

AIMA News

AIMA'S MONTHLY E-MAGAZINE

M A N A G E M E N T T I M E S

OCTOBER 2023



Dear Readers,

It gives me great pleasure to present another issue of the AIMA news to you. With your constant support and encouragement, AIMA continued in its endeavour to spread management thought and build capability through its curated programmes and initiatives, not just in India but overseas as well.

The month of October saw AIMA expand its international footprint through initiatives that allowed several key members of India Inc to engage in extensive exchange of ideas with noted international counterparts. AIMA hosted the 6th edition of its US-India Conference in collaboration with the University of California, Santa Cruz. The conference highlighted the bilateral and global opportunities available to the two countries and explored areas of mutual cooperation in the new world order. The conference witnessed several engaging sessions which were addressed by prominent panelists constituting industry leaders, academia, and government representatives. You will find more details inside.

Additionally, in its efforts to enable Indian CEOs to get a first-hand experience of emerging trends and technologies at some of the iconic US-based companies, AIMA organised its CEO Delegation visit to Silicon Valley, USA. A high-profile delegation, led by Mr Sunil Kant Munjal and AIMA President, Mr Nikhil Sawhney, visited and interacted with senior officials of some of the leading companies of the world, who showcased their latest innovations and state-of-the-art technology. The programme provided a great opportunity for the exchange of best practices and ideas and was very well received by the CEOs delegation.

Further on the Californian shores, AIMA conducted the 19th edition of its highly popular programme, the Global Advanced Management Programme (GAMP), in the Silicon Valley. Led by Professor Solomon Darwin, the programme focussed on the theme 'Expanding Markets by Leveraging Emerging Technologies' and included several sessions, discussions as well as visits to iconic and path breaking companies. At the end of the programme the executives presented Innovative Business Models for their companies to a high-profile jury from Silicon Valley. Brief reports are carried inside.

On the Asia Pacific front, AIMA helped organise the 2nd AAMO Council Meeting in Kolkata in a hybrid mode. This was the first time the AAMO members met in person after a gap of three years, with those unable to travel joining the meeting online. New areas of collaboration and cooperation between member nations were discussed. Mr Rajiv Kaul hosted the delegation at Nicco Park, giving them an overview of the operations and dynamics of amusement parks.

The 10th edition of the HR Leadership Retreat was successfully conducted in Goa, chaired by Mr SY Siddiqui. The Retreat, held on the theme 'The Big Upgrade: Leading Business Transformation with HR' was based on learning through close interaction with industry leaders and experts, with a focus on the challenges faced by HR in the new business landscape. More details can be found in this issue.

The AIMA Young Leaders Council continued with its endeavours to provide varied platforms for young and rising leaders to connect, engage in discussions, and explore emerging trends for their professional growth. In addition to the ongoing member initiatives, special sessions were held with Mr D Shivakumar and Mr Varun Sridhar, while Prof Rajendra Srivastava conducted a workshop on Business Innovation.

More details are carried inside along with updates from the LMAs, as well as the next article from the special series of excerpts from AIMA Past President, Prof. SL Rao's book titled 'My Varied Life in Management: A Short Memoir.'

I hope you enjoy this issue of AIMA News and look forward to your feedback and suggestions.

With best wishes for the festive season.

Warm Regards

Rekha Sethi
Director General

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6th US-India Conference



(L-R): Rekha Sethi, Director General, AIMA; Rakesh Adlakha, Deputy Consul General of India; Sunil Kant Munjal, Chairman, Hero Enterprise; Nikhil Sawhney, President, AIMA & Vice Chairman & Managing Director, Triveni Turbine Ltd and Cynthia Larive, Chancellor, UC Santa Cruz

AIMA hosted the 6th edition of its US-India Conference, in collaboration with the University of California, Santa Cruz on 4th October 2023 at the UC Santa Cruz Silicon Valley Campus in Santa Clara, California. The conference centered around the theme 'India-US and a New World Order: Sharing Similarities, Respecting Differences' and aimed to delve into the complex web of challenges and opportunities that both nations encounter on the global stage.

The inaugural session was moderated by Mr. Mark Davis, Vice Chancellor of UC Santa Cruz, and featured distinguished speakers including Mr. Nikhil Sawhney, President AIMA, and Vice Chairman and Managing Director of Triveni Turbine Ltd; Ms. Cynthia Larive, Chancellor of UC Santa Cruz; Mr. Sunil Kant Munjal, Chairman of Hero Enterprise; Mr. Rakesh Adlakha, Deputy Consul General of India, and Ms. Rekha

Sethi, Director General of AIMA, who provided the concluding remarks.

Throughout the half-day conference, participants engaged in various insightful panel discussions.



Sunil Kant Munjal, Chairman, Hero Enterprise addressing



(L-R): Kartik Sharma, Director, Agnitio; Vineet Agarwal, Managing Director, Transport Corporation of India Ltd; Navneet Chugh, CEO, The Chugh Firm; Saarthak Bakshi, Founder & CEO, RISAA IVF and Lori Kletzer, Campus Provost and Executive Vice Chancellor, UC Santa Cruz

One such session explored the theme of 'India, US, and Global Uncertainty: Shaping the economy and unearthing opportunities,' shedding light on the recovery of the economies of India and the United States from the inflation shock, with the International Monetary Fund predicting reasonable GDP growth in both countries for 2023. Another panel focused on 'Tech tonic for the economy: Developing and deploying leading-edge technologies,' emphasising the importance of embracing new energy, computing, communication, commerce, and creative technologies for future economic growth. A third panel discussion revolved around 'Revitalising the Innovation Ecosystem,' highlighting the need to integrate governments,

businesses, regulators, academia, and consumers into innovation ecosystems for technological and geographical interoperability, and the necessity to rethink and remodel these ecosystems across countries and companies.



(L-R): Kenneth Kletzer, Professor of Economics, UC Santa Cruz; Galina Hale, Professor of Economics, UC Santa Cruz; Sunil Kant Munjal, Chairman, Hero Enterprise; Nikhil Sawhney, President, AIMA & Vice Chairman & Managing Director, Triveni Turbine Ltd and Vikram Chandra, Founder, Editorji Technologies



(L-R): R Mukundan, Managing Director & CEO, Tata Chemicals Ltd; Sharad Singh, CEO, Trivium; Prof of Biomolecular Engineering, UC Santa Cruz; Rene Griemens, CFO, Mighty Buildings Inc; Usha Thiagarajan, Managing Director, HEPL Group of Companies and Alex Wolf, Dean of Baskin Engineering, UC Santa Cruz

The speakers who graced these sessions included Mr. Vikram Chandra, Founder of Editorji Technologies; Ms. Galina Hale, Professor of Economics at UC Santa Cruz; Ms. Kenneth Kletzer, Professor of Economics at UC Santa Cruz; Mr. Alex Wolf, Dean of Baskin Engineering at UC Santa Cruz; Prof Ed Green of Biomolecular Engineering at UC Santa Cruz; Mr. Rene Griemens, CFO of Mighty Buildings, Inc.; Mr. R Mukundan, Managing Director & CEO of Tata Chemicals Ltd; Mr. Sharad Singh, CEO of Trivium; Ms. Usha Thiagarajan, Managing Director of HEPL Group of Companies; Ms. Lori Kletzer, Campus Provost and Executive Vice Chancellor at UC Santa Cruz; Mr. Navneet Chugh, CEO of The Chugh Firm;

Mr. Vineet Agarwal, Managing Director of Transport Corporation of India Ltd; Mr. Kartik Sharma, Director of Agnitio; and Mr. Saarthak Bakshi, Founder and CEO of RISAA IVF. The programme was very well received, with over 125 delegates joining from the Valley and the Bay Area.



(L-R): Sunil Kant Munjal, Chairman, Hero Enterprise; Cynthia Larive, Chancellor, UC Santa Cruz; Pradeep Kumar Khosla, Chancellor, University of California, San Diego and Nikhil Sawhney, President, AIMA & Vice Chairman & Managing Director, Triveni Turbine Ltd

CEOs Delegation to Silicon Valley



CEOs delegation at NASA

AIMA organised its CEO Delegation Visit from 2nd to 5th October 2023 to Silicon Valley, USA. The visit was an opportunity for Indian CEOs to interact with senior officials from iconic and innovative companies in Silicon Valley and gain a firsthand experience in emerging trends and technologies.

The delegation included several industry stalwarts and was led by Mr Sunil Kant Munjal, Chairman, AIMA International and Chairman, Hero Enterprise, and Mr Nikhil Sawhney, President AIMA, and Vice Chairman and Managing Director, Triveni Turbine Ltd. The delegation included Mr Shiv Shivakumar, Operating Partner, Advent International Private Equity and Former Chairman Pepsi India; Mr R. Mukundan, MD and CEO, Tata Chemicals Ltd; Mr Vikram Chandra, Founder, Editorji Technologies; Ms Rekha Sethi,



Sunil Kant Munjal, Chairman, AIMA International and Chairman, Hero Enterprise presenting a memento to Parthasarathy Ranganathan, VP, Engineering Fellow, Google



At Levi's Stadium

Director General, AIMA; Mr Shiv Grewal, Co-Founder, Auctus Global Capital; Mr Vineet Agarwal, MD, Transport Corporation of India Ltd; Ms Vinita Bajoria, Chairperson, Nicco Cables Ltd; Mr Kartik Sharma, Director, Agnitio; Mr Saarthak Bakshi, Founder and CEO, RISAA IVF and Ms Usha Thiagarajan, Managing Director, HEPL Group of Companies.

The programme included visits to technology companies such as Google, Stanford University School of Medicine, Prysm Systems, Gilead Sciences, NASA, X the Moonshot Factory - a division of Google, Levi's Stadium in Santa Clara, The Stanford Doerr School of Sustainability, Mighty Buildings Inc., Bloom Energy, Paystand, Cruz Foam as well as an interaction with Mr Dipender Saluja, Managing Director, Capricorn Investment. The delegation also visited Joby Aviation, a California-based company developing an all-electric, vertical take-off and landing aircraft. The group also participated in an interaction with UC Santa Cruz faculty, hosted by

Ms Cynthia Larive, Chancellor, UC Santa Cruz and Mr Pradeep Kumar Khosla, Chancellor, University of California, San Diego.



Nikhil Sawhney, President AIMA, and Vice Chairman and Managing Director, Triveni Turbine Ltd presenting a memento to Cody Cleverly, Training & Workforce Development Leader, Joby Aviation



At Google Cloud



At Stanford Byers Centre for Biodesign



Harpinder Singh, Partner, Innovation Endeavors addressing the AIMA delegation



At Joby Aviation



At Stanford Doerr School of Sustainability



At Prysm Systems

Global Advanced Management Programme



GAMP delegates at the Haas School of Innovation, University of California, Berkeley

AIMA conducted the 19th edition of its highly popular programme, the Global Advanced Management Programme (GAMP), in Silicon Valley from 9th October to 15th October, 2023 on the theme 'Expanding Markets by Leveraging Emerging Technologies'. Professor Solomon Darwin, the Executive Director of the Garwood School of Innovation at the Haas School of Innovation in the University of California, Berkeley,

served as the Programme Director. The welcome and opening remarks were given by Ms Rekha Sethi,



GAMP delegates with Rekha Sethi, Director General, AIMA and Prof Solomon Darwin, the Executive Director of the Garwood School of Innovation at the Haas School of Innovation in the University of California, Berkeley



Stanford University Campus

Director General, AIMA and Keynote session was addressed by PK Agarwal, Dean, UC Santa Cruz, Former CTO of California State.

The delegates were exposed to the Business Remodeling process, which broadened their

perspectives and introduced them to a world of opportunities and possibilities. Some of the iconic companies visited by the delegates included Facebook (Meta), Google Cloud, NVIDIA, Experian, Siemens, Bloom Energy, IBM, Lab45, Mercedes-Benz, Salesforce, amongst others. The programme also included visits

to the Computer History Museum and Stanford University Campus. In addition, the delegation was addressed by distinguished speakers including Mr. PK Aggarwal, Dean of UC Santa Cruz Silicon Valley Campus & Former CTO of California State;



At Bloomenergy



Computer History Museum

Dr. Jorge Sanz Chief Innovation Officer; AI Process Innovation, IBM, Martin Sauber, Chief of Staff to the President, Mercedes-Benz, Uday Kapoor, former Director, Oracle.

This year, GAMP saw active participation from prominent Indian companies, including Bharat Petroleum Corporation Ltd, Tata Steel, GAIL India Ltd., and MIET Group of Institutions. Notably, many senior executives representing these organisations actively engaged in a well-crafted programme that emphasised ‘Business Model Innovation.’ This comprehensive programme included classroom lectures, on-site visits to the most innovative companies in the Silicon Valley, along with their top management teams. Additionally, participants had the

valuable opportunity to interact with numerous thought leaders and futurists, fostering rich insights and knowledge exchange.

The executives presented Innovative Business Models for their companies to a high-profile jury from Silicon Valley. The programme concluded with the participants receiving certificates from Ms Rekha Sethi, the Director General of AIMA.



Professor Solomon Darwin, the Executive Director of the Garwood School of Innovation at the Haas School of Innovation in the University of California, Berkeley addressing

AAMO 2nd Council Meeting & 12th AGM 2023



AAMO Council members

AIMA participated in the 2nd Council Meeting & 12th AGM 2023 of the Asian Association of Management Organizations (AAMO) held on 30th October 2023, in Kolkata, India. The meeting took place in a hybrid mode, with physical attendance from Hong Kong, India, Malaysia, and Nepal, while Macau, Pakistan, Sri Lanka, and the Philippines joined virtually. The CEO/ED meeting took place on the same day, preceding the Council Meeting and AGM. Mr Raymond Bao from Macau management association was elected as the new AAMO Vice President for the next three years. During the meeting,

representatives from AAMO member nations, including Hong Kong, India, Macau, Malaysia, Nepal, Sri Lanka and Pakistan, shared their perspectives on attracting more regional management organisations



Presentation at Nicco Park



At Victoria Memorial

to join AAMO. They also discussed various channels that AAMO could explore to become a catalyst for fostering increased regional business cooperation among its members. It was decided during the meeting that the 1st Council Meeting of 2024 would be held in a physical mode in Hong Kong.

In the evening, Mr Rajive Kaul, Immediate Past President of AAMO, hosted the delegates at Nicco Park, Eastern India's largest amusement park, followed by a session of bowling and dinner.

