

XA & KDBC



NEWSLETTER

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One of the Top Ten +2 Institutions of Nepal



**KATHMANDU
DON BOSCO COLLEGE**
(Affiliated to Purbanchal University)

One of the Top Ten B-Schools of Nepal

Message from the Chairperson

Prof. Dr. Sriram Bhagat Mathe



Dear Students, Alumni, Parents, Guardians, Faculty, Staff and Promoter Friends and other Friends and Well-wishers of Xavier Academy (XA) and Kathmandu Don Bosco College (KDBC),

On the auspicious occasion of Vijaya Dashami, I would like to wish all of you a very happy Dashain with your family members. Let us pray that Durga Bhavani will continue to bless us and protect us. Let us also pray that good will always prevail over evil.

On behalf of the Board and the entire XA and KDBC families, I am very happy to welcome all the new Grade XI students, who have joined XA, and all those students who have enrolled for the bachelor and master's courses in Kathmandu Don Bosco College. I wish to thank each one of you personally as well as your parents/guardians for the trust and confidence you have placed on us in these very difficult and trying

times. I also want to thank the new Grade XII students as well as the Grade XII students who have been waiting to appear for the final Grade XII examinations for the past 6 months. I really feel very sorry for these students, who are waiting for the Government to take some decisive action on holding the final examinations so that they can continue their further studies. Their lives have been put on hold because of the Government's inaction. This is definitely not acceptable. Let us hope that this paralyzing situation is corrected as soon as possible.

The current pandemic has tested all our collective and individual resolve for the past many months and will continue to challenge us for many more months until an effective and affordable vaccine is easily available. Until then, I wish to urge everybody to take every precaution to be safe and healthy. Many people have unnecessarily died and, what was just statistics before have slowly and inexorably taken the form of a family member, relative, friend or someone who was close to us and whom we used to know. I have stated on many occasions the well-known maxim that prevention is always better than cure and that it is always better to be safe than sorry.

Unlike previous years, this year's Dashain will most probably be celebrated with less enthusiasm and is most likely to be a very muted event against the backdrop of the current pandemic, which has turned the whole world topsy turvy and has spread doom and gloom all over the world. We have no option but to be positive, healthy in mind and body through healthy diet, regular exercise, staying home as much as possible, wearing face masks when one has to go out for emergency shopping and other emergency works, maintaining social distancing when going out, avoiding crowds, washing hands frequently with soap, taking steam, especially after coming back home, isolating oneself if one develops symptoms, and accepting "tika" online through an appropriate online portal. In the current situation, this is the "new normal" and we have to live with it for the time being.

As a responsible and reputed academic institution, we will take every precaution to make sure that all our students, faculty and staff are safe and healthy as we cope with the challenge of providing our students quality education through online medium. The health and well-being of every member of the XA and KDBC families must and has always been our primary priority. Students' long-term interests should and have always been at the center of our decision-making. We have always taken pride in giving a well-rounded education to all our students by offering a variety of curricular and extra-curricular activities to enrich our core teaching-learning activities. Unfortunately, distance learning has prevented us from organizing many class-based and outdoor-based group activities. Our senior management is exploring possible alternative options to make the learning of our students more enjoyable by complementing the core learning activity with other curricular and extra-curricular activities as far as possible.

In the current situation, it has become more important for all of us to stay connected even though we cannot meet physically, to support each other emotionally so that, together, we can ride over the current pandemic, and resume our normal lives. Let us hope that this is sooner than later. Having said this, there are some very important lessons that we have to take away from the current pandemic. We definitely have to better appreciate and protect our environment and have to learn to prioritize the quality of life in terms of achieving a more fulfilling spiritual well-being, rather than being obsessed with materialistic pursuit. Our eating habits need to improve drastically. For example, in the name of eating exotic food, we are eating all types of animals, making it easier for animal viruses to transfer to human beings with deadly consequences. Covid-19 pandemic should be an eye-opener. However, I am afraid that after this pandemic is over, people will revert to their old ways. This will only invite other pandemics in future.

