapreneur Award steering Committee reserves the right to alter or make any changes in the "Award Scheme"

### LAST DATE FOR SUBMISSION OF APPLICATION FORM (PHASE 1)

Applicant-organization should forward the duly completed "Application Form" on or before 30<sup>th</sup> September 2011

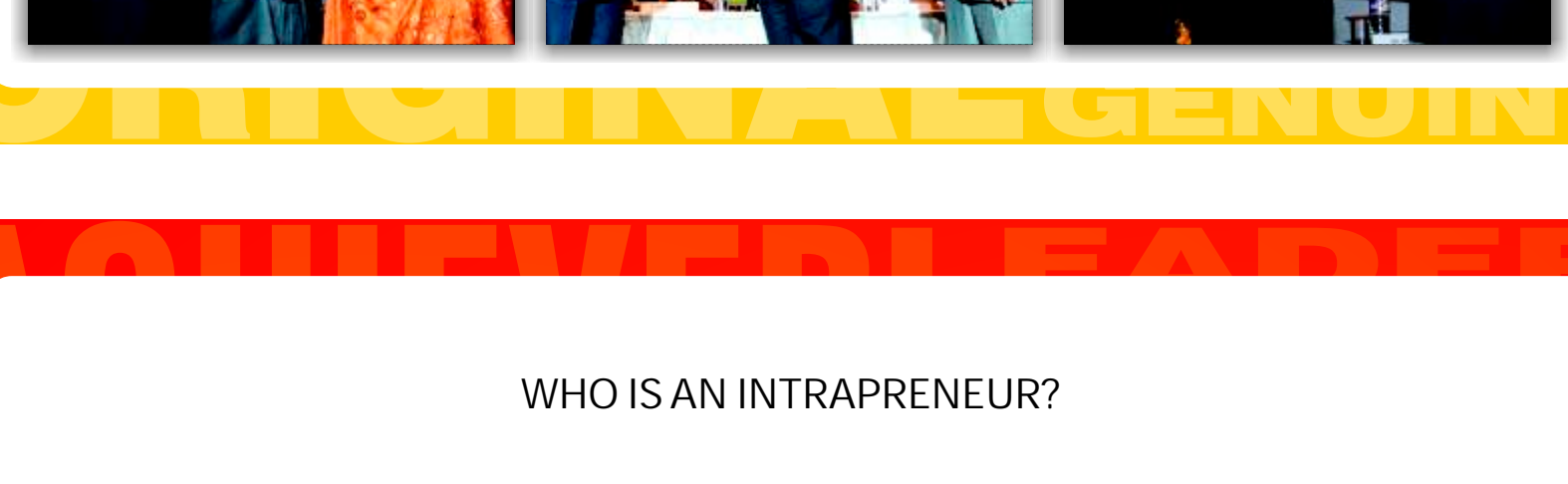
### WINNER'S SPEAK

**Prof. Hemant Abhyankar**  
(Director, Vishwakarma Institute of Technology, Pune)  
I thank Praj for instituting such wonderful awards. Pramod (Praj Chairman) has been a thought leader and this new concept will help industries as well as the trusts, NGOs and society to work in a direction for the social cause.

**Nitin Kothari**  
(Managing Director, DSM Engineering Plastics India Pvt Ltd)  
It's an honor and privilege to be awarded with Praj Maha-Intrapreneur Award. In my 27 years of professional life, I have seen recognitions in the form of reward, promotion. But this is the 1st time my work has been recognized outside the sphere of the company I have worked for.

**Dr. K.D. Inamdar**  
(Vice President - Effect Pigment Division, Sudarshan Chemical Industries Ltd)  
I am very happy to receive this award and it is indeed a big event for me. I thank Pramodji for instituting this award and giving me and my organization recognition. This award is a joint success of the 150 people working in my team.

**Kalpana Pant** (Joint Director, Chaitanya, Pune)  
This is a platform where the social and the industrial come together. The non-profit social industry has a lot to learn from the industrial sectors like the words and values like performance, efficiency should also be a part of the non-profit sector. All of us should be the change that we want to see in this world and I hope more and more people will come forward and be the change agents.



### WHO IS AN INTRAPRENEUR?

- The term 'intrapreneur' was coined almost two decades ago. In simple terms Entrepreneurship within existing organizations can be called as 'Corporate Entrepreneurship' or 'Intrapreneurship'.
- Intrapreneurs are those managers who are result-oriented, ambitious, rational, competitive, with high risk taking ability and questioning. They are challenged by innovation at the same time have an understanding of their organization and a belief in their colleagues.
- Intrapreneurs are comfortable to change, have clarity of direction, thoroughness, a participative management style and an understanding that they need to work with others to achieve their goals.
- 'Intrapreneurship' is an entrepreneurial way of thinking, acting and feeling of a work community. Intrapreneurs are students of circumstances and look for ways to increase business or improve the business they have. They have a stake in shaping the organization and know how to present it to customers with confidence, pride and assurance. Intrapreneurs have the motivations and execution skills to make "the big idea" come true, thereby fostering transformation and growth within the organization they are associated with.

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### About Praj Industries Limited

Praj is a globally leading Company offering innovative end-to-end solutions for biofuels, brewery, industrial processes and water and wastewater treatment systems. With over 25 years experience across 5 continents, Praj has acquired an international repute in offering cutting edge technology, engineering and plants. The genesis of Praj lies in its entrepreneurial beginning. Praj is a first generation, technopreneur promoted Company. It has drawn on the intrapreneurial abilities of many professionals for rapid growth and globalization. The Company firmly believes in Intrapreneurship as a key to Entrepreneurial development in order to bring in excellence. Praj has well equipped manufacturing facilities in Pune and at the port in western India. The units are accredited with ASME 'U' and 'H' stamp and ISO 9001-2008. Manufacturing is undertaken in accordance with international standards and codes. The backbone of Praj's technology development is Praj Matrix, The Innovation Center. This Center has been conceived and established with the objective of providing future perfect technology and engineering solutions for biotech led processes. Matrix is equipped with state of the art laboratory and pilot facilities. Praj Matrix is currently engaged in scaling up of second generation bioethanol and biodiesel technologies from agri waste and algae.

### About Symbiosis Institute of Business Management SIBM, Pune

Established in 1978, Symbiosis Institute of Business Management, Pune is in its 30<sup>th</sup> year of service to the student community. The flagship brand of Symbiosis, it is recognized as one of the best B-schools in the country. SIBM, Pune is also ranked fourth among Indian business schools consistently for 3<sup>rd</sup> year by Business Today magazine. SIBM, Pune provides Corporate Education through its diploma programs to various corporates like Wipro Corporations, BMC Software, Godrej Group of Companies, ZenSar Technologies, HSBC, AXA Business Services, WNS Global Service, etc. Combining theory with practical business, classroom teaching with Management Development Programmes, SIBM, Pune offers its students a classic mix of academic and business knowledge.



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