On 31st October, the members participated in a sightseeing cum city tour, visiting prominent landmarks such as Victoria Memorial — a museum and a memorial dedicated to Queen Victoria's reign in India. Additionally, they visited Mother Teresa's House, established in 1950, which serves as the global headquarters of the Missionaries of Charity. The day concluded with an industry visit at Nicco Park, where Mr Kaul and his team provided valuable insights into the operations and dynamics of amusement parks.

10th HR Leadership Retreat



Participants of 10th HR Leadership Retreat

– Corporate HR, Larsen & Toubro Ltd. The Retreat brought together CHROs, senior HR professionals and decision makers from across the industry for a dialogue with the CEOs and HR leaders.

The Retreat was designed to learn

AIMA organised its 10th HR Leadership Retreat on the theme ‘The Big Upgrade: Leading Business Transformation with HR’ on 26th - 28th October 2022 in Goa. The Retreat was chaired by Mr SY Siddiqui Chairman, AIMA HR Core Committee & Former Executive Advisor, Maruti Suzuki.

from the experiences of successful leaders and organisations on the challenges being faced by HR in the new business landscape and the ways to modernise HR for a strategic role in business growth. The Retreat was attended by HR professionals from across industries.

The Retreat was addressed by eminent industry experts including Mr P Dwarakanath, Former Chairman, GSK Consumer Healthcare Ltd; Mr R Anand, Principal Consultant & Advisor – HR, HCLTech; Mr Abhishek Tiwary, Senior Vice President and Global Head-HR (BPS), Tech Mahindra; Col Anil Pokhriyal (Retd), CEO, Management & Entrepreneurship and Professional Skills Council; Mr Pradeep Panigrahi, Head -Corporate Sustainability, Larsen & Toubro Ltd; Ms Tanuja Abburi, DEI Leader– APJCME /LATAM Region, Amazon; Mr Suresh Dutt Tripathi, Chief Human Resources Officer, Air India Ltd; Mr Pankaj Bansal, Co-Founder & Group CEO, PeopleStrong and Mr C Jayakumar, Executive Vice President & Head



P Dwarakanath, Former Chairman, GSK Consumer Healthcare Ltd and SY Siddiqui Chairman, AIMA HR Core Committee & Former Executive Advisor, Maruti Suzuki

AIMA YLC Sessions



Shiv Shivakumar, Operating Partner, Advent International Private Equity and Kartik Sharma, Director, Agnitio, Artificial Intelligence Thought Leader

AIMA YLC organised a virtual session on ‘Unlocking India’s Wealth Potential: Navigating Equities, Mutual Funds, and Equity Capital Markets’ on 13th October 2023 with Mr. Varun Sridhar, CEO, Paytm Money. The session was moderated by Dr Saarthak Bakshi, National Brand Communication Co-Chair AIMA Young Leaders Council and CEO - RISAA IVF and Neo’s Angels. The session was a comprehensive guide for investors and explored the opportunities and strategies within equities, mutual funds, and equity capital markets, offering insights into wealth creation while effectively managing risks in the ever-evolving Indian financial landscape.



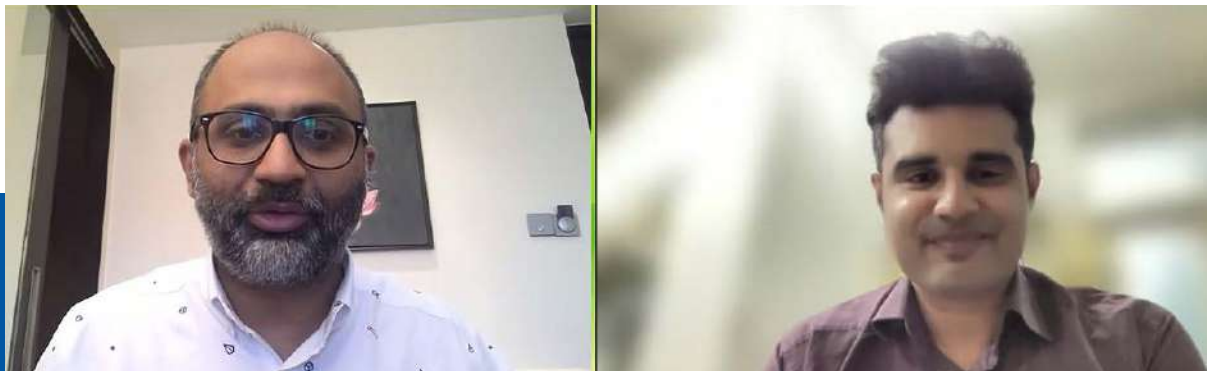
Santosh Kumar Gopala, Vice Chairman, AIMA YLC & and Innovation Head - Citi-India Markets presenting a memento to Prof Rajendra Srivastava, Former Dean and Executive Director, ISB Centre for Business Innovation and Darshan Natesh Kasaravalli, CEO, Valida Testing Solutions looks on

A special session on Leadership was conducted on 25th October 2023 with Mr Shiv Shivakumar, Operating Partner, Advent International Private Equity. The session was moderated by Kartik Sharma, Director, Agnitio and Artificial Intelligence Thought Leader. Mr Shivakumar emphasised on the facets of leadership, from authenticity to technology, consumer validation, ecosystem leadership, and communication.

Workshop

AIMA YLC’s Bengaluru chapter conducted a workshop on ‘Business Innovation’ with Prof Rajendra

Srivastava, Former Dean and Executive Director of the ISB Centre for Business Innovation on 20th October 2023. During the workshop, Prof. Srivastava introduced the framework - Value Creation to Value Appropriation highlighting the shift from asset-based to value-based valuation. He talked on how Assets (IPs, Brand value) are off-book in new age companies, that reflected in the Price-to-Book ratios. The workshop was led by Mr. Santosh Kumar Gopala, Vice Chairman, AIMA YLC & and Innovation Head - Citi-India Markets. It was attended by large number of participants and was received well.



Varun Sridhar, CEO, Paytm Money and Saarthak Bakshi, National Brand Communication Co-Chair AIMA Young Leaders Council and CEO - RISAA IVF and Neo’s Angels



ADVANCED CERTIFICATE PROGRAMME IN BUSINESS CONSULTING

The Advanced Certificate Programme in Business Consulting is aimed at catering to the growing need for trained and skilled management consultants. This programme will help the participants in gaining knowledge and developing skills to act as a business/management consultant and further develop them as experts who can help the organisations to come out of the problematic situations they face.

Eligibility

- Post-Graduate or equivalent in any discipline from a recognised university
- Minimum work experience of 5 years is desirable

Duration

The duration of the programme is 6 months.

Programme Fees

The programme fees for this course is ₹ 41,300/- (including GST @18%) which include cost of Course Learning Material & Examination fees.

Marketing and Management in MNCs

An introduction to Hindustan Lever

This article is a part of series of 8 excerpts from Prof SL Rao's book 'My Varied Life in Management: A Short Memoir'. The series will offer insightful reflections and anecdotes, providing a unique perspective on the world of management and leadership.

Marketing and management in MNCs

Between 1957 and 1985, I worked in three multinational companies: Hindustan Lever, Warner Hindustan (part of the American Warner Lambert group), and Mettur Beardsell (part of the British Tootal group). Later, I was the Chairman of the board of Honeywell Automation India Limited (a large American technology and manufacturing group). Each of these companies have their own management style.

Warner Hindustan

I joined Warner Lambert (Warner Hindustan in India) after leaving Hindustan Lever. Warner Lambert was a pharmaceutical company that also produced consumer products and industrial chemicals. It was an American company and very different from Hindustan Lever. Warner Lambert did not keep a close eye on its managers working in its subsidiary or way in which different products were marketed. Their primary focus was on monthly and annual results. Yet, they kept close touch through personal meetings and visits so that the top management in company in India knew that they were being constantly monitored.

When I joined Warner Lambert in 1968, it had just been converted into an Indian company called Warner Hindustan. I joined them as the head of their marketing division. I was responsible for

pharmaceutical products as well as consumer products.

I lived in Hyderabad for a year, where Warner Hindustan had their factory, and then moved to Bombay the following year when the marketing division was shifted there because Bombay was a much more central place for marketing in India.

Back then in pharmaceuticals, there were two kinds of products: one was ethical pharmaceuticals which required a prescription to be purchased. Warner Hindustan made such medicines like Urolocosil, a medicine for urinary tract infections or Tedral, for asthma. There were also over-the-counter pharmaceuticals like Waterbury's Compound, Gelusil, Listerine Antiseptic, Sloan's Liniment and Balm. They also produced chemicals like pinidines and picolines which are used in dyes and dye-based products as well as in vitamins. I oversaw the marketing of all these products across the country and their exports. I also brought in a formal listing of prospective retail outlets and ensured that they had adequate stock at the outlet, as well as its visibility.

In Warner Hindustan, as Marketing Director, I was a member of the Board, and worked closely in running my side of the business with the Managing Director, Nick (NH) Israni. He was a remarkable man who was a refugee from Pakistan, having crossed over during the Partition. He must have been around 18 or 19

years old. He became a stenotypist in a company called the East Asiatic Soap Company in Madras and worked in their pharmaceutical division (which was called Dumex).

In those days, foreign companies were not easily allowed to set up in India. Pfizer wanted to come in and so they bought the Dumex division of East Asiatic in 1950. By then, Israni had moved up in his career and in 1950 was the head of the Dumex division. And very soon he ended up as the managing director of Pfizer in India. When Warner Lambert entered India a few years later with Warner Hindustan, Israni joined Warner Hindustan as Managing Director. He then went onto become the Chairman of Pfizer for Asia, working out of Tokyo and subsequently set up his own pharmaceutical company (Blue Cross Laboratories), which is still doing well.

It was Nick Israni who invited me to join Warner Hindustan. One of the reasons I think he looked for somebody like me to join his team because of my experience in consumer products and distribution in Levers.

He was one of the most extraordinary people that I've come across not only because he grew the company from a tiny one into the colossus it became, but I also hold a lot of respect for him because of his thoroughness. He looked at everything and did not miss anything. He would ask the correct questions. You always had to be on your toes and know your business well because he always knew it better. He always came prepared. He was extremely clear headed and wanted every proposal that came to the Board, to have been discussed with him in advance and he wanted to understand the implications in terms of people, time required, cost to be incurred etc., to be worked out in detail. He also had sorted through the problems and developed his own

ideas about how to approach them. He also at many times suggested how the proposal could be presented more effectively. He was therefore on par as his knowledge and ideas about what needed to be done, with people reporting to him, who might also have thought through to the same issues. He was an outstanding manager. In my subsequent engagements, I cannot remember coming across anyone else that I worked with or reported to, with similar characteristics.

It was a great experience marketing all these products at Warner Hindustan. I created the company's various marketing divisions, found people to lead them, and also focused on exports (we exported a substantial amount.) I also introduced some new products.

Warner Lambert had bought a company called Adams in the United States. Adams made a chewing gum called Chiclets. Warner Lambert also acquired a company that made Halls Mentholypus, which is like a stronger version of Vicks cough drops. I introduced both these products into India. Introducing Chiclets to India was great fun because that was a regular consumer product. It was no different from selling soap. I had to get a distribution network ready in as many markets as possible and sign up as many retailers as I could. When introducing new products into the market, an extensive distribution network is vital because apart from marketing the product and getting it known, it had to be easily available and seen (display in retail is critical).

I also had to introduce Chiclets to children. And here, sampling to children (giving free samples to get them familiar with children) was very important. I became very popular in the family because any child who came home would know that I always had boxes of Chiclets handy!

At that time there were few other chewing gums in the market. There was an local Indian product, and there was Wrigleys (which was imported), but both of these were poorly distributed and chewing gum was not an established habit amongst Indian children. What we did was to make Chiclets affordable (one packet cost around fifty paise at the time) and available. Chiclets went on to do very well in India.

A couple of years later, I decided to introduce Halls Mentholypus and that too did very well. Here, of course there were competing products like Vicks cough drops, but Halls was somewhat larger in size and stronger in its menthol and eucalyptus flavour. This made it desirable among consumers. Again, I was able to set up extensive distribution networks across India.

Beardsell

I left Warner Hindustan in 1972 for personal reasons. I was keen to be closer to my son, Vijayendra (“Biju”), who was then studying in a boarding school called Rishi Valley in Madanapalle, Andhra Pradesh. I had been offered a job at Glaxo, but that was still a position in Bombay. I didn’t want to be in Bombay, and so I took up a position at Mettur Beardsell in Madras. Rishi Valley was closer to Madras, and I could visit my son every month by driving down to the school.

Beardsell was an old managing agency house. It had been bought by an old Manchester textile company called Tootal. Tootal was famous for its British ties, shirts and sewing thread. The Indian company Mettur Beardsell was a managing agency house but also had its own factories (among them was a textile mill in Mettur called Mettur Textiles which made some of the finest muls and longcloth, a sewing thread factory and a factory that made expanded polystyrene used for packaging or Thermocol).

Beardsell also represented the interests of other companies in India such as British Petroleum.

I brought my background in consumer products marketing to add readymade garments to Beardsell’s portfolio. I negotiated in Tirupur, the hosiery manufacturing centre in India, to make men’s underwear which I then marketed under the Saxon brand name. It did very well, because for the first time such a product was getting wide and national distribution.

Tootal’s style was in striking contrast to both Lever and Warner Lambert. Their top management in England kept little detailed contact with managers in India. They took little interest in the individual workings at different levels in India, nor did they closely monitor their subsidiaries. The result was almost chaotic because the local staff management had little to worry in terms of questioning by their owners. As a result, the performance of the subsidiary was varied, and depended on who had been recruited to helm the various divisions. Tootal, was also sometimes very unhelpful.

In the light of the earlier experiences described, I think that when a company is part of a multinational group, there must be considerable communication and coordination between the headquarters and the various subsidiaries. The owner company has to monitor the essential parameters of performance of its subsidiaries and its top management on a regular basis. When it does not do so, it does not get rewarded by good and consistent results.