I wish to conclude with a very positive note. Human ingenuity and our common resolve to live will eventually overcome this pandemic, provided we are united and work together and not against each other. Let us not be Covid-locked. Let us look beyond to an exciting and magical world, where we can weave and achieve our dreams. Students, do not be deterred by the current pandemic, continue to focus on your studies, the examinations and your goal/career, and you will certainly do very well now and in the future. Our best wishes and prayers are always with you.

Once again, please accept our heartfelt festive greetings and let us all be safe and healthy, strong, positive and optimistic. Let us all work together to build a better Nepal and a better world.



NEWS & EVENTS

XAVIER ACADEMY

From the Principal's Desk



Dear Readers,

When Covid 19 pandemic has globally affected almost all walks of life, the world of academia, too, has not been an exception. Especially at the end of the last and beginning of this academic session have been severely affected by it. Since we could not take the risk of infection, in-person classes were suspended at XA and KDBC and we decided to carry out all the teaching-learning activities remotely.

Despite this being an uncharted territory for both students and the faculty, we did not hesitate to embrace it. With the technical support of our IT department, within a short period of time, our faculty were trained and ready to take remote classes. I applaud all our faculty for their dedication and devotion to their vocation. Similarly, my gratitude to the students for extending their full cooperation!

Because of the aforementioned situation, we could not welcome our new students the way we used to do it in the past. However, I would like to take this opportunity to welcome them to the XA family. In addition to that, I would also like to congratulate our MBA students who have completed their thesis work and commend their hard work as well.

During this uncertain time also, we tried to keep our staff members abreast with professional development activities. Ten of our faculty attended a workshop organized by Australian Catholic University (ACU) and PAC Asia focusing on enhancing online

teaching which being the need of the hour. In the meantime, KDBC organized stress management & mindfulness session as well as a case study workshop for the students.

Despite trying to remain positive in this trying time, I cannot but worry about Grade XII students (batch 2018/20). Their board exam has been delayed by more than six months. I think it is high time that the National Examination Board uses the available technologies and conduct the pending exam online or come out with other amicable solutions.

Finally, I, on behalf of the entire XA and KDBC family, would like to wish you all a Very Happy Vijaya Dashami, Tihar, Nepal Sambat 1141, and Chhat! Please continue staying safe and healthy.

-Badal Pradhan
Humphrey Fellow (2019/20)

CLASS DAYS OF THE ACADEMIC YEAR 2020/21 (2077/2078 BS)

As in the past, XA had planned to start the new academic session of Grade XII from July 1. But due to the unprecedented ongoing Covid 19 pandemic, the session was delayed by a fortnight. Similarly, the new academic session of Grade XI, too, was affected. We could start their session only from September 4. In order to keep our students, staff, and our society safe the classes have been running online. In the beginning, teaching and learning through the cyber world was completely uncharted territory for both the staff and the students, however we have been making significant shifts in this regards since we determined to take it up. The total class days before the first terminal examination of Grade XII are as follows:

Class	XI (Science and Management)	XII (Science and Management)
Days	41 days (4 September – 21 October 2020)	73 days (15 July – 13 October 2020)

ACTIVITIES IN THE PERIOD OF JULY – OCTOBER 2020

SN	MONTH	DATE	ACTIVITIES
1	MAY 2020	3	Meeting with students and parents of batch 2019-2021
2		5	Meeting with science students of batch 2018-2020
3		7	Meeting with science students of batch 2018-2020
4	JUNE 2020	11	Meeting with Dr. Rob Leveille, Mr. Sharad Bhatia and team of AdvancED
5	JULY 2020	3	Meeting with students and parents of batch 2019-2021 for new session
6		7	XA/ KDBC Board Meeting
7		15	Class XII: Online Orientation- batch 2019-2021
8		16	Class XII: New academic session began
9	AUGUST 2020	23	Meeting with students and parents of batch 2019-2021
10	SEPTEMBER 2020	2	Class XI: Online orientation of batch 2020-2022
11		4	Class XI: New academic session began

