

# AIMA News

AIMA'S MONTHLY E-MAGAZINE

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

DECEMBER 2022



Dear Readers,

It gives me great pleasure to present the first issue of AIMA News this year.

With your constant support and encouragement, AIMA continued in its endeavour to strengthen management capability through its customised initiatives and programmes.

In a bid to deliberate on ways to navigate through disruption and develop a leadership roadmap, AIMA organised the 11th edition of its Senior Leadership Retreat on the theme 'Beating disruption: Leading by purpose' in Goa. Under the Chairmanship of Mr Sunil Kant Munjal, Past President, AIMA & Chairman, The Hero Enterprise, the retreat focused on how disruption and turbulence have created an opportunity for business leaders to fundamentally reinvent their purpose, strategies, organisations, and processes to become fit for the new business environment. The retreat witnessed participation from industry leaders and academia and was very well received.

AIMA's latest initiative, its special women's council AIMA Aspire, gained further traction as it organised its 3rd WomenSpeak session last month on the theme 'The impact of technology on society with a focus on children & young adults'. This special session was addressed by Sundari Nanda, then Special Commissioner (Human Resource Division), Delhi Police and was moderated by Ms Suneeta Reddy, Vice President, AIMA & Managing Director, Apollo Hospitals. The session touched upon a pertinent topic and witnessed a detailed conversation on the benefits and risks of digitalisation and internet penetration on young and impressionable minds. A brief report is carried inside.

AIMA's other council - the Young Leaders Council - continued its commitment to create forums on current and relevant subjects to foster India's aspiring and emerging leaders. AIMA YLC organised a workshop on AI for the Smile Foundation, which was conducted by Mr Kartik Sharma, National Chairman AIMA YLC. Separately a focussed group interaction was also conducted with Mr Richard Rekhy, Former CEO of KPMG India and Board Member - KPMG Lower Gulf Ltd, while the council continued to reach out to its members through its other initiatives and programmes.

To acknowledge, award and in turn encourage best innovation practices AIMA organised the 11th edition of the Innovation Practitioner's Case Study Contest and Summit 2022 in an online mode. The summit was based on a Case Study Contest on breakthrough innovations, where the winning teams presented their cases. Several eminent industry leaders and experts also addressed shared their views and insights on the latest innovation trends, opportunities and challenges. More details can be found in this issue.

All this, while AIMA continued to reach out to the student and the management community through its education courses, workshops & training and testing & assessment services.

This edition of AIMA News also brings you the latest 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

## AIMA OFFICE BEARERS

PRESIDENT

**Mr Shrinivas Dempo**  
Chairman  
Dempo Group of Companies

SENIOR VICE PRESIDENT

**Mr Nikhil Sawhney**  
Vice Chairman and Managing Director,  
Triveni Turbine Limited and Director,  
Triveni Engineering and Industries Limited

VICE PRESIDENT

**Ms Suneeta Reddy**  
Managing Director  
Apollo Hospitals Group

IMMEDIATE PAST PRESIDENT

**Mr C K Ranganathan**  
Chairman & Managing Director  
CavinKare Pvt Ltd.

DIRECTOR GENERAL

**Ms Rekha Sethi**

**Published by**

AIMA, Management House,  
14, Institutional Area,  
Lodhi Road, New Delhi-110003  
Tel : 01124645100  
Fax : 01124626689  
E-mail : dlma@aima.in  
Website : <http://www.aima.in>

*Managing Editor*  
Ms Smita Das



# CONTENTS



## 04 11th Senior Leadership Retreat

### AIMA SNAPSHOTS

#### 06 WOMENSPEAK SESSION



#### 08 11TH INNOVATION PRACTITIONER'S SUMMIT 2022



#### 09 TRAINING PROGRAMME

#### 10 YOUNG LEADERS COUNCIL



### IN LIGHTER VEIN

#### 12 COLLEGE CAPERS

### FEATURES

#### 14 HIRING FEMALE CEOs CHANGES HOW COMPANIES TALK ABOUT WOMEN



#### 18 DON'T UNDERESTIMATE YOUR INFLUENCE AT WORK



### 22 NEWS FROM LMA'S



### 68 AIMA EVENTS CALENDAR

# GLOBAL ADVANCED MANAGEMENT PROGRAMME

**Reviving Growth  
Through Open  
Innovation Strategies**

**25<sup>th</sup> June – 1<sup>st</sup> July, 2023  
Silicon Valley, USA**



## Programme Director

**Solomon Darwin**

Executive Director, Garwood Center Corporate Innovation, Haas School of Business, University of California, Berkeley

## Programme Objectives

- Identify opportunities for profitable growth.
- Respond and adapt to the challenges in the changing landscape due to rapid global economic trends.
- Examine the latest concepts, ideas and tools to help them align their business practices with global economic developments and conditions.
- Learn to build sustainable and innovative business models.

## Programme Framework

- Class Room Lectures and Interactions
- Keynotes by Silicon Valley Startups and CEOs
- Visits to and interaction with the top management teams of some of the iconic and innovative companies like Nvidia, Cisco, IBM Research, Wells Fargo Bank, Standard Chartered Bank, PayPal, Fujitsu Open Innovation Gateway, Chevron Corporation, Pacific Gas and Electric Company (PG&E), Calpine Corporation, Dupont Innovation Centre, UC Berkeley Campus amongst others.

## Participation Fee

**Delegate Fee per participant:** INR equivalent of USD 12500 per participant

**Inaugural Discount:** USD 1000 per participant for registrations received along with participation fee by 25 February, 2023.

**Early Bird Discount:** After 25 February, 2023 a discount of USD 500 per participant available for registrations received along with participation fee by 15 April, 2023.

- GST: 18% or as applicable on the date of fee payment will be charged on the participation fee.
- AIMA GSTIN No. 07AAATA1644A1ZH AIMA PAN No.: AAATA 1644 A
- Online registration available, please visit [www.aima.in](http://www.aima.in)

Mansoor Hassan

M: +91 9540060166 | E: [mhassan@aima.in](mailto:mhassan@aima.in)

All India Management Association, Management House, 14 Institutional Area, Lodhi Road, New Delhi - 110003

Tel: 011- 2460 8524 / 24608511 / 43128100 | Website: [www.aima.in](http://www.aima.in)

## 11th Senior Leadership Retreat



*Participants of Senior Leadership Retreat*

AIMA organised the 11th edition of its Senior Leadership Retreat on the theme 'Beating disruption: Leading by purpose' from 20 – 22 December 2022 at Goa. The Retreat was organised under the Chairmanship of Mr Sunil Kant Munjal, Past President, AIMA & Chairman, The Hero Enterprise. The Retreat focused on how disruption and turbulence have created an opportunity for business leaders to fundamentally reinvent their purpose, strategies, organisations, and processes to become fit for the new business environment.

Some of the speakers included Mr Shrinivas Dempo, President, AIMA & Chairman, Dempo Group of Companies; Dr Devendra Chawla, Managing Director & CEO, Spencer's Retail & Nature's Basket;



*Sunil Kant Munjal, Past President, AIMA & Chairman, The Hero Enterprise*



*Shrinivas Dempo, President, AIMA & Chairman, Dempo Group of Companies*

Ms Naina Lal Kidwai, Chairman, Rothschild India and Senior Advisor, Advent Pvt Equity; Mr Pramod Bhasin, Chairman, Clix Capital and Chairman, ICRIER and Founder, Genpact Ltd; Ms Gagandeep Kang, Professor, The Wellcome Trust Research Laboratory, Division of Gastrointestinal Sciences, Christian Medical College Vellore; Mr. Pramod Kumar KG, MD, Eka Archiving Services Pvt Ltd. and Mr Sriram Natarajan, Founder Director and CEO, Molbio Diagnostics Pvt Ltd. The Retreat was attended by 24 delegates from corporates, PSUs and academia.

## Congratulations



Ms. Rekha Sethi, Director General, AIMA, was honoured with the PeakLife Women Inspire Inspirational Personality and Leadership Award 2022. The award was presented by Mr. Arvind Uppal, Chairman of Whirlpool on 16th December, 2022 at a glittering award ceremony in New Delhi. PeakLife Women Inspire Award acknowledges and felicitates women achievers who have been pioneers in their respective fields, and several outstanding women leaders and trendsetters from different walks of life were commended on the occasion. PeakLife, a lifestyle magazine, features people in the pinnacle of their careers owing to their talent, perseverance, and grit.

## WomenSpeak Session



(L-R) Suneeta Reddy, Vice President, AIMA & Managing Director, Apollo Hospitals; Sundari Nanda, then Special Commissioner (Human Resource Division), Delhi Police and Rekha Sethi, Director General, AIMA



AIMA Aspire organised its 3rd WomenSpeak session on the theme 'The impact of technology on society with a focus on children & young adults' on 9th December 2022 online via Zoom. Ms Sundari Nanda, then Special Commissioner (Human Resource Division), Delhi Police was the speaker for the session and Ms Suneeta Reddy, Vice President, AIMA & Managing Director, Apollo Hospitals was the moderator.

Ms Nanda, who played a key role in establishing the Cyber Crime Investigation Cell of CBI in the year 2000, deliberated on how technology and digitalisation have opened multiple avenues for the youth and how it can be an enabler for their success. However, she added that despite the inherent benefits it also makes them vulnerable as the internet is full of all misleading information and elements attempting to trap the young and unsuspecting. She gave many instances of young children being lured into

cybercrime, often unaware of their actions and the subsequent consequences.

Ms Nanda emphasised that there is an urgent need for balancing the use of technology and called for mandatory parental guidance for children accessing the internet. She also asked for the introduction of Cyber Sensitisation Courses across schools to educate the children at an early age.