Thus, I had the unusual experience of working in three different MNCs over 28 years (from 1957 to 1985), of which Hindustan Lever was unusually well organised in terms of knowing the countries and the people it had working for it. Warner Hindustan was very results-driven but certainly not as complete

in its knowledge and assessment of its people. The worst was the third, which was basically a managing agency company with manufacturing and marketing of both consumer and industrial products. Where Beardsell had the misfortune was that the control of the company was in London, with Tootal, who did not monitor their subsidiary as needed. The result of that was that investment decisions would be taken without much advice from the principal shareholders. One example was when the Indian company decided to set up a factory to make engineered products and equipment. This required significant investment and good foresight and management. Beardsell invested in this major engineering factory after they obtained permission from Tootal. However, Tootal reneged on their financial commitment and Beardsell was left in the lurch. The investment was a great loss and finally more or less bankrupted Beardsell and it was then sold off to a trading company from Andhra Pradesh. Honeywell, a successful company in India, had a similar relationship to its principal shareholders in the USA as did Warner Hindustan.

From my experience with these four companies, I conclude that Lever was extraordinary in its attention to products, markets and people in its subsidiary companies. Warner Lambert and Honeywell did not give as much detailed attention to markets and people as Lever did. Tootal fell short on all three categories.

Some comments on managing people

• The Board

In the different organizations that I have worked in and among the people that I have had to deal with, I came across a variety of attitudes, talents and methods of working. There are problems caused by linguistic limitations, and different levels of experiences that one is dealing with. Inevitably one

learns methods of communication so that these differences can be contained.

People who have reached the Board after many years of work experience in a company are obviously different from those independent directors who were invited or elected to the board because of their shareholdings or their qualifications. This variety of backgrounds and experiences makes for an interesting Board whose members are able to exchange opinions arising out of their differing backgrounds and experiences. Of course, not all boards have that variety.

The senior managers who came to the board of a Hindustan Lever company after many years of experience tended to be more knowledgeable about the company, its various people, and methods of functioning. Either the manager had come with experience in other businesses, or they had been selected as management trainees and learnt the business on the job. This tended to make the Hindustan Lever Board much more interested in the nitty-gritties of the business.

• Talent

The one company that was very good at identifying talent was Hindustan Lever. The whole company was so well planned in terms of selecting people, spotting talent, giving opportunities to showcase their talent, and nurturing their careers. When it came to selection, in Hindustan Lever almost no position whether it was a management trainee or in sales, was left to an individual decision. There was always a selection panel of two or three people who were part of this process and many times when it came to management trainee selections, the process would run into multiple rounds.

Something that I learnt of great benefit was my experience in observing these selections and

training and development process of employees. For example, in the days before formal management education, Hindustan Lever would interview over 10,000 candidates at a time to select Management Trainees, which might result in a handful being selected. The number so selected would be very small and considerable efforts were required to find them from among the large numbers of applicants. The process was complicated and started with initial interviews of candidates who applied from various parts of the country; making a short-list of people who then would be placed against each other in discussion sessions. Pitting candidates against each other in group discussion on a topic selected for around three hours, enabled observers from the company to determine the quality that each candidate brought with himself. A formal and detailed interview, thereafter, was more than adequate for the company to decide which candidate to select. The final selection would emerge at the end of this process. Despite this rigorous selection process, some of the selected candidates would not fit in and this could be found out only months after they started working in the company.

In a well-managed organization, the attempt would be to give candidates – especially management trainees - opportunities for experience in many aspects of the organization. Thus, the employer would begin to understand the unique attributes of each candidate so that they could be used appropriately for the benefit of the organization.

One thing that I learnt over the years was that despite the tremendous varieties of attitudes and manner of thinking of different people, managers and other people in the organization were also interested in being noticed and rewarded for their work. Recognition was possible not merely for the carefully selected management trainees but also

for others who had worked their way up from lower levels.

I have described the Lever method that I experienced in some detail because it was not repeated in any other company that I worked with either as an executive or as a member of the board of directors.

Warner Lambert was not as interested in the details of its staff, but certainly at the management level they took interest in their people. Hiring at Warner Hindustan was left to the concerned manager - you picked the best people that you found. But it was a much better company in the sense that the American owners gave a lot of attention to the company itself.

Beardsell was unlike either of these two companies. The British shareholders had little interest in who and what was being done. It was a multi-faceted company that did many things, and it was left to the individual division head to make their own recruitment selections. The people I selected at Beardsell were the main reason for my division doing well.

Generally, when I selected somebody, I looked for three attributes. Firstly, an ability to articulate. To be able to speak and say things briefly and clearly was very important to me. If you were not particularly articulate you did not score well with me - and that may be a wrong way to do it, but that was how I did it. Secondly, I looked for the ability to think on your feet, the ability to respond to almost any challenge that came up. I looked for people who would not get flustered. This meant that the individual was generally well-informed and well-read and could relate a point in discussions to his knowledge of what had happened elsewhere. Thirdly, and obviously, people had to be smart and presentable.

I made it a point to recruit women whenever a deserving candidate presented herself. In looking at

CVs of prospective candidates sometimes one comes across candidates who have changed many jobs in a short period of time. I always examined in detail to understand the reasons for this – and did my best to ensure that this did not prejudice my judgement.

In 1976, like I did every year, I visited all the four IIMs at the time to select people for Beardsell. That year in IIM Calcutta I was able to pick only one person, a woman called Indra Krishnamurti (Nooyi). I would be presumptuous to say I was an early mentor given the talents that she has shown in the different positions that she has held till her last corporate position as Chairperson of Pepsico worldwide for many years. She was an extraordinarily capable and ambitious person. Indra spoke exactly as she thought, and she didn't mince her words, whether it was to a colleague or a boss.

As with the paucity of women in managerial positions, so also was the case with minority communities. I tried to recruit Muslims where I could, but with limited success.

In later years, I had the good fortune to be a part of not-for-profit institutions (and more on this in

later chapters). Their orientations were of course different from for-profit companies. In research institutions, researchers were selected on the basis of their academic and research credentials. Not much attempt was made to train them in the managerial aspect of running research projects, and many went as so far as to think this was not a necessary part of their job description. In the case of non-governmental organizations (NGOs) people who were selected were chosen more for their passion than for their managerial capability. This made NGOs in many cases less effective than they would have otherwise been.

It is clear that in any kind of organization (whether run for profit or not) the task to be performed by individuals in the organization had not only to be clearly defined but also placed within a defined time frame and cost. In order to achieve this objective, every employee had to be very clear about what was expected from them. That required developing training programmes – even if it is limited management training - to which they participated at different stages of their employment.

Disclaimer:

The views expressed in this excerpt are solely those of the author.

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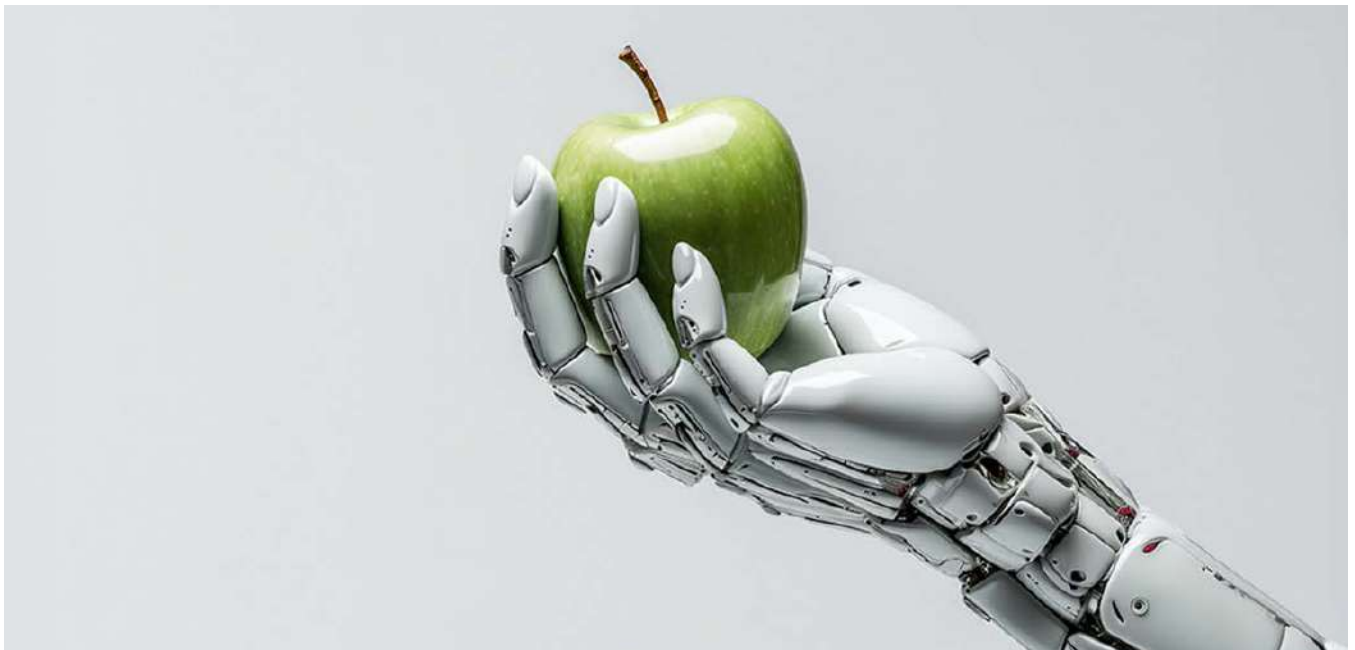
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It's Time for Boards to Take AI Seriously

by David Edelman and Vivek Sharma

November 02, 2023



dobok/Getty Images

Summary.

*The job of a board is to protect shareholders' interests. But because AI is so fundamentally disruptive (strategically, operationally, and competitively), the board has an obligation to its shareholders to drive and oversee the change. To keep your company as relevant tomorrow as it is today, the time is now for your entire board to become AI-conversant. **close***

As professors, authors, and advisors, we're fortunate enough to observe board meetings at some of the world's leading companies. Recently, the board of directors for a Fortune 200 financial services company was discussing artificial intelligence's (AI) role in their company's future. They discussed generative AI and its massive potential as a content creator and code generator. They discussed AI-related risk, such as an employee uploading confidential material into generative AI. They expressed concern that

AI is moving too fast to keep up. The discussion concluded with an agreement on AI being critical to the go-forward strategy and to have an "AI status update" at every future board meeting.

All boards must start discussing AI in a similar, serious manner. But they will inevitably need to get much more deeply engaged. As the custodians for enterprise risk management, it is time for boards to be prepared as AI steers them into potential danger.

Swept up in the enthusiasm to use this new capability, employees may use AI tools in relatively unsupervised ways, despite not being tested at scale. It is way too easy for employees on the front lines to take shortcuts without doing proper reviews. For example: AI was used by junior lawyers in a law firm for research. The problem was that the AI fabricated reference cases.

Significant privacy, security, and regulatory risks also regularly emerge. A recent one, called “prompt injections,” happens when hackers enter commands into a generative AI system to trigger a security attack. Without clarity on how an AI model has been trained, users are also susceptible to legal risks for inadvertently using copyrighted material. The law is not yet clear on this matter. Watermarking techniques are emerging, and some of the larger tech players are offering indemnity to their users, but the law is still ambiguous, and many users could find themselves inadvertently using generated materials and facing cease and desist orders from original content creators. These conversations will certainly expand as the broader AI risks become clearer.

A Strategic Opportunity Cost

AI opens opportunities, not only from new efficiencies, but also because it allows you to personalize at a mass scale (in marketing, in customer service, in even the nature of the offering you can provide), and it can make dramatically better predictions to drive your operations (predictive maintenance, supply-chain management, etc.). It will drive new angles for competition as leaders reshape their value propositions, cost structures, and how they differentiate themselves.

Boards have the fiduciary responsibility to ensure that a company's operations are aligned with their strategy, and that the strategy will meet the expectations of their shareholders. With AI now able to disrupt the state of competition, the nature of a

company's value proposition, the way a company operates, and its economic model should be reexamined by the board. We believe that boards must challenge management with core questions about the strategic direction of the company in an AI-driven world. Questions that may not have been asked for a while must now be on the table, such as: Who are the emerging competitors we will face? What kind of company will we be? How and where will we compete? How do we serve our customers? And what ecosystem do we need to secure?

For example, if generative AI enables customers to request something through a chat prompt, and it can also write the code to execute a request, how broad a space will your brand aim to cover? Will your hotel chain seek to become a portal for consumers to ask for a completely coordinated vacation itinerary? Will you compete more directly with the travel e-commerce players? If so, what is your business plan — not only for the AI capabilities, but also for all the partnership connections you must build?

These are critical questions for which investors understandably expect clear and reassuring perspectives. Chegg, an online education company, saw its share price cut in half in just one day after it issued a warning that ChatGPT would hurt subscriber growth because students would turn to generative AI for homework help rather than Chegg.

Given this context, leading boards that we've observed are focusing on these five principles:

1. They recognize data as a fundamental competitive asset.

Because all AI models are based on data, your proprietary first-party data, especially about customers and their behaviors, is pure gold. It enables you to better prioritize customers, spot triggers for follow-up, and personalize how you interact with them. And the more you interact with

and capture information about your customers, likely by integrating data about them from across the enterprise, and creating new data as you test innovations, the richer your AI models will be.

The board of an employee benefits provider we studied was concerned that management was discussing a new strategy focused on personalization. The board demanded a deep look at the company's data management processes. This included examining how data has been captured or purchased from operations and partners, what happens to that data, how it is enhanced, maintained, secured, and activated.

Based on that starting point, they challenged management to adapt their business model to create and capture more information with more granularity, faster, on more customers and on business operations. They analyzed what data needs to be permissioned and how permissions are captured and managed. Then, coming back to the broader range of risks, now in a more data-first mode of operation, they asked the chief information security officer how the business would manage security and privacy as data flowed through a growing list of AI models.

This set a tone for a new model of collaboration between the board and management. The board became much more supportive of the evolving strategy once they saw the underlying processes in place.

2. They own AI strategy, implementation and risk at the board level.

AI touches so many aspects of the business, including strategy, competitive positioning, investment, ethics, bias, and talent. At one bank, the board has decided to have an AI strategy and implementation discussion at every board meeting, but still delegates specific areas for committee oversight, for example

to the audit committee for enterprise risk matrix, and the technology committee for tools and products. They expect the CEO to have oversight over how the C-suite handles AI and, by adding AI implementation to CEO's annual OKRs (objectives and key results), they expect to hold the CEO accountable if the goals are not achieved.