NEWS & EVENTS

XAVIER ACADEMY

PROPOSED PROGRAM ACTIVITIES

SN	MONTH	DATE	ACTIVITIES
1	NOVEMBER 2020	1	Grade XI & XII: Classes resume
2		9–13	Grade XI: First assessment
3		14–17	Tihar vacation
4		18	Grade XI & XII: Classes resume
5		21	Grade XII: Parent-teachers' meeting
6		29–30	Grade XII: Second assessment
7	DECEMBER 2020	2–4	Grade XII: Second assessment
8		6–11	Grade XI: First terminal examination
9		15	NEF-CCN Inter college art competition
10		25	Christmas Day
11		27	Grades XII: Preparation leave
12		28–31	Grades XII: Second terminal examination
13	JANUARY 2021	1	New Year 2021
14		2	Grade XI: Parent-teachers' meeting
15		2–3	Grades XII: Second terminal examination
16		5–19	Winter Vacation
17		20	Grades XI & XII: Classes resume
18		23	Grade XII: Parent-teachers' meeting
19		28	NEF-CCN Inter college essay writing competition

STUDENTS ENROLLEMENT DETAILS 2019 AND 2020

BATCH	2019						2020						2019/20 AND 2020/21					
	SCI	%	MGMT	%	TOT	%	SCI	%	MGMT	%	TOT	%	SCI	%	MGMT	%	TOT	%
TOTAL	121	61.42	76	38.58	197		150	55.35	121		271		306	63.75	174	36.25	480	
BOYS	58	47.93	40	52.63	98	49.75	66	44.00	66	54.55	132	48.71	148	48.37	91	52.30	239	49.79
GIRLS	63	52.07	36	47.37	99	50.25	84	56.00	55	45.45	139	51.29	147	48.04	91	52.30	238	49.58

ADMISSION 2020 (2077 BS)

Entrance Details					
S.N.	Particular	SCI	MGMT	Total	Remarks
1	Form Fill up (Online)	2067	615	2682	
2	Exam Appeared (Online)	1192	376	1568	
3	Name Published (Online)	1061	349	1410	
4	Admission Taken (Online)	150	121	271	
5	Gender				
	Male	66	66	132	48.71
	Female	84	55	139	51.29
6	Previous School	76	62		
7	Total Students	150	121	271	
8	Section/ Classes	4	3	7	

NEWS & EVENTS

XAVIER ACADEMY

ADMISSION 2020 (2077 BS) Contd..

9	GPA Details			Total	Cumulative
a	4.00	16	3	19	19
b	3.95	15	6	21	40
c	3.90	18	1	19	59
d	3.85	15	4	19	78
e	3.80	10	6	16	94
f	3.75	12	9	21	115
g	3.70	11	3	14	129
h	3.65	11	8	19	148
i	3.60	6	12	18	166
j	3.55	7	1	8	174
k	3.50	3	10	13	187
l	3.45	7	6	13	200
m	3.40	3	9	12	212
n	3.35	6	3	9	221
o	3.30	2	6	8	229
p	3.25	2	7	9	238
q	3.20	4	5	9	247
r	3.15	1	6	7	254
s	3.10	1	2	3	257
t	3.05		4	4	261
u	3.00		4	4	265
v	2.8+		6	6	271

HISSAN SCHOLARSHIP 2019/2020 (2076/2077 BS)

(100 % Tuition Fee Waiver for the Month of March 2020- June 2020)



SCIENCE

SN	ID	Name	Total	%	Position
1	18sci018	Kalpesh Manandhar	393.5	87.44	1
2	18sci161	Smarika Shrestha	392	87.11	3

MANAGEMENT

SN	ID	Name	Total	%	Position
1	18mgt058	Priyasha Thapa	425	85.00	1
2	18mgt084	Sudhisha Thebe	402	80.40	2

HISSAN RESULT 2077 - TOP TEN

We heartily applaud and congratulate the students standing in the top ten positions in HISSAN Pre-board Exams 2077 in the XA groups. We also appreciate all our students for their great endeavours in the competitions, with good wishes for their higher achievements ahead.