Ms Reddy highlighted the growing influence of digitalisation, especially for women, who have greatly benefitted from it. She stated that data privacy remains one of the biggest concerns and with the growing relevance of AI, personal data could be used adversely. She called for better intervention and the laying down of firm laws and policies.

The session was well attended with over 350 participants and around 360 viewers across AIMA's social media handles.



Department of Computer  
Science and Engineering  
IIT Bombay

**AIMA**  
ALL INDIA MANAGEMENT ASSOCIATION

**bma** BOMBAY  
MANAGEMENT  
ASSOCIATION  
g e t better



**DIGITAL  
TRANSFORMATION**

# REGIONAL MANAGEMENT CONCLAVE

## Orchestrating Business Transformation in Age of Digital Innovation

20<sup>th</sup> January, 2023

Victor Menezes Convention Centre, IIT Bombay



Timings - 9:00 AM to 5:00 PM

### About the Programme

As a part of AIMA's diamond jubilee celebrations in 2017, AIMA took up a key initiative to organize Regional Management Conclaves, jointly with its Local Management Associations across the country, the next edition of the Regional Management Conclave is scheduled to be held on 20th January 2023 at IIT Bombay in collaboration with the Bombay Management Association and Department of Computer Science and Engineering, IIT Bombay.

### SESSIONS ON

- |                            |  |
|----------------------------|--|
| <b>Inaugural Session</b>   | - Orchestrating business transformation in age of digital innovation               |
| <b>Plenary Session 1</b>   | - Leveraging platform economy for business transformation                          |
| <b>Plenary Session 2</b>   | - New digital models for transforming and enhancing customer experience            |
| <b>Plenary Session 3</b>   | - Next generation business technologies and their impact : 5G/blockchain/metaverse |
| <b>Plenary Session 4</b>   | - Disruption in the financial sector/banking, financial services and insurance     |
| <b>Plenary session 5</b>   | - Policy challenges for data privacy and cybersecurity for secured business        |
| <b>Valedictory Session</b> | - Machine learning for business transformation                                     |

No delegate fee however pre-registration on link is a must <https://forms.gle/USXSEXZ6u6Mtovjd7>

For any assistance please contact

**Ms. Supriya Patade**

M. 9082205742, E. supriyapatade@bma-india.com

**Ms. Oindrilla Paul**

M. 8657431357, E. oindrillapaul@bma-india.com

# 11th Innovation Practitioner's Summit 2022



*From Top (L-R): Sayeed Anjum, Co-Founder & CTO, Greyt Software Pvt Ltd; Subir Verma, Head HR- T& D Companies, Tata Power; Dipty Jalan, AVP HR (Talent Management, OD and L&D), Usha International and Salil Dalal, Chief Business Officer, Emerging Business, Pidilite Industries Ltd*

To acknowledge, award and in turn encourage best innovation practices, AIMA organised the 11th Edition of Innovation Practitioner's Case Study Contest and Summit 2022 on 16th December 2022 in online mode. The summit was based on a Case Study Contest on breakthrough Innovations in the areas of digital & technological innovation; people management & development innovation (HR /L&D) and business model innovation (manufacturing & services). The top 2 teams in each category showcased their award winning case study at the summit.

The summit also attracted eminent industry leaders who shared their views and insights on the leading innovation trends and challenges. The key leaders who addressed the summit included Mr Salil Dalal, Chief Business Officer, Emerging Business, Pidilite Industries Ltd; Dr Kakoli Sen, Hamid Bouchikhi Chair of Managerial Innovation; Professor, School of Business, Woxsen University; Mr Prabhakar Tiwari, Chief Growth Officer, Angel One; Mr Sayeed Anjum, Co-Founder & CTO, Greyt Software Pvt Ltd; Mr Subir Verma, Head HR- T& D Companies, Tata Power; Ms Dipty Jalan, AVP HR (Talent Management, OD





*From Top (L-R): Kakoli Sen, Hamid Bouchikhi Chair of Managerial Innovation; Professor, School of Business, Woxsen University; Prabhakar Tiwari, Chief Growth Officer, Angel One; Madhur Gupta, CEO, Hero Steels Ltd; Himanshu Jain, CEO, Diversey and Chetan Shrivastav, Executive Director Manufacturing, Dalmia Cement Bharat Ltd*

and L&D), Usha International; Mr Madhur Gupta, CEO, Hero Steels Ltd; Mr Himanshu Jain, CEO, Diversey and Mr Chetan Shrivastav, Executive

Director Manufacturing, Dalmia Cement Bharat Ltd. The virtual summit was attended by over 200 delegates from across the country.

## Training Programme

AIMA conducted a one-day virtual training programme on 'Assertive Behaviour: The Secret of Job Satisfaction and Life's Happiness' on 15 December 2022. The objective of the programme was to learn how to be more assertive rather than meek and aggressive, identify your weak areas that are hampering your relationships and career, practice assertive behaviour and make it a habit. The programme was well attended & appreciated by participants across the mid and senior levels.

Another one-day virtual training programme was organised on 28 December 2022 on the theme 'Emotional Literacy for Professionals'. The objective of the programme was to do a self-scan of their emotional states while on the job. Recognise, understand, and label emotions, how to release pent-up emotional energy in socially acceptable ways, how to express emotions with dignity and cultivate emotional resilience. The programme was very well received by the participants.

# AIMA Young Leaders Council



*Kartik Sharma, National Chairman, AIMA YLC and Artificial Intelligence Thought Leader with Smile Foundation children*

## Workshop

AIMA YLC organised a workshop on AI for the Smile Foundation on 23 December 2022. The workshop was conducted by Mr Kartik Sharma, National Chairman AIMA YLC and Artificial Intelligence Thought Leader. The workshop covered the basics of AI and applications of AI like Chatgpt, Humanoid etc. The session was facilitated by Mr Sameer Manglani, National Empowerment Chair, AIMA YLC and Partner, Meena Bazaar.

## Interactive Session

AIMA YLC conducted an interaction with Mr Richard Rekhy, Former CEO of KPMG India and Board Member - KPMG Lower Gulf Ltd. on 5th January 2023. The interaction focused on various aspects like leadership, relationship building, decision making, anticipatory services, the Importance of alliance partnership, and mentorship to name a few.



*Richard Rekhy, Former CEO of KPMG India and Board Member - KPMG Lower Gulf Ltd with participants*



# JOIN THE MANAGEMENT MOVEMENT

Networking opportunities with Indian and global corporate majors  
Platform to interact with other members / thought leaders  
Concessional rate for AIMA programmes  
Complimentary membership of AIMA library  
Affiliation to any one LMA  
Free copies of 'Indian Management' and AIMA E-news  
Representation on the AIMA Council of Management through election  
My AIMA online portal services

**So when are you connecting with us?**

**Be an AIMA Member Today !**

[www.aima.in](http://www.aima.in)

**Prabir Kumar Dash**, Assistant Director-Membership

**All India Management Association**, Management House, 14 Institutional Area, Lodhi Road, New Delhi - 110003

Tel: 011-24621323 (Direct), 24645100 Extn-535, Fax: 011-24626689 Email: [member@aima.in](mailto:member@aima.in)

## College Capers

*"You've changed" is the oft-repeated complaint of many a wife.*

*"Of course not, Darling" you say and try to make up by taking her out for a meal or – if things are really bad – splurging on a sari or a trinket. Does one really change so much or is it a calculated strategy of wives all over the world?*

*I did some introspection and, my God, the results were astonishing. The things one did as a youngster – not necessarily while courting your future wife or even during the heady honeymoon days – sound absolutely mad and crazy today.*

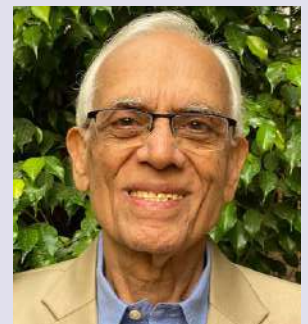
*Like the time, we were checked by a restaurant manager on a silly little technicality and how we got even with him. Carlton Café at Kashmere Gate was our frequent haunt while doing engineering at Delhi Polytechnic. The good owner – later famous TV artist Vinod Nagpal – used to charge eight annas (50 paise) per head for tea or coffee. All we wanted was to have one cup of the each brew but he wouldn't permit.*

*"Have any amount of one" he would say or "pay double". Now, this was 'unfair' and we tried to teach him a lesson. We got our chance soon. The yearly 'Boiler House' practical meant going inside a big coal-fired boiler and when we came out, only the eyes were visible – rest of the body, rather the dungarees we wore, was all covered with a thick black layer of soot. We walked up to the café without washing up or changing clothes and demanded to be allowed in – a crisp rupee note held out by each – ready to pay for both tea and coffee!*

*The Gurkha at the door was no match for thirty ghostly apparitions; he cried foul and ran for cover. By the time we occupied half the tables other amazed customers started leaving in a hurry. Soon Mr. Nagpal appeared and gauging the situation offered settlement. No more black ghosts in his cafe and Polytechnic boys could have both tea and coffee for the price of one.*

*Or the time Gian Chand, our classmate from Himachal, ran up to Ritz Cinema and back, without a stitch of clothing, at midnight. He was challenged to do so and at stake was the princely sum of rupees ten. For the full blooded pahari bania, this was a matter of honour. All he had to do was behave like a lunatic and the prize was his.*

*Eating up others' lunch packs in class, taking in noon shows at the Ritz, drinking beer while shuffling around in CP were all game. What takes the cake was an experience at the swanky new Laguna restaurant. At the next table sat a German woman. We were all showing off and talking loudly in Punjabi about doing this and that to the firangan if only she would agree. The lady sipped her coffee silently, paid the bill, came up to our table and asked in chaste Punjabi "Pher kerha jawan mard aj raatin mere nal chalu ga" (So which He Man is taking me out tonight) and walked 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.