3. They are proactive about their workforce strategy and talent needs.

The smartest boards we've studied acknowledge AI's potential to completely transform traditional workforce models. Tech companies specifically are seeing less of a need for product managers. They now need more data engineering and data science talent.

The boards of several top tech companies engage the CEO and CHRO on topics like AI-related skills and competencies that will be needed, the implied need for reskilling and upskilling the existing workforce, practical approaches to AI talent sourcing and acquisition, and adopting AI-related ethics, privacy, and security policies across their organizations. The supply-demand gap for AI talent will only get more acute in the coming years, and talent and compensation committees are getting ahead of the problem.

4. They aim to shape the industry ecosystem.

Integrating AI into an enterprise immediately leads to strategic questions on what to build (since most companies cannot build their own LLM), and what to buy (or access through APIs), such as software, algorithms, data, and customer experience partnerships.

Most companies will need to tap large tech vendors who can provide chips, systems capacity, access to scaled training data, and AI development talent. Many of the focused applications that sit on that foundation, such as specialized content generation,

chatbot functionality, and optimization models, will come from a mix of off-the-shelf applications, custom developers, and in-house teams.

The board of a global customer services company demanded that management put guardrails on specific AI-related issues. They wanted a guarantee that employees wouldn't train other companies' language models on their data or enter first-party data into an open system. They wanted alignment with regulatory guidelines on the Children's Online Privacy Protection Act, other privacy standards, and security. They wanted transparency on training sources, and regular bias assessments.

The company is testing offerings from large LLM players, such as OpenAI, Microsoft, Google, and Anthropic, who are increasingly offering an openly trained foundation as a base, upon which users can further teach and optimize the system. They give users a partitioned instance of the model, so data that the company uploads from its own systems is protected in a more secure way. The board is quickly realizing that these are just a few of the many conditions to consider.

5. They push for transformative and measurable impact.

We concede that companies must begin their AI journeys with incremental, tangible experiments. They often inject new capabilities slowly to make

processes slightly more efficient. But boards have the authority and the accountability to push for bigger impact, including reshaping the business' value proposition, accelerating the innovation pipeline, yield management and pricing, turbocharging customer acquisition, step-change improvement in NPS, and predictive maintenance/staffing.

To unlock the flexibility to pursue such initiatives, the management of an industrial goods company worked with the board to approve a new budgeting approach. Instead of incremental changes to funding across product lines and functions, they are now creating a cross-business pool for forward-moving AI investments, such as stitching new sensors into all of their equipment, building a large cloud base to handle data from thousands of clients, and establishing an innovation fund to continue exploring new tools. AI is a standing agenda at board meetings, where their conversations typically focus on speed-of-implementation and progress monitoring.

The job of a board is to protect shareholders' interests. But because AI is so fundamentally disruptive (strategically, operationally, and competitively), the board has an obligation to its shareholders to drive and oversee the change. To keep your company as relevant tomorrow as it is today, the time is now for your entire board to become AI-conversant.

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INTERNET MARKETING

AIMA

ALL INDIA MANAGEMENT ASSOCIATION

PGCM IN DIGITAL MARKETING & STRATEGY

Approved by AICTE*

The digital technology and internet has emerged as a platform to facilitate global businesses and communication. Virtually, every organisation today is using some or the other digital/online marketing tools.

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The programme is intended for Sales & Marketing and IT professionals, who want to take, advantage of digital marketing tools and techniques to upscale their career and achieve better revenues for the organisation and create business values.

*in ODL mode

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Ahmedabad Management Association

Talk

On 6th October, esteemed speakers, including Mr. Darshan Jariwala, a renowned actor and producer, Ms. Usha Upadhyay, and Mr. Ramm Mori, a National Award-winning scriptwriter, delivered a lecture titled 'Gandhi: The Man of Communication and His Message.' With an audience of 85 attendees, the speakers explored how Gandhi's principles can be adapted to address modern challenges and emphasised the potency of storytelling in preserving his legacy. The event provided valuable insights for all participants.



Speakers during the session



Mr. Vatsal Makim being felicitated

On 7th October, an electrifying event titled 'Business and Network Opportunities in the USA' took place. Mr. Vatsal Makim, a visionary with a B. Tech degree and an MBA from IIM, took the stage and captivated the 71 participants, revealing the keys to conquering the American business landscape and building connections for success on US soil.

On 7th October, the Speakers' Forum was held, centred around the theme 'The Whole is Better Than The Sum of Its Parts.' Mr. Manish Khanolkar, an HRD Consultant, Trainer, Public Speaker, and Toastmaster, coordinated the event, which was attended by 18 participants.

On 8th October, an engaging 'Author Interaction' event unfolded, showcasing a diverse panel of expert including Dr. Indira Nityanandam, an esteemed Educationist and Author; Mr. Deepak Jaisinghani, a Chartered Accountant, Businessman, and Author; Ms. Sudeshna Kanjilal Bhojiya, a dedicated Administrator from Visamo Kids Foundation; and Mr. Manan Dholakia, a proficient IT Consultant. This event attracted an enthusiastic audience of 55 participants eager to gain insights and wisdom from these accomplished authors and professionals.



Speakers with the participants

On 8th October, an event ‘Unlock the Power of A2 Milk: Nourish Your Body and Soul’ showcased Dr. Hitesh Jani, a renowned Ayurvedacharya and former Principal of Gujarat Ayurvedic University, as the keynote speaker. This informative event garnered an audience of 45 individuals eager to understand the benefits of A2 milk for both physical and spiritual nourishment.



Dr. Hitesh Jani addressing

On 9th October, ‘How to Combine Your Hobbies with Professional Life’ featured Mr. Rajiv Bhatia, President and Country Head of Analytix Solution, as the speaker. The event, attended by 31 people, explored the fascinating intersection of personal interests and professional life, offering insights into how to blend one’s passions with their career successfully.



Mr. Rajiv Bhatia along with the AIMA Committee Member

On 12th October, the prestigious ‘S.R. Bhandari AIMA Best Speaker Award’ event brought together over 100 young, talented individuals from diverse regions, not only within Ahmedabad but also across the entire state of Gujarat. The Best Speaker Award was claimed by Mr. Aalap Tanna, showcasing his exceptional oratory skills, while Ms. Mana Shah earned the well-deserved Runner-up award. The esteemed Mr. Dixit Soni, the Bureau Chief of Zee Gujarati, had the honour of presenting the awards to these accomplished speakers.



Winners with the Judges

On 13th October, an event titled ‘Beginner’s Guide to Triathlon/ Duathlon - Path to Ironman (Swimming, Cycling, and Running)’ featured an impressive lineup of experts. The panel included Ms. Pooja Chaurushi, Founder and Head Coach of PC Trisports Academy and a former International Triathlete; Mr. Lihas Trivedi, a Triathlete and Guinness World Record Holder with 2 Limca Book Records and Mr. Jesal Trivedi, a former National Boxer and ACSM Certified Trained Coach, as well as the Founder of Superhuman Academy. The event was attended by 75 people eager to learn about the world of triathlons and duathlons on the path to Ironman.



The panelists during the event

On 13th October, a compelling event titled ‘Generations to Generations - Conversation with Next-gen Family Business Entrepreneurs’ brought together a distinguished panel of speakers. The panel included Ms. Avanti Mehta, Brand Manager at Aava Natural Mineral Water; Mr. Siddhesh Chauhan, Executive Director at Jade Blue Lifestyle India Ltd., and Mr. Aryaman Thakker, Director at Group Landmark. The event was attended by 35 people and provided valuable insights into the challenges and successes of next-generation entrepreneurs in family businesses.



The panelists at the event

On 19th October, a Special 1st Masterclass of HR Forum, tailored for Human Resources (HR) and Learning and Development professionals, took place. The event was a significant gathering of knowledge and expertise, attended by 50 HR individuals. The speaker, Mr. Hiren Vakil, a respected HRD Expert, Trainer, and Management Consultant from Mumbai, provided in-depth insights and valuable guidance to this engaged audience.



Mr. Hiren Vakil addressing



Mr. Ankit Majmudar with Committee Member

On 20th October, an informative event titled ‘Export Opportunities and Market Identification of Turmeric and Turmeric Products’ took place. The event was attended by 25 people and featured Mr. Ankit Majmudar, an EXIM Consultant and Founder of Global Business Solutions. The discussion held significant relevance, considering the role of the Government’s National Turmeric Board in promoting and regulating the turmeric industry and shedding light on export opportunities and market identification for turmeric and its related products.



Prof. Bhaskar Joshi addressing

On 20th October, an engaging book review event was conducted, featuring Prof. Bhaskar Joshi, an HR Consultant. This insightful event had 13 participants and offered a comprehensive review and analysis of the book ‘Harsh Realities.’

On 22nd October, a significant event unfolded, marking the book discussion and launch of 'Ethical Ways to Eternal Spirit - SANAATANA DHARMA.' Guruji Shri G. Narayana, an Author and Inspirational Coach, whose contributions enriched this work, was the key figure. Notably, Justice Kalpesh Satyendra Jhaveri, former Chief Justice of the Orrisa High Court, graced the occasion. The Guest of Honour, Mr. Deevyesh Radia, Past President of AMA, and Dr. Kirit Shelat, Executive Chairman of the National Council for Climate Change, Sustainable Development, and Public Leadership (NCCSD), added to the prestige of the event.



Panelists during the book launch

MSME Conclave

The MSME Conclave on Entrepreneurship Awareness was a significant event that aimed to promote entrepreneurship and foster awareness among individuals interested in the MSME sector. The conclave featured an array of speakers and panel discussions, providing valuable insights and information to the enthusiastic gathering of 85 participants. The inaugural session was graced by notable figures in the business and government sectors. The event successfully brought together entrepreneurs, experts, and government officials, igniting discussions and knowledge-sharing.



Panelists of the session



Participants during the session

On 28th October, a thought-provoking event titled 'The Science of Happy Parenting: Supporting Mental Health in Families' took place. Dr. Manan Thakrar, a highly respected Consultant Psychiatrist practicing in Grimsby, UK, was the keynote speaker. The event, attended by 50 participants, provided attendees with valuable insights into the art and science of promoting mental well-being within families, emphasising the critical role of happy parenting in this context.

On 29th October, the B.N. Dastoor - AMA Learners' Forum hosted a discussion on 'Keys for a Joyful Life from the Mahabharata.' Dr. Nilesh Suchak, an Associate Professor at R. J. Tibrewal Commerce College, and Mr. Pradip K. Modi, a Chartered Accountant, shared insights. The event was attended by 50 people, eager to uncover the keys to a more joyful life from the lessons of the Mahabharata.



Panelists of the session

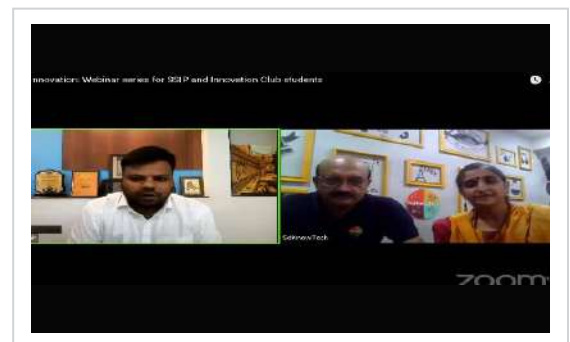


Dr. Khadar Vali with guests

On 31st October, an important event unfolded, marking the 'Inauguration Ceremony of AMA - Dr. Prerak Shah Ayurveda Activity.' The event was accompanied by an insightful talk on 'Harmony in Health: A Fusion of Ayurveda and Millets' which included speakers Prof. VD. Harshit S. Shah, Director, Office of Ayush GoG, and Dr. Khadar Vali, recipient of Padma Shri 2023, an independent food scientist renowned as the Millet Man of India. The event was attended by 280 individuals.

Special Event

AMA, in collaboration with UNICEF and the Higher and Technical Education Department of the Government of Gujarat, launched a webinar series from 25th to 28th October as a continuation of the Innovation Conference. The event witnessed participation from 600 Innovation Clubs across Gujarat. The series included sessions on topics such as 'The Concept of Innovation,' 'Digital Literacy,' 'Entrepreneurship,' and 'Climate Change.' These lectures drew an average of 2,400 young individuals on YouTube, and 400 participants joined the live Zoom meetings.



Speakers during the session

Allahabad Management Association

Special Executive Committee Meeting

Allahabad Management Association held a special executive committee meeting on 16th October at their new office in Civil Lines, Allahabad. The primary focus of the meeting was to solidify the details for an upcoming convention on Start-Ups scheduled for November. Additionally, plans for a Management Development Programme set to take place on 6th November at Shambhu Nath Institute of Engineering and Technology in Jhalwa, Allahabad, was also discussed. The meeting saw the participation of 23 executive committee members.



Dr Shanti Chaudhri conducting the Bone Health Camp

Bone Health Camp

AMA organised a Bone health camp at the Community Health Office, Village Jaithwadih, Prayagraj on 19th October. The camp was a part of Association's wellness campaign. The camp was conducted by Dr. Shanti Chaudhri, Medical Officer and PRO of AMA. A Bone Mineral Density (BMD) test was conducted on 108 patients. Nutritional supplements like Calcium, B complex, Vitamin D pouches, etc were distributed by the members.

AMA organised a dental health checkup camp in collaboration with the reputed NGO, the All-India Women's Conference (AIWC), on 23rd October at Rani Revati Devi Saraswati Vidya Niketan, Rajapur, Allahabad. The camp was conducted by Dr. Shweta Chaudhri (Periodontist) and Dr. Astha Negi Chaudhri (Pedodontics), during which 322 students were examined. It was discovered that 70% of students had cavities, and over 50% had periodontal problems. The executive committee was represented by 21 members, and the entire event was coordinated by PRO, Dr. Shanti Chaudhri, along with AIWC members.

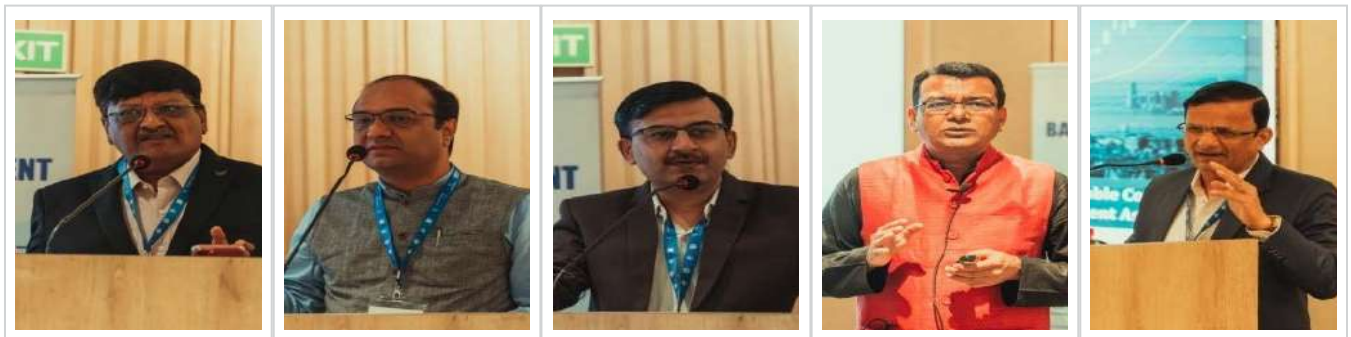


Checkup camp in progress

Baroda Management Association

Baroda Management Association conducted a full-day round table conference on 7th October with the theme 'Nivesh Unveil - Discovering the Art of Personal Finance and Wealth Management.' The conference commenced with a welcome address by Mr. Manoj Shah, President of BMA. The Chief Guest for the conference was Mr. Amit Doshi, Deputy Zonal Head - West at HDFC Asset Management Company Ltd., Vadodara. The speaker Mr. Prakash Lohana, Managing Director of Ascent Financial Solutions Pvt. Ltd., discussed Financial Planning over the Life

Cycle of an individual and family, including details about Asset Classes and Asset Allocation, as well as exercises in Risk Profiling. Mr. Vinay Baria, Zonal Manager at N.J. Wealth, who introduced Portfolio Management Services (PMS) and Mutual Fund Selection. C.A. Manish Baxi, Partner at Talati and Talati Chartered, spoke about managing personal taxation. The conference was sponsored by various well-known financial firms and proved to be a grand success, with a significant number of participants.



(L-R) Mr. Manoj Shah, President of BMA; Mr. Amit Doshi, Deputy Zonal Head - West at HDFC Asset Management Company Ltd., Vadodara and Mr. Prakash Lohana, Managing Director of Ascent Financial Solutions Pvt. Ltd.; Mr. Vinay Baria, Zonal Manager at N.J. Wealth and C.A. Manish Baxi, Partner at Talati and Talati Chartered

Evening Talk 2.0

BMA organised its evening talk on the topic ‘Business Productivity in Uncertain Times’ on 6th October with speaker Mr. Debasis Majumdar, Director of CEB learning, operational expert in syndicated market research, certified coach, facilitator of LMI and senior manager executive. He talked about the importance of focussing on areas of productivity of all actions.



Speaker, Mr. Debasis Majumdar



Speaker, Ms. Manisha Thaker

On 13th October, BMA organised a session on ‘Challenges in Entrepreneurship Development in Uncertain Times’ with Ms. Manisha Thaker, Vice President at Trialliance Global Solutions India Pvt Ltd. She talked about the challenges that requires a strategic and adaptive approach to enterprenurship development, emphasizing resilience, innovation and effective risk management, economic instability, financial constraints, supply chain disputes, globalisation challenges etc.

BMA organised a session on 27th October on the topic 'Risk and Uncertainty in Print Media Industry' with Mr. Deepak Bhatt, presently working as a Group Senior Vice President, with Business World Group, Gujarat. He talked about factors contributing to uncertainty in print media such as declining circulation; ad revenue shift; production costs; technological disruption; subscription models; competition; changing consumer habits; environmental concerns and pandemic effects.



Speaker – Mr. Deepak Bhatt

Bhopal Management Association

Seminar

Bhopal Management Association organised a seminar on 19th October on 'Understanding Cyber Crimes, Cyber Security, and Cyber Laws' as part of the Student Chapter of BMA at Laxmi Narain College of Technology-MBA, Bhopal. The guest speaker, Adv. Yogesh Pandit, Director of Techilaw and an International Trainer, provided insights into precautions and measures for cybersecurity. Dr. Mahesh Shukla, the Chief Guest, Past Chairman of BMA, and former DG Telecom and Member Services, shared his telecom experiences. Adv. G.K. Chhibbar, Chairman of the Publicity and Public Relations Committee, explained the importance of the BMA Student Chapter, and Prof. Arvind Singh, Director of LNCT-MBA, expressed gratitude to BMA for organising the wonderful programme. The programme was conducted by Mr. Utkarsh Gupta, Head of Graphics and Execution at 'Prabandhan Samvad', and coordinated by Mr. Aamir Khan, Manager at BMA. Around 200 MBA students attended the event.



Students participating in the seminar

Guest Lecture

Bhopal Management Association, in association with ISTD, Bhopal, successfully organised a guest lecture on 'Achieving Goals through Team Management' by Dr. Manoj Gaur, a Nationalist, Transformational Speaker, Mentor, Life Coach, and Corporate Trainer on 28th October at Bhartiya Vidhya Bhawan, Bhopal. In his address, he said that goals can be achieved through a healthy mind, leadership, team management, coordination, and cooperation. Mr. Suneel Bhargava, President of BMA, gave the welcome address, and the concluding remarks and vote of thanks was given by Mr. R.G. Dwivedi, President of ISTD, Bhopal, and Chairman of AAC, BMA. The programme was moderated by Mr. Mahendra Joshi, an EC Member of BMA, and it was attended by 50 BMA members.



Members attending the guest lecture

Webinar

BMA organised a webinar on the topic 'The Power of Mind' by Ms. Trisha Kaushik, Founder - ANAHATA - Look Deeper on 30th October at Google Meet. The welcome address was given by Mr. Suneel Bhargava, President, BMA and the profile of the speaker was read by Dr. Nishtha Tyagi Pachouri, EC Member and Co-Chairperson, Women Enrichment Committee, BMA. The programme was moderated by Ms. Ariba Firdous, Head Content Writer, BMA Newsletter 'Prabandhan Samvad'. The vote of thanks was given by Dr. Shikha Bhargava, Chairperson, Women Enrichment Committee, BMA and was attended by 220 members of BMA and students of LNCT and Oriental College.



Speaker, Ms. Trisha Kaushik addressing

Calicut Management Association

Awareness campaign on Mental Health

Calicut Management Association conducted an awareness campaign on 'Mental Health through Big Canvas Painting and Exhibition 'Esperanza Hope for Suffering Minds' at Government Mental Health Centre, Kozhikode, Kerala. There was a big canvas painting by artists from various walks of life like News journals, Colleges and other organisations in and around Kozhikode. Panel discussion on 'Mental Health is universal human right' was conducted on 9th and 10th October and experts from Government Mental Health Department, Kerala took awareness classes. The panel of experts included Dr. Rajaram K. K, District Medical Officer, Health Department, Government of Kerala; Medical Superintendent, Dr. Bindu Thomas; Dr. KK Sivadasan; and Dr. Laju Johns. The event saw participation from various artists from print and visual media, including the renowned artist Madanan, as well as members of the public and students from various professional institutions.



Speakers at the panel discussion



Canvas painting by various artists

Management Committee meeting

Calicut Management Association organised a Management Committee meeting on 24th October and discussed matters regarding the administration and programmes of CMA for the ensuing quarter and adoption of audited financial statements and AGM.



MC members during the meeting



Members participating at the meeting

Monthly Talk Series

On 27th October, CMA conducted its monthly talk series with the aim of assisting future entrepreneurs in safeguarding their products and unique business ideas through trademark and patent protection. The topic was presented by Adv. Bhagyesh Kalathil Parakuni, a Trademark Attorney and advocate who

specialises in IP Law and practices at the Kerala High Court. A total of 101 individuals participated in the programme.

Coimbatore Management Association

Monday Musings

Coimbatore Management Association hosted a session on 9th October with Ms. V Subha, Founder of Ruminant Life Academy. She delivered a talk on the topic 'Effective Communication – NLP model,' which drew more than 280 participants. Ms. Subha captivated the audience with insights on effective communication and how to convey intentions and emotions using the NLP model (Neuro-Linguistic Programming). She emphasised the importance of communication as a leadership attribute, followed by a Q/A session.

CMA hosted a session on 16th October with Dr. K. Prabhakaran, Director of Edify Edtech, Coimbatore, who spoke on the topic 'Unlocking Wealth - Mastering the Art of Capital Market Investment.' Dr. Prabhakaran discussed achieving financial freedom and outlined various life goals, including home ownership, wedding expenses, children's education, small business ventures, agricultural land acquisition, and retirement



Session by Ms V Subha



Session by Dr. K. Prabhakaran

planning. Dr. Prabhakaran also touched on emerging investments in land and gold, catering to the preferences of many young investors for physical or electronic gold. The session concluded with a Q/A session.

CMA's Monday Musings hosted a session on 30th October with Ms. Jayasri Krishnan, CEO and MD Founder of D'Organica Garden Shoppee, who spoke on the topic 'Charm of bring an Entrepreneur - Business Opportunities and Challenges' wherein more than 230 participants attended. Ms. Jayasri spoke on how to become a successful entrepreneurial, emphasising that sacrifice, hard work, and smart work are essential elements for achieving success as an entrepreneur. The session ended with a thanksgiving by Dr. A Valarmathi, to the speaker and audience.



Talk by Ms. Jayasri Krishnan

68th Annual General Meeting

The 68th CMA Annual General Meeting took place on 4th October, featuring a speech by the Chief Guest, Mr. Harjeet Singh Wahan, who delivered insights on the topic of 'Artificial Intelligence.'



The chief guest Mr. Harjeet Singh Wahan along with members

Delhi Management Association

Delhi Management Association and the Lucknow Management Association in association with EMPI Business School and Connecting Dreams Foundation recently hosted a session on a highly revolutionary initiative, enabled by the DPIIT, Government of India, known as the Open Network for Digital Commerce (ONDC). The event featured ONDC's key enabler, a brilliant civil servant, very senior IPS officer and now Member, Competition Commission of India, Mr. Anil Agarwal as the distinguished speaker. The session was attended by Honourable Secretary, Mr. Amit Kumar Arya and appreciated by all members and President Dr. Yogesh Misra. The session that was live streamed across many countries of the Global South from EMPI Business School's campus highlighted ONDC's pivotal role in reshaping the future of digital commerce, with a strong emphasis on inclusivity and empowerment for businesses of all sizes.



Participants during the session

DMA successfully conducted a session on Management lesson from Mahabharat series on 28th October with speaker, Mr. Debasis Satapathy, GM- HR, NBCC. Mahabharata, one of the greatest epics ever written to inspire people in all walks of life. The session was well delivered by Mr. Debasis Satapathy and appreciated by all DMA members and President, Dr. Yogesh Misra. The session was moderated by Ms. Shuchi Gupta and vote of thanks was given by Honourable Secretary, Mr. Amit Kumar Arya.



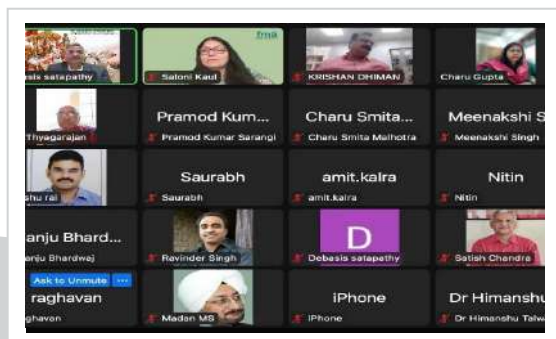
Session on 'Management lesson from Mahabharat series' with speaker, Mr. Debasis Satapathy, GM – HR, NBCC

Faridabad Management Association

On 19th October, Faridabad Management Association in collaboration with Amazing Workplaces organised a Round Table panel discussion on the topic 'Building Organisation of Consequence- Challenges and Opportunities.' The host Ms. Ishita Kaul of FMA Secretariat started the event by inviting Ms. Ekta Kapoor, Co-founder and Editor in Chief of Amazing Workplaces to deliver the welcome address, who spoke about the Certification process for being an Amazing Workplace. The panel included speakers Mr. Govind Negi, Head of Talent -Europe and India, 3 Pillar Global and Ms. Saloni Kaul, Founder and Chief Executive of It's People and President, FMA. It was attended by the industries of Faridabad. After summarising and concluding the discussion, Ms. Ekta Kapoor proposed the vote of thanks.



(L to R) Ms. Saloni Kaul, President -FMA and Founder and Chief Executive It's People; Mr. Govind Negi, Head of Talent - India and Europe, 3Pillar Global; Ms. Ekta Kapoor, Co-Founder and Editor in Chief - Amazing Work Places and Ms. Ishita Kaul, FMA Secretariat



Participants during the event

FMA conducted its virtual event 'Management Lessons from Mahabharat' on 21st October. The episode 5 started with a welcome address by Ms. Saloni Kaul, President, FMA. Thereafter, Mr. Debasis Satpathy, Chief General Manager- NBCC (India) Ltd., spoke on the topic – 'Art of Delegation' and highlighted the delegation skills of Duryodhana. It was attended by industry leaders and academia, which was followed by a Q/A session. The vote of thanks was proposed by Mr. V. Thyagarajan, Executive Director, FMA.

On 27th October, FMA proudly presented the groundbreaking ‘Unnati Talk Show,’ an event celebrating the unwavering spirit of women in leadership roles, held at Victora Auto Pvt Ltd., in Faridabad. The event commenced with Mr. Virender Yadav, Senior Manager - HR at Victora Auto, welcoming Mr. Ajay Somvanshi, Senior Vice President - Human Resources of Victora Auto Pvt. Ltd., who delivered a warm welcome address to the participants. Mr. Somvanshi then passed the baton to Ms. Monica Anand, Director of Corporate Relations at Anand Engineering and Head of Academia Relations at FMA, who skillfully hosted the enlightening talk show. The event was graced by the esteemed guest speaker, Ms. Saloni Kaul, Founder and Chief Executive of It’s People and President of FMA. During the closing remarks, Ms. Monica Anand echoed the resilient spirit of the women leaders celebrated during the talk show, emphasizing the importance of perseverance and determination in the face of adversity. The event was attended by the women employees of Victora Auto Pvt. Ltd, and members of the Association. Prominent women leader Ms. Charu Smita Malhotra, General Secretary of FMA, and Mr. Ravinder Singh, Head of Membership at FMA, were also present to mark the significant occasion.



(L to R) Mr. Virender Yadav, Sr. Manager - HR, Victora Auto (P) Ltd; Mr. Ajay Somvanshi, Vice President-Human Resources, Victora Auto Pvt Ltd.; Ms. Saloni Kaul, President, FMA and Founder and Chief Executive - It’s People; Ms. Monica Anand, Head - Academia Relations, FMA and Director- Corporate Relations, Anand Engineering Works and Mr. Ravinder Singh, Head - Membership, FMA



(L to R) Ms. Charu Smita Malhotra, General Secretary, FMA; Ms. Monica Anand, host of the UNNATI Talk Show - Head- Academia Relations, FMA and Guest Speaker Ms. Saloni Kaul, President, FMA

Ghaziabad Management Association

Ghaziabad Management Association in partnership with IMS, showcased the Smart India Hackathon 2023 and Business Plan Competition on 7th October, which became the hub for young minds to parade their creativity, innovation, and problem-solving skills. The competition ushered in a wave of fresh ideas, with students delving deep into various sectors. The Smart India Hackathon 2023 was not just an event but a testament to the future of innovation and the brilliant minds ready to shape it.



ED and Ex ED of GMA with faculty members



GMA, IMS and chief guests of Rotary club

On 12th October, Ghaziabad Management Association organised a Blood Donation camp in partnership with IMS Ghaziabad, UC Campus, and the Rotary Club of Sahibabad. The event began with GMA's President donating blood, and a total of 332 individuals expressed their interest in donating blood.

GMA organised a half-day workshop on Negotiation Skills on 28th October with Mr. Satish Kumar, an international facilitator, consultant, and trainer. The workshop was attended by 24 participants from various industries and institutions. The participants benefited from learning the science and art of successful negotiation, how to plan and conduct successful negotiations, the necessary skills for negotiation, and creating a personal action plan for implementation at work. The workshop was highly interactive, informative, and engaging, with the use of case studies and group activities.



Participants at the workshop

Goa Management Association

Annual General Meeting

Goa Management Association held its 48th Annual General Meeting on 12th October. The outgoing President Mr. Blaise Costabir chaired the AGM while Mr. Deepak A Bandekar, President, GMA conducted the proceedings of the meeting. Mr. Sriram Natarajan, Director and CEO, Molbio Diagnostics Pvt Ltd took over as the New President of Goa Management Association for the term 2023-2025.



GMA team with the keynote speaker, Mr. Prahlad Kakar

Annual Day 2023

GMA held its Annual Day function after the AGM proceedings. Mr Prahlad Kakar, Founder and Director, Genesis Film Production Pvt Ltd., was the Chief Guest and keynote speaker for the function, who spoke on branding and entrepreneurship. Mr. Deepak A Bandekar, Chairman, welcomed the gathering, followed by the outgoing President, Mr. Blaise Costabir. Mr. Rohan Bhandare introduced the Chief Guest and Keynote speaker to the audience.

GMA Annual Awards 2023

GMA held its Annual GMA Management Awards function to recognise and reward the best management talent. Mr. Virendra Acharya, Hon. Treasurer announced the winning details. The awards were presented to the winners at the hands of the keynote speaker and Chief Guest. Mr. Rajesh Mehrotra, Vice Chairman, GMA concluded the proceedings of the Annual Day with a vote of thanks. The event was conducted by Dr. Pradeep B Salgaonkar, Past Chairman, Goa Management Association.



AD Guru of India Mr. Prahlad Kakar with GMA Chairman, Mr. Deepak A Bandekar

Hyderabad Management Association

SDP

HMA organised Space Quiz at the campus of BV Raju Institute of Technology on 4th October where the students of MBA, BBA of 5 branches participated and Quiz Master, Mr. Raja Satish conducted a preliminary round which was participated by 92 teams. The winners were presented with cash prizes and certificate with a memento.



The Management and faculty of BVRIT and HMA team

Lecture Meeting

HMA organised a lecture on 6th October with Ms. Vanitha Datla who emphasised qualities like open-mindedness and humility. According to her, the future of leadership rests on three core principles: progressive mindset, collaboration, and inclusivity. She concluded by stressing that leaders should consider people as assets to a nation, not liabilities, and should uplift others in their leadership journey. In summary, Ms. Vanitha Datla’s lecture on the ‘Future of Leadership’ highlighted the significance of leadership skills, the evolving landscape of leadership in the corporate world, and the principles and steps to become an effective leader.



Ms Vanitha Datla being felicitated by President HMA



The DSP, Mr. S. Harinath addressing the students

On 11th October, a Student Development Programme on Cybercrime was organised by the college in collaboration with HMA to address the expanding concern of cybercrime and provide students with crucial knowledge and abilities. Mr. S. Harinath, DSP, CID, Telangana was the resource person invited to provide awareness, knowledge, and a sense of responsibility among students regarding cyber security and the risks posed by cybercrime. The participants had an opportunity to gain experience in computer forensics, malware evaluation, and cyber incident response while engaging in hands-on activities.

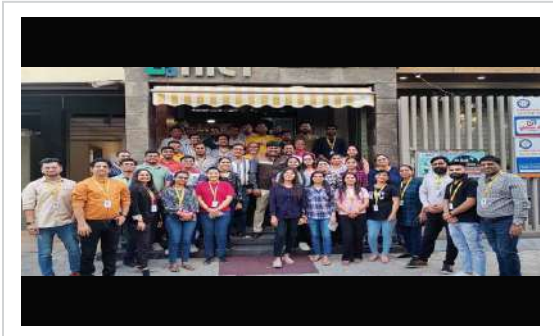
Indore Management Association

Diksha – In House Training

IMA organised 'Diksha' in-house training session on 7th October at Sapcon Instruments Pvt Ltd., on the topic 'It is a Mind Game'. The facilitator for the session was Mr. Amber Arondekar, Trainer, Speaker, Coach and Poet, and Co- founder at A and P Business Consulting LLP.



Felicitating the speaker, Mr. Amber Arondekar



Capt. Jaison Thomas with the participants

IMA organised 'Diksha' in-house training session on 14th October at NICT Technologies Pvt. Ltd, on the topic 'Communication Development Program'. The facilitator for the session was Capt. Jaison Thomas, Corporate Trainer, Transformational Trainer, Certified Confidence Building Coach, Life Transforming Coach, and Career Coach, and Founder and Chief Mentor at Trainees, Director at Genius Temple Indore.



Ms. Trilekha Pathak addressing the session

IMA organised 'Diksha' in-house training session on 28th October at Grasim Industries Ltd., Indore, on the topic 'Teamwork and Collaboration' with Ms. Trilekha Pathak, Corporate Communication and Soft Skill Trainer.



Dr. Veena Dadwani during the session

IMA organised a session on 28th October at InfoBeans Technologies Indore, on the topic ‘InteractPro - Client Interaction and communication skills improvement program’ with Dr. Veena Dadwani, Founder and CLO TAD – The Training Solutions, Indore.

IMA Centre of Excellence

IMA student chapter organised a centre of excellence session on 11th October for the students of the Management Institute of Business Management and Research (IBMR] IPS Academy, Indore on the topic ‘Innovation in digital Marketing’. The facilitator of the session was Mr. Mayank Batra, International Digital Marketing Trainer and Consultant.



Felicitating the speaker, Mr. Mayank Batra



CA Navin Khandelwal with the participants

IMA student chapter organised a centre of excellence on 19th October for the students of Shivajirao Kadam Institute of Technology and Management (SKITM), Indore on the topic ‘Entrepreneurship and success’. The facilitator of the session was CA Navin Khandelwal, Vice President, IMA and Insolvency Professional and Registered Valuer, Indore.

Industry Visit

IMA Student Chapter organised an Industrial visit on 17th October for the students of Malwa Institute of Science and Technology, Indore at Yellow Diamond (Prataap Snacks Indore) in which the firms internal functioning was explained to the students. The facilitator of the session was Ms. Binna.



Participants at the Industrial visit

IMA Open Forum

IMA organised an Open Forum session on 26th October on the topic 'Inside the Boardroom: How Behavior Trumps Royalty.' The facilitator for the session was Mr. R Gopalakrishnan, Independent Director and Non – Executive Chairman of Castrol India and Dr. Tulsi Jayakumar Executive Director, Centre for Family Business and Entrepreneurship, SP Jain Institute of Management and Research, Mumbai.

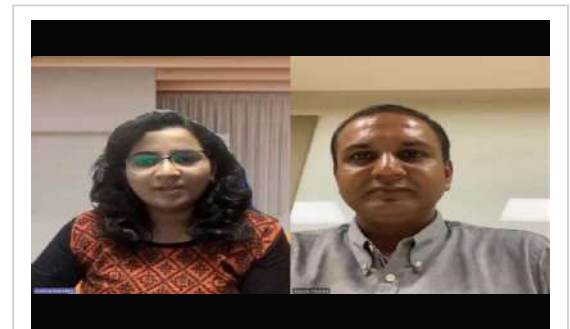


Mr. R Gopalakrishnan and Dr. Tulsi Jayakumar during the session

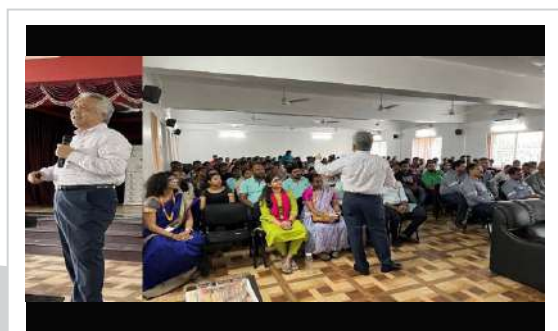
Jamshedpur Management Association

Talk

Jamshedpur Management Association organised a Transformation through Experience and Awareness talk with AIMA on 'Leadership Lessons from Ramayana' on 13th October virtually with Mr. Saurav Sharma, Automobile Professional and Avid Innovator. Addressing the participants, Mr. Sharma talked about how an ancient Indian epic, encompass principles of integrity, compassion, and strategic decision-making. Lord Ram's unwavering commitment to righteousness demonstrates the importance of moral leadership, while Lord Hanuman's unwavering devotion exemplifies dedication. These lessons from the Ramayana inspire leaders to combine ethics, empathy, and teamwork in their leadership styles. More than 70 participants joined the talk.



Ms. Asmita Salunkhe, Centre Head JMA welcoming the Speaker Mr. Saurav Sharma



Mr. Vijay Batra addressing the participants

Young Indians and JMA organised a talk on 'Moving from Good to Great: Expanding Horizons Achieving Growth' on 13th October at Srinath University with Mr. Vijay Batra, Motivational Speaker. The talk was organised for the university students where Mr. Batra talked on transitioning from good to great in your career involves setting high standards, continuous learning, embracing challenges, and fostering resilience.



Mr. Nitesh Maheshwari explaining the financial concepts to the executives

Finance for Non-Finance for TATA Steel

JMA organised a Finance for Non-Finance Training for TATA Steel executives on the 18th and 19th of October. The two-day training encompassed various key aspects, including an introduction to financial concepts, understanding of receipts and payments, balance sheets, shares and debentures, how to prepare a profit and loss sheet, cost analysis, capital budgeting, cash flow management, and a range of other relevant topics. The faculty for the training was Mr. Nitesh Maheshwari, CA and CS, and it was attended by mid and senior-level participants from different locations within Tata Steel.

Advanced Excel Training for TATA Steel

JMA organised an Advanced Excel Training for TATA Steel executives on the 25th, 26th, and 27th of October. The three-day training placed significant emphasis on a wide array of topics, spanning from customising Excel to utilising fundamental functions, formatting and proofreading, mathematical operations, Excel protection, text manipulation, what-if analysis, and numerous other valuable subjects. The faculty for the training was Mr. Prateek Agarwal from IVY School.



Mr. Prateek Agarwal addressing the executives.



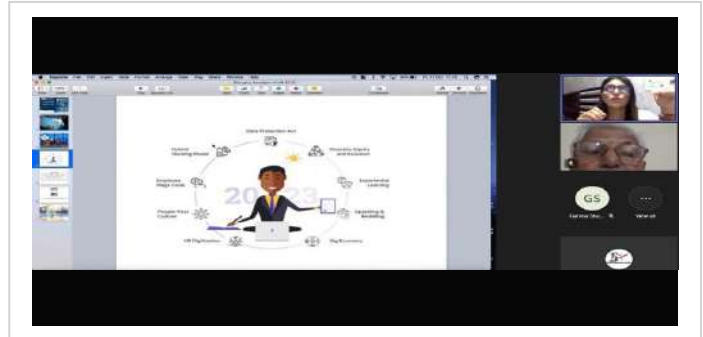
Mr. Sukrit explaining the concepts to executives

High Impact Presentation Skills

JMA organised a High Impact Presentation Skills MDP for mid-senior executives on the 27th of October at United Club, Jamshedpur. The objective of the programme was to equip professionals with the essential presentation skills needed to effectively communicate, influence, and build strong working relationships with co-workers and clients. The faculty for the training was Mr. Sukrit from IVY School and it was attended by companies like ISWP, Cummins India, JCAPCPL, Tinsplate Company, TATA Steel Long Products, and TATA Power.

Bake Talk

JMA organised a talk on ‘Changing HR Paradigm’ on 27th October virtually with Ms. Yagbala Kapil, Founder of Yagyasayz, faculty of GL Bajaj Institute of Management and Research and Internationally Certified Trainer. She stated that currently HR paradigm is evolving, shifting from traditional personnel management to strategic talent leadership. Technology, diversity and inclusion, remote work, and data analytics are reshaping HR practices to meet the dynamic demands of the modern workforce. Embracing these changes is essential for staying competitive in the evolving landscape of human resources.



Ms. Yagbala Kapil sharing her presentation

Kerala Management Association

KMA Women’s Forum

On 6th October, KMA inaugurated its Women’s Forum activities for the year, with the theme of ‘Igniting Brilliance: Women Leading the Innovation Revolution’. The event was graced by Ms. Revathi H, Group Director of Electronic Systems Group Liquid Propulsion Systems Centre at ISRO, as the Chief Guest, and Dr. Ambily Ravindran Nair, a globally trained Biomedical Scientist, as the Guest of Honour. KMA President, Mr. A Balakrishnan presided and KMA Women’s Forum Chairperson Dr. Nirmala Lilly welcomed and KMA Honorary Secretary Mr. Dilip Narayanan gave the vote of thanks.



KMA Women’s Forum 2023 activities inaugurated by ISRO Liquid Propulsion Systems Center Electronic Systems Group Director Ms. Revathi Hariharakrishna. KMA Senior Vice President, Mr. Bibu Punnooran; KMA Women’s Forum Chairman, Dr. Nirmala Lilly; Internationally Trained Biomedical Scientist Dr. Ambili Ravindran Nair; KMA Honorary Secretary Dilip Narayanan and President A Balakrishnan are also seen

Leader Insight Session

KMA conducted Leader Insight session on the topic ‘RUNway to Skilled India’ by Dr (Prof) Darlie O Koshy, Former Director, NID Ahmedabad and Chairman NDBI, Founding Chairperson, Fashion Management, NIFT New Delhi on 12th October. The programme was presided over by Mr. Bibu Punnooran, Sr. Vice President; Mr. K Harikumar, Vice President welcomed and KMA Honorary Secretary, Mr. Dilip Narayanan gave the vote of thanks.



Dr. Darlie O Koshy addressing KMA Members

KMA conducted another session on the topic ‘Unraveling the Socio-Economic Ripples: Assessing the Consequences of the West Asia Crisis’ in conversation with Mr. T P Sreenivasan, Former Ambassador and Former Permanent Representative of India to the United Nations and Dr. D Dhanuraj, Chairman, Centre for Public Policy Research (CPPR) on 20th October.



Mr. TP Srinivasan engaged in a thought-provoking conversation with Dr. D. Dhanuraj



Mr. K. Harikumar, Managing Director of TCC addressing the participants and Mr. A. Balakrishnan and Mr. Dilip Narayanan are also seen

KMA held a session on the topic ‘Red 2 black: A TCC story’ by Mr. K Harikumar, Managing Director, The Travancore Cochin Chemicals Ltd, Malabar Cements Ltd on 26th October. KMA President, Mr. A. Balakrishnan presided over the event, providing leadership and guidance throughout the lecture. Honorary Secretary, Mr. Dilip Narayanan extended the vote of thanks.

Innovation Experience Tour

KMA conducted an Innovation experience tour to Aptiv Connection Systems India Pvt. Ltd on 13th October.



KMA delegates at Aptiv Connection Systems India Pvt. Ltd

Lucknow Management Association

Pre-Summit 2023

Young Manager Forum of Lucknow Management Association in collaboration with E-Cell IIT Kanpur, organised the Pre-Summit 2023: Lucknow edition on 'How to be a Good Entrepreneur' on 7th October, featured a compelling session by Mr. Sudhanshu Rastogi, President of Vision StartUPs, and Mr. Neelesh Kapoor, COO and Director at Hashtag Bazar, in BBD Campus. Over 150 students attended the session, where CA Devesh Aggarwal welcomed and introduced the esteemed speakers.

Young Manager Forum of LMA in collaboration with Amity University, Lucknow and E-Cell IIT Kanpur organised the Pre-Summit 2023: Lucknow edition on 'Dream Do Dhamaka: Entrepreneurship the Way Forward' by Mr. Ashish Kaul, Founder Diya Technologies on 9th October, for the Management Students. In his insightful session, Mr. Kaul emphasised key principles for aspiring entrepreneurs: foster resilience in the face of challenges, embrace continuous learning, build a robust network, and, above all, maintain unwavering passion for your vision. Mr. A.K. Mathur, Vice President LMA welcomed and introduced the speakers.

Young Manager Forum of LMA in collaboration with E-Cell IIT Kanpur, hosted the Pre-Summit 2023: Lucknow edition on 'How to be a Good Entrepreneur.' The event, held on 10th October, featured a compelling session by Mr. Milind Raj, Founder and CEO of the renowned robotics research and manufacturing company, Roboz Dotin Tech. Mr. Raj shared invaluable insights on the art of becoming a successful entrepreneur with the Department of Business Administration, University of Lucknow.

World Mental Health Day

On 10th October, Members of LMA and The Richmond Fellowship Society (RFS), Lucknow together celebrated World Mental Health Day on the theme 'Mental Health is a Universal Human Right'. Mr. AK Mathur, Vice President LMA, Dr. Anil Kumar Agarwal, President RFS, Wg. Cdr. (Dr.) Anil Kumar Deputy Pro Vice Chancellor and Director, Amity University Lucknow chaired the session.



(L-R) Mr. Neelesh Kapoor and Mr. Sudhanshu Rastogi



Mr. Ashish Kaul addressing



Mr. Milind Raj along with the participants



Mr. A.K. Mathur addressing the session



Mr. Pravin Dwivedi addressing the session

Interactive Session

LMA in collaboration with Awoke India Foundation organised a session on 'Financial Literacy' for the teachers of Study Hall Education Foundation on 11th October. Dr. Hemendra Gupta, Associate Professor Jaipuria Institute of Management Lucknow and Mr. Pravin Dwivedi, Founder and President AIF and Sr. Vice President LMA, share the insightful knowledge on finance with the teachers. Mr. A.K Mathur, Vice President, LMA and Dr. Urvashi Sahni, Founder of SHEF and teachers were also present.

LMA in collaboration with AWOKE India Foundation and Kabir Peace Mission organised an interactive session on 'Bucket Strategy' on 13th October, by Mr. Uttam Kumar, Sr. Trainer, AIF. Ms. Renu Chaudhary, General Manager, LMA, welcomed and introduced the speaker and proposed a formal vote of thanks on the occasion.



(L-R) Ms. Renu Chaudhary, Mr. Uttam Kumar and Mr. Tilak Manocha



Mr. A.K. Mathur and Dr. Rohit Kushwaha signing MoU

MoU

LMA and Amity University signed a MoU on 11th October at Amity University for the purpose of jointly enriching the technical and management education process. MoU was signed by Dr. Rohit Kushwaha, Director and Mr. A.K. Mathur, Vice President, LMA.

Global Career Fair

LMA in collaboration with Zeba International Education of Scholarbirds (ZIES) hosted the 'Global Career Fair' on 12th October, at Kunwar Global School, Lucknow. This event provides a unique opportunity for students in Class XI, XII, and Graduation to interact with representatives from more than 50 prestigious universities and colleges, both from India and internationally.



(L-R) Dr. Dheeraj Mehrotra and Mr. Fakhre Azam

Lucknow Management Association in collaboration with Zeba International Education of Scholarbirds (ZIES) hosted the 'Global Career Fair' on 13th October, at Baba Gurukul Academy, Barabanki.



Students participating in Career Fair



Students during the Career Fair

LMA in collaboration with Zeba International Education of Scholarbirds (ZIES) hosted the 'Global Career Fair' on 14th October, at The Lucknow Public Collegiate, Sharda Nagar Lucknow CBSE Branch.



CA Devesh Agarwal interacting with students

Career Counseling Session

Young Managers Forum of LMA conducted a Career Counseling session at Shri Jai Narain Misra PG College (KKC) Lucknow on 16th October. The learned speaker on the occasion was CA Devesh Agarwal, Chartered Accountant. Around 55 students participated in the session.



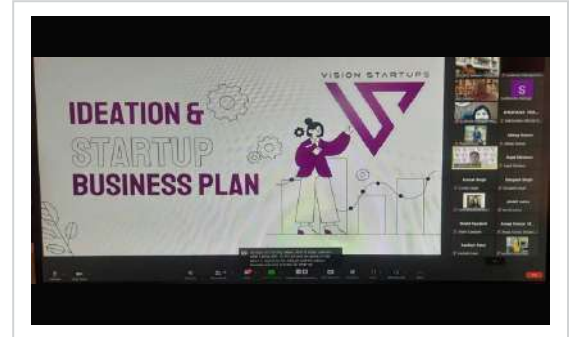
Col Sameer Misra, Ms. Renu Chaudhary and Mr Tilak Manocha

Outreach Visit

LMA organised an outreach visit to 'Bhartiya Badhir Vidyalaya' at Arvind Academy Malhaur on 18th October. This Vidyalaya is the only Deaf school globally to be associated with NASA. Founder of the community you and Me Deaf Community Ms. Gitanjali Nair approach involves using Indian Sign Language (ISL) exclusively for all subjects, following the 'Bilingual Methodology' to impart education. Col Sameer Misra, Executive Director LMA, Ms. Renu Chaudhary, General Manager LMA and LMA members were present on this visit.

Webinar

LMA organised a webinar on ‘From Concept to Company: Mastering Startup Process’ on 18th October, for the students of SMS, IIML, IISE and NPGC. The eminent speakers were Mr. Neelesh Kapoor and Mr. Sudhanshu Rastogi. Mr. A.K. Mathur, Vice President, LMA welcomed and introduced the speakers and proposed a formal vote of thanks.



Mr Neelesh Kapoor giving a presentation

Conversation

LMA in collaboration with IIIT, Lucknow organised a conversation on Road Map for Building Expertise in Artificial Intelligence and Machine Learning on 27th October at IIIT Campus, Lucknow. Dr. Deepak Singh of IIIT was in conversation with the guest speaker Pranjal Pathak, a 1996 graduate of electrical engineering from IIT Kanpur and has a Master of Science from the department of Electrical Engineering and Applied Physics at Case Western Reserve University in Cleveland, USA.



(L-R) Dr. Deepak Singh and Mr. Pranjal Pathak



Dr. Sandip Kumar addressing the session

Talk

LMA in collaboration with IITRAA Lucknow Chapter and Kabir Peace Mission organised a talk on ‘Health and Wellness’ on 28th October, by the esteemed surgeon, Dr. Sandip Kumar, Former Director and Founder AIIMS, Bhopal, and Former Senior Faculty KGMU, Lucknow. Mr. Vipin Gupta, Secretary, LMA welcomed the speaker by presenting a memento and Ms. Renu Chaudhary, General Manager, LMA proposed a formal vote of thanks.

Pala Management Association

Monthly Programme

The General Body meeting of PMA was held on 20th October with 37 participants. The keynote speaker, Adv. Sindhu Gopalakrishnan, a Mediator accredited by the Supreme Court and the High Court of Kerala, an Advocate Panel Member of various statutory and social platforms, shared her vast experience and deep knowledge on the subject of ‘Family and Law’. She explained the general reasons for family discords and steps that could be adopted to prevent and solve them. The Committee felicitated Narein Rahul Nair, S/o Sri Rahul PR and Smt. Maya Rahul, PMA members, on winning three Gold Medals at All India IPSC Archery Championship 2023, Ajmer.



Adv. Sindhu Gopalakrishnan addressing



Memento being presented to the parents of Narein Rahul

Workshop

On 25th October, as part of PMA's stated objectives to engage with the industry, a multiple workshop was held at Ashok Tradelines, Pala, engaged in wholesale trading of construction materials. CA Biju VR, an Academician and trainer by profession and a member of PMA, held a one-hour workshop on 'The Changing Customer Mindset' explaining how to deal with the customers. Mr. AD Suresh Babu, an expert in Fire Engineering and Industrial Safety, and Vice President of PMA, conducted a one-hour practical workshop on First Aid and Fire and Safety. A team of PMA officers headed by its President Mr. TJ Jacob also participated in the workshops which was attended by 39 members of the staff and management of Ashok Tradelines.



(L-R) CA Biju VR and Mr. AD Suresh Babu addressing the participants

Site Visit and Case Study on Green Building

As a follow-up to the workshop on Green Building conducted on 22nd September, a site visit and case study of Edacheril Square, Pala, constructed in accordance with Green House norms and principles and owned by Mr. Sajan G Edacheril, was conducted on 25th October. Eight EC members of PMA, led by President Mr. TJ Jacob, participated in the site visit. He emphasised the benefits of Solar Reflective Index paint, which keeps indoor temperatures cooler and reduces cooling costs. The visit was very useful and informative for the team, helping them understand the benefits of the Green Building concept firsthand.



Team under the integrated solar roofing system

Palghat Management Association

Palghat Management Association organised a Young Entrepreneurs Forum on 5th October on ‘Scaling up Mindset for a Sustainable Growth’. The speakers were Mr. KV Sreenath, Co-Founder RIAFY.me and Mr. Anil Balan, Co-Founder lookODU. It was highly informative and engaging and an eye opener session for startup founders. The session was well attended and received by the members.



Mr. Anil Balan with moderator Ms. Vinitha Joseph, Founder and CEO Bluepurple Consulting



Mr. KV Sreenath with moderator Mr. Sumesh K Menon, Past President PMA

Inclusive Entrepreneurship Summit 2023

Palghat Management Association organised an Inclusive Entrepreneurship Summit 2023 on 28th October. The main objective of the event was to focus on building entrepreneurial mindset and establish an ecosystem for networking, learning, and understanding various aspects of entrepreneurship, particularly among women, individuals with disabilities, and the LGBTQ+ community. The session was led by Ms. Hemalatha Annamalai, Co-founder of Green Collar Agritech Solutions; Ms. Sangeetha Abhay, Founder and CEO eWeworld.com; Ms. Dhanya Ravi, a Disability Evangelist; and Dr. Anita Prasad, a Serial Entrepreneur, and LGBTQ Influencer. The session was inaugurated by Shri Shafi Parambil, MLA Palakkad.



Inaugural session by Shri Shafi Parambil, MLA Palakkad



CA Rajeev Ramanath H, President PMA addressing the gathering

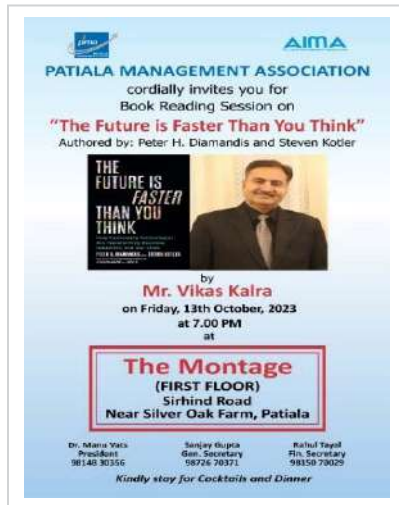
Patiala Management Association

Talk

Patiala Management Association organised a talk on 13th October on 'Achieving Excellence in Management Utilising Ancient Indian Wisdom' by Mr. Sumit Chaudhuri, who shared that Management is not a new concept and is present since the starting of society. He gave reference of Vedas, Upanishads, Ramayana, Mahabharat to give the facts about how imbibing their handling of situation can make our present-day management more effective. Mr. Sanjay Gupta facilitated the proceedings with introduction of speaker by Mr. Bhalinder Shah and vote of thanks by Dr. Ratinder Kaur.



Talk by Mr. Sumit Chaudhuri



Session by Mr. Vikas Kalra

Book Reading Session

PMA organised a book reading session on 13th October by Mr. Vikas Kalra, who spoke on the book 'The Future is Faster than you think' by Peter. H. Diamendis and Steven Kotler. The book emphasised the need to prepare your self for the changes happening, which are beyond our imagination. The session was appreciated by all the attendees and is another feather on PMA cap.

Training Session

PMA in partnership with Thapar Institute of Engineering and Technology organised a training session on 'Towards Career Excellence A Roadmap for Success' by Mr. Sumit Chaudhuri for students appearing for placement interviews. The programme was attended by more than 200 students. Mr. Sumit explained to students to develop skill set other than academics in line with the market dynamics.



Session by Mr. Sumit Chaudhuri

Patna Management Association

National Seminar

Patna Management Association organised a seminar on 16th October to mark World Food Day, addressing the topic 'Water is Life, Water is Food, Leave no one behind'. The seminar, conducted in collaboration with Bihar State Productivity Council and Bihar Industries Association, and received financial support for publication from NABARD. The event highlighted the water scarcity in Bihar, affecting both drinking water and irrigation, with issues of harmful iron and arsenic content. The seminar featured Mr. Ranjeet Kumar Verma, Former VC of Munger University as the Chief Guest, along with Dr. Sapna A Narula, Head of Management Department at Nalanda University, and Dr. Bhavana Nigam, Head of EWM, AN College Patna, providing their expert insights. International experts such as Mr. K. D. Bhardwaj, Director at the National Productivity Council, and Chancellors of different Universities, including Dr. P. R. Trivedi and Dr. Markanday Rai, Dr. V. N. Jha, and Mr. Sudhir Kumar Singh, MD of Jharkhand Milk Federation, shared their opinions. Economist, social entrepreneur, and motivational speaker Mr. Deepak Thakur also expressed his concerns on the subject. The keynote speech was delivered by Mr. Ashutosh Upadhyaya, Principal Scientist (ICAR) and Secretary General of BSPC, while President PMA Mr. Basant Kumar Sinha and other experts also addressed the topic. The vote of thanks was given by Mr. M. K. Das, Director (Programmes) BSPC, and Secretary PMA.



Members during the seminar

Rajkot Management Association

Rajkot Management Association organised a meeting for its members to share the key takeaways from AIMA's National Management Convention 2023, as reported by the RMA members who had attended the convention. A delegation of 9 RMA members actively participated in the NMC, which took place on the 26th and 27th of September. In a unique gesture, the RMA delegates marked the event by presenting a memento to the AIMA President during the inaugural session. Following their return, a meeting was convened at Investment Option, Rajkot, during which the RMA delegates shared their experiences, characterised by a wealth of learning, insights into the vibrant India, and a reimagining of the Indian Dream through a variety of case studies and the diverse facets of India.



Members during the meeting to share the insights from AIMA's National Management Convention 2023

Rohilkhand Management Association

Rohilkhand Management Association organised a round table discussion on 18th October, focusing on the topic ‘Outcomes of G-20 Summit 2023.’ The Chief Guest and Key Speaker for the event was Dr. R.K. Khandal, Former Vice Chancellor of Dr. A. P. J. Abdul Kalam Technical University, Lucknow. All participants shared their views on the outcomes of the G-20 Summit, making the discussion enthusiastic and knowledge-enriching.



Dr. Vinay Khandelwal, Mr. R.K. Agarwal, Dr. R. K. Khandal (Chief Guest), Dr. Manish Sharma, Mr. Qadir Ahmad, and Dr. Neeraj Saxena

Thrissur Management Association

TMA Student Chapter Inauguration

The inauguration of the TMA Student chapter at Government Engineering College, Thrissur, on 3rd October, was a momentous occasion. Er Vinod Manjila, TMA’s former President, graced the event as the chief guest, while Er George Paul, TMA’s CEO, shared valuable insights with the audience. CA Geo Job, President of TMA, formalised the collaboration by presenting the MoU. The event also saw the active participation of CS Jackson David C, the Student chapter convener, as well as Dr. Satish K.P., the college’s Principal. The programme drew a commendable attendance of around 100 members, marking a promising start for the newly established student chapter.



Handing over of MoU



Er George Paul (TMA CEO) addressing

TMA MC Meeting

TMA conducted its monthly management committee meeting on 9th October. The meeting was presided over by CA Geo Job, the President, who led the discussions. The Management Committee congratulated the SYMP team for the successful organisation of the SYMP event. During the meeting, the committee discussed various upcoming events and new initiatives.



Presidential address by CA Geo Job



Chief Guest CA Sony C L addressing

TMA Student Chapter inauguration and Management Development Session

On 9th October, TMA organised a management development session at Sahrdaya College of Advanced Studies. The focus of the session was 'The Evolving World of Finance Professionals,' shedding light on the dynamic nature of finance in the contemporary world. The event was graced by the esteemed presence of CA Sony C L, the former president of TMA, who served as the distinguished guest speaker, sharing invaluable

insights and expertise. The occasion also marked the inauguration of the TMA-Sahrdaya College of Advanced Studies student chapter.

Working Committee Meeting

TMA conducted its Working Committee meeting on 19th October, which brought together representatives from various TMA programmes. The meeting served as a platform for deliberation and strategising the action plan for the upcoming months. 20 members actively participated in the discussion.



TMA Committee Meeting in progress



TMA YLT Industrial visit to Mane Kancor Ingredients Pvt Ltd

TMA YLT Industrial Visit

On 19th October, 20 members of the YLT team had the privilege of visiting Mane Kancor Ingredients Pvt Ltd, located in Angamaly, Ernakulam District. During the visit, the team had the opportunity to interact with the management of Mane Kancor, which was enlightening and inspiring.

TMA's Thrissur Vision 2047

On 22nd October, a first-level initiative meeting of TMA Thrissur Vision 2047 programme was convened at the Thrissur Corporation. The meeting was led by the honourable Mayor, Mr. M K Varghese, who played a pivotal role in guiding the discussions. The gathering also included President CA Geo Job, Honorary Secretary CMA Madhu A P, Vice President Padmakumar, and MC Member Dr. Ajith. As a result of these discussions, it was unanimously decided to call a stakeholder meeting in the month of November.



Meeting with Thrissur Mayor

Management Development Session

On 25th October, TMA hosted yet another management development session at St. Mary’s College in Thrissur, titled ‘Business Evolution: My Journey and Learnings.’ The event featured Er. Vinod Manjila, past president of TMA, who graciously shared his invaluable experiences and insights with the eager chapter members. 200 members had the privilege of participating in this engaging session.



Er Vinod Manjila addressing the session

Trivandrum Management Association

TMA Management Leadership Award Ceremony

Trivandrum Management Association hosted the TMA Management Leadership Award 2023 ceremony on 11th October. Shri P. Rajeeve, the Minister for Law, Industries, and Coir, Government of Kerala, presented the TMA Management Leadership Award 2023 to Prof. Dr. Saji Gopinath, Vice Chancellor of Digital University Kerala, who was recognised for his exceptional contributions to education, management, business, and the development of Kerala. The event, with around 120 participants, including influential decision-makers, CEOs, and TMA members, celebrated Dr. Gopinath’s remarkable achievements and contributions.



(R to L) Shri P. Rajeeve, Minister for Law, Industries and Coir, Government of Kerala presenting TMA Management Leadership Award 2023 to Dr Saji Gopinath, Vice Chancellor of Digital University Kerala

TMA Collaborates with TiE Kerala for Coffee Pe Charcha Event

Trivandrum Management Association played a pivotal role as the esteemed outreach partner in organising the ‘Coffee Pe Charcha’ event in collaboration with TiE Kerala on 13th October. The event featured Dr. M I Sahadulla, Chairman and Managing Director of KIMS Healthcare Management Ltd., engaged in a dynamic conversation with Mr. C. Padmakumar, President of TMA and Special Officer of Kerala Medical Technology Consortium (KMTC). 70 participants attended the event, which received a positive response from the audience.



(L-R) Mr. C. Padmakumar and Dr. M I Sahadulla

Coffee with Corporate Leader

TMA hosted ‘Coffee with a Corporate Leader’ at KICMA, Neyyadam, Trivandrum on 17th October with 120 eager students gathered to hear from Guest Speaker, Mr. Sarath V Raj, Associate Director at Grant Thornton Bharat LLP and former CEO and ED of Kerala Institute of Entrepreneurship Development. His address revolved around the World Economic Forum’s future skills for 2030, emphasising problem-solving, self-management, collaboration, and technological proficiency. The event left students inspired and well-informed.

TMA hosted a stimulating session, ‘Coffee with a Corporate Leader’, on 19th October at DCSMAT, Kazhakootam, Trivandrum. 110 students attended, with Mr. Santhosh Kumar EK, Head of HR at Envestnet India, as the Guest Speaker. His engaging insights encompassed career success, work-life balance, and the corporate world.



Students at the event of ‘Coffee with a Corporate Leader’



Mr. Santhosh Kumar EK addressing the students of DCSMAT



Ambassador T.P. Sreenivasan lighting the lamp

Multilateralism Beyond G20 India Summit 2023

TMA as outreach partner, played a pivotal role in the successful organisation of the Multilateralism Beyond G20 India Summit 2023 on 22nd October. The summit, jointly organised by Somaiya Vidhyavihar University, Trivandrum Management Association, and the Kerala International Centre, emphasised

the critical role of enhanced multilateralism in addressing global challenges. The event began with Ambassador T.P. Sreenivasan’s opening remarks and featured insightful discussions by eminent speakers, followed by expert-led panel discussions.

Lecture

TMA organised a lecture on ‘The West Asian Crisis and Beyond: The Critical years Ahead’ on 28th October featuring Dr. G. Gopa Kumar, Former Vice Chancellor of the Central University of Kerala, as the speaker. Dr. Kumar’s lecture provided a superb analysis of the Palestinian-Israel situation today, offering a lucid and clear picture of the ongoing developments and their future implications. The event was well received by TMA members and participants.



Wg Cdr Ragashree D Nair, Secretary TMA presenting a memento to Dr. G. Gopa Kumar

Vaikom Management Association

VMA organised its monthly meeting on 8th October with a prayer song and Mr. M. Raju, Secretary General VMA made the welcome speech. Since the Centenary celebration of Vaikom Satyagraha is underway, hence the topic of the programme was selected as Vaikom Satyagraha and Mahatma Gandhi. Mr. N. Shine Kumar made the presidential address, and the speaker Mr. Sukumaran Moolekkattu expressed his happiness to deliver a talk on the topic in which he has made a lot of research. Mr. P. Rajendra Prasad, founder President of VMA presented a gift to the speaker as a token of respect. President Mr. Shine Kumar and Secretary General, M. Raju received the book from the author and Mr. T. Rajendran, Vice President VMA expressed the vote of thanks.



Mr. Sukumaran Moolekkattu delivering his keynote address



Session by Mr. Preeth Bhaskar at ICM Computers training Hall.

VMA conducted the second series of Employability Skills training at ICM Computers, Thalayolapparambu on 11th October. Mr. M. Raju, Secretary General of VMA, gave the welcome speech and introduced the trainers. Mr. N. Shine Kumar, President of VMA, encouraged the team to continue their excellent work with ICM Computers. Mr. Sojan Jose, Director of ICM, urged participants to make the most of the free training for their career development. The first session featured a motivational speech by renowned speaker and writer, Mr. Preeth Bhaskar, emphasising the importance of seizing opportunities. The second session, led by Mr. P. Rajendra Prasad, founder President of VMA and Director of Malabar Cements Ltd., provided insights on job selection and resume preparation. Mr. M. N. Prasad, former General Manager of NTPC and EC member of VMA, handled the third session, while the fourth session was conducted by Ms. Indira. N. G, Retired Employment Officer, who discussed career guidance and the support available through the Kerala State Employment exchange. Ms. Suthy, Placement Officer at ICM Computers, expressed gratitude in the vote of thanks.

AIMA Events Calendar

Event	Programme Chairman/Key Speaker	Venue	Date
YLC Workshop on “Public Speaking Skills”	Dr. Himanshu Talwar Executive Board Member and Delhi & NCR Chapter Chair - AIMA YLC	Online	17 November 2023
66th LeaderSpeak session on “Cyber Security - Current And Future Challenges”	Hanan Szwarcbord Vice President & Chief Security Officer – Information Technology, Micron Technology USA	Online	30 November 2023
Leadership Development Programme	R K Mohapatra Executive Director & Head, Indian Oil Institute of Petroleum Management Former Director (HR), Indian Oil Corporation	Lonavala/ Khandala	01-03 December 2023
Shaping Young Minds Programme (SYMP)		Bharuch	08 December 2023
YLC Session on “Gati Shakti - A Powerful Digital Project Management Platform”	Dr. Surendra Ahirwar Joint Secretary, DPIIT, Government of India	Online	08 December 2023
PSU Summit		New Delhi	13 December 2023
11th Senior Leadership Retreat	Sunil Kant Munjal Chairman Hero Enterprise	Goa	18 - 20 December 2023
Innovation Practitioner’s Case Study Competition		Online	22 December 2023
Young Managers Simulation Championship		Online	December – 2023 January 2024
National Competition for Managers		Online	December 2023 - January 2024

Event	Programme Chairman/Key Speaker	Venue	Date
Women LeadHERship Retreat		Colombo, Sri Lanka	17-19 January 2024
Shaping Young Minds Programme		Jamshedpur	06 February 2024
Dr K S Basu Memorial Lecture	Sanjiv Mehta Former CEO and Managing Director Hindustan Unilever Limited	Online	08 February 2024
AIMA's Foundation Day & National Management Day		New Delhi	21 February 2024
Corporate Management Olympiad		Online	February -March 2024
Pragati		New Delhi	March 2024
Student Management Games		Various Regions	Till April 2024
Student Management Quiz		Various Regions	Till April 2024
National Leadership Conclave and Managing India Awards		New Delhi	22-23 April 2024
Global Advanced Management Programme		Silicon Valley, USA	May 2024

To view full calendar please visit www.aima.in

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AIMA

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