SCIENCE XII

SN	Name	Sec	Eng	Nep	Phy	Chem	Bio/Maths	Total	%
1	Kalpesh Manandhar	D	73	78	68	74.5	100	393.5	87.44
2	Binaya Basnet	C	81	81	69	61	100	392	87.11
3	Smarika Shrestha	C	77	80	66	64.5	95	382.5	85
4	Swastika Shrestha	C	84	80	67	68	60	359	84.47
5	Suyog Chalise	C	79	76	68	68	89	380	84.44
6	Aayush Aryal	D	72	76	70	62	99	379	84.22
7	Rojen Dangol	E	80	81	63	59	95	378	84
8	Krishangi Tiwari	D	77	79	63	61.5	92	372.5	82.78
9	Sujyana Pradhan	C	88	74	66	61	59	348	81.88
10	Niroj Khadka	D	63	70	59	66	88	346	76.89

MANAGEMENT XII

SN	Name	Sec	Eng	Acc	Eco	B.Std	B.Math	Total	%
1	Priyasha Thapa	B	86	87	90	81	81	425	85.00
2	Sudhisha Thebe	C	80	90	75	77	80	402	80.40
3	Rahul Nakarmi	B	78	78	77	74	88	395	79.00
4	Nigal Ratna Tuladhar	B	74	85	82	62	80	383	76.60
5	Yuman Shrestha	C	72	71	83	70	86	382	76.40
6	Pratikshya Shrestha	B	74	81	73	65	87	380	76.00
7	Aarjit Poudel	A	62	79	70	67	83	361	72.20
8	Penkey Gurung	B	83	80	71	68	59	361	72.20
9	Karishma Pariyar	A	59	75	78	68	71	351	70.20
10	Pasang Dawa Sherpa	B	66	66	80	63	74	349	69.80

NEWS & EVENTS

XAVIER ACADEMY

ORIENTATION PROGRAM FOR FRESHMEN

Orientation programs for the freshmen of Science and Management streams were conducted on September 2, 2020, in two different shifts. Unlike in the past, this year the programs were conducted virtually using the Zoom platform. The Principal of the College, Mr. Badal Pradhan began the program by congratulating and welcoming the freshmen. In the initial part of the program, he introduced the teaching and non-teaching staff of the college. He then went on to familiarize the freshmen with the system followed at XA. He emphasized the zero-tolerance policy of XA on the matter of bullying and any types of harassments. Besides that, he also explained to them about the roles and responsibilities of both the students and the staff. He spent a fair amount of time explaining about the use of cyberspace and its pros and cons. He concluded the program by thanking all for their active participation.

ESSAY WRITING & POWERPOINT PRESENTATION

On September 3 and 4 two sessions on Essay Writing and PowerPoint Presentation were conducted for the new comers of Grade XI (Management and Science) at two different times, following the Orientation Session the day before. The Principal Mr. Badal Pradhan offered his presentation on how to create effective and purposeful PowerPoint slides mainly addressing participants' age groups and expectations, language clarity and conciseness, gender impartiality, etc. Mr. Pradhan also stressed students' duties and responsibilities in terms of look, get-up, discipline and performance, apart from safe cyber activities. The Management Coordinator Mr. Suresh Kumar Shrestha made his presentation on how to write an effective essay hinting its significances at different academic levels. Over 190 Management and Science freshers attended the sessions with curiosity and excitement.

TEACHER TRAINING WORKSHOP - ACU & PACASIA

On October 7, 2020 Management and Science teachers of Xavier Academy attended Teacher Training Workshop on Zoom organized by Australian Catholic University (ACU) in collaboration with PACASIA. The training mainly focused on how teachers could enhance their online/ remote teaching more interactively and collaboratively with few resources in the ongoing pandemic situations. The 2-hour interactive session facilitated by the experts from the university Ms. Emma Lusk and Ms. Donna Cook helped secondary teachers from various schools in the