**Thought  
Leadership**



**Peer to Peer  
Networking**



**Professional  
development**



**Best Practice  
Sharing**



**Be a Young Leaders Council  
Member today!**

For other information and membership please contact: **Rhythem Malik – Assistant Director**

Young Leaders Council, All India Management Association Management House, 14 Institutional Area, Lodhi Road, New Delhi – 110003  
Tel : 011-24645100, 43128100 Ext : 157 | Mob : +91 9871288668 | E-mail : ryadav@aima.in | Website : <https://ylc.aima.in>

## Hiring Female CEOs Changes How Companies Talk About Women

*Women in executive positions can challenge gender stereotypes about leadership — without sacrificing their likability.*

August 31, 2022 | by Lisa Wong Macabasco



*Firms with women at the top were more likely to describe women as effective, independent, and determined. | Cory Hall*

“We have all this knowledge on stereotypes and the biases and challenges people face, but there’s still so little progress in actually diversifying the leaders of the largest companies in the country,” says M. Asher Lawson, an assistant professor of decision sciences at INSEAD.

Women trying to climb the corporate ladder often run up against insidious gender stereotypes that associate men — but not women — with highly

valued leadership traits of agency and achievement. And when women do display stereotypically “male” leadership traits like assertiveness and decisiveness, they are often seen as less warm and likable.

These stereotypes may be hidden in plain view in the language a company uses to discuss leadership and women in its annual reports, proxy statements, and investor calls. So how can companies change the way they talk about women — and perhaps help

break the double standard that undermines female leaders?

To answer this question, Lawson teamed up with Ashley Martin, an assistant professor of organizational behavior at Stanford Graduate School of Business. Along with Imrul Huda open in new window of the University of Chicago and Sandra Matz open in new window of Columbia University, they parsed the text of 43,000 documents produced by 39 S&P 500 companies between 2009 and 2018 — more than 1.2 billion words. Among the firms that named female CEOs during that time were GM, Yahoo!, Oracle, IBM, Duke Energy, and General Dynamics.

### Leading Between the Lines

The team found, as reported in its recent paper in Proceedings of the National Academy of Sciences, that gender-stereotyped language decreased after firms hired women as CEOs. Appointing women to top-tier management also helped associate women with characteristics essential for leadership success. And it did so without making them seem less likable, suggesting that putting more women in positions of power isn't just a worthwhile goal but a concrete way to combat stereotypes that hold women back.

This suggests that the presence of a woman in the C-suite can be a relatively simple, effective way to reach a goal that firms are spending big money chasing. "S&P 500 organizations invest a billion dollars each year in diversity training and trying to reduce stereotypes in people's minds," says Martin. "They're trying to change these stereotypes at the employee and manager level to increase representation. But by implementing a female CEO, you might be able to do that anyway."

Typically, research into stereotyping relies on surveys or tests, which may not be ideal for probing implicit associations. "It's very difficult to get people to admit their biases in that way," Martin says. "But we're seeing

it in language, in the natural way people talk about women, capturing something that's so present in the way stereotypes are being transported and transmuted across organizations and beyond. It's taking social psychology and putting it in the wild."

**S&P 500 organizations invest a billion dollars each year in diversity training and trying to reduce stereotypes in people's minds.... But by implementing a female CEO, you might be able to do that anyway.**

### Ashley Martin

Her team dove into its trove of public documents using natural language processing, a type of artificial intelligence that can understand words' meaning in context. "We wanted to use machine learning to ask questions about gender because in the big data explosion, there's all this new text data," Lawson notes. "We wanted to look at these biases in language in ways not really done before. It's computer science and psychology working together, which has massive potential as a tool to measure culture and what's going on inside companies." This approach enabled the team to study how words relate to each other, instead of merely how many times they appeared.

Focusing on the periods before and after a company hired a woman as CEO, the researchers could discern how a business associated women with various characteristics, in essence revealing itself through its language. "Rather than just looking at what they say, it's really how they say it," Lawson explains. "No company between 2009 and 2018 is saying, 'Women

are less, we're sexist' — but they are by accident. Even in these very highly controlled texts, when they're trying to be professional and represent themselves, this culture seeps through."

The research found that organizations that hire women as CEOs or directors were more likely to describe women using words typically associated with personal agency, such as "effective," "independent," and "determined." Among 11 companies that appointed female CEOs, more than two-thirds saw a stronger association between women and agency in their documents, while fewer than a third of 22 firms with male CEOs did.

One example of this effect was seen at General Motors, which named Mary Barra open in new window, MBA '90, its CEO in 2014. It signaled the correlation between women and leadership in its 2018 definitive proxy statement, which described her as "a key leader" who had enabled "strong oversight" and kept the company "relentlessly focused on putting the customer at the center of everything we do." In contrast, after Ford named another man its CEO, it used less language linking women and agency.

### **Being Boss Without Backlash**

However, at first it wasn't clear that this shift in corporate messaging would be a good thing in itself. "One of our main fears was that when a woman was hired as CEO, they would start to seem bossy and dominant," Lawson says. "They'd be more powerful but less likable and less associated with communal traits like being kind and caring." As Martin notes,

there's a robust body of literature about this backlash effect, where women with traditionally masculine agentic traits are perceived negatively.

To the researchers' relief, the likability of female CEOs and board members didn't decrease after they stepped up. "That's phenomenal, in my mind, because you're still keeping the elements of femininity, communality, or womanhood that are really positive," Martin says. "Things like being supportive, warm, and kind — qualities that you definitely need in leadership as well." Likability doesn't have to be a trade-off for competence.

What's more, bringing female leaders into a company may lead to more women being hired, setting off a "virtuous cycle" that can have a positive impact on the entire organization's culture. Female business leaders may not only create a cascading change in a company's attitudes toward women, they may also alter our understanding of leadership. Lawson notes that they found a small increase in the association between women and communality among companies with female CEOs.

"My hope in a 50- or 100-year time horizon is not just that women are conferred agentic traits but actually we expand our definition of effective leadership to also value communality and a broader set of traits within that remit," Lawson says. "This reinforcing cycle of increased association of communality and increased representation of womanhood not only shows this cultural shift of embracing women but also of adopting a more diffuse meaning of what it means to be a good leader, which I think is really exciting."

**Disclaimer:**

*This article is republished with permission from Insights by Stanford Business Review. <https://www.gsb.stanford.edu/insights/hiring-female-ceos-changes-how-companies-talk-about-women>*



# TAKE A STEADY STEP INTO THE BUSINESS WORLD



## POST GRADUATE DIPLOMA IN MANAGEMENT (Approved by AICTE\*)

All India Management Association is the apex body of management profession in India. Centre for Management education under the aegis of AIMA offers PGDM Programme which is widely acclaimed for its strong curriculum in the industry and academic circles. It is designed not only to impart the knowledge of core subjects such as Accounting, Economics, Finance and Marketing but also lays special stress on developing skills and competencies through exposure to real business situations in the form of case studies. AIMA leverages its close linkages with the industry to assess emerging needs and factor them on to its programmes.

### Eligibility

Graduation in any stream from UGC recognised university or equivalent

### Course Highlights

- Teaching based on case studies to build and strengthen decision making and analytical skills.
- Contemporary course curriculum recognized by Industry.
- Library Database on AIMA website.
- Complimentary AIMA Membership and Indian Management Journal.
- Lateral Entry permitted on the basis of last Post Graduation/Master's Programme pursued in stream relevant to management education.
- 25% discount in programme fee for serving/retired officers of Armed forces.

### Duration

- 2 Years (divided into 4 semesters)
- Online Registration is available, please visit <https://education.aima.in/showAdmissionForm.action>

### Programme Delivery

- 15 hours of teaching per subject
- Industry Interface
- E-Learning Support (Specially designed foundation programme on economics, quantitative techniques & accountancy)

\* In ODL Mode

Specializations: HR, Marketing, Finance, Operation, IT, International Business, Digital Marketing, Business Analytics, Supply Chain, Retail, Hospitality & Financial Research & Valuation Modelling.

Programme Manager

All India Management Association-CME, 15 Link Road, Lajpat Nagar-3, New Delhi - 110024  
Contact: 011 47673011 | Mobile: +91 9654601397 | Email: [pgdm@aima.in](mailto:pgdm@aima.in) | Website: [www.aima.in](http://www.aima.in)

# Don't Underestimate Your Influence at Work

by Vanessa Bohns

January 06, 2023



Carl Lyttle/Getty Images

## **Summary.**

*The tendency towards underconfidence can also lead us to needlessly (and endlessly) search for ways to gain influence when what we really need is to get better at recognizing the influence we already have — but may not be wielding effectively. In this piece, the author offers three suggestions, not for gaining influence, but for becoming more mindful of the influence you have already but don't always see, so you can begin to use your latent influence more wisely.*

If you're like most people, you chronically underestimate your influence over others. When researchers ask people how much they think others pay attention to them, think about them, and would agree to do things for them and then compare these estimates to objective indicators of how much others actually pay attention to them, think about them, and would agree to do things

for them, people's subjective perceptions tend to be underconfident compared to reality. Even people in positions of power can underestimate their influence by incorrectly assuming those they have power over feel more comfortable challenging them or brushing off their suggestions than their subordinates actually feel.

The blind spot people have for their own influence can have important consequences. Failing to recognize the influence you have can lead to missed opportunities to spearhead change efforts, ask for things you deserve, and show up in support of causes you care about. In other cases, it can lead you to say or do things haphazardly, leading you to influence others unintentionally — sometimes in ways you wish you hadn't.

This tendency towards underconfidence can also lead people to needlessly (and endlessly) search for ways to gain influence — when what they really need is to get better at recognizing the influence they already have, but may not be wielding effectively. Below are three suggestions from my recent book, not for gaining influence, but for becoming more mindful of the influence you have already but don't always see, so you can begin to use your latent influence more wisely.

### **Seeing your influence over others.**

One reason we fail to recognize the influence we have over others is that we simply don't see it. When we look out at the world, we do so through our own two eyes. This means we see all the things that other people do that impact us and the ways in which those other people impact one another. But the critical thing missing from our default perspective on the world is ourselves. We fail to see the ways in which we may be contributing to a potentially problematic dynamic.

To get better at seeing the influence your words and actions have on others, you want to practice getting out of your own head so that you aren't confined to the limited vantage point we occupy every day where we can't actually see the things we're doing that others may be responding to.

One useful exercise is to spend 10 minutes visualizing a salient workplace interaction or meeting you had

recently from a neutral third party perspective. Pretend you are a coach reviewing the tape of his or her team's last game — except the game you are reviewing is a particularly tense meeting you had with a colleague or colleagues. How would someone observing this interaction from the outside interpret the dynamics at play? What were you saying and doing that the other person or people may have been responding to?

Taking less than 10 minutes every few months or so to reflect on a recent argument from a third-party perspective has been shown to maintain relationship satisfaction in couples, possibly because it gives each party awareness into their own role in perpetuating the conflict.

### **Feeling your influence over others.**

Another reason people tend to make mistakes about the influence they have over others is that they guess how the things they say and do make others feel, rather than asking and confirming that their presumptions are correct.

To understand our influence over others, we must not only see the ways in which our actions impact others, but we also then need to be able to understand how those actions actually feel to others. We must find a way to understand how they are experiencing our presence, words, and actions.

Unfortunately, while it is widely believed that to better understand someone else's thoughts and feelings, we should simply try harder to think about things from their perspective, this intuition is false. Try as we might to take someone else's perspective to figure out what they really thought of something we said, when we do so we never actually get out of our own heads and are left guessing, often inaccurately.

This is why researchers have found that to truly understand what someone else is thinking or feeling, it's not enough to try to take their perspective, we

need to actually get perspective. Getting perspective entails getting exposed to new information. An extremely straightforward, — and effective — way to get perspective is to simply ask someone what they are thinking or feeling. Even though people don't always tell us exactly what they are thinking, or even necessarily know how they truly feel about something, talking to another person gets you out of the echo chamber of your own head. It allows you to base your reading of someone else's mind on more than just your own assumptions about them.

### **Experiencing your influence over others.**

Lastly, a major reason people tend to underestimate their influence is that they fail to test it out. We don't say things unless we are sure others are likely to be receptive, and don't ask for things unless we are sure people will say yes. But our judgments of receptivity and the likelihood of agreement are both biased and inaccurate. If we were to test out our influence a little more, even in small ways, we would quickly see how much more influence we have than we thought.

In my own research, I have seen this to be true. When

my colleagues and I have instructed participants to make small requests of other people, they are regularly surprised at how willing others are to agree — and thus the influence they have when they make a simple request.

In other research by myself and others, working up the nerve to give someone a compliment or express your gratitude means more to people than we think.

For these reasons, one of the quickest and most effective ways to recognize your latent influence is to test it out. Rather than bending over backwards to avoid asking for a simple favor, go ahead and ask. Rather than keeping your gratitude or admiration of a colleague to yourself, go ahead and tell them. You will quickly learn that your words have impact — more than you might've previously thought.

The experience you gain from testing out your influence in these little ways, when combined with the tips described above for getting out of your own head and getting perspective, will not only help you develop a muscle for using your influence more, but also for using it more mindfully.

#### **About Author:**

**Vanessa Bohns** is a Professor of Organizational Behavior at Cornell University and the author of *You Have More Influence Than You Think*. You can learn more about her research on social influence and persuasion [here](#).

#### **Disclaimer:**

This article is republished with permission from *Insights by Harvard Business Review*. <https://hbr.org/2023/01/dont-underestimate-your-influence-at-work>

Procurement

# AIMA and The World Bank offers

## Professional Diploma in Public Procurement (PDPP)

PDPP caters to procurement practices across the globe and the endeavor is to enable anyone interested in Public Procurement to get an overview of the field and to understand the rationale behind Public Procurement decisions.

The course is delivered as a blend of e-Learning, instructor-led-sessions, self-study and social learning. The delivery of this course is governed by the 'Charter on Public Procurement Studies' (CPPS). The ILT sessions (face to face) are spread over five days. At the end of comprehensive online and offline training, a summative assessment will be conducted. On successful completion of the programme, the partner institute will award the Professional Diploma in Public Procurement (PDPP).

### Will benefit :

- Procurement Professionals for updating their domain knowledge
- Non-procurement professionals who participate in or manage procurement function
- Employees of private sector bidding in Public Procurement
- Anyone interested in Public Procurement.

### Key Features

- Certification by premier institute like AIMA and the World Bank
- Enhance Knowledge and skills to undertake effective procurement using best in class practices
- Blended learning/ Actionable learning
- Opportunity to get AIMA's library membership
- User friendly & easy to use technology interface
- Benefit from strong AIMA industry connect and networking
- Student membership of AIMA with all privileges like subscription to Indian Management Journal

## Ahmedabad Management Association

### Talk

AMA conducted an interactive forum on 3rd December by Mr. Sauvik Banerjee on the topic 'A New Brand Born: DigiHuman 3.0'. Mr. Banerjee is a renowned author and the Global Chief Executive Officer of Product, Technology and Digital Services at Rezolve Ltd. The session was well received by 75 participants.



Speaker, Mr. Sauvik Banerjee



Dr. Shailesh Thaker addressing the participants

AMA organised a seminar called '11 Life Management Lessons from the Next Level' on 9th December by Dr. Shailesh Thaker, who gave the participants 11 essential lessons to excel in management.

AMA held a session on 11th December with Dr Bharat C Patel, the author of 'The Intent of Srimad Bhagvadgita', who discussed the Bhagwad Geeta's teachings in depth.



AMA President Mr. Deevyesh Radia felicitating Dr. Bharat C Patel



Speaker, Ms. Bodil Valero addressing

AMA conducted a session on 14th December with Ms. Bodil Valero, a veteran in Legislation and Security, a former member of the Swedish Parliament and European Parliament, G-100 Global Chair- Security and Defence, Advisory Board Member and Visiting Professor at Rai University on 'Women Security: Trends and Challenges'.

A panel discussion was held on moonlighting: 'Is One Job Enough? Moonlighting' on 16th December. The panelists included Dr. Bindiya Gupta, Associate Professor, United World School of Business (UWSB) Karnavati University; Mr. Jitendra Kumar Gehlot, Associate Manager, Accenture ATCI and Mr. Parag Bhatt, Group HR Head, Tatvic Analytics. Ms. Radhika Joshi -Assistant Professor at Karnavati University, moderated the panel.



(L-R) Ms. Radhika Joshi; Dr. Bindiya Gupta; Mr. Jitendra Kumar Gehlot; Mr. Parag Bhatt along Mr. Shann Shah – AMA, Programmes Committee Member



Mr. Giriraj Dave and Mr Subojit Sen – AMA PR Committee Member along with panelist Ms. Geeta Rao, Dr. Rahul Sharma and Mr. Tarun

AMA conducted an informative session on 17th December about 'Changing Sports Landscape in India: New and Emerging Career Employment Opportunities'. The speakers included Ms. Geeta S Rao, a famed para cyclist and Asian Silver Medalist; Dr. Rahul Sharma, Founder of CYRUNS, and Mr. Tarun, an Assistant Professor at GNLU.

AMA held a session on 'Preventive vigilance- an important tool for quality growth' by Mr. Suresh N Patel, Central Vigilance Commissioner of India, on 20th December.



Mr. Suresh N Patel addressing



Ms. Angele Kedaitine addressing

A seminar was held on 'Global Economy and Climate Change in the Indian Context' on 21st December with Ms. Angele Kedaitine, CEO/Coordinator of transatlantic club climate Alpha, Advisor on EU affairs/ Horizon Europe Smart Continent, Pro Bono Chair for Lithuania at the NGO Eco-civilization, Advisory Board Member and visiting Professor at Rai University.



AMA conducted a session with Mr. Bharat Lal, Director General of the National Centre for Good Governance, Government of India, on the topic of 'Water governance for prosperity' on 23rd December.

**CSR Conference**

On 23rd December, AMA invited Dr. Bhushan Punani, Executive Secretary of the Blind Peoples Association; Mr. Parag Desai, Executive Director at Wagh Bakri to address the topic of CSR Compliance as an Enabler for Sustained and High Impact, and Mr. Divyang Desai, partner at Deloitte to address the legal framework, updated amendments and trends in CSR. The

(L-R) Mr. Ashish Joshi – AMA, PR Committee Member; Mr. Unmesh Dixit – Executive Director, AMA; Mr. Deevyesh Radia – President; Mr. Bharat Lal; Mr. Rajiv Mehta – Past President, AMA

speakers deliberated about corporate social responsibility with great pensiveness. Mr. Niraj Kumar Lal, Group Head CSR at Arvind Ltd; Mr. Sandeep Variya, Head Programme and partnership at Dr K R Shroff Foundations; Dr Mayur Joshi Managing Trustee, Udgam Charitable Trust, Regional Advisory Committee Member of Indira Gandhi National Centre for Arts, and Ms. Rupa Mehta, Director, Door Darshan (DD) and Trustee, Vikas Gruh also spoke on the same. The programme was attended by about 120 participants.



(L-R) Dr. Savan Godiawala, Vice President at AMA; Mr. Deevyesh Radia, President of AMA; Mr. Pankaj Kumar Kamliya; Mr. Parag Desai and Dr. Bhushan Punani



(L-R) Dr. Savan Godiawala, Mr. Niraj Kumar Lal, Mr. S.B. Dangayach, Dr. Mayur Joshi, Mr. Sandeep Variya and Ms. Rupa Mehta

AMA conducted a speakers' forum meeting on 24th December on 'A Round Peg in a Square Hole', a stimulating conversation on uniqueness and its value in a rigid society, which was coordinated by Mr. Manish Khanolkar, HR Consultant and Trainer. 15 participants attended the programme.



Speakers forum in progress



AMA hosted a session on tourism - 'Tourism and Career Opportunities in Wildlife' with Dr. K. Ramesh from the Indian Forest Service (IFS) on 30th December.



Dr K Ramesh addressing

AMA conducted 'Japanese Culture in Short Films' a short film festival in honour of the 70th anniversary of India-Japan relations on 15th December. Short-film festival Director, Ms. Shoko Takegasa from SSFF and ASIA (Short Shorts Film Festival and Asia) spearheaded the session. 150 participants attended the programme.



(L-R) Mr. Noritaka Tauchi, Consulate- General of Japan in Mumbai; Ms. Shoko Takegasa, Festival Director, Short Shorts Film Festival and Asia; Ms. Malti Mehta, Programme Coordinator, Short Shorts Film Festival & Asia and Mr. Unmesh Dixit, Executive Director, AMA

AMA screened top 15 Oscar winning movies with a Gujarati movie 'Chello Show' on 24th December with the entire star cast.



Star cast of movie 'Chello Show'

A special screening of movies for children from all over the globe was organised from 26th to 29th December, focusing on overall development and life lessons that can be nurtured from childhood. Around 660 participants enjoyed the session of movie screenings at AMA.



Children enjoying the screening at AMA

## Allahabad Management Association

### Core Committee Meeting

Allahabad Management Association organised its core committee meeting on 18th December to discuss and plan the events to be organised by AMA in coming months. AMA planned to conduct a mega event on Start –ups scenario in Allahabad and it was decided to collaborate with Chamber of Commerce to conduct a large scale event in January end. It was also decided to fix up an industrial visit to Ms Parle G manufacturing unit at Naini, Allahabad. 8 Core Committee members attended the meeting.



Core Committee meeting in progress



Speakers addressing the National Seminar

### National Seminar

Allahabad Management Association in collaboration with Vishwa Ayurvedic Mission organised a National Seminar through Zoom on 23rd December on the topic 'Strategy to prevent the masses from new variants of Covid 19'. The speaker panel included Prof. G. S. Tomar, President Vishwa Ayurvedic Mission; Prof. Sanjay Sharma, VC, NIA University Jaipur; Prof. Anup Thakar, Director, IRTA Gujarat Ayurvedic University and Dr Shanti Chaudhri, PRO, AMA. The panel deliberated on the new guidelines of Ayush Mantralaya, wherein all systems

of medicine can be combined in the treatment of Covid, in the interest of faster recovery of the patients. 45 members of AMA registered for the event.

### Felicitation

AMA in collaboration with Jeevan Jyoti Group of Hospitals felicitated its honourable member Dr Arpit Bansal, the famous Bariatric Surgeon and globally renowned Ornithologist at an event held on 24th December. The occasion was the unveiling of his bird calendar –A Thousand Tails, incorporating his thousand photograph and being ranked as the 25th International Ornithologist. The event was a grand success, and a good number of members attended the event.



Members of AMA releasing the calendar

### Book Release and Management Talk

AMA organised a book release event and a management talk on 27th December with speaker Mr. Sanjeev Sareen, Ex. President, Reliance Industries, Allahabad. Mr Sareen along with senior members of AMA released his sixth book 'Yoga – The Way To Realisation'. Mr Sareen deliberated upon the steps needed to manage oneself, known within and become closer to the Almighty. The event was conducted by the Secretary, Mr Navaneet Singh and President, Mr. Ravi Prakash presented a memento to the speaker. 38 members attended the talk session.



Mr Sanjeev Sareen releasing his book

## Baroda Management Association

### Talk

Baroda Management Association organised its evening talk on 2nd December on the topic 'Building the habits you desire and breaking bad habits' by Mr. Dhvani Patel, a professional trainer for behavioural skills and a Certified NLP Practitioner.



Talk by Mr. Dhvani Patel



Dr. Rajeev Puri addressing the audience

BMA organised a special talk on 7th December on the topic 'Transform to Perform' by Dr. Rajeev Puri, who held leadership positions as Vice President in some of India's top corporates like TATA Group and Larsen and Toubro.

BMA organised another evening talk on 23rd December on 'How to Build the Productive Mind-Set' by Mr. Sagar Amlani, the Productivity Explorer. He said that Productive Mindset makes the best use of available resources - time, energy, emotions, money and efforts.



Mr. Sagar Amlani addressing

BMA organised a session on 30th December on 'Positive Attitudes at Workplace' by Mr. Makaranda Deolalkar. He said that with a negative attitude, one is less likely to be accountable and reliable. A positive attitude will enable one to take risks, innovate, communicate, have confidence, and create a better workplace.



Mr. Makaranda Deolalkar addressing the audience

## Bhopal Management Association

Bhopal Management Association successfully conducted a webinar on 10th December on 'State of Egolessness' via Zoom. Dr. Pragya Purohit, Bio-graphy Writer, Web Series Director, Spiritual Seeker and Nature Lover was the Guest Speaker. The welcome address was given by Mr. Pradeep Karambelkar, Chairman, BMA. The session was moderated by Ms. Jayshree Nair, Member, BMA. The programme was coordinated and vote of thanks was given by Ms. Sumana Chatterjee, Chairperson, Women's Life Enrichment Committee, BMA.

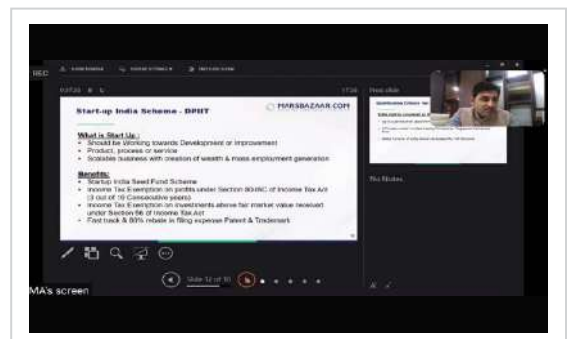


Dr. Pragya Purohit addressing

## Bharuch District Management Association

### MSME Forum

BDMA organised the 7th MSME forum meet on 2nd December on the topic 'Alternate funding options for MSME and Start-ups'. The guest speaker CA Vishal Kurkarni from MarsBazaar.com discussed various topics like new provisions of PMEGP loans, concessions, provided for loans by SIDBI, various subsidies available under Gujarat Industrial Policy 2020 for MSME, large corporates, tax incentives for Start-Ups. Around 21 participants attended physically, and 15 attendees participated via Zoom.



7th MSME Forum Meet

**MDP**

BDMA organised a two-day training programme on the topic 'Train the Trainer' on 7th and 8th December. Mr. P. V. Khubalkar and Ms Aruna from ISTD Vadodara were the expert facilitators for the programme. The focus was to train various executives on how to provide training at workplace. 9 participants attended the two-day training programme.



*The team of MDP on 'Train the Trainer'*



*MDP on 'Export strategy: Market selection and finding foreign buyers'*

BDMA joined hands with AMA and Industries Commissionerate, GoG for MDP on 10th December on 'Export strategy: Market selection and finding Foreign buyers'. Mr. Ankit Majmudar was the facilitator, who explained in detail about various strategies for the exporters. It was attended by around 24 participants.

**8th MSME Forum**

BDMA in collaboration with AMA and Industries Commissionerate, GoG organised 8th MSME Forum meet on 9th December on the topic 'Role of Export in Atma Nirbhar Bharat' with the expert guest speaker Mr. Ankit Majmudar, Export-Import Consultant from Ahmedabad. The session was conducted for creating awareness for Start-Ups on how to run a business in small-scale unit. Around 16 attendees witnessed the session.



*Mr. Ankit Majmudar during the 8th MSME Forum Meet*



*Advocate Manish Jain from L&S Attorneys at Finance and Taxation Forum Meet*

**Finance and Taxation Forum**

BDMA's Finance and Taxation forum organised an online session on 17th December on 'Warehousing scheme- New IGCR rules – DESH bill – Litigation under rule 96 (10) strategies –ROADTEP and other recent decisions under customs'. The guest speaker was Advocate Manish Jain from L&S Attorneys, Ahmedabad who highlighted various points about several rules introduced in recent times under customs. Around 45 participants took part in this forum meet.

**26th CSR Forum**

BDMA conducted its 26th CSR Forum Meet on 20th December on the topic 'Journey of Arch' by Ms. Sonkee Shah, Founder and CEO of Arch development foundation. She interacted with various officials from CSR background on how to provide and implement solutions to companies and foundations through CSR initiatives. Around 10 people attended this meet in physical mode and 29 attendees participated through online mode.



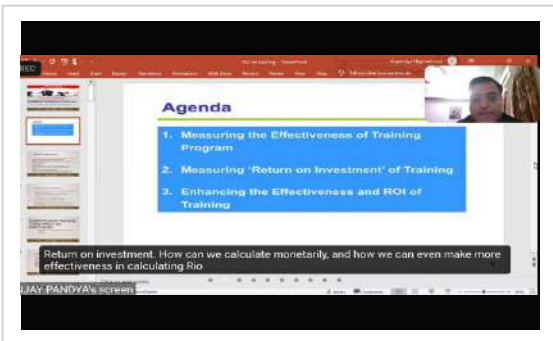
*Ms. Sonkee Shah at 26th CSR Forum Meet*



*Artists performing at Art and Culture Forum Meet*

**Art and Culture Forum**

An Art and Culture forum of BDMA organised a session on 24th December on 'Our Language, Our Culture –Our Mahefil'. The meet was organised to bring people from various backgrounds together and spend a lighter time. Well-known singers from Gujarati community like Mr. Dipak Dasadiya and Ms. Sangita Sheth were the lead singers. The session received great response and around 30 people participated in the event.



*Dr. Sanjay Pandya at 72nd HR Forum Meet*

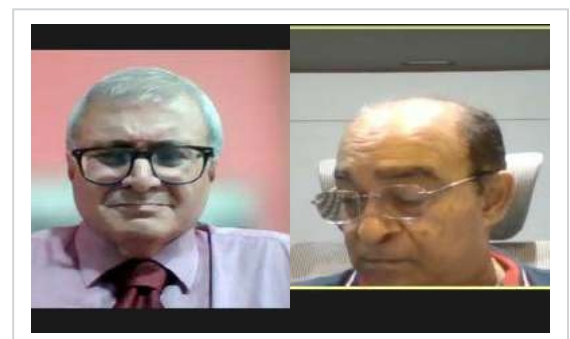
**72nd HR Forum**

BDMA organised it's 72nd Forum Meet of HR on 29th December on the topic 'ROI on training' by Dr. Sanjay Pandya, Management Consultant, the Motivator. He discussed how training can help employees achieve success at workplace which also leads to promotions, incentives and recognition. The webinar was well received by the 55 participants.

**Bombay Management Association**

**Webinar**

BMA conducted Friday Fundamentals on 2nd December through an online session with CA Ramyar Balsara on 'Personal Finance'. Mr Balsara engaged with the audience through his insightful presentation and shared his perspective on personal taxation, investments, and interest. The participants gave excellent feedback about the incredibly informative and interesting session.



*Speaker, CA Ramyar Balsara along with Mr. Rajesh Sharma, President BMA*

BMA organised a session on the 9th of December with Dr. RKS Mangesh Dash, who shared insights on Mental Health, Power of Restructuring Thoughts and Unlimiting Personal Limitations. During the programme, the participants were able to create their own strategies for guaranteed success and were overly happy with the session on NLP.



*Speaker, Dr. RKS Mangesh Dash with Mr. Rajesh Sharma, President of BMA*



*Mr. Pradeep Gogte during the Q/A session along with Mr. Vishnu Kanhere, EC Member*

BMA organised a programme 'Recruitment re-visited' on 16th December where the following concepts were discussed – the importance of employer branding and reputation management, defining focus on aptitudes, skills and knowledge, searching for the right candidates, asking the right questions, problems of wrong selections – frustration due to wasted cost, time and effort. Several professionals from various organisations participated in this exclusive programme.

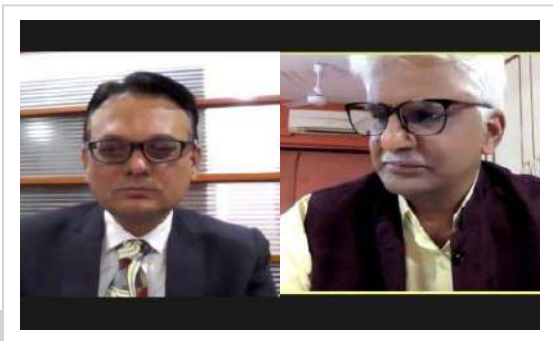
**Leader NXT inauguration 2022**

BMA organised a webinar on 17th December on the topic 'Start-up mindset' by Mr. Amey Mashelkar, Head Jio Next Gen, as a part of the LeaderNXT series. Mr. Mashelkar showcased his presentation, and everyone was impressed by the kind of knowledge, tools, techniques and skills he used in his presentation. All the participants thanked BMA for providing this unique opportunity.



*Speaker, Mr. Amey Mashelkar addressing the participants*

BMA conducted Friday Fundamentals on 23rd December and invited luminary speaker, Mr. Hitesh Shukla for the session titled 'Family Business Governance for Sustainability'. Mr. Hitesh Shukla shared his views and insights on making participants understand the word itself plus the spectrum that includes building an enterprising family and a thriving family business across generations. Participants learned family governance, which facilitates business continuity, family unity, and commitment. The participants gave excellent feedback about the incredibly informative and interesting session.



*Mr. Hitesh Shukla with Mr. Kiran Yadav, Vice President of BMA*

## Calcutta Management Association

### Management Specials

CMA in collaboration with Calcutta Media Institute and Chandigarh Management Association organised Management Specials by Dr Kavitha Ranganathan, faculty, Information Systems, IIM Ahmedabad, who spoke on 'Data Visualization for Effective Communication' on 10th December. This was one of the attempts of CMA to seek avenues to attract specialised audience for future relevant events. The event was a great success with a large number of participants attending it.



Session in progress



Book launch of Dr Ashok S Ganguly

### Book Launch

On 13th December, CMA in collaboration with The Telegraph and The Bengal Club launched Dr Ashok S Ganguly's book, 'Afterness-Home and Away'. Dr Ganguly in conversation with another well-known corporate leader, Mr. Aniruddha Lahiri spoke about a few major incidences which he has referred to in his book and also answered questions by the audience.

### Meeting

On 16th December, CMA's representatives met the team from College of Defence Management, Secunderabad. The main agenda of the meeting was sharing of ideas and knowledge. Both agreed and showed interest in organising a few mutually relevant and contemporary events in the near future.



Meeting in progress



CMA December Quiz

### CMA Quiz

CMA organised its Quiz on 17th December and received a good number of participants at the event. The three winners were given cash prizes and a lucky winner amongst the participants received an exciting gift from CMA.



**Workshop**

In a first of its kind workshop organised for MSMEs, CMA collaborated with the Department of MSMEs, Government of India on 23rd December to spread the information of ZED registration amongst the MSMEs around Kolkata. Dr Arijit Banerjee, Founder, Artemis Foundation moderated the session. The session received support and encouragement from the MSME sector with many small entrepreneurs participating in the session.



*Workshop in progress*

**Chandigarh Management Association**

CMA President Mr. Gursimran S Oberoi and General Secretary Mr. Abhishek Gupta called on Honourable MP UT Chandigarh Ms. Kirron Kher at her Chandigarh Office. They discussed the activities and initiatives of CMA during the year, and the MP was happy to learn about the diverse themes taken up by the association this year. She also assured a representation of CMA in the Chandigarh's think tank to drive the management theme especially for the smart city initiative.



*President and General Secretary CMA with Ms. Kirron Kher, MP Chandigarh*

**Panel Discussion**

Chandigarh Management Association organised a panel discussion on 'Emotional and Mental Challenges' at CII Auditorium, where experts interacted with the members and shared their views and tips to overcome the negative state of mind, both for parents and children. Panelist, Dr. Mahesh Hiranandani, Head Paediatrics at Cloud-9 Hospital Chandigarh emphasised on the need to ensure preventive personal and public health especially among children as Covid is not yet completely eradicated and may bounce back. While deliberating on the subject, Panelist, Mrs. Shilpi Sood Gill, Principal, St. Kabir School, emphasised on strengthening the bond of emotional and mental health between parents and teachers to curb the threatening environment being created for children. Dr Sukhtej Sahni, leading Psychiatrist at Cheema Medical Centre who was also the esteemed panelist, emphasised on the need to accept the changing environment and needs of children and the situation and fear they have gone through along with everyone during Covid. The session was moderated by Life Skills Coach Ms. Manjula Slaria and was attended by over 70 members.



*Panel discussion in progress*

**Webinar**

A webinar was held by Mr. Sanjiv Jaggi, Life Member CMA and Sr. Manager Operations with Chandigarh University. He asserted the importance of global peace and called it the most important social responsibility for corporates. The thought-provoking session was attended by CMA President Mr. Gursimran S Oberoi; General Secretary Mr. Abhishek Gupta and also 30 other members. Treasurer Mr. Sukhwinder Bhatia; Joint Secretary Dr Navjot Kaur; Dr Jatinderpal Sehdev; GS Thukral and Mr. Sukhwinder Singh Uppal were present from the Executive Committee of CMA.



*Speaker, Mr Sanjiv Jaggi*

President and General Secretary Chandigarh Management Association who are also closely associated with ASSOCHAM were invited by his excellency the Governor of Punjab and also the Administrator of UT Chandigarh to the historic project agreement signoff. Achieving the final and much awaited milestone of the ambitious 24x7 pan city water supply project, the Municipal Corporation Chandigarh signed the historic project agreement with the French Financial institution, Agence Française de Développement (AFD) with the support of the European Union at Punjab Raj Bhawan, Chandigarh. The agreement was signed by Ms. Anindita Mitra, IAS, Municipal Commissioner, Chandigarh on behalf of Municipal Corporation Chandigarh and Mr. Bruno Bosle, Country Director for India of the Agence Francaise de Developpement (AFD), in the presence of Sh. Banwarilal Purohit, Governor, Punjab and Administrator, Chandigarh, H.E. Ugo Astuto, Ambassador of the European Union in India Smt. Sarbjit Kaur, Mayor, Chandigarh, and other dignitaries including representatives of key associations in Chandigarh.



*The agreement signoff in the presence of his excellency the Governor of Punjab and H.E. Ugo Astuto, Ambassador of the European Union in India, and others*

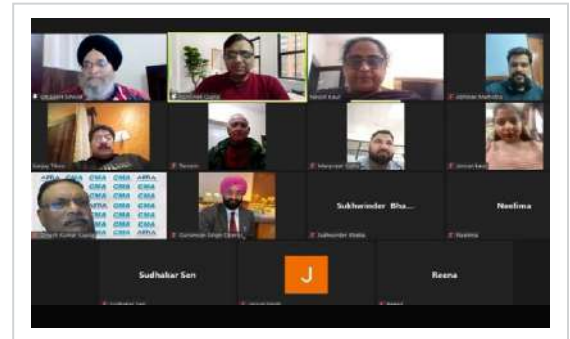
**Study tour for College of Defence Management Batch of 2022**

College of Defence Management, Secunderabad visited CSIR-CSIO Chandigarh as a study tour organised by CMA. The delegation from College of Defence Management Secunderabad was delighted to know the unprecedented achievements of CMA during 2022-23 which were presented by CMA General Secretary Mr. Abhishek Gupta. The knowledge sharing event was attended by CSIO Principal Scientists Dr. Dinesh Pankaj; Dr. S.S. Soni and Dr. Harry Garg and CMA Executive Committee Members.



*Defence Management Batch, CSIO Leadership and CMA EC 2022-23*

CMA invited Dr. Labh Singh, a retired Indian Telecom Services Officer and former Advisor (ex officio Additional Secretary GOI) Ministry of Telecom. The informative and engaging presentation was attended by the CMA executive members including Mr. Rajnish Mittal, Vice President; Dr. Navjot Kaur, Joint Secretary and Sukhwinder Bhatia, the Treasurer amongst others.



Web-talk in progress



Felicitating the CMQ Winner Mr Nishant K Srivastava

### CMA Management Quiz

The CMQ for the month of November was on 'Process Management', and it saw an overwhelming response from the members. The three CMA members to get highest correct responses were declared as Winners, namely, Mr. SB Khullar; Mr. Nishant Shrivastava and Gursharan Bedi. Winners were felicitated by the Executive Committee. CMA also introduced a Caption Contest in December 2022 which is also receiving good response from the members and their families.

### CMA e-Newsletter for November 2022

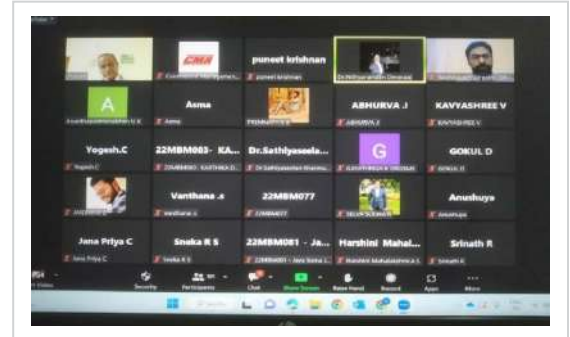
The Executive Council of CMA together with the distinguished speakers and panelists released the November issue of CMA e-Newsletter.



Releasing of e-Newsletter by EC members and panelists



CMA organised a session on 26th December on 'Leveraging Relevant Value' with Mr Raman Devaprasad, Director and CEO of Cucent Consultants Pvt Ltd. In his talk, he highlighted the relevance of customer centricity and said that any organisation that focuses on this will never fail. Valuable insights from Dr. Sadhasivam; Mr. Puneet Krishnan, and Past President Mr. Ananthapadmanabhan made the session interesting, and elicited further knowledge from the speaker.



Participants attending the session



CMA VP Dr. Nithyanandan Devaraaj; Secretary Dr. N. Raveendran and Treasurer, Mr. Krishnakumar, with the team from CDM

**Interaction with College of Defence Management**

On 12th December, the office bearers of CMA hosted the annual meet and interaction with the faculty and participants from the College of Defence Management, Secunderabad. The team from CDM shared what they had observed in their visits to some of the major industries in Coimbatore. Dr. Nithyanandan explained about the entrepreneurial spirit of the city and the cooperation and focus that keeps the industries progress at such a fast pace. Secretary, Dr Raveendran, and Treasurer Mr.

Krishnakumar shared how the organisations were kept afloat during the pandemic, and how they bounced back with better resilience. Capt. K.G. Manoj expressed his gratitude and also lamented the fact that two days were not enough to visit all the major industries in Coimbatore.

**Industrial Visit**

CMA organised the 5th Industrial visit for the MC members and the faculty from Students Chapter Institutions at M/S. Repose Mattress Pvt Ltd, Coimbatore on 8th December. A 15-member delegation benefitted from visiting one of the leading organisations in the field of manufacturing mattresses and pillows. The delegates were taken on factory tour where they witnessed a stringent quality measures and modern production management practices.



Industrial visit at M/S. Repose Mattress Pvt Ltd

**Seminar**

CMA organised a seminar on 28th December on 'GST and Departmental Audit' to facilitate better understanding of the concepts and to better grasp the implications on businesses and organisations. CA Paul Thangam, a veteran Chartered Accountant and a renowned expert on GST and the erstwhile VAT, was the speaker for the programme. CMA, VP CA K. Ravi, the event facilitator, welcomed and introduced the speaker. Treasurer, Mr. Krishnakumar shared his insights on the subject and appreciated the knowledge and the proficiency of

the speaker. Secretary Dr. Raveendran, in his vote of thanks, expressed gratitude to Mr Paul Thangam for sharing the secrets of his trade and making the session quite interesting for the participants. He also thanked VP, CA K Ravi for organising the seminar, and all the office bearers present. The seminar was successful and lauded by the participants.



*GST expert, CA Paul Thangam, with VP Shri. K. Ravi, Secretary Dr. N. Raveendran and Treasurer Shri Krishnakumar*

## Delhi Management Association

Delhi Management Association and Thomas Assessments Pvt Ltd conducted the 11th National HR Conclave themed, 'VUCA to BANI - The Great Reset' and the 5th DMA- Thomas International awards for excellence in talent management on 14th December. Dr Yogesh Misra, President DMA and Vice President Thomas Assessments Ltd stated that from a world where we used to say the only constant is change, we have moved to a world where the only constant is disruption.



*DMA Management Committee with all the awards winners of 5th DMA- Thomas International awards for excellence in talent management*

The conclave focused on Implementing innovative recruitment and other HR practices using technology. The deliberations had four sessions where senior professionals like Mr. A Sundara Rajan, M.D, Thomas Assessments; Mr. Jatin Mahajan, MD, J Mitra and Co; Mr. Porus Arora, President, Enoki Hospitality; Ms. Neha Tiwary, CEO, Kore Security Services; Mr. Paras Mishra, CEO, Gen Z Solutions; Mr. Ashish Srivastava, Head HR, Relaxo Footwears Ltd; Mr. Hameed Jung, Head L&D, DCM Shriram Ltd; Mr. Manoj Kumar, Head HR, Indiannica; Mr. Varun Wadhera, Director HR, Aristrocat; Ms. Kavita Dasan, Vice President - People Practices, ABP Network; Mr. Mukul Mathur, Head HR, CJ Darcl Logistics Ltd.; Ms. Tanvi Madan, Director - L&D at NoBroker.com and Mr. Saurabh Jain, Founder- Benepik Technologies enthralled the audience with their take on the new paradigm. Out of the final 104 shortlisted companies the winners included HDFC Life, Global Logic, NTPC Tanda, Mankind Pharma, Celebi India Ground Handling and Cargo, Hero Realty Pvt Ltd, NoBroker Technologies, Kusum Healthcare Pvt Ltd, Jindal Steel & Power, Sandhar Technologies Ltd, Haier, Reach to Teach, The New Shop and Haldor Topsoe. Mr. Prem Singh, President HR, JK Organisation received an individual award for his excellence in contribution to the field of HR.

## Faridabad Management Association

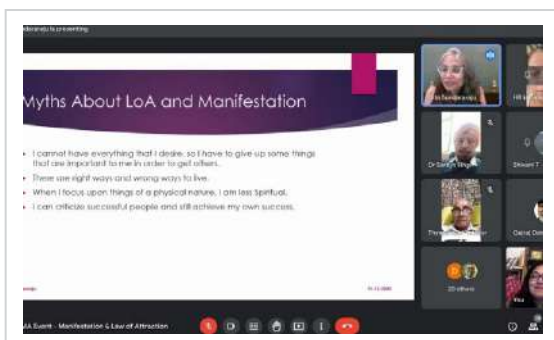
Faridabad Management Association in partnership with Emkay Wealth Management and DLF Industries Association, Faridabad organised a Conference on 3rd December on 'Will Writing and Succession Planning'. Since Faridabad is a manufacturing hub, there was a brief session on 'India's Manufacturing Sector' as well. The session started with a welcome address by President, FMA Ms. Saloni Kaul and Mr. JP Malhotra, President, DLF Industries Association. Mr. Vikram Sethi, Partner, Emkay Wealth Management introduced the speakers for the session. The first presentation was given by Mr. Vikram Chhokar, Zonal Head North, Emkay Wealth Management, who spoke at length about the revival of the manufacturing sector post Covid and innovation that has taken place to drive the growth of the sector. The next speaker Ms. Namita Aggarwal, AVP, Succession Planning with Emkay spoke on 'Will Writing and Succession Planning'. The event was attended by industrialists, academia and consulting firms. Mr. Vijay Raghavan, General Secretary, DLF Industries Association and Ms. Charu Smita Malhotra, General Secretary also attended and gave their concluding comments. Finally, a vote of thanks was proposed by Mr. V. Thyagarajan, Executive Director, FMA.



(L to R) - Ms. Saloni Kaul, President, FMA; Mr. JP Malhotra, President, DLF Industries Association, Faridabad; Mr. Vijay Raghavan, General Secretary, DLF Industries Association, Faridabad and Mr. V. Thyagarajan, Executive Director, FMA.



(L to R)- Ms. Namita Aggarwal, AVP Succession Planning, EMKAY Wealth Management; Ms. Saloni Kaul, President, FMA; Mr. V. Thyagarajan, Executive Director, FMA and Ms. Charu Smita Malhotra, General Secretary, FMA



Session on 'Manifestation and Law of Attraction' in progress

FMA conducted a virtual session on 'Manifestation and Law of Attraction' on 15th December. The Guest of Honour and the distinguished speaker was Ms. Nita Sundararaju, Manifestation and LOA Coach. The webinar started with a welcome address by Ms. Saloni Kaul, President, FMA. Ms. Sundararaju explained why the Law of attraction is important. Mr. V. Thyagarajan, Executive Director, FMA gave the concluding remarks, and the vote of thanks was given by Ms. Saloni, President, FMA. It was attended by working executives from industry.

## Ghaziabad Management Association

### Training

Ghaziabad Management Association organised a half day programme on 10th December on 'Breaking success Delusions for Greater Success' at Shriram Pistons and Rings Ltd. The facilitator was Ms. Deepti Batra, Founder and Director SharpKNOLL assisted by Ms. Ritu Tiwari, Assistant Vice President (OD), NetAmbit. The programme was based on the book written by Dr. Marshal Goldsmith, world's leading leadership coach on how to change for the better through 7-step process suggested by him and making these changes permanent. It was attended by 38 participants, and they found it very useful.



President GMA giving the inaugural address

### MDP

GMA and IMS Ghaziabad organised a one-day MDP on 17th December on 'Smart Logistics and Supply Chain Management'. The programme was delivered by Mr. Neeraj Singh, Principal, DuPont Sustainable Solutions. It was attended by more than 30 participants from corporate, academics and students.



MDP on 'Smart Logistics and Supply Chain Management'

### Business Quiz Competition

GMA organised a Business Quiz Competition, STUGMA Chapter in collaboration with Ajay Kumar Garg Institute of Management on 20th December. Around 73 students participated in 28 teams from 7 GMA member Institutes. The team from IMS, Lal Quan was the winner and team from RKGIT was the Runners up. The participants were awarded certificates and trophies for the winner and runners up teams. The jury members were Mr. S K Verma and Mr. Rahul Agarwal, Executive committee members of GMA.



Winning and the Runners up teams

### Industry Visit

GMA organised an industry visit to Kasuya GPP Auto Products Ltd. on 21st December. It was attended by 16 participants from different industries, institutes who represented SPRL, MGTL, IPEM, IMS, ITC, AKGEC and independent consultants. The participants were first introduced to the company and its processes through a presentation and thereafter, were taken around the factory to see the actual operations. A meaningful interaction seeking clarification on functioning of various departments was held.



Explaining the processes during the visit.





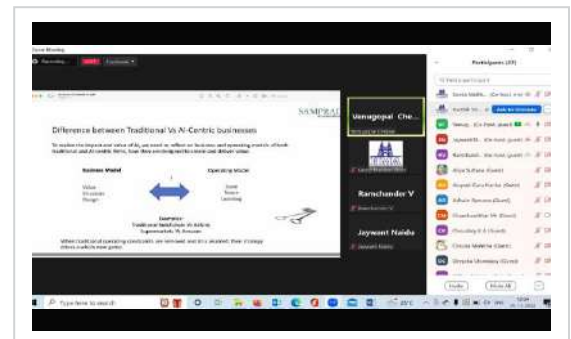
*Felicitating the distinguished speaker*

On 24th December, the IT forum of GMA organised a session on 'IT security challenges for Corporates and Institutions in Cyber world' with a motive to bring all IT professionals on a platform to network and discuss the latest developments/challenges faced by them in the IT domain. The experts for the session were Mr. Umesh Kumar, DGM IT Cyber security SME – GPI, and Mr. Mohd. Irfan, DGM IT – GPI. The session was attended by around 35 to 40 participants who comprised, mainly the IT domain practitioners in the member industries and Institutes.

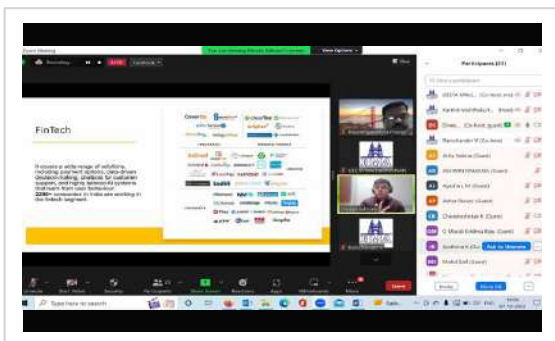
## Hyderabad Management Association

### Lecture Meeting

Hyderabad Management Association organised a lecture on 3rd December on the topic 'Approaching Netzero- How to get the best benefits from Energy Efficiency?' with Mr. Milind Chittawar, CEO, SEE-Tech Solutions, Leading ESCO in India who explained how to strategically utilise energy efficiency while approaching Netzero. He also touched upon on how to achieve Net Zero Energy in Domestic Households.



*Presentation by Mr Milind Chittawar*



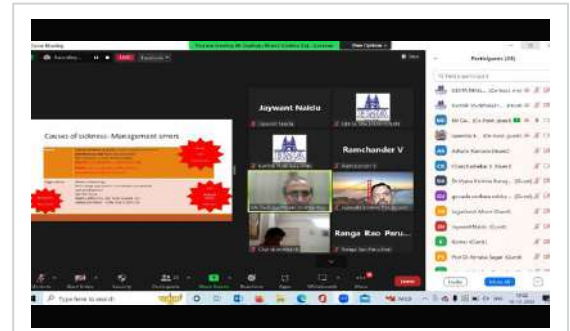
*Mr Dinesh Sabnani presenting a slide on FinTech*

### MSME

HMA organised a talk with Mr. Dinesh Sabnani, Senior Project Manager, Microsoft on 7th December on the topic 'IT Industry Journey in India and it's NextGen Opportunities'. He shared that India is at the centre of global attention and is regarded as a knowledge capital, and the 21st century is predicted to be information technology driven. The IT industry covers IT services, IT-enabled services (ITES), e-commerce (online business), Software and Hardware products. Any corporation

that wants to boost productivity, make conducting business easier, and expand effectively and affordably in this cutthroat world needs IT-based services.

HMA organised a session with Mr. Gadiraju Murali Krishna Raju, Advocate, Law Advisory, Resolution Professional on the topic 'Stressed Industrial Units – Rehabilitation and Revival Challenges' on 19th December. He shared that Industrial Unit faces stress during its lifetime, which if not addressed would lead to sickness. Chronic sickness requires rehabilitation or revival measures. When this fails, the unit has to be wound up causing loss to the stakeholders. Management must strive to prevent sickness by tracking early warning indicators, having good governance and risk management systems, checks and balances of shareholders etc. In his presentation, he examined the above in detail with case examples.



Mr Gadiraju Murali Krishna Raju sharing his presentation

**MDP**

HMA organised an MDP on 19th December with Mr. V. Viswanathan - Corporate Trainer, Consultant and Author on the topic 'Interpersonal and Leadership Skills through Coloured Brain Concept'. It was a wonderful learning session where he summarised the learnings as there are 4 types of personalities Green, Purple, Red and Blue on the basis of the brain ability to perceive, think, process, feel and act.



Mr V. Viswanatham is sharing his presentation

**Outreach programme**

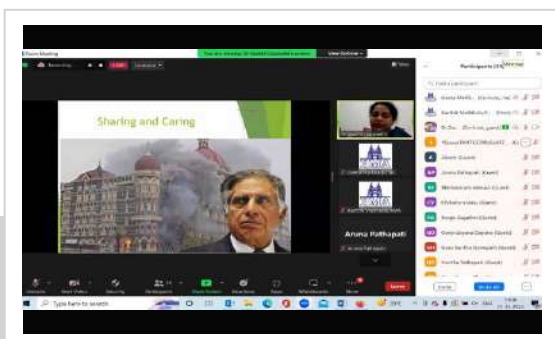
On 12th December, as part of the Higher Defence Management Course - Management Education Tour (Hyderabad), Senior officers from the Army, Airforce, and Navy visited HMA which was undertaken as Forward Area Tour, a Management Education Tour of private/ public sector establishments and a Foreign Tour as part of the course curriculum. It was led by two directing staff Gp Capt Narayanan and Gp Capt Harinath. The President of HMA Mr Ramchander, gave a presentation of the 58-year-old association and how it evolved over the years.



CDM senior officers along with HMA MC members and secretariat

**SDP**

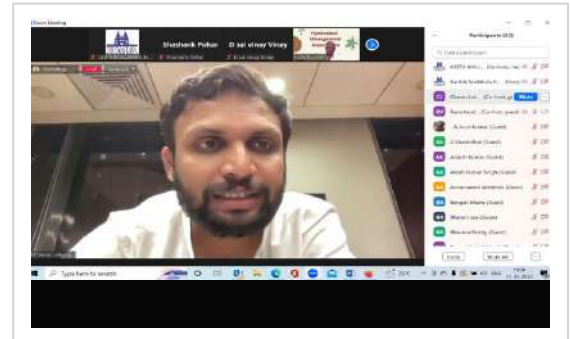
On 1st December, Ms. Nidhi Agarwal, Freelance Trainer took a session on the topic 'Getting Ready for Corporate' at Malla Reddy Engineering College, Hyderabad. She shared the real-life experiences from her career and stated that self-assessment, ownership, seeking self-help and mentoring are some of the ways one can achieve one's