

# AIMA News

AIMA'S MONTHLY E-MAGAZINE

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

OCTOBER 2022



Dear Readers,

It gives me immense 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 5th edition of its US-India Conference in collaboration with the University of California, Berkeley. 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 5th CEO Delegation Visit to Silicon Valley, USA. A high-profile delegation, led by AIMA President, Mr Shrinivas Dempo and Past President, Mr Harsh Pati Singhania, 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.

On the Asia Pacific front, as the outgoing Secretariat of the Asian Association of Management Organisations (AAMO), AIMA organised AAMO's 21st Triennial Conference on the theme 'Asia In Transition: Regional Cooperation In A Changing World' in an online mode. The Conference witnessed business leaders and renowned academicians from various Asian countries address the programme over several thematic sessions. AIMA also participated in AAMO's 2nd Council Meeting 2022 and 11th AGM held later, where the then AAMO President, Mr Rajive Kaul, handed over the presidency to the then Vice President, Mr SK Cheong. The AAMO Presidency and Secretariat will now be handled by the Hong Kong Management Association for the next three years.

Closer home, the AIMA Young Leaders Council continued with its initiatives to provide varied platforms for young and rising leaders to familiarise themselves with a changing environment and evolving business landscape. AIMA YLC Delhi and NCR Chapter organised a visit to an urban farm in New Delhi with one of India's largest organic farming organisations. The Council also organised a virtual session on GovTech, a technology used by governments to improve internal efficiency and/or delivery of services which is emerging as a multi-billion-dollar market.

Brief reports can be found inside along with other updates from AIMA's pan India National Competition for Young Managers and some special training programmes. This edition of AIMA News also brings you updates from the Local Management Associations and some interesting articles on management.

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

Warm Regards

Rekha Sethi  
Director General

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*Managing Editor*  
Ms Smita Das



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## US India Conference



*(L-R) Solomon Darwin, Executive Director, Garwood Center for Corporate Innovation, Haas School of Business, University of California, Berkeley; Rekha Sethi, Director General, AIMA; Shrinivas Dempo, President, AIMA and Chairman, Dempo Group of Companies; TV Nagendra Prasad, Consul General of India, San Francisco; Richard K. Lyons, Chief Innovation and Entrepreneurship Officer, UC Berkeley and Chris Bush, Executive Director, Institute of Business Innovation, Berkeley Haas*

AIMA hosted the 5th edition of its US-India Conference in collaboration with the University of California, Berkeley on 11th October 2022 at the Berkeley campus. The Conference, held on the theme 'US-India Partnership: A New Paradigm in a Changed World', highlighted the bilateral and global opportunities available to the two countries and explored areas of mutual co-operation in the new world order.

The Conference kicked off with a discussion on possible areas of cooperation and coordination to shape the next world order and ensure mutual and global prosperity and peace. Mr TV Nagendra Prasad,



*Shrinivas Dempo, President, AIMA and Chairman, Dempo Group of Companies addressing*

Consul General of India, San Francisco delivered the inaugural address. The welcome address was given by Mr Shrinivas Dempo, President, AIMA and Chairman, Dempo Group of Companies and the keynote address by Mr Richard K Lyons, Chief Innovation and Entrepreneurship Officer, UC Berkeley. Ms Rekha Sethi, Director General, AIMA delivered the introductory note and Mr Solomon Darwin, Executive Director, Garwood Center for Corporate Innovation, Haas School of Business, University of California, Berkeley gave the concluding remarks.

The half-day conference witnessed several other interesting discussions on themes of topical importance and emerging trends in a changing business landscape over subsequent sessions.

A session on the metaverse explored how supercomputers, AI and simulation can enable

planetary-scale resilience. Another panel discussion highlighted the increasing need for organisations to integrate ESG into their objectives and strategies for longevity and growth. Business leaders and industry experts also discussed ways to rebuild the global economy and augment growth amid ongoing disruption and inflation; while emerging trends and innovations that would outlast disruptions through the creation of virtual worlds with their own capabilities, markets and rules were also highlighted.

Some of the key speakers who addressed these sessions included Mr Harsh Singhania, Vice Chairman & Managing Director, J K Paper Ltd; Mr Ganesh Iyer, Professor; Marketing Group Chair; Mr Edgar F Kaiser Chair in Business Administration, Berkeley Haas; Mr Keith Strier, Vice President, Worldwide AI Initiatives and Global Head of Public Sector, NVIDIA; Mr George



*(L-R) Jennifer Bussell, Faculty Director, The Center on Contemporary India, Institute for South Asia Studies and Associate Professor of Political Science and Public Policy, UC Berkeley; Shiv Siddhant Kaul, Managing Director, NICCO Engineering Services Ltd; George Jacob, President and CEO, The Bay Ecotarium; R Mukundan, Managing Director and CEO, Tata Chemicals Ltd; Navneet Chugh, Attorney, CPA; Managing Partner, Chugh, LLP; Prith Banerjee, Chief Technology Officer, Ansys and Vinita Bajoria, Chairperson, Nicco Cables Ltd*



*(L-R) Solomon Darwin, Executive Director, Garwood Center for Corporate Innovation, Haas School of Business, UC Berkeley; Inderdeep Singh, President and Managing Director, Continental Device India Pvt Ltd; Vineet Agrawal, Managing Director, Transport Corporation of India Ltd; Harsh Pati Singhania, Vice Chairman & Managing Director, J K Paper Ltd; Arun Kumar, Managing Partner, Celesta Capital and Former Assistant Secretary of Commerce for Global Markets and Director General of the U.S. and Foreign Commercial Service in the Obama Administration and Former Chairman & CEO, KPMG in India; Sharad Singh, CEO, Trivium and Manuranjith Ranganathan, Director & CEO - Retail, CavinKare Pvt Ltd*

Jacob, President and CEO, The Bay Ecotarium; Mr R Mukundan, Managing Director and CEO, Tata Chemicals Ltd; Mr Navneet Chugh, Attorney, CPA;

Managing Partner, Chugh, LLP; Mr Thomas Y Lee, Associate Adjunct Professor, Research Scientist- Operations & IT Management Haas School of



*(L-R) Solomon Darwin, Executive Director, Garwood Center for Corporate Innovation, Haas School of Business, UC Berkeley; Shrinivas Dempo, President, AIMA and Chairman, Dempo Group of Companies; H M Nerurkar, Chairman, TRL Krosaki Refractories Limited and Keith Strier, Vice President, Worldwide AI Initiatives and Global Head of Public Sector, NVIDIA*

Business, UC Berkeley; Mr Salman Taj, Vice President, Head of Ericsson ONE, Americas, Ericsson; Mr Pallab Deb, Managing Director, ISV Applications Partnerships, Google Cloud; Mr Nitin Nerkhede, General Manager Emerging Technologies, Wipro Technologies Ltd; Mr Shardul Vikram, Senior Vice

President and Head of Intelligence and Incubation, SAP CX and Ms Anita Manwani, President Elect, TiE Silicon Valley amongst others.

The programme was very well received and attended by 80 plus delegates from the Valley and the Bay Area.



*(L-R) Thomas Y. Lee, Associate Adjunct Professor, Research Scientist-Operations & IT Management, Haas School of Business, UC Berkeley; Pallab Deb, Managing Director, ISV Applications Partnerships, Google Cloud; Anita Manwani, President Elect, TiE Silicon Valley; Salman Taj, Vice President, Head of Ericsson ONE, Americas, Ericsson; Shardul Vikram, Senior Vice President and Head of Intelligence and Incubation, SAP CX and Nitin Narkhede, General Manager-Emerging Technologies, Wipro Technologies Ltd*

# CEOs Delegation to Silicon Valley



*CEOs delegation at Zoom*

AIMA organised its 5th CEO Delegation Visit from 10th to 14th October 2022 to the Silicon Valley, USA. The visit was an opportunity for Indian CEOs to interact with senior officials of some iconic and innovative companies in Silicon Valley to get a first hand experience on emerging trends and technologies.

The delegation included several industry stalwarts and was led by Mr Shrinivas Dempo, President, AIMA and Chairman, Dempo Group of Companies and Mr Harsh Pati Singhania, Vice-Chairman & Managing Director, JK Paper Ltd. The delegation included Mr Arun Kumar, Managing Partner, Celesta Capital; Mr HM Nerurkar, Chairman, TRL Krosaki Refractories Ltd; Mr Inderdeep Singh, President and Managing Director, Continental Device India Pvt Ltd; Mr Manuranjith Ranganathan, Director & CEO

– Retail, CavinKare Pvt Ltd; Mr Priyabrata Panda, Managing Director, TRL Krosaki Refractories Ltd;



*Harsh Pati Singhania, Vice-Chairman & Managing Director, JK Paper Ltd presenting a memento to Prof Paul Saffo, Technology Forecaster and Adjunct Professor, Stanford University*





*Shrinivas Dempo, President, AIMA and Chairman, Dempo Group of Companies presenting a memento to Ericsson representatives*

Mr R. Mukundan, Managing Director & CEO, Tata Chemicals Ltd; Ms Rekha Sethi, Director General, AIMA, Mr Shiv Grewal, Co-Founder, Auctus Global Capital; Mr Shiv Siddhant Narayan Kaul, Managing Director, Nicco Engineering Services Ltd; Mr Vineet Agarwal, Managing Director, Transport Corporation of India Ltd and Ms Vinita Bajoria, Chairperson, Nicco Cables Ltd.

The programme covered visits to technology companies like Zoom Video Communications Inc.,

which demonstrated newer ways of conducting business and managing offices; Ericsson Silicon Valley which showcased its upcoming 5G technologies and NVIDIA, which walked the participants through the world of Metaverse, Omniverse, Robotics and AI.

The group got an opportunity to engage with senior officials of XTI, who are developing

the world's first long-range vertical take-off and landing jet. Two leading Biotech companies were also visited including Pandorum International Inc., which is into cornea regeneration technologies and Prellis Biologics, which produces 3-D printed lymph nodes to advance drug discovery and development. The delegates also visited the iconic tech company Adobe, as well as Ansys - the global leader in engineering simulation; and were hosted by Celesta Capital, a leading venture capital firm



*CEOs delegation at Ericsson*



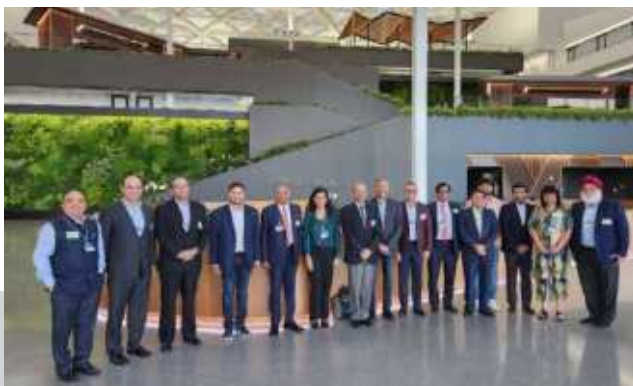
*The delegation with David Frigstad Chairman, Frost & Sullivan*

and Capricorn Investments, one of the largest mission-aligned investment firms in the world.

The group was part of a Round table with UC Santa Cruz faculty, hosted by Ms Cynthia Larive, Chancellor, UC Santa Cruz and had an extensive visit to the ranch of Mr David Frigstad, Chairman, Frost & Sullivan. The CEO Delegation Visit concluded with an interaction with Prof Paul Saffo, Technology Forecaster and Adjunct Professor, Stanford University. The programme provided a great opportunity for the exchange of best practices and ideas and was very well received by the CEOs delegation.



*CEOs delegation with Prof Paul Saffo, Technology Forecaster and Adjunct Professor, Stanford University*



*NVIDIA Corporation*



*At the Bay Ecotarium*



01. CEOs delegation at Santa Cruz University

02. Harsh Pati Singhania, Vice-Chairman & Managing Director, JK Paper Ltd presenting a memento to Dipender Saluja, Partner and Managing Director, Capricorn Investment Group

03. Delegation at Ansys

04. At Adobe



# AAMO 21st Triennial Conference



*From top (L-R): Rajive Kaul, then President, AAMO & Chairman, Nicco Engineering Services Pvt Ltd; Shrinivas Dempo, President, AIMA & Chairman, Dempo Group of Companies and SK Cheong, then Vice President, AAMO, and Deputy Chairman, Hong Kong Management Association*

The Association of Management Organisations (AAMO) organised its 21st Triennial Conference on the theme ‘Asia In Transition: Regional Cooperation In A Changing World’ virtually on 1st November 2022.

The Conference was addressed by industry captains and thought leaders from various member nations including India, Hong Kong, Malaysia, Macau, Pakistan and Nepal, with participants joining from across the Asia Pacific region.

The conference kicked off with the welcome and theme address by Mr Rajive Kaul, then President, AAMO & Chairman, Nicco Engineering Services Pvt Ltd. He said, “The 21st century is Asia’s century and there are tremendous opportunities for the region to set the global economic and geopolitical agenda. However, Asia’s centrality is contingent on

its countries and sub-regions cooperating with each other instead of trying to dominate each other”. The special address was given by Mr Shrinivas Dempo, President, AIMA & Chairman, Dempo Group of Companies. He emphasised on the need for regional



*Rajive Kaul, then President, AAMO & Chairman, Nicco Engineering Services Pvt Ltd addressing*



From top (L-R): Pranjali Sharma, Economic Analyst, Advisor and Author; Nikhil Sawhney, Sr. Vice President, AIMA, Vice Chairman and Managing Director, Triveni Turbine Limited; Siddhant Raj Pandey, Chairman & CEO, Business Oxygen Pvt Ltd and Fahd K Chinoy, Chief Executive Officer, Pakistan Cables Ltd

cooperation in the areas of infrastructure, supply chain, digital economy and payment systems.

Some of the other eminent speakers who addressed the Conference included Mr Nikhil Sawhney, Sr

Vice President, AIMA, Vice Chairman and Managing Director, Triveni Turbine Limited; Mr Samuel Tong Kai Chung, President, Macau Institute of Management; Mr Jomo Kwame Sundaram, Senior Adviser, Khazanah Research Institute, Fellow, Academy of Science, Malaysia; Emeritus Professor, University of Malaya, and Fellow, Initiative for Policy Dialogue, Columbia University; Professor Mark Michelson, Professor of Practice, Institute of Advanced Management Development of The Hong Kong Management Association and Chairman, Asia CEO Forum, IMA Asia; Mr Siddhant Raj Pandey, Chairman & CEO, Business Oxygen Pvt Ltd, Nepal; Mr Fahd K Chinoy, Chief Executive Officer, Pakistan Cables Ltd; Mr TK Arun, Former Editor, Delhi, The



From top (L-R) TK Arun, Former Editor, Delhi, The Economics Times; Samuel Tong Kai Chung, President, Macau Institute of Management; Jomo Kwame Sundaram, Senior Adviser, Khazanah Research Institute, Fellow, Academy of Science, Malaysia; Emeritus Professor, University of Malaya, and Fellow, Initiative for Policy Dialogue, Columbia University and Mark Michelson, Professor of Practice, Institute of Advanced Management Development (AMD) of The Hong Kong Management Association; and Chairman, Asia CEO Forum, IMA Asia

Economics Times and Mr Pranjali Sharma, Economic Analyst, Advisor and Author

Mr SK Cheong, Vice President, AAMO and Deputy Chairman, Hong Kong Management Association delivered the vote of thanks and complimented India for its leadership of AAMO through the pandemic

period and appreciated AIMA's role in supporting and inspiring other national management associations in the region. The conference witnessed participation of close to 400 delegates on the online platform, with over 800 viewers from various countries watching the live stream over social media.

## AAMO 2nd Council Meeting and 11th Annual General Meeting



*AAMO Council Members*

AIMA participated in the Asian Association of Management Organisation's (AAMO) 2nd Council Meeting 2022 and 11th Annual General Meeting held on 1st November 2022 online via Zoom. AAMO representatives from member nations including Hong Kong, India, Macau, Malaysia, Nepal, Pakistan, Philippines and Sri Lanka joined to discuss the current and future plans of the organisation. The 2nd Council Meeting of 2022 marked the completion of India's tenure of the AAMO Presidency, which it held under the able leadership of Mr Rajive Kaul, Chairman, Nicco Engineering Services Pvt Ltd for the past three years.

At the meeting, Mr SK Cheong, Deputy Chairman, Hong Kong Management Association was unanimously elected as the next AAMO President. AIMA handed over the AAMO Secretarial responsibilities to Hong Kong Management Association. AIMA is an important and long-time member of AAMO, an association of National Management Organisations of Asia Pacific, which promotes professional management in the region. A key contributor to AAMO, AIMA has held the presidency of the Association three times before this and will continue its close collaboration with AAMO and its member nations in the years ahead.



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# AIMA YLC Sessions



*AIMA YLC participants at Edible Routes*

## Visit and Session with Edible Routes

AIMA YLC Delhi and NCR Chapter organised a 'visit and session with Edible Routes,' one of India's largest organic farming organisations on 5th November 2022 in New Delhi. The session focussed on urban farming, helped participants know to grow organic food and set up kitchen gardens. The session was led by Mr. Kapil Mandawewala, CEO and Founder, Edible

Routes who started his journey of organic farming 14 years ago. Since 2018, Kapil has been certified by Rosemary Morrow as a Permaculture Teacher and Designer.

## Session on GovTech A Multi-Billion Industry to Serve Billions

AIMA YLC also organised a virtual session on the theme 'GovTech A Multi-Billion Industry to



*Kapil Mandawewala, CEO and Founder, Edible Routes addressing*



*Participants at the farm*





*Amit Shukla, Founder & CEO, EasyGov and Kartik Sharma, AIMA YLC, National Chairman and Artificial Intelligence Thought Leader*

Serve Billions’ on 10th November 2022. Mr Amit Shukla, Founder & CEO, EasyGov was the speaker of the session and Mr Kartik Sharma, AIMA YLC,

National Chairman and Artificial Intelligence Thought Leader was the moderator. The session focussed on GovTech, which has emerged as a multi-billion dollar market for companies to serve the population of India, which is well over a billion. Globally, GovTech is defined as the technology used by governments to improve internal efficiency and/or delivery of services and to interact externally with citizens and businesses.

## Training Programme

AIMA conducted a virtual training programme on ‘Employability Skills’ on 14th October 2022. The objective of the programme was to review and evaluate personal attributes and employability skills which are necessary for employment and career development. Students from different B-Schools and professionals from corporates attended the programme. Participants got a unique opportunity to enhance their work readiness through different modules of training, each designed to build upon different skill sets, and helped improve their chances of getting a job. The session received an overwhelming response and was well attended by participants

Another virtual training programme was organised on ‘Smart Manager: The New Emerging Skills for Leaders and Managers in Twenty First Century’ on 20th October 2022. The objective of the programme was to adopt a modern mindset to deal with the unique changes of the twenty-first century and to enable participants to lead, perform and contribute by managing themselves and their teams. The programme was very well received by the participants.

# 48th National Competitions for Young Managers



*Winning teams with jury members*

AIMA organised its 48th National Competitions for Young Managers on the theme 'Future Ready Organisation: Digital, Agile and Adaptable'. The regional rounds were successfully conducted from 27th August to 30th September 2022 and the Grand Finale was held on 11th October 2022. The competition was segregated into two different categories – PSU and Private.

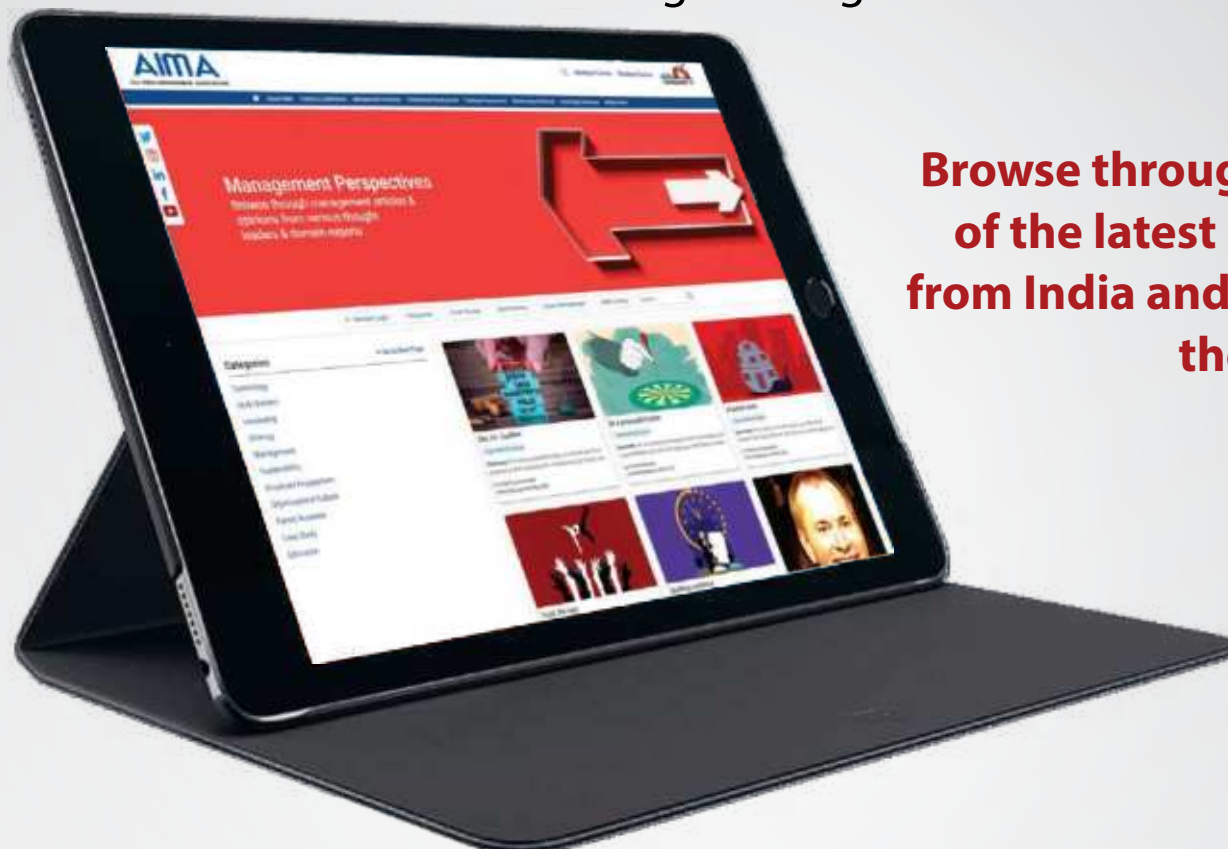
In the PSU category, SBI, Kolkata emerged as the National Champions; SBI, Delhi as the first runners up and Power Grid Corporation of India as the second runners up. Ms Arpita Khare, SBI, Delhi was adjudged as the Best Young Manager in the PSU category. In the Private Category, Bosch Automotive Electricals Ltd emerged as the National Champions. Bosch

Ltd and Larsen & Toubro were declared runners up & runners up II respectively. Ms. Kaliwal Priyanka, Bosch Automotive Electricals Ltd was adjudged as the Best Young Manager in the Private category.

This year's in the PSU category, Mr K S Sethi, Executive Director-HR & Employee Relations, HPCL; Dr H C Mario Schmidt, Managing Director, Lingel Windows & Doors Technologies and Prof Dabiru Sridhar Patnaik, Professor of Law & Registrar, OP Jindal Global University were the jury members. In the Private category, the Jury included Mr Vivek Mehra, then MD & CEO, Sage Publications; Ms Nina Chatrath, Business Consultant & Independent Board Director, Oriental Hotel Ltd and Mr Amol Adlakha, CEO, Regent Lighting.

# MANAGEMENT PERSPECTIVES

A collection of management articles and opinions from various management gurus and domain experts.



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## Gambler's Gamble

*My friend Ram's love for the race-course has often landed him in trouble - and not only the financial kind. He is an incorrigible gambler and, like all others of his ilk, he too claims to be a net winner every year. He would never miss an important fixture, and would even risk putting in all kinds of excuses at the office for his absence - sort of a double gamble, or "gambler's gamble," as I would call it. The fact that on many occasions he escaped being caught by the skin of his teeth didn't bother him. In fact, it only made him bolder.*

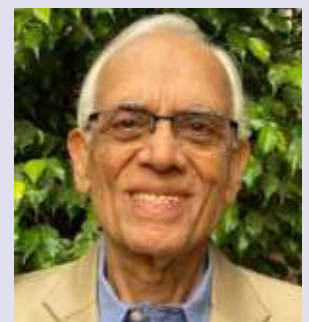
*In 1979 Ram was working in Bombay. There was a special Derby event and he didn't want to miss it. Casual leave was out of the question because the company chairman's visit was due the following day. Everyone advised him against missing office, but the gambler in him couldn't resist. He thought of an ingenious plan. He just reported sick and told his colleagues that the doctor suspected jaundice. Office out of the way, our man drove down to Mahalakshmi. Once there, such mundane thoughts as office work and company chairman's visit never crossed his mind anyway.*

*And it turned out to be Ram's lucky day. His Jyotshi (astrologer) had suggested 6 and he kept betting on the same number in each card. By 2 O'clock, he had won over Rs. 2000 - a fortune in those days. Each successive win made him bolder and he decided to put it all on - naturally - 6 again. By the time he reached the window, however, the clerk had closed accepting any more bets for the race. But Ram kicked up a ruckus and demanded that the guy accept his money. The clerk gave in and as he was counting the notes, there was an announcement on the PA system about the jockey - on number 6 - having fallen off his mount.*

*My friend was disappointed, but he took it philosophically. He had had fun and, in any case, when you play 'double or quits' you don't cry if you come out quits. But the bookies had other ideas; they couldn't go on without a favorite jockey and the races were called off for the day. This was too much for those who had paid money to come in. They protested violently and Ram, to make the best of a cleverly maneuvered holiday, joined in. The Press Corps - ever ready for action - merrily clicked away.*

*Ram reached the office very early the next day, "The Doctor cleared me, blood test is negative" he said to no one in particular, as he walked through the sales department. His secretary was giggling: "How were the races, Sir? Did you win?" she queried. "What races? What are you talking about? I spent the day in bed - nursing a fever and waiting for the blood report." Ram tried to put up a straight face.*

*When he reached his desk, he found to his horror the day's newspaper and its front page photo, under the bold caption: "Races abandoned, crowds go wild." It clearly showed Ram, flaying his right arm and shouting. "Oh my God!" Ram said in despair, "Let's remove all copies of the wretched paper from the office. I don't want the Chairman to see this". Everyone chipped in, and soon the obnoxious paper disappeared from everywhere, of course, for a fee! Our great gambler had to get pastries for the whole office. His gamble had almost not paid off.*



*by Krishan Kalra  
Past President, AIMA*

# Champions of change

## Inspiring, Creating and Innovating

With a vision to be a leader in Management Development AIMA facilitates individuals and organisations to realise their potential. And in its endeavour to shape the management destiny of the new age India, AIMA has constituted **YOUNG LEADERS COUNCIL** for young leaders. A non-lobbying platform to mentor and nurture young leaders for the next wave transformation.



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**Peer to Peer  
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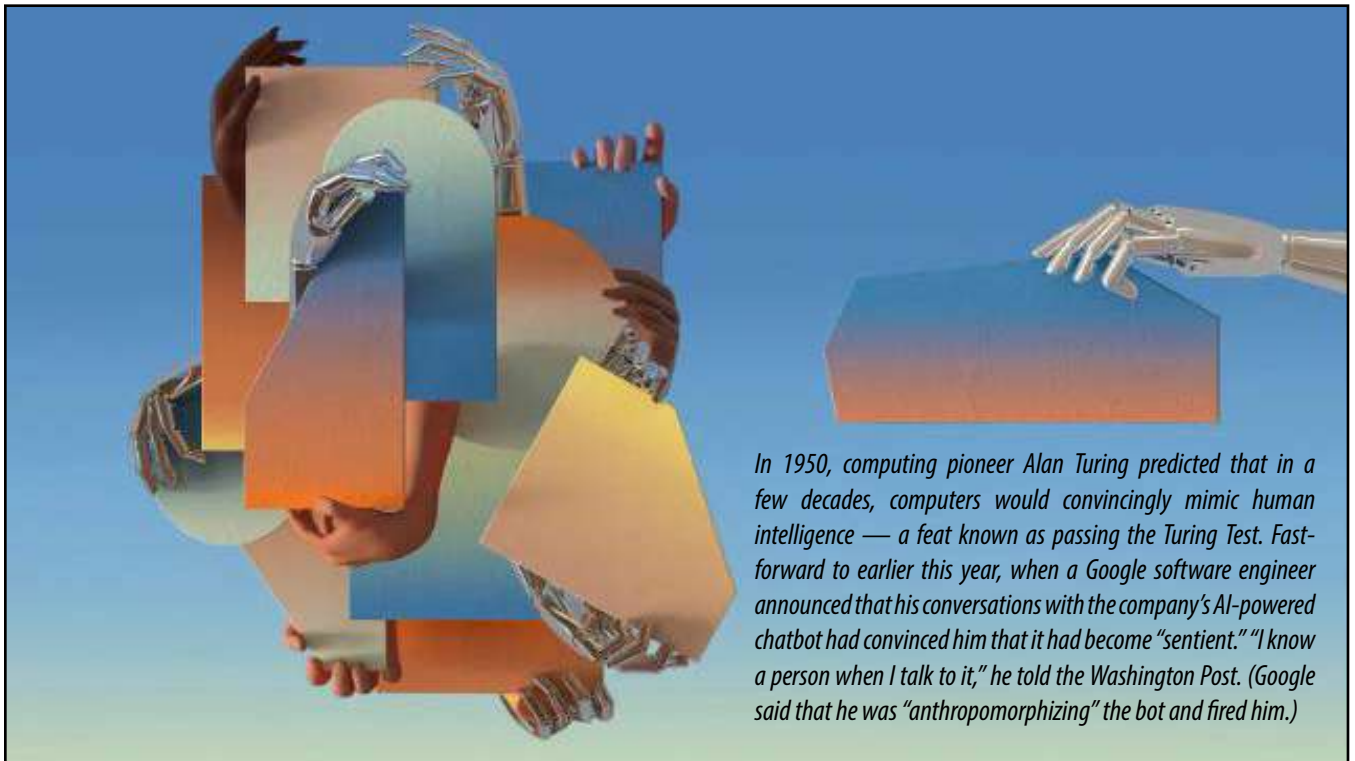
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## How to Survive the A.I. Revolution

*A human-centered approach to artificial intelligence envisions a future where people and machines are collaborators, not competitors.*

October 14, 2022 | by Hope Reese



*In 1950, computing pioneer Alan Turing predicted that in a few decades, computers would convincingly mimic human intelligence — a feat known as passing the Turing Test. Fast-forward to earlier this year, when a Google software engineer announced that his conversations with the company’s AI-powered chatbot had convinced him that it had become “sentient.” “I know a person when I talk to it,” he told the Washington Post. (Google said that he was “anthropomorphizing” the bot and fired him.)*

*Tech support: Beyond automation is a larger range of work that we could do with help from AI — the universe of augmentation. | Khyati Trehan*

As AI technologies such as natural language processing, machine learning, and deep learning rapidly evolve, so does the idea that they will go from imitating humans to making us obsolete: Elon Musk has warned that a superintelligent machine could “take over the world.” The fantasy — or nightmare — that people and AI will become locked in competition is remarkably enduring. It is also distracting us from AI’s true potential.

So argues Erik Brynjolfsson, a professor of economics

and of operations, information, and technology (both by courtesy) at Stanford Graduate School of Business and a fellow at the Stanford Institute for Human-Centered Artificial Intelligence (HAI). In a recent paper, “The Turing Trap,” Brynjolfsson contends that too much attention has been paid to the idea that algorithms or robots will become substitutes for people. Instead, he believes that shifting our focus to envision ways that AI can work alongside people will

spur innovation and productivity while unlocking economic benefits for everyone.

Using AI to automate human intelligence and labor is “an incredibly powerful and evocative vision, but it’s a very limiting one,” Brynjolfsson says. The alternative is augmentation: using AI to complement people by enabling them to do new things. “Both automation and augmentation can create benefits and both can be profitable,” he says. “But right now a lot of technologists, managers, and entrepreneurs are putting too much emphasis on automation.”

Beyond the set of tasks that people can do and the limited set of tasks that can be automated is a much larger range of work that we could do with assistance from machines — the universe of augmentation. With advances in AI, we could simply mimic humans more closely than ever. Or, Brynjolfsson says, people could take a more expansive view of AI where “they’ll be able to do a lot more things.”

### Looking Beyond Automation

Other researchers who are thinking critically about the future of this transformative technology are also convinced that it must go beyond automation.

“The idea that the entirety of AI is a field aimed toward automation is actually a bit of a misconception,” says Fei-Fei Li, the codirector of HAI and a professor of operations, information, and technology (by courtesy) at Stanford GSB. She says we need to “tease apart the hype” surrounding AI and look at its broader applications, such as deciphering complex data and using it to make decisions as well as actuating vehicles and robots that interact with the world.

Li thinks automation can play an important role in protecting people from harm in jobs like disaster relief, firefighting, and manufacturing. It makes

sense for machines to take on tasks where “the very biology of being human is a disadvantage.” But, she says, “there’s so much more opportunity for this technology to augment humans than the very narrow notion of replacing humans.”

Machines have been assisting people and replacing their labor for centuries, explains Michael Spence, an emeritus professor of economics and former dean at Stanford GSB. Yet the current digital wave is different from the wave of mechanization that defined the Industrial Revolution. Unlike their 19th- and 20th-century predecessors, which required constant human intervention to keep running, AI tools can function autonomously. And that, Spence warns, is taking us into “uncharted territory.”

“We have machines doing things that we thought only humans could do,” he says. These machines are increasingly supervised by other machines, and the idea of people being taken out of the loop “scares the wits out of people.” The scale of economic disruption that

AI could cause is difficult to predict, though according to the McKinsey Global Institute, automation could displace more than 45 million U.S. workers by 2030.

Jennifer Aaker, PhD ’95, hopes that AI will transform the way we work — for the better. Aaker, a behavioral scientist and a professor of marketing at Stanford GSB, cites a recent survey by Gartner in which 85% of people reported higher levels of burnout since the pandemic began. Can AI help alleviate disconnection and dissatisfaction on the job? “The increasing amount of data from the last couple of years will make this question become more pressing,” she says.

For the past three years, Aaker and Li cotaught *Designing AI to Cultivate Human Well-Being* in a new window, an interdisciplinary course that explored ways to build AI that “augments

human dignity and autonomy.” Aaker believes if augmentation can increase growth, education, and agency, it will be a critical way to improve people’s happiness and productivity. “We know that humans thrive when they learn, when they improve, when they accelerate their progress,” she says.

“So, to what degree can AI be harnessed to facilitate or accelerate that?”

### **Augmentation in Action**

Many of the potential uses of artificial intelligence have yet to materialize. Yet augmentation is already here, most visibly in the explosion of AI assistants everywhere from dashboards and kitchen counters to law firms, medical offices, and research labs.

The benefits of augmentative AI can be seen in the healthcare industry. Li mentions one of her recent favorite student projects in the course she coteaches with Aaker, which used AI to prevent falls, a common cause of injuries in hospitals. “Patients fall or have rapidly deteriorating conditions that go undetected,” she says. Yet it’s not feasible for a nurse or caregiver to constantly monitor people who are at risk of falling. As a result, “there are procedural errors, dark spaces. How do you know a patient is about to fall? These are things you can’t do labs on.” Smart-sensor technology can give healthcare providers an “extra pair of eyes to augment the attention of human caretakers and to add information and to alert when something needs to be alerted.”

AI can also make short work of necessary yet tedious tasks. Spence mentions how “pure augmentation” is helping doctors by using machine learning to sift through mountains of medical literature. “It can pick off, with reasonable accuracy, the articles that are particularly important for a specific doctor with a specific specialty patient.” Similarly, Aaker cites a project from her course with Li where nurses

and doctors used an AI tool to process paperwork, allowing them to spend more time connecting with patients. “Imagine how that frees up medical professionals to do the work that inspired them to get involved in the field in the first place?”

That may be one of the most compelling selling points for augmentation: It liberates people to focus on things that really matter. Aaker cites AI tools that help around the house. “Parents can get burdened by household tasks,” she explains. “What the AI is doing is removing the boring or useless types of tasks so that parents can spend time in ways that are more meaningful.”

Machine learning tools that can quickly digest large amounts of data are widely available and are being employed to inform decision-making in medicine, insurance, and banking. In many of these cases, AI is not the ultimate authority; instead, it is a tool for quickly recognizing patterns or predicting outcomes, which are then reviewed by human experts. Keeping people in the loop can ensure that AI is working properly and fairly and also provides insights into human factors that machines don’t understand.

This type of assistive technology, Li says, “is a win-win. AI is not taking away from the human element, but it’s an enabler to make human jobs faster and more efficient.”

### **Defining AI’s Values**

Building a future where AI boosts human potential requires leadership from the people who will be overseeing its implementation. Before business leaders can embrace augmentation, Li sees it as imperative to educate them about “the unintended consequences” of the tech they’re adopting. One of HAI’s main purposes is to help business leaders think through the big questions surrounding AI: “How it should be guided, how it should be governed, and



how it reflects society's values."

"Those things are a bigger part of the challenge than just getting the state-of-the-art machine learning algorithm," says Susan Athey, PhD '95, a professor of economics at Stanford GSB and an early adopter of machine learning for economic research. But these questions of governance and ethics can't be left entirely to AI developers. "Universities are putting out thousands of engineers every year to go and build these systems that are affecting our society," Athey says. "Most of their classes don't get to these topics."

That makes it all the more urgent that business leaders — and business students — develop a framework to guide real-world applications of AI. "That framing is not going to come from a typical master's degree holder in engineering," Athey says. "It's going to have to come from businesspeople, from those with a background in social science, ethics, or policy — but they need to understand the technology deeply enough to do the framing."

For now, many corporate leaders are figuring out how AI can quickly boost profits. "There's a gold rush going on right now about ways to apply these incredibly powerful machine learning techniques," Brynjolfsson says. While there have been incredible advancements in AI, "the big gap is in getting the economics and business side to catch up. I'm trying to get my fellow economists, my fellow business school colleagues, managers, and entrepreneurs to figure out new ways to implement new business models. How can we do this so it's consistent with our values?"

Athey says that campus institutions such as HAI and Stanford GSB's Golub Capital Social Impact Lab, which she directs, can provide essential guidance for these discussions. "Businesses are going to make

investments that align with their bottom line," she says. "But Stanford can play a role if we do the basic R&D that helps people use AI in an augmented way that can influence the trajectory of industry."

Considering a "diversity of values" is critical to determining the direction AI will take, Li says. "It's about including people who have been raised on something more than an engineering education and sci-fi culture," she says. "Our field needs people who want to impact real people in meaningful ways — not merely solve problems in the abstract."

### Payoffs and Progress

Even if we look past the hyperbole about AI run amok and accept the argument that it shouldn't be viewed simply as a substitute for human capabilities, what's the incentive for companies to pursue augmentation if full automation is easier and cheaper?

Automation can be used "to replace human labor and drive down labor costs," Brynjolfsson acknowledges. While that can help the bottom line, it is "not where the big payoff is." Augmentation clearly offers greater economic benefits to employees who wouldn't be swapped out like old parts. But it would also provide expanded opportunities and options for employers and consumers.

**"Both automation and augmentation can create benefits and both can be profitable. But right now a lot of technologists, managers, and entrepreneurs are putting too much emphasis on automation."**

He notes that technology has already boosted living standards enormously, mainly by creating new capabilities and products rather than making existing goods and services more cheaply. Instead of rushing to automate jobs and tasks, Brynjolfsson hopes business leaders will think harder about innovation and ask themselves, “What new things can we do now that we could never have done before because we have this technology?” Answering that question, he says, will “ultimately create more value for the shareholders and for all of society.”

Spence also believes that augmentation would lead to more inclusive growth, while automation would worsen current economic trends. Although the past era of mechanization had an initial “pain period” as workers scrambled to adopt new skills, it “contributed to the productivity and the earnings of what has come to be called the middle class.” While the people who owned the machines got rich, income was more widely distributed than it is now. “There’s a fair amount of evidence that the digital era has contributed to the polarization of jobs and income,” Spence says. Automation would further shrink the proportion of GDP going to the middle class and working class, leading to even more concentration of wealth. In that scenario, Spence says, “inequality worsens.”

He agrees that a more creative approach to AI is needed. “Consciously biasing the evolution and development of AI in the direction of augmentation is the right way to think about it,” he says. This will mean “using AI and digital tech to bring key services to people who now have limited access to them,”

such as the 5.5 billion people living in developing countries. “There are values and policies that affect these incentives and so you want to try to operate on them in such a way that the benefits are broadly available to people. Not concentrated, say, on the owners of capital, or even more narrowly on the owners of some sort of digital capital.”

Those incentives aren’t in place yet. Current tax policies favor companies that install machines instead of hiring workers, Spence explains. “If you shifted the tax system so it was less favorable to capital and more favorable to employing people, you’d probably get more focus on people and maybe more focus on augmentation as well,” he says.

Brynjolfsson agrees. “The market does not automatically get the balance right in many ways. Our policymakers have put their thumb on the scale to steer too much investment toward mimicking and automating more jobs and using capital merely for labor substitution,” he says. That could lead to a situation where AI brings prosperity to a few and disempowers the rest — the Turing Trap.

We’re not there yet. Artificial intelligence is just beginning to have an impact, Brynjolfsson says. The challenge is to chart a path to a future where people remain indispensable. “Most progress over the past thousands of years has come from doing new things that we never did before — not from simply automating the things that we were already doing.” That will require us to tap into a superpower that can’t be programmed into a robot: imagination.

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# What to Do After Being Laid Off

by Marlo Lyons

November 09, 2022



Andy Ryan/Getty Images

## **Summary.**

*If you're laid off, the last thing you want to do is send your resume to dozens of companies and pray a recruiter will call you. That's not a strategy for success. What will make you successful is taking a minimum of 24 hours to process this shocking change to your employment status. Then, do these five things before you update your resume or start looking for a job: 1) Reconfigure your mindset; 2) Write down your accomplishments; 3) Know what you want; 4) Create a job-hunting schedule; 5) Find jobs that look interesting — but don't apply yet.*

Layoffs are sweeping the U.S., from Twitter and Meta to Gap and HelloFresh. If you happen to be one of the people caught up in the cuts, breathe. Yes, breathe. Trust me, I've been there. I still remember the panic I felt when I was fired at 26 years old. "How will I pay my rent?" was the first thing that came to mind. I was on my own then, and I can only imagine the fear of people with loved ones depending on them.

That said, the last thing you want to do is send your resume to dozens of companies and pray a recruiter will call you. That's not a strategy for success. What

will make you successful is taking a minimum of 24 hours to process this shocking change to your employment status. Then, do these five things before you update your resume or start looking for a job:

## **Reconfigure your mindset.**

Being laid off is not a reflection of your skill set — it's a reflection of your former company's lack of proper planning during a turbulent economy or of its change in business strategy. You have capabilities. You are smart. You can find a new job or change careers.

If you're in a negative head space, find something that will lift your spirits and put you in a better emotional and mental place, whether it's yoga, meditation, cooking, painting, or simply listening to good music or an uplifting podcast. It's critical to take this time to focus on yourself and your overall well-being and mental health first so that when you start your job search, you're focused and composed.

If you're stuck in a loop of negative self-talk, consider talking to former bosses at jobs where you were super successful, or reading an inspirational book like *Fire Your Narrator!* by Valerie Gordon. You want to have a positive mentality when you start your job search because recruiters and hiring managers will notice negativity, and that may adversely affect your candidacy.

### **Write down your accomplishments.**

Create a list of accomplishments using the CARL (Context, Action, Result, Learning) or STAR(T) (Situation, Task, Action, Result + Takeaways) methods of reflection. Describing your accomplishments on paper will help you understand your current skills and capabilities and illuminate your successes, which can help calm all those racing thoughts about the job-hunting process.

It will also help prepare you for behavioral interview questions about your accomplishments — for example, "Tell me about a time when you improved an inefficient process." The idea is to frame your accomplishments around solving problems, accomplishing a goal, prioritizing under pressure, aligning stakeholders cross functionally, turning a failure into a win, completing a complex project, or overcoming a roadblock. If you have these stories prepared, you'll be able to answer any behavioral question you're asked.

### **Know what you want.**

Do you want to work for a small company or big

company? Do you want to stay in the same role or move into a different career? Do you need to stay in the same location, or would you consider moving to another city, state, or country for the right position?

Write down exactly what you want and what's important to you in your next move. These are your values, and if you understand them and what they mean to you, you'll be able to make sure each job prospect is consistent with them. For example, if working with senior leaders in an organization is important to you and you won't have that opportunity in a position, that job won't fulfill your values. Taking the time to ensure value alignment will help you feel fulfilled in your next role.

You may be thinking, "I've been fired — I'm not in a position to want things." Defining your values isn't about what you want; it's about what you need to be and feel successful in a job. If the only thing that's important to you is having a paycheck and working nine to five, then any job may do. But in all the people I've helped through this process, they usually identify values such as, "I need to feel like I'm making an impact," "I need to feel valued," "I need to work for a boss I can learn from," "I need to work in a mission-based company where I feel like I'm contributing to the world." You can land a job that doesn't fulfill your values, but that will leave you unengaged and frustrated, and that could negatively impact your overall success.

### **Create a job-hunting schedule.**

Looking for a job is a full-time job. But staring at your computer or your phone waiting for a recruiter to contact you can leave you feeling overwhelmed about the job-hunting process or feeling guilty that you aren't doing enough every day.

Creating a weekly or daily schedule will keep you on track. Determine when you'll network and how many people you'll talk to, which days you'll search

for viable jobs, how often you'll redraft your resume for the jobs you're interested in, and how often you'll practice answering potential interview questions. Creating a schedule and setting your intention and a goal for each day will help you feel accomplished, like you're moving your job search forward, even if you're not getting traction right away.

### **Find jobs that look interesting — but don't apply yet.**

Search job boards (LinkedIn, Indeed, Monster, ZipRecruiter, etc.) and do a Boolean search on Google (e.g., analyst + jobs). Also look at professional association sites that post jobs, such as SHRM for HR jobs or Social Media Association for social media jobs.

Before updating your resume, print the job descriptions that are interesting to you and highlight the keywords. Keywords are essential for knowing how your experience compares to the job description and for ensuring that recruiters and hiring managers know you have the skills for the role.

For example, see the italicized keywords in this analyst job description:

- Provides technical leadership and guidance to team members to accomplish reporting and analytics goals and objectives.
- Applies technical knowledge to ensure use of best practices for analytics center of excellence.
- Collaborates with analytics leader on the project/team resourcing and skills required to

meet business unit goals.

- Coordinates project management for multiple teams that need analytics insights.
- Ability to communicate with stakeholders and leaders and translate technical issues in non-technical terms.
- Understands the business processes that the system supports.

Look at the keywords and see if any themes emerge. Do you see the same keywords in every job description for positions you are interested in? Are there similar themes?

If your resume is missing keywords for a job, you could be dismissed quickly as not having enough experience or a specific kind of experience. If you're applying to similar jobs that have keywords in common, then you may be able to get away with having just one version of your resume. But if you include keywords from multiple types of jobs that don't relate to each other, you may need multiple versions, or your resume will come across as unfocused. Therefore, finding keywords will help you craft each resume through the lens of a particular role.

Most importantly, take your time, and don't rush to send in an application to a "perfect" job with a resume that isn't quite ready. Your approach and demeanor when interviewing and networking are just as important as your resume and LinkedIn profile. Create a journey that not only will help you land your next opportunity but will make you feel confident about your value.

#### **About Author:**

**Marlo Lyons** is a certified career coach and strategist, HR executive, and the author of *Wanted – A New Career: The Definitive Playbook for Transitioning to a New Career or Finding Your Dream Job*.

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### For further information, please contact:

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Tel: 09599024188, 011-47673000, 49868399 (Ext 817), Direct : 011-47673032, Email: [amt@aima.in](mailto:amt@aima.in), Website: [www.aima.in](http://www.aima.in)

## Ahmedabad Management Association

### Talk

AMA organised a talk on 12th October with eminent Author, Politician, and former International Civil Servant, Dr. Shashi Tharoor on the aspects of his life, especially the author in him. The session was well received by the audience.

On 16th October, AMA in collaboration with Gujarat Literature Festival conducted a conversation with Internationally acclaimed Film Maker of a Gujarati film, which is India's Official entry to Oscar Awards "Chhello Show (Last Film Show)", Mr. Pan Nalin, Director, Producer and Writer and Mr. Abhishek Jain, Film Producer and Director. They talked about the journey of making of this movie and the pride it brings to their hearts being a local language movie getting recognised at international platform.



Dr. Shashi Tharoor in conversation with Prof. A.P Ashwin Kumar



Mr. Deevyesh Radia, AMA President introducing the guest Mr. Pan Nalin



Prof. Hitesh Shukla counselling a family

AMA also conducted a one-on-one counselling session on 'Family Business' conducted by Family Business Therapist - Prof. Hitesh Shukla, PhD, CFBA, FDPA (IIMA) on 6th October. More than 10 families attended the counselling session with the expert.

### Lecture

AMA conducted a lecture on 1st October with Mr. Sudhir Naik, Chairman, India Electronics and Semiconductor Association Gujarat Chapter and Founder Member, eInfochips who addressed the Impact of Semiconductor on Global GDP – A journey from Sand to Silicon to Satellite.

On the occasion of World Heart Day, a special programme was held by Dr. Sukumar Mehta, Cardiovascular and Thoracic Surgeon on Heart to Heart – For Kids (7 – 14 Years) and Parents in association with SciKnowTech.



Speaker- Mr. Sudhir Naik



On 7th October, Mr. Monuranjan Borgohain, CEO, e2eHiring Pvt. Ltd. addressed on 'Role of HR and Growing Challenges in the New Tech (Decade)'. AMA conducted a speakers Forum on 'Necessity is the Mother of Invention' on 7th October with Mr. Manish Khanolkar.

AMA organised a panel discussion on 14th October on 'Aviation Industry – Emerging Opportunities' with industry experts Mr. Rajiv Gandhi, Investor in General Aviation; Capt. Ajay Chauhan, Director, Civil Aviation, GoG; Capt. Arpit Shah, Training Captain in a leading Airline.

AMA conducted Post Graduation Diploma Convocation Ceremony of Batch - June to July, 2022 on 8th October. The Guest of Honour, Mr. Nitin Parikh, CFO Zydus Cadila Healthcare, awarded the students for the successful completion of their PGDM.



Moderator- Mr. Alpesh Parikh with speakers Mr. Rajiv Gandhi; Capt. Ajay Chauhan and Capt. Arpit Shah



Graduating Batch with Chief Guest, Mr. Nitin Parikh and Mr. Deevyesh Radia, President, AMA

## Allahabad Management Association

### Lecture

Allahabad Management Association in collaboration with PNB Met Life organised an evening talk on 10th October on mental health on the occasion of World Mental Health Day. The speaker was Dr J.P. Rawat, Principal Chief Medical Director North Central Railways, Allahabad. In his talk, the doctor emphasised that the health of each and every employee is important for the productivity and growth of any organisation. Mr S. Kapil, executive member introduced the speaker and Mr Sandeep Singh presented a memento to the guest speaker.



Mr. Sandeep Singh presenting a memento to the chief guest

BDMA conducted in-house training on 12th October on the topic 'Team Management through Transactional Analysis' at CCPL (Piramal Pharma) by Mr. Sunil Acharya. He highlighted various concepts that help you think, feel, and behave in the present way and also covered topics like communication, interpersonal relationship and Teamwork, reducing stress by creating awareness of psychological games.



Mr. Sunil Acharya addressing the training

**Talk**

BDMA's Women Forum and HR Forum organised an interactive talk on 14th October with industry leaders and consultation for inputs for women policy for Gujarat. Ms. Karuna Gopal Vartakavi, President, Foundation for Futuristic Cities, Independent Director, Engineer India Ltd., National In-charge, Policy, and Research BJP Women Wing was the esteemed guest speaker. Various participants across fields came together and discussed points that can help women to meet their aspirations and needs in Gujarat. The session was well received by all and attended by around 96 participants.



Ms. Karuna Gopal Vartakavi addressing the interactive session on Women policy

**Finance and Taxation Forum**

BDMA organised its Finance and Taxation Forum Meet on 18th October on the topic 'Recent developments in GST'. Adv. Jigar Shah, Adv. Priyanka Kalwani, Adv. Devanshi Sharma were the esteemed guest speakers from Lakshmikumaran and Sridharan Attorneys. The session was well attended and received by around 30 participants.



Speakers addressing the Finance & Taxation Forum

**Women's Forum**

BDMA's Women's Forum with Bhartiya Vichar Manch organised an interactive talk on 20th October on the topic 'Management Lessons from Ramayana and Mahabharat' with Ms. Ami Ganatra, an IIM Ahmedabad Alumnus and Author, who narrated various stories from Ramayana and Mahabharat. It was attended by around 15 participants virtually and 10 participants physically.



Ms. Ami Ganatra during Women's Forum Meet

### CME on Alternative Medical Therapy

Allahabad Management Association in collaboration with Rashtriya Ayurveda Vidyapeeth, Ministry of AYUSH, Government of India organised a CME on 18th October on Ayurveda as an alternative therapy of treating complicated medical cases. The speakers were Dr. G. S. Tomar, President World Ayurvedic Mission and Dr. Mrs Shanti Chaudhri, Medical Officer, Allahabad Medical College / PRO AMA. Dr Tomar said that Indian Sages worked in the spirit of Vasudhaiva Kutumbakam, to preserve the traditions and advised all to include ayurveda in their lifestyle and enjoy good health. Dr. Shanti Chaudhri said that ayurveda is free from major side effects and a holistic approach is the need of the hour. The CME was attended by 45 members of AMA and was followed by an informative Q/A session.



*Dr Mrs Shanti Chaudhri being honoured at the CME*

## Baroda Management Association

### Management Quiz

Baroda Management Association organised a Management Quiz, 'Kaun Banega Chanakya' on 8th October. Mr. Suresh Purohit, founder of the gaming APP was also the chairman of the quiz. Large number of participants took part in the quiz from different management colleges of Vadodara and nearby districts. The winners were Mr. Raj Patel and Ms. Dhruvi Patel from the Faculty of Management Studies, MSU and the 1st Runner Up were Mr. Mihir Suman and Mr. Naveen Sharma from Narmada College of Management. The 3rd Runner Up was a tie between Ms. Bhumi Patel and Ms. Reem Patel from C.K. Shah Vijapurwala Institution of Management and Mr. Meet Shah and Mr. Parth Pathak from Navrachna University.



*Mr. Nimil Baxi, President of BMA, thanking the participants for taking part in the quiz*



*Felicitating Mr. Nimil Baxi, President BMA.*

Baroda Management Association and LJ university organised a workshop on 'Dynamics of HR' at LJIMBA Ahmedabad from 6th October - 14th October. The 8 day workshop provided insights into Labour Laws, salary negotiation and more. It also helped students to understand the functions of the HR department in the corporate world.

## Bharuch District Management Association

### Election of New Managing Committee

BDMA organised its general meeting on 2nd October for Electing New Managing Committee in presence of Mr. Rahul Prajapati, Inspector at Asst. Charity Commissioner, Bharuch. Around 30 attendees attended the meeting and New committee was elected by the present members.



*Election of New Managing Committee in process*

### CSR Cleanliness Drive

BDMA conducted cleanliness drive at Shukla Tirth, Vad-Van on account of Gandhi Jayanti on 2nd October. The CSR Cleanliness drive was headed by Mr. Jayesh Trivedi, Chief Executive, BDMA. Various individuals and corporate member from BDMA and Rotaract Club of Narmada Nagari took part in the drive. Around 30 attendees participated for the CSR drive.



*Cleanliness drive in action*



*Presenting a memento to Mr. Hiren Vakil, Corporate Trainer and Management Consultant*

### Training Programme

BDMA for the very first time organised a Residential Training programme for 2 -day on the topic 'Enhancing Leadership Effectiveness' at Statue of Unity on 7th and 8th October. Mr. Hiren Vakil, Corporate Trainer and Management Consultant, from Mumbai was the esteemed facilitator. They discussed in detail how to be an effective leader at workplace. During free time, participants witnessed 'Projection Mapping' and toured around at 'Glow Garden.' The programme was well received by around 14 participants.



*Ms. Ashu Manchanda addressing the participants*

BDMA organised an in- house training on 12th October on the topic 'POSH at Workplace' at JBCPL by Ms. Ashu Manchanda, Government Empaneled POSH Trainer. She covered various topics like creating awareness on act, providing knowledge to the employee on how to deal with such situations, providing knowledge on employer obligations and liabilities, improving POSH compliance within the organisation.

**70th HR Forum**

BDMA organised its consecutive 70th HR Forum Meet on 21st October on the topic 'Chemical Plant Orientation for HR' by Mr. Pankaj Khandelwal, Corporate Trainer and Chemical Engineer. Various topics like orientation and functioning of Chemical Plants, awareness of chemicals used, plant hardware, various plant sections and processing steps involved were discussed during the HR Forum Meet. The training was attended by around 10 participants.



Mr. Pankaj Khandelwal sharing his presentation

**24th CSR Forum**

BDMA organised its 24th CSR Forum Meet on 29th October on 'Round Table Discussion on Good practices in CSR – Sneh Milan for Diwali and New Year'. Various dignitaries across Bharuch District came together to discuss about the good practices in CSR. They discussed about quarterly report of all CSR and CER done by various companies across the district which can be added in 'Prayatna' – The CSR News Bulletin. The meet was attended by 15 participants and received good response from all.



Various dignitaries at CSR Forum Meet

**Bhopal Management Association**

**EC Meeting**

Bhopal Management Association successfully conducted the 19th Executive Committee meeting of BMA on 7th October under the chairmanship of Mr. Pradeep Karambelkar. 11 EC members attended the same. The programme was very well appreciated by the participants.

**Diwali Milan Programme**

BMA celebrated Diwali Milan programme with lectures, fun, music, management games and individual performances on 16th October. Mr. Shailendra Sharma, Chairman, MP Rozgar and Skill Development Board, Government of MP was the Chief Guest. Mr. D.K. Mittal, Former Vice Chairman, Trident Group and Managing Director, Vaishnio Spinner Pvt. Ltd. Bhopal was the Guest of Honour. Mr. Rajeev Agrawal, President, Association of All Industries, Mandideep also shared his views. Around 100 BMA members attended the same.



Meeting in progress



(L to R) Mr. Rajesh Tiwari; Mr. Shailendra Sharma; Mr. D.K. Mittal and Mr. Pradeep Karambelkar

## Bombay Management Association

### Webinar

BMA conducted Friday Fundamentals on 7th October through an online session with Dr. R. Vasudevan titled 'Waste Plastics for Sustainable Roads'. Dr. Vasudevan engaged with the audience through his insightful presentation and shared his views on the topic. The participants gave excellent feedback about the incredibly informative and interesting session.



Speaker- Dr. R. Vasudevan presenting his presentation



Dr. Prem Ramlachan sharing his presentation

BMA conducted a webinar on 28th October with speaker, Prof. Prem Ramlachan from South Africa for the session titled 'Creating Culture for Collaboration and High Performance'. Prof. Prem Ramlachan impressed the audience through his presentation and shared his views and insights on critical issues.

### Leader NXT inauguration 2022



Past Presidents, Office Bearers, faculty and students during the LeaderNXT inauguration

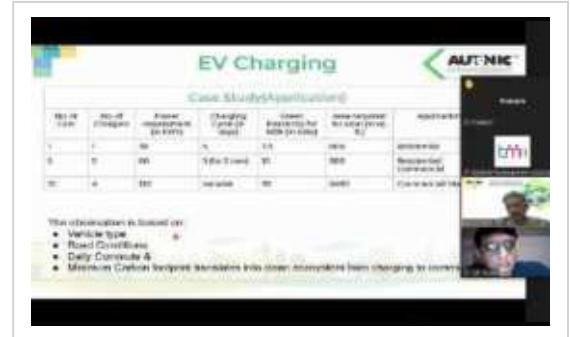
BMA conducted its flagship programme 'LeaderNXT' on 12th October in its third year and witnessed a grand inauguration ceremony. BMA Vice President, Dr. Kiran Yadav welcomed the dignitaries, participants and the audience. Dr. Kavita Laghate one of the initiators of the BMA-JBIMS collaborative programme gave the background and shared her thoughts on the programme. Mr. Srinivas Iyengar, Director, JBIMS appreciated the initiative and the response received by the participants. The Chief Guest, Mr. Jagdeep Kapoor popularly known as Brand Guru was introduced by the Vice President, Dr. Kiran Yadav, who spoke on the traits of leadership and the way forward.

On 14th October, BMA collaborated with Guru Nanak Institute of Management Studies for the book launch of 'Customer Value Starvation Can Kill' authored by Mr. Walter Vieira. The director, Dr Jyotinder Kaur welcomed all the guests and spoke about the book. BMA president, Mr. Rajesh Sharma addressed the audience and spoke about his long-time relation with Mr Walter Vieira, who spoke about his book and emphasised on the importance of Customer Value.



During the book launch at GNIMS premises

On 14th October, BMA hosted a webinar, NZB a step towards environmental conservation energy savings and clean power generation by Mr Sachin Rele, who's presentation impressed everyone for the insights it gave. All the participants thanked BMA for providing this unique opportunity.



Speaker, Mr. Sachin Rele giving his presentation during the webinar

## Chandigarh Management Association

### Champions of Change Awards, Haryana

Chandigarh Management Association delegation attended the Champions of Change Awards ceremony on 2nd October organised by ASSOCHAM. Champion of Change Haryana 2021 Award was presented to Chief Minister Shri. Manohar Lal Khattar and to 25 distinguished professionals from diverse fields including sports, agriculture and social work. The large delegation of CMA was led by the President Mr. Gursimran S Oberoi and General Secretary, Mr. Abhishek Gupta and included the Vice President Mr. Rajnish Mittal, Advisor and Past President, Mr. Deepak Dhingra among other Executive Committee members and Life Members to applaud the success of the awardees.



President, General Secretary and Advisor CMA at the Award Ceremony

### CMA Founders' Day

Chandigarh Management Association held its 56th Founders' Day on 8th October where Ambassador Dr Deepak Vohra (IFS), Diplomat and Special Adviser to the Prime Minister delivered a lecture. The power packed and engaging delivery by Ambassador Vohra was followed by an interactive Q/A session. Mr. Sanjay Grover, Director LMA from AIMA also graced the occasion, and felicitated the new members with certificates together with the General Secretary, Mr. Abhishek Gupta. During the programme, Patron JPS Nindra and Joint Secretary Dr Navjot Kaur also expressed their views.



Ambassador Vohra delivering his talk

**100th Day of the 'Unstoppable' Executive Team 2022-23**

CMA's President Mr. Gursimran Singh Oberoi apprised the delegates about their activities of 100 days completed by the executive team which he has been leading together with Mr. Abhishek Gupta as the General Secretary. He attributed this success to the entire EC Team who together made this happen. The Guest of Honour, Mr. Sanjay Grover, Director, LMA Relations AIMA, also complimented CMA executive team 2022-23 and committed all support from AIMA to the Chandigarh Management Association.



*EC Team celebrating 100 days of success and togetherness*



*Felicitation of e-Speakers*

The e-speakers Adv Priyanka Sud, Mr. P K Khurana and Mr. Tejinder Singh, CMA Life Members themselves delivered web talks for the engagement of all CMA members under CMAs Better Management Series, during the month of September. All three speakers were felicitated by Dr. Prabir Dash, Asst. Director, LMA Relations AIMA and the CMA Advisor and Past President, Mr. Deepak Dhingra.

President and General Secretary of Chandigarh Management Association were invited by his excellency the Governor of Punjab and also the Administrator of UT Chandigarh to The Civic Reception of The President of India.

CMA supported an event held at Chandigarh in collaboration with ASSOCHAM. Export opportunity Meetings were organised for interested entrepreneurs for setting up Export Opportunities in UAE, Gulf or North Africa.



*Civic Reception of The President of India at Punjab Raj Bhawan*



*CMQ Winners*

**Better Management Series**

Chandigarh Management Association organised a web talk series under their 'Better Management Series'. Dr. Thareja, former head of Metallurgical Engineering Department Punjab Engineering College (PEC), who is also the Editor-in-chief of key International Journals, delivered his research-based talk. The talk had a vast audience of around 30 CMA members including EC Members Mr. Gurcharan Singh Thukral, Joint Secretary Mr. Dr Navjot Kaur, Treasurer Mr. Sukhwinder Bhatia amongst others. Students from local management institutes and Punjab Engineering College also joined in large numbers.



**CMA Management Quiz**

The CMQ for the month of September was held on 'HR Management', and it saw an overwhelming response from the members. The three CMA members were declared as Winners, namely, Mr. Mukuldeep Singh Gulati, Ms. Shruti Anand and Mr. Sumit. Winners were felicitated by Executive Members, Mr. Rajan Arora, and Mr. Hitesh K Gulati.

**Study Tour cum Industry Visit**

CMA delegation visited the printing press of Jagran Group on 28th October. The delegation was led by the CMA President, Mr. Gursimran S Oberoi and General Secretary, Mr. Abhishek Gupta. Mr. Dinesh Thakur, the Production Head, Dainik Jagran welcomed the delegation and briefed them on the pre-process and took the delegation for a guided tour to witness the actual newspaper printing. Mr. Mohinder Kumar, Chief General Manager, Greater Punjab Dainik Jagran Chandigarh facilitated the special event, and the CMA President and General Secretary thanked him for extending privilege to CMA members. The event was attended by close to 25 members included the Executive Council Dr Navjot Kaur, Joint Secretary and Dr. Jatinderpal Singh Sehdev amongst others.



*Visit to Printing Press*

**Coimbatore Management Association**

**Monday Musings**

Coimbatore Management Association organised an interactive session on 3rd October with Mr. CA Vijay Shankar, Co-founder of Wise Owl Consulting services for the 440th Monday Musings. He started his talk with the conception of business as an idea, which could stem from either an experience or an observation, and how it is viewed by an opportunistic entrepreneur as an opportunity. He mentioned PEST – Political, Economic, Social, and Technological factors that one must be aware of, to circumvent the hurdles that impact business. With the right resources, a good implementation policy, a viable marketing strategy, along with the traits of the entrepreneur, a great business can be developed. The interactive session was moderated by Prof. Sreeram Nandhi of DJ Academy.



*Talk by Mr. Vijay Shankar*

On 10th October, the 441st episode of Monday Musings saw Dr Anitha, an Academician, who emphasised on the importance of EQ over IQ, and emphasised that the basis of EQ, is self-awareness. Dr. Anitha backed up her talk by sketching out the parts of our brain and how each part reacts to various stimuli and the resultant effects on both our psychology and physiology. The session with over 100 participants, ended with interactions, and was moderated by Dr Vandana Madhavkumar, Co-Chair of Monday Musings.



*Dr. J Anitha sharing her presentation*



*Mr. Narayanan Mani sharing his presentation*

CMA organised a session on 17th October with Mr Narayanan Mani, Managing Director of Messer Cutting Systems India Ltd, a sister unit of Messer World, Germany. The winner of the Udyog Rattan Award, Mr Narayanan showcased his in-depth knowledge, in a detailed and well-researched presentation on Execution and KPI's. The topic threw light on how to successfully execute plans and strategies to optimise success. The well-attended session was moderated by Ms. Meena, Committee Member, CMA, with valuable inputs from Treasurer, Mr. Krishna Kumar; Vice President, Dr Nithyanandan Devaraaj and veterans Mr. Vijay Kumar and Mr. Puneet Krishnan.

**Student Chapter Inauguration**

Coimbatore Management Association formally inaugurated the CMA Student Chapter at Karpagam College of Engineering on 7th October. Mr. R Varadarajan, President CMA, Whole-time Director, Rajshree Sugars and Chemicals India Ltd., in his inaugural address, mentioned that an MBA is one of the defining moments of life. He reiterated the need for and importance of upskilling and competency enhancement by management professionals. Dr. N. Raveendran., Secretary CMA, Vice President, Enterprise Wide Solutions, Sakthi Finance Ltd., shed light on the various functions of CMA and its services to academic stakeholders. Dr. P. Vijayakumar, Principal, Karpagam College of Engineering, offered his felicitations, and Dr. M. R. Vanithamani, Director of Management Studies, delivered the plan for the academic year 2022-2023.



*Dr. C Gunasekaran, Committee Member, CMA; Mr. R Varadarajan, President, CMA; Dr. N Raveendran, Secretary, CMA; Dr. P. Vijayakumar, Principal, Karpagam College and Dr. M. R. Vanithamani, Director, Karpagam College*



*CMA Student Chapter Inauguration @ Avinashilingam Institute for Home Science and Higher Education for*

Dr. Nithyanandan Devaraaj, Vice President, Coimbatore Management Association, inaugurated the CMA Student Chapter of Department of Business Administration of Avinashilingam Institute for Home Science and Higher Education for Women on 7th October. The CMA Student Chapter was inaugurated along with the inauguration of students association by the name AVALON. He expressed pride in being born in Coimbatore, as it is a city of entrepreneurs who are self-made and work with high perseverance. He also explained the prevailing dynamics and skill requirements for success, and concluded his speech by wishing the students of the Department of Business Administration a purposeful career and happy life.

**Monday Musings**

CMA organised a talk on 31st October with Mr. Prajosh Balakrishnan, VP of Services and Care of CovaiCare, a Community Care and Retirement Home facility for senior citizens. He discussed the major concerns of the elderly vis-a-vis financial insecurity, loneliness, constantly changing ecosystem, and lack of safety. Many organisations have forayed into the sphere of elderly healthcare, and he named some of the big players that are making good groundwork. The session was hosted by Secretary Dr. Raveendran, who also shared his impressive knowledge about the subject and valuable insights with the participants.



*Mr. Prajosh Balakrishnan sharing his presentation*

**Faridabad Management Association**

Faridabad Management Association initiated a meeting with AIMA CME (Centre for Management Education), New Delhi for opening AIMA Study Centre for Management Courses PGDM and PGCM for working professionals at Pt. Jawaharlal Nehru Government College, Faridabad. FMA represented by Mr. V. Thyagarajan, Executive Director along with the Principal, Pt. Jawaharlal Nehru Government College, Prof. Dr. Mohender Gupta initially discussed with Prof. Raj Kumar, Deputy Director – AIMA CME and Mr. Kirit Das, Assistant Director-AIMA-CME. Finally, it was taken up by FMA with senior management at AIMA, and the approval to operate the AIMA Study Centre in October 2022 was given.



*Speaker, Ms Preeti Khare along with other participants*

On 15th October, FMA held a virtual session i.e., another episode of their signature Series 'Kaushal Vriddhi' on Managing Relationships at Work using Emotional Intelligence. The distinguished speaker for the session was Ms. Preeti Khare, a Transformational Relationship Coach. The event started with a welcome address by Ms. Saloni Kaul, President, FMA. Ms. Preeti Khare spoke on how Emotional Intelligence helps in the work place to regulate your emotions. The event was attended by industry and academia. Finally, a hearty vote of thanks was proposed by Mr. V. Thyagarajan, Executive Director, FMA.



*(L to R) Ms. Charusmita Malhotra, General Secretary, FMA; Ms. Shalu Bhuchar, Global Marcomm Director, International Association of Facilitator's Board; Ms. Saloni Kaul, President -FMA; Mr. JP Malhotra, President, DLF Industries, Chairman, Technology and Development Centre; Retd. Major General Sudhir Datt VS, an entrepreneur and mentor BYST.*



*(L to R) Ms. Saloni Kaul, President FMA; Retd. Major General Sudhir Datt, VSM, an entrepreneur and mentor, BYST and Mr. JP Malhotra, President, DLF Industries, Chairman, Technology & Development Center (TapDc), MD, Bharatiya Valves Pvt. Ltd. and Charter President, Rotary Club of Faridabad - Midtown*

FMA held a workshop on 20th October on 'The Facilitators Tool Box' at Technology and Personality Development Centre, Faridabad. The workshop was conducted by Ms. Shalu Bhuchar, Global Marcomm Director, International Association of Facilitator's Board. The event started with a welcome address by Ms. Saloni Kaul, President, FMA. The workshop was attended by Learning and Development Professionals, Trainers, Facilitators, HR Managers, Coaches etc. The vote of thanks was proposed by Ms. Charusmita Malhotra, General Secretary, FMA. Immediately after the presentation was over,

a book- 'Entrepreneurship-Road to Wealth' by Retd. Major General Sudhir Datt, VSM was released by Ms. Saloni Kaul, President, FMA and Mr. JP Malhotra, President, DLF Industries, Faridabad, MD, Bharatiya Valves Pvt. Ltd., Chairman-Technology and Development Center and Charter President, Rotary Club of Faridabad-Midtown.

## Ghaziabad Management Association

### Industry Visit

Ghaziabad Management Association organised an industrial visit to Ms Shriram Piston and Rings Ltd. for members of GMA and other industries and institutes on 12th October. 12 members from 5 industries and 2 institutional members participated in the visit led by Mr. Dharmendra Singh, President GMA, and Dy. Executive Director, SPRL. The visit started with a brief presentation of the plant, its history, story of its growth and the present expansion pan India.

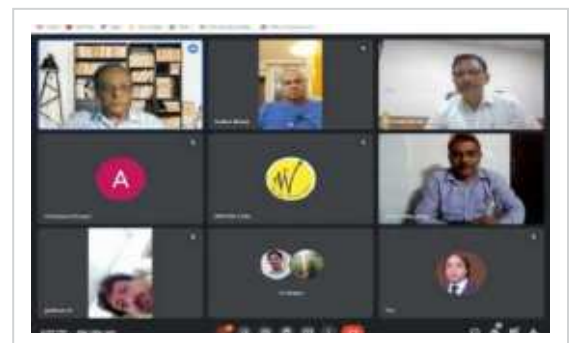


*Team with President GMA at the plant*



*Members during the plant visit*

Ghaziabad Management Association in collaboration with Awoke India Foundation, introduced by Lucknow Management Association, organised a webinar on 'Financial Management – post Covid' on 14th October for the members of GMA and employees of its corporate and institutional members. The distinguished speaker was Mr. Sanat Kumar Bhardwaj, a professional trainer and CPE Trainer for Three Modules for NISM. The speaker gave a lucid presentation on Mutual Fund, Capital market, Debt market and Derivative Market, Fundamental Analysis and behavioral Finance, Banking / Insurance and Currency Segment – Functional Analysis, Soft Skill on Functional Skill Set. Around 35 members attended the webinar.



*Participants during the session*

## Goa Management Association

### Annual General Meeting

Goa Management Association held its 47th Annual General Meeting on 14th October. The President of GMA, Mr. Blaise Costabir chaired the AGM, while outgoing chairman of the executive committee, Mr. Amin Ladak conducted the proceedings of the meeting. After the conclusion of the AGM, Mr. Deepak A Bandekar, Executive Director, Bandekar Brothers Pvt Ltd took over as the new Chairman of GMA for the term 2022-24.



*Mr. T K Arun, Former Editor, The Economics Times giving his keynote address*

## Annual Day 2022

Goa Management Association held its Annual Day function after the AGM proceedings. Mr. T K Arun, Former Editor, The Economics Times, New Delhi was the keynote speaker and Mr. Shrinivas Dempo, Chairman, Dempo Group of Companies and President, AIMA was the Chief Guest for the event. Mr. Harshvardhan Bhatkuly introduced the speaker to the members. In his Keynote address, Mr. Arun spoke of India's potential of becoming a global leader and at the same time to keep in touch with our tradition and roots. CA Rohan Bhandare introduced the Chief Guest Mr. Shrinivas V Dempo to the audience. Mr. Shrinivas Dempo, President, AIMA and Past President, GMA, mentioned that India is rapidly advancing in many sectors through its innovations..



*Mr. Shrinivas V Dempo, President, AIMA delivering his address*



*Winners of GMA Annual Awards along with the Chief Guest, Keynote speaker and other GMA Team Members*

## GMA Annual Awards

GMA held its Annual GMA Management Awards function to recognise and reward the best management talent. Mr. Raj Bakhale, Manager Production, MRF Limited was awarded a medal and trophy sponsored by the House of Dempo and a certificate from GMA for GMA Manager of the Year 2022. Ms. Poonam Narvekar, Chief Technology Officer, Umang Software Technologies was awarded a salver and trophy sponsored by Business Goa and a certificate from GMA for GMA Young Manager of the Year 2022. Mr. Naman Maheshwari, student,

Goa Institute of Management was presented a medal and trophy sponsored by Smartlink Holdings Ltd and a certificate from GMA for GMA Best Management Student of the Year 2022. Ms. Delight Pereira, student, MES College of Arts and Commerce was presented a salver and trophy sponsored by CA. V Prabhu Verlekar and a certificate from GMA for GMA Best Management Student of the Year 2022 (Undergraduate). GMA awarded the Life Time Achievement Award to Mr. Cesar Menezes, Chairman, Wallace Pharmaceuticals Pvt Ltd for his humane and pragmatic approach to management. Mr. Virendra Acharya concluded the proceedings of the Annual Day with a vote of thanks. The master ceremony of the event was conducted by Dr. Pradeep B Salgaonkar, Past Chairman, Goa Management Association.

## Guwahati Management Association

### Monthly Meeting

GMA held its monthly meeting on 29th October, which was welcomed by Mr. Chiranjit Chaliha, President of Guwahati Management Association. The speaker Mr Amit Agarwal, leading psychotherapist from The Sita Center spoke on the topic 'Psychological Intervention at Work-place'. Mr Agarwal raised relevant issues as to how the employees and the managers at any organisation (be it private or public enterprise) are affected due to stress and anxiety pertaining to their work, and due to their environment and peer group. He gave some very useful and handy tools to manage workplace anxiety and stress. The webinar was followed by Q/ A session and the vote of thanks was offered by Mr Bibhuti Dutta, Hony General Secretary of GMA.



*Participants during the monthly meeting of GMA*

## Gwalior Management Association

### Industrial Visit

Gwalior Management Association organised an Industrial visit for the students of Dr. BhimRao Ambedkar Polytechnique College, Gwalior at the manufacturing plant of Britannia Industries on 30th September. Students while visiting the plant understood how biscuits are manufactured, packaged, and finally distributed to the customers. Plant HR Head, Mr. Sunil Shrivastava interacted with the students and discussed with them about why every employee is important to run the plant. The group consisted of 17 students and two faculty members while Dr. Hariom Singhal represented GMA.



*Mr. Sunil Shrivastava, HR Head addressing*



*Participants at the interactive session*

GMA organised an interactive session on 9th October on 'Happiness Awareness' with the welcome speech by Mr. Mohit Verma, Joint Secretary of GMA. The session was presided by Dr. Praveen Agrawal, the President of GMA, and the resource persons from State happiness department were Mr. Anil Kumar Sharma and Dr. Roopa Anand. They emphasised that one can lead a happy life on day-to-day basis. They also asked the participants to identify at least five reasons of happiness and unhappiness. The session was attended by the representatives of industries, educational institutes, and NGOs.

## Hyderabad Management Association

### Visit to College of Defence Management

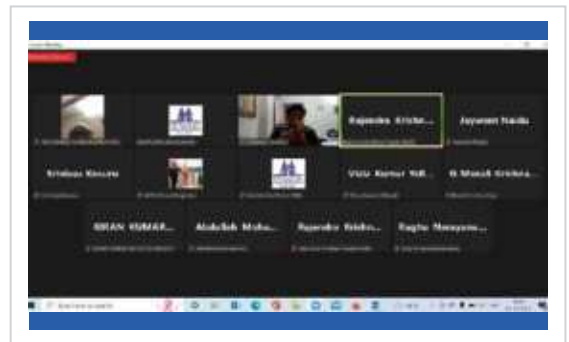
On 15th October, Hyderabad Management Association headed by Mr V Ramchander, President HMA, and sixteen-member senior level delegation visited the College of Defence Management (CDM) and met Rear Admiral Sanjay Datt, VSM, Commandant (CDM). The insights given by CDM, and the areas of mutual interest were explored with the initial talks and HMA looks to further strengthen the ties with CDM through joint Management Programmes. The President, Mr Ramchander stated that an MoU could be entered into with CDM wherein the Commandant could be a member of the Managing Committee of HMA on a perennial basis. The visit to the nation's premier Centre of Excellence and the association proposed with CDM is aimed at providing greater management inputs to management students, defence personnel and develop strategic leaders for the future, to achieve victory through excellence.



*HMA President, Mr V Ramchander greeting Rear Admiral Sanjay Datt VSM Commandant CDM*

### MSME

HMA organised a talk on 19th October with Mr NVK Kumar Tangirala, Managing Director, WindStream Energy Technologies on the topic 'Green Energy- Opportunities for Future MSMEs'. He elaborated the usage of Green Energy in MSMEs in terms of renewables, how it is useful and the latest trends in Green Energy. He enumerated the opportunities for MSME under – Consumer being a user of Renewable Energy products, Contributor i.e. manufacturer and contributor of RE Industry and Customer of RE products. The process of green energy production, where it is used and how it is used was discussed at length.



*Participants during the session*



*Mr Pradeep Ramakrishna sharing his presentation*

### Lecture Meeting

HMA organised a lecture on 27th October on the topic 'The Why and How of ESG' with Mr Pradeep Ramakrishna, General Manager, SEBI, Mumbai. He covered numerous instances/cases around the world and in India. He stated that ESG is dynamic, and it changes with the geopolitical changes. He also stated how the Government machinery works and should work to ensure that the world is a cleaner place to live in.



## Indore Management Association

### Student Chapter COE

IMA Student Chapter organised a session on Management Games on 13th October for the students of IPS College on the topic 'Learning through Management Games'. The facilitator for the session was Capt. Jaison Thomas, Executive Director, Corporate, Genius Temple MD, Trainees, and Motivational speaker, Indore.



*Capt. Jaison Thomas addressing the session*



*Students at TATA International Ltd. Dewas*

IMA organised an industrial visit at TATA International Ltd., Dewas, on 17th October for the students at Avantik University, Ujjain.

### MDP

Indore Management Association organised a Management Development Programme on 14th October on the topic 'Ten Tenets of Psychology for Managerial Effectiveness' by Dr. Sandeep Atre, Founder of Socialigence, Counseling Psychologist, Emotional and Social Intelligence Expert.



*Dr. Sandeep Atre during the session*



*Chef Lata Tandon with participants*

### Women Forum

IMA Women Forum organised a session on 15th October on the topic '5S Kitchen Management' by Chef Lata Tandon, a Chef, entrepreneur and food explorer.

**Management Film Show**

IMA Student Chapter organised a Management Film Show on 15th October for the students of IMS on the movie 'The Ghost and The Darkness' with Dr. Subodh Shrivastava, CEO- INTRED Services Pvt Ltd, Indore.



*Dr. Subodh Shrivastava during the session*



*Mr. Pratik Uppal during the session with participants*

**Contemporary Learning**

IMA organised Contemporary Learning session on 18th October on the topic 'Reaching the Peak in Your Profession' with Mr. Pratik Uppal, HOD, Management Renaissance University and senior faculty - Nahata Professional Academy, Indore.



*Capt. Jaison Thomas with participants during the session*

**Diksha In house**

Indore Management Association organised 'Diksha' in-house session for Jaideep Ispat and Alloys Pvt. Ltd., on 15th October on the topic 'Corporate Development Programme'. The facilitator of the session was Capt. Jaison Thomas, Founder and Chief Mentor at Trainees and Director at Genius Temple.

**Jamshedpur Management Association**

**Brain Bytes Quiz**

JMA organised a Brain Bytes Quiz virtually on 11th October on the theme 'Technology'. The quiz was very competitive, with active participation from contestants. The winner of the programme was Pratik D. from Awishcar.com.



*Brain Bytes: Technology Winner*

**Webinar**

Jamshedpur Management Association in association with ICICI Bank organised a webinar on 20th October for senior executives on the topic 'Preparing for the Golden Years' with speaker Mr. Kumar Ranjit. The webinar was focused on planning for retirement. More than 25 participants attended the programme.



Speaker, Mr. Kumar Ranjit sharing his presentation



Mr. Abhishek Kishore Gupta delivering the session

**Talk**

JMA organised its B.A.K.E (Business Acumen and Knowledge by Experts) talk on the topic 'Managing in the Era of Artificial Intelligence' on 28th October. The speaker for the session was Abhishek Kishore Gupta, CEO of Turbotic in APAC and ME, Angel Investor and Indian School of Business Alumni. 73 participants joined the session, and it was well received by the audience.

**Lucknow Management Association**

**Interactive Session**

Lucknow Management Association in collaboration with RID 3120 and Revive Heart Foundation jointly organised an interactive session on 1st October in a hybrid mode on Sudden Cardiac Arrest Awareness and Cardiopulmonary Resuscitation and World Heart Day Awareness 'Be a Life Saver' by Prof. Aditya Kapoor, HOD cardiology, SGPGIMS, Lucknow. Mr. Manish Mehrotra moderated the session and Mr. K.K. Agarwal from Rotary Club welcomed and introduced the speaker and Mr. A.K. Mathur, Vice President, LMA proposed the formal vote of thanks at the end of the session.



Prof. Aditya Kapoor addressing the session

Lucknow Management Association organised an interactive session on 'Online Reputation Management' on 12th October at SRMU by Dr Dheeraj Mehrotra, Author and National Awardee.



Dr Dheeraj Mehrotra addressing the session

### World Mental Health Day Festival

Young Manager Forum of LMA in collaboration with Golden Future (Public Charitable Trust), IMRT Business College, Lucknow, and other reputed Mental Health Organisations of Uttar Pradesh organised Grand finale and third phase of the World Mental Health Day Festival awareness month celebration on 1st October at IMRT, Business School, Lucknow. Mr. Shobhit Narain Agarwal, LMA-YMF Member; Ms. Renu Chaudhary, General Manager LMA; Dr. Kriti Narian LMA Member, and teachers and students from IMRT College also participated in the event.



Mr. Shobhit Narain Agarwal moderating the session

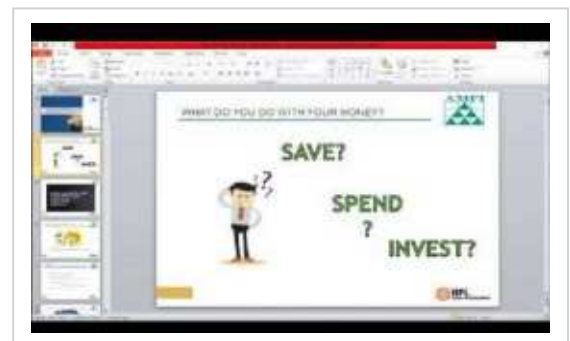


Ms. Toolika Jauhari addressing the session

### Webinar

LMA in collaboration with Nurturing Lives organised a wealth awareness webinar on 8th October on 'Sugar -The White Poison' through Zoom by Ms. Toolika Jauhari, a Health and Wellness consultant for 12 years. In the session, she explained how we can control our sugar and blood pressure. Ms. Renu Chaudhary, General Manager LMA welcomed and introduced the speaker and proposed a formal vote of thanks at the end of the session.

LMA in collaboration with Advisors Organisation, SEBI, AMFI, and UTI, Lucknow Management Association organised a wealth awareness webinar 10th October on 'Learn Powerful Principles to Achieve Your Financial Goals' by Mr. Pankaj Sahijwani, a prolific faculty and a renowned HR and Business Consultant Coach. He talked about how to reach out to citizens from all walks of life and create awareness about savings and investments. Ms. Renu Chaudhary, General Manager LMA welcomed and introduced the speaker and Mr. A.K. Mathur, Vice President LMA proposed the formal vote of thanks.



Mr. Pankaj Sahijwani sharing the presentation



Mr. Pravin Kumar Dwivedi interacting with FPOs

### Outreach Workshop

LMA in association with AWOKE India Foundation organised an outreach workshop on 10th Workshop on 'Capacity Building Workshop for Farmer Producer Organisation' in District Bareilly. Eminent speakers were Mr. Pravin Kumar Dwivedi, Sr Vice President LMA; Mr. Anshumali Dwivedi, Director, Sacred River Management and Ms. Mansi Vohra, Company Secretary, AWOKE India Foundation. More than 30 FPOs CEO from Bareilly Division were present in the workshop.

**Online Programme**

Lucknow Management Association in collaboration with AWOKe India Foundation, NSE, and Institute of Management Technology, BSE, Kolkata Academy conducted several sessions on important topics with Mr. Sanat Bhardwaj in the month of October. These included a Special Session for Officers and Staff of MD Madhyanchal Vidyut Vitran Nigam Ltd. for an online programme on 'Financial Management Post Covid-19' on 13th October, a session for Officers and Staff of MD Dakshinanchal Vidyut Vitran Nigam Ltd for an online programme on 'Financial Management Post Covid-19' on 14th October, a session for Officers and Staff of DRM Office, Moradabad on 'Financial Management Post Covid-19' on 15th October and a session on 'Financial Management and Investor Education' on 16th October. LMA also conducted sessions with Ms Trupti Kapadia on 'Financial Management and Investor Education' on 14th and 16th October, and organised a webinar on 'Financial Management and Investor Education' on 16th October via Zoom by Ms. Sikha Gupta. Mr Pravin Kumar Dwivedi, Sr Vice President, LMA welcomed and introduced the speakers and proposed a formal vote of Thanks at the end of each session.



Mr. Sanat Bhardwaj sharing the presentation



Ms. Trupti Kapadia sharing her presentation



Ms. Sikha Gupta sharing the presentation



CA Devesh Agarwal interacting with the students

**Workshop**

Young Manager Forum of Lucknow Management Association organised a Memory Management Workshop on 'Forget Forgetting' by CA Devesh Agarwal on 16th October.



Speaker, Mr. Pravin Kumar Dwivedi addressing the session

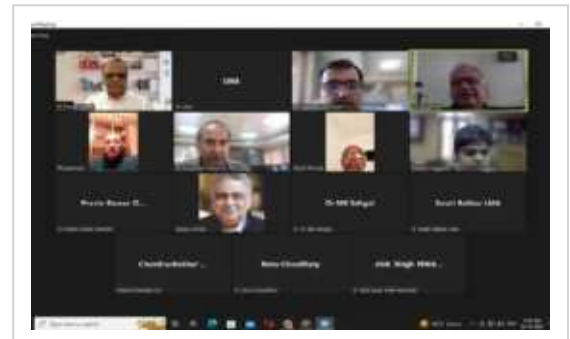
On World Investor week 2022, LMA in collaboration with AWOKE India Foundation and SEBI organised a session by Mr. Pravin Kumar Dwivedi on 16th October.

**Knowledge Sharing Session**

LMA in collaboration with AWOKE India Foundation, SEBI and BSE organised a knowledge sharing session on 20th October on 'Social Stock Exchange'. The eminent speakers were Mr. Amarjeet Singh, Executive Director, SEBI, Mumbai and Mr. Hemant Gupta, Managing Director, BRTSIF Zone Startups India, Mumbai.

**Northern Region Meeting**

All India Management Association and Lucknow Management Association organised a Northern Region - LMA Coordination Meeting on 20th October on Zoom. Mr. A K Mathur, Chairman, Northern Region LMA Coordination Group addressed the meeting, and AIMA welcomed the speakers and the participants.



Mr. A K Mathur interacting with the LMAs



Mr. Manoj Kumar Singh, IAS interacting with Agri start-ups

**Interaction with APC- UP**

Lucknow Management Association organised an interaction with APC Uttar Pradesh on 21st October at APC office. Mr. Manoj Kumar Singh, IAS Agriculture Production Commissioner, Government of UP talked to Agri start-ups operating in U.P. Mr. Pravin Kumar Dwivedi, Sr Vice President LMA; Mr. A.K. Mathur, Vice President LMA; Mr. A.K. Singh, Member CG LMA; Ms. Renu Chaudhary, General Manager LMA and more than 30

Agri startups were presented in the meeting.

**International Education Summit**

Lucknow Management Association in collaboration with Kunwar Global School organised an International Education Summit for Quality Education 2022 from 28th -30th October at Kunwar Global School. The motive behind this three-day conference was to ensure inclusive and equitable quality education and promote lifelong learning opportunities for all. Dr. Dinesh Sharma, Former Dy. Chief Minister UP; Mr. Rajesh Singh, Chairman, Kunwar Global School introduced the Chief Guest. Dr. Dheeraj Mehrotra, Secretary LMA welcomed the speakers.



Dr. Dheeraj Mehrotra addressing the session

## Meerut Management Association

### Executive Council Meeting

Meerut Management Association organised its executive council meeting on 12th October. Dr. Poonam Devdutt chaired the council meeting and introduced all the newly elected office bearers for 2022-23 and gave elaborate plan of action for the activities to be conducted in the new operational year. Mr. Nishant Jain was elected as Sr. Vice-President; Mr. Anurag Agarwal as Vice-President; Mr. Puneet Gargya as Secretary and Mr. Manu Rishi as Treasurer of MMA. Various committees would be formed with their team leaders and members. All the council members extended their support to the new team of MMA.



*Team MMA at the Executive Council Meeting*

## Pala Management Association

### Seminar

Pala Management Association organised a one-day seminar on 12th October on 'Youth Development' by PMA at M. A. College, Ramapuram near Pala. The programme was attended by over 100 students along with members of faculty and other officials of the college. Past President, Col. KNV Achari and Secretary General, Mr. A D Suresh Babu led the sessions on various skills for the overall development of the students.



*Inauguration of the seminar by the Principal*



*Session by Mr. A D Suresh Babu*

### Monthly Programme

PMA conducted its monthly meeting on 20th October at the 'River Valley Club' of Pala. The first session was an Extraordinary General Body meeting which was convened for the purpose of passing two amendments in the by-law of PMA. In the second session, Mr. James Mathew Poovathinkal - PMA member, Entrepreneur, Stock Marketer and Financial Consultant delivered a key note address on 'Financial Markets – New Age Opportunities'.

He explained the concepts of economic and non-economic activities; the need for equity investments and shared the example of MRF and other rubber industries in Kerala. His session was followed by a well participated Q / A session. A new programme 'Stroke of the Day' was introduced, where in a speaker shares a valuable piece of information which is topical and relevant. Er. Tisson Mathew presented a thought on the avoidable danger of having to rebuild houses after 40 years.



*Keynote address by Mr. James Mathew*



*PMA delegates at Marian Institute of Management*

### **Visit to Marian Institute of Management**

On 28th October, President Er. Shaji Austin, Vice President Mr. Santhosh Mattel and Secretary General Mr. A D Suresh Babu visited Marian Institute of Management, Kuttikanam, an institution of excellence offering post graduate programmes in Management, to know more about their programmes and to explore possible areas of collaboration. They met Dr. T.V Murlivallabhan, the Director of the Institute and other senior faculty members.

## **Patna Management Association**

Patna Management Association and Bihar State Productivity Council in collaboration with Bihar Industries Association organised a webinar on the FAO's declared topic of 'Leave No one behind. Better production, better nutrition, a better environment and a better life' on the occasion of the World Food Day 2022. The seminar was graced by Honourable Minister of Industries, Government of Bihar, Shri Samir Kumar Mahaseth as the Chief Guest and Dr. Sapna A. Narula, Prof. and Dean School of Management Studies Nalanda University as the Guest of Honour besides Shri R. R. Verma, Former DGP as a special guest. The welcome address was given by Shri D. K. Srivastava, President BSPC and Former MD, Samastipur Dairy. The programme was conducted by Adv. Basant Kumar Sinha, Secretary General BSPC and the vote of thanks was given by Er. M. K. Das, Director (Programmes) BSPC. Shri Samir Kumar Mahaseth said that four pillars of socialist economic programme of RJD were providing the basic needs of weaker sections of society, creating a judicious balance between agriculture and industry. Prof. Sapna Narula, leading a unique MBA in Sustainable Development Management and Development at Nalanda University, spoke of present and future trends of agriculture productivity and undernourishment and targets and indicators of SDG2 of UN of 'Zero Hunger'.



*Chief Guest, Shri Samir Kumar Mahaseth along with other guests during the seminar*



## Rajkot Management Association

An Industry Meet and a Startup Expo 'New India for Young India' was held on 3rd October, where Rajkot Management Association signed an MoU with RK University in the notable presence of Shri Rajeev Chandrasekhar, Hon'ble Minister of State for Skill Development and Entrepreneurship and Minister of State for Electronics and Information Technology, Government of India. It was attended by academicians, members from renowned industries, associations, trade, commerce, and startups. During the session, Shri Rajeev Chandrasekhar discussed the scope and opportunities available for an emerging region like Saurashtra. He also encouraged industry members to convert innovative ideas into commercialisation in collaboration with academics and discussed new policies for startups and Skill enhancement.



*RMA signed an MOU with RKU in the presence of Shri Rajeev Chandrasekhar, Hon'ble Minister of State for Skill Development and Entrepreneurship & Minister of State for Electronics and Information Technology, Government of India*

## Thrissur Management Association

### Lecture

TMA jointly with Architects and Engineers Association conducted a guest lecture on 3rd October by Mr. Mohan Ramanathan, Managing Director, Advanced Construction Technologies Pvt Ltd on the topic 'Engineering Perfection: Demolition of the Noida Twin Towers'. He spoke about the management and engineering perfection in carrying out the demolition of Noida Twin Towers. The lecture was well appreciated by the audience.

### Release of TMA Management Voice

TMA released the first issue of this year's in-house magazine 'Management Voice'. Mr. Mohan Ramanathan, Managing Director, Advanced Construction Technologies Pvt Ltd released the volume by handing over a copy to Er. Anand Menon, Past President of TMA, and CA. Geo Job, Senior Vice President of TMA which was circulated to over 450 members of TMA and sponsors, patrons, partners, supporters, and other management associations. CS Jackson David, Editor of Management Voice was also present at the event. Management committee has decided to make the 'Management Voice' a bi-monthly one.



*Speaker, Mr. Mohan Ramanathan, Managing Director, Advanced Construction Technologies Pvt Ltd. addressing the participants*



*Release of TMA Management Voice*

**Meeting**

On 7th October, Honorary Secretary of TMA, CA. Manoj Kumar M along with Mr. Joy Joseph, TMA Student Chapter Coordinator and Dr. Ajith Kalliyath, Managing Committee Member met Mr. Francois, Vice President in charge of New Chapters of Oikos International, a global community of Student Change Agents. TMA agreed to have a student chapter of Oikos international in Thrissur.



*Virtual meeting with Oikos International*



*IGP P Vijayan IPS (IG of Kerala Coastal Police) briefing about Mission Better Tomorrow*

TMA held a meeting on 3rd October with Mission Better Tomorrow, a Non-Government Organisation under the leadership of Mr. PVijayan (Inspector General of Kerala Coastal Police) working towards providing students more opportunities for development. The aim is to improve digital literacy, expand access to traditional and modern educational material, and increase the responsible use of ICTs in society, especially among youth from resource limited backgrounds. In the meeting, Core Committee Members of TMA and MBT discussed about the ways TMA can associate with MBT.

**Managing Committee Meeting**

TMA Management Committee was held on 11th October virtually which was attended by 42 MC Members. President Mr. K Paul Thomas briefed about the various initiatives of TMA. Immediate Past President Er. Vinod Manjila briefed about AIMA Council Meet and National Management Convention. Mr. Joy Joseph, Student Chapter Coordinator briefed about the various initiatives taken by Student chapters and Er. Meera Rajeevan presented a concept note on women participation in



*Presidential address by Mr. K Paul Thomas*

TMA activities. Dr. Ajith Kalliyath presented the details on Startup ecosystem and Dr. Pavan Madhusudan briefed about Young Leaders of Thrissur activities.

**Management Development Session**

On 11th October, Honorary Secretary of TMA CA. Manoj Kumar M inaugurated Student Chapter of MD College Pazhanji. Ms. Renu Sreeranj, Managing Committee Member and COO of Vishraam Builders delivered an inspiring speech on the topic 'My Entrepreneurial Journey' and Mr. Joy Joseph, Students chapter Co-ordinator of TMA briefed about the Student Chapter activities of TMA.



*Ms. Renu Sreeranj, COO, Vishraam Builders addressing*

On 12th October, the CEO of TMA, Francis George, addressed the first-year students of Holy Grace Academy of Engineering, Mala, Thrissur as part of their orientation programme. He spoke about the need for nurturing a personal growth mindset for career success and touched upon success traits, people management, soft skills, networking, and grabbing opportunities.



*Er. Francis George (CEO, TMA) addressing Chapter Members*



*Mr. Joy Joseph TMA Student Chapter coordinator interacting with NACC Team*

**Student Development Programmes**

On 22nd October, Mr. Joy Joseph, Student Chapter Co-ordinator of TMA participated in the Peer review of NAAC accreditation team of Christ College, Irinjalakuda and provided feedback on the activities of the college and possible improvements that can be done to better the academic environment of the college.

On 27th October, Senior Vice President of TMA CA. Geo Job inaugurated the Student Chapter of S N College Nattika. Dr. Merine Paul, Managing Committee Member delivered an inspiring speech on the topic 'The Importance of Critical Thinking'. Student Chapter affiliation certificate was handed over by the Senior Vice President, CA. Geo Job to the College authorities.



*Handing over of Affiliation Certificate*



*Ms. Priti Jauhari, Head, Supply Chain Business Technology, Asia-Pacific Johnson and Johnson addressing the participants virtually*

**Webinar**

TMA along with Architects and Engineers Association conducted a Zoom webinar on 27th October on the topic 'Creating E2E Visibility for Global Supply Chains' by Ms. Priti Jauhari, Head of Supply Chain Business Technology, Asia-Pacific for Johnson and Johnson. The talk was very informative and very interactive and was well appreciated by the audience.

On 31st October, Vice President of TMA CA. T R Anantharman inaugurated Student Chapter of Christ College, Irinjalakuda. Er. George Paul, Managing Committee Member delivered an inspiring speech on the topic 'Advantage India : Seizing the Opportunity'. It was a very informative and inspiring session and was welcomed by the students and faculty members of the college. The formal Student Chapter affiliation certificate was handed over by the Vice President, CA. T R Anantharaman to the College authorities.



*TMA Vice President, CA T R Anantharaman inaugurating Chapter Activities*



*TMA Sr. Vice President CA Geo Job inaugurating Sahridaya B.Com Association*

TMA Senior Vice President, CA. Geo Job inaugurated the B. Com Association of Sahridaya College of Management Studies. In the event, CA. Geo job briefed about the various initiatives of TMA.

## Trivandrum Management Association

Massive Cybersecurity Awareness Campaigns are needed to tackle cybercrime. The national crime records bureau, India reported 1322 cases of cybercrimes in 2010 and the numbers escalated to 44546 in 2019. In this context, Trivandrum Management Association organised an awareness lecture on the topic 'Healing and Wellness and Online Safety and Body Safety' by the team Bodhini on 28th October. The programme was well received and attended by the TMA members and students from TMA Student Chapters.



*CA H. Vinod, Chairperson, Lecture Programme, TMA and Practicing Chartered Accountant addressing the participants*



# 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.

# AIMA Events Calendar

Event	Programme Chairman/Director	Venue	Date
5th Corporate Management Olympiad 2022-23		Online	23-25 November 2022
Global Advanced Management Programme, USA		USA	27 November-03 December 2022
4th Women Leadership Workshop		Online	09 December 2022
3rd WomenSpeak Session	Ms Sundari Nanda Special Commissioner Delhi Police	Online	09 December 2022
62nd LeaderSpeak Session		Online	20 December 2022
Senior Leadership Retreat		Goa	20 - 22 December 2022
Gamification Workshop		Online	23 December 2022
Innovation Practitioner's Case Study Competition		Online	December 2022
Young Managers Simulation		Online	December 2022 - January 2023
AIMA Regional Management Conclave		Mumbai	20 January 2023
7th National Competition for Managers		Online	February 2023
Shaping Young Minds Programme		Goa	03 February 2023

Event	Programme Chairman/Director	Venue	Date
2nd AIMA - Dr K S Basu Annual Memorial Lecture	Mr Shiv Shivakumar Group Executive President, Strategy and Business Development Aditya Birla Group & Past President AIMA	Online	08 February 2023
67th Foundation Day & 17th National Management Day		New Delhi	21 February 2023
CEOs Delegation		Israel	26 February - 04 March 2023
Gamification Workshop		Online	March 2023
Pragati		Online	March 2023
8th National Leadership Conclave		New Delhi	11 April 2023
13th Managing India Awards 2023		New Delhi	11 April 2023

To view full calendar please visit [www.aima.in](http://www.aima.in)

For any feedback, suggestions or advertising queries please write to,  
[aimanews@aima.in](mailto:aimanews@aima.in)

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# AIMA

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