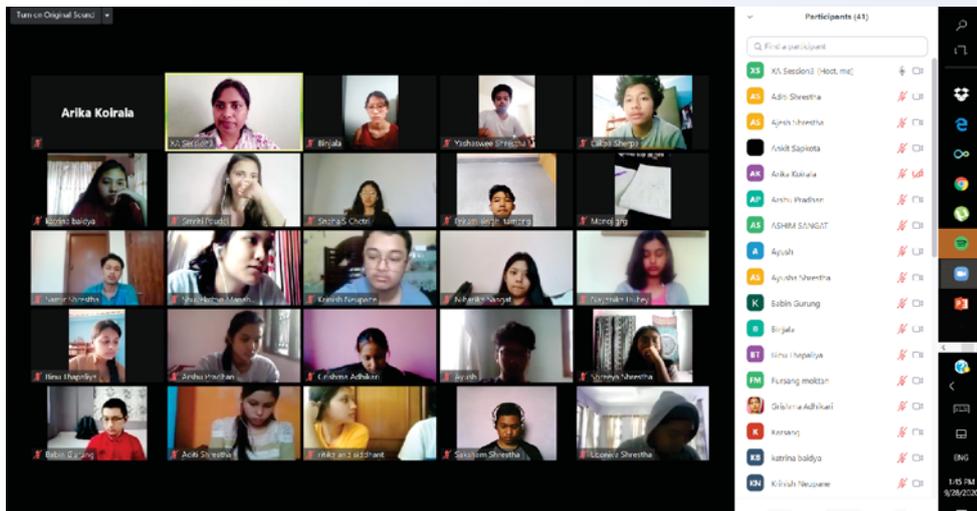
valley with how they could upgrade their remote teaching modality with Zoom features and other useful applications. Ten teachers of XA Mr. Akrur Dhital, Ms. Anita Singh, Ms. Banapuspa Kharel, Mr. Ganesh Prasad Shiwakoti, Mr. Krishna Sundar Awal, Mr. Pushkar Prasad Shrestha, Ms. Rose Singh, Mr. Suresh Kumar Shrestha, Ms. Sushma Tuladhar and Ms. Tara Chataut had been nominated for the workshop.

FIRST TERMINAL EXAMINATION ROUTINE



Day	Date	Grade XII	
		Management	Science
Thursday	October 15, 2020	Accountancy	Physics
Friday	October 16, 2020	English	English
Sunday	October 18, 2020	Economics	Biology/Mathematics
Tuesday	October 20, 2020	Business Mathematics	Chemistry
Wednesday	October 21, 2020	Business Studies	Nepali

ONLINE CLASSROOM



NEWS & EVENTS

KATHMANDU DON BOSCO COLLEGE

STATUS OF MBA AND EMBA CLASSES

KDBC has several batches running under three programmes: five batches of MBA (2020 Spring, 2019 Fall, 2019 Spring, 2018 Fall & 2018 Spring); three batches of EMBA (2020, 2019 & 2018 Spring) and two BBA batches. The status of classes is as follows:

S.N.	Intake	Sem	Start of Semester	Classes days till Aug 20	End of Semester	Tentative date of PU Exam	Remarks
1	MBA 2020 Spring	I	5 April 2020	135*	Oct 2020	Dec2020	Exam form sent
2	MBA 2019 Fall	I	26 Aug 2019	150*	March 2020	Oct 2020	Time-bound board exam
3	MBA 2019 Spring	II	24 Oct 2019	150*	March 2020	Oct 2020	Online time-bound board exam
4	MBA 2018 Fall	III	11 Oct 2019	140*	Feb 2020	Oct 2020	Online time-bound board exam
5	MBA 2018 Spring	IV	27 Nov 2019	120*	Feb 2020	Dec 2020	Waiting for board exam
6	EMBA 2020	I	6 April 2020	115*	Oct 2020	Dec 2020	Exam form sent
7	EMBA 2019	II	24 Oct 2019	130*	March 2020	Oct 2020	Online time-bound board exam
8	EMBA 2018	IV	27 Nov 2019	110*	Feb 2020	Dec 2020	Waiting for board exam
9	BBA	V	28 Nov 2019	150*	March 2020	Oct 2020	Online time-bound board exam
10	BBA	I	25 Oct 2019	160*	March 2020	Oct 2020	Online time-bound board exam

KDBC Students are appearing at time-bound home exams of Purbanchal University due to the outbreak of novel coronavirus (Covid-19), since students are too unsafe to attend exams at exam centres.

CO- CURRICULAR AND EXTRA- CURRICULAR ACTIVITIES

KDBC has been conducting online classes on a regular basis during and after the lock-down period. Besides regular classes, the college is sturdily imparting valuable academic and co- curricular activities to improve educational experiences of its students. In the present scenario, the online teaching learning is to continue as long as it is essential. The assortment of value-added events and extra-curricular activities organized by the college at a glance:

S.N	Month/ Year	Dates	Activity	Participants	Particulars
1	April	28	Faculty Meeting I	12 Faculty members, KDBC Admin & Chief Admin Officer	KDBC MBA/ EMBA 1st semester faculty meeting focused on: taking/running classes during this pandemic, what measures teachers can take to run their classes smoothly to ensure uninterrupted learning and how to make online education more meaningful. Despite the adverse situation, KDBC teachers have been using learning platform at their convenience to ensure smooth online classes.
2	May	24 -25	Case Study Workshop	2020 E/MBA	College organized two-day Case Study Workshop for its first semester students, facilitated by Mr. Vijaya Tamla Rai, PhD Scholar and Doctoral Project Assistant at University of Wisconsin-Milwaukee, USA.
3		11	Skill Series	BBA students	As the beginning of skilling series, KDBC partnered with SkillLab organized a session to upgrade students' skills, as well as teachers' to bring the virtual skilling series to its students. The session facilitated by Mr. Bijendra Shah mainly focused on the SMART goal setting.
4	June	19 June -1 July	Seminar Series I	MBA 2019 Fall	Seminar Series I on "Knowledge Management" was conducted for MBA 2019 Fall second semester students. Prof. Dr. Vinod Kumar Singh, FMS, GKV, Haridwar, India was the resource person for the seminar.
5		27	Stress Management and Mindfulness session	All the semester students and Staff members of KDBC	For students' mental health and wellbeing in this tough period, the college organized a 150-minute counselling session on Stress Management and Mindfulness on Zoom. It was resourced by the widely known psychologist Ms. Karuna Kunwar.
6	Aug	25-31	Seminar Series II	MBA 2019 Spring 3 rd Sem	Seminar Series II on "Strategic Management" was organized for MBA 3 rd Semester, facilitated by the expert Prof. Dr. Sanjay Kumar Shrestha, a senior professor in Management from TU, Kathmandu.
7		24-31	Seminar Series III	MBA 2018 Fall 4 th Sem	Seminar Series III on "Business Development Plan" was conducted by Mr. Bharat Singh Thapa, a well-known scholar of our country.
8	Sep	28	PU Management Faculty Meeting	KDBC	The one-hour Zoom faculty meeting was conducted with the University Management Dean and other officials, focusing on the time-bound exam of Purbanchal University. All the prerequisites for the smooth execution of exams were discussed at the meeting.

Online classes are running effectively using Zoom application for 2020 batches: for the first semester classes of MBA effective from 5th April, and for EMBA 2020 Spring from 6th April. In addition, respective subject teachers have been conducting online classes for other semesters, too.

Admission is open for MBA 2020 Fall intake at KDBC with online admission procedures!

NEWS & EVENTS

KATHMANDU DON BOSCO COLLEGE

THESES AND SEMINAR SERIES

In the last six months, altogether 11 students have completed their theses, including their submission and completion of pre- and final viva examinations online and offline.

MBA 2019 Fall 2nd semester started with the seminar series on the topic "Knowledge Management" on Microsoft Teams from 19 June to 1 July 2020, facilitated by Prof. Dr. Vinod Kumar Singh, Dean and Head, Faculty of Management Studies (FMS), Gurukula Kangri University, India.

Likewise, seminar series of MBA 2019 Spring 3rd semester was completed on 25-31 Aug 2020. This seminar series was on "Strategic Management" conducted by Prof. Dr. Sanjay Kumar Shrestha, Senior Professor, TU, Kathmandu and adjunct faculty in various reputed colleges of Nepal.

In addition, seminar series program of MBA 2018 Fall 4th semester on "Business Development Plans" was held from 24 to 31 Aug, resourced by Mr. Bharat Singh Thapa, PhD scholar, CDM, Tribuwan University.

CASE STUDY WORKSHOP

On 24 and 25 May 2020 as per the approved academic calendar of the college, KDBC offered a case study workshop programme to its first semester students. It was a two-day virtual workshop facilitated by Mr. Vijaya Tamla Rai, PhD scholar and Doctoral project assistant at University of Wisconsin-Milwaukee, USA. This workshop was attended by the new intake of E/MBA 2020 Spring. The college firmly believes in promoting students' learning and their all-round advancement in every sphere of management.

In the three-hour workshop sessions, eminent speakers shared the basics of a case study: what a case is, how to read it, and how to analyze it with related analytical logics. As a part of the learning process, Mr. Tamla had also set up pre- and post session surveys and gave case study assignments.

Students got many ideas and insight about the principles of analyzing management cases and how to meaningfully analyze them on their own. With this KDBC looks forward that the students will be able to demonstrate skills of reading and analyzing cases, clearly positioning their roles in the case method. As a great learning opportunity, all the participants highly appreciated the workshop for its enriching sessions.

STRESS MANAGEMENT AND MINDFULNESS SESSION

On 27 June 2020, KDBC organized a Stress Management and Mindfulness session for its all semester students. The program was facilitated by Ms. Karuna Kunwar, a known psychologist in Nepal at Centre for Mental Health and Counselling, Nepal (CMC-nepal). The session shed light on visible positive changes in thousands of people who were /have been suffering from various mental-health-related problems. She has been helping people resolve their personal issues through her counselling, and also has been inspiring youths.

She has had numerous articles published on varieties of mental health and psychosocial issues. Her additional strength includes counselling, training and supervision. In her session, Ms. Kunwar focused on how students need to be aware of social psychology and self regulation, and improve their mental health in this tough pandemic situation accordingly. It laid stress on self management and engagement in skill development activities.

She explained our thought process with ABCDE technique; attention, believe, challenge, discount and how to explore options. She underscored that since the capacity of our thoughts is controllable, we need to evaluate all our negative emotions like anxiety, anger, etc with our inner strength, enjoying seemingly little things and practising gratitude in life. The in-between Q/A session helped appease students' queries.

Last but not least, KDBC requests all the students to acquire life skills to cope with any situation wisely and try to balance doubts and challenges in their personal and work lives. The world lies ahead of you, be your best and conquer it!



ONLINE CLASSROOM

KATHMANDU DON BOSCO COLLEGE
(Affiliated to Purbanchal University)

Creating Future Leaders with Imagination, Inspiration, Illumination & Insight

Online Classes AT KDBC

MBA 1st Semester: Managerial Communication

01-4434254

Kathmandu Don Bosco college is Regularly conducting its ONLINE CLASSES

Chapter 1: What is Strategy and the Strategic Management

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    graph LR
      Vision --> Mission
      Mission --> Objectives
      Objectives --> InternalAnalysis[Internal Analysis]
      Objectives --> ExternalAnalysis[External Analysis]
      InternalAnalysis --> Strengths
      InternalAnalysis --> Weaknesses
      ExternalAnalysis --> Threats
      ExternalAnalysis --> Opportunities
      Strengths --> StrategicChoice[Strategic Choice]
      Weaknesses --> StrategicChoice
      Threats --> StrategicChoice
      Opportunities --> StrategicChoice
      StrategicChoice --> BusinessStrategies[Business Strategies]
      StrategicChoice --> OrganizationalStructure[Organizational Structure]
      StrategicChoice --> ControlProcesses[Control Processes]
      StrategicChoice --> CompensationPolicy[Compensation Policy]
      BusinessStrategies --> CompetitiveAdvantage[Competitive Advantage]
      OrganizationalStructure --> CompetitiveAdvantage
      ControlProcesses --> CompetitiveAdvantage
      CompensationPolicy --> CompetitiveAdvantage
      CompetitiveAdvantage --> Disadvantage
      CompetitiveAdvantage --> Temporary
      CompetitiveAdvantage --> Sustained
      CompetitiveAdvantage --> Parity
      CompetitiveAdvantage --> Advantage
      CompetitiveAdvantage --> Temporary
      CompetitiveAdvantage --> Sustained
  
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Figure 1.4 Organizing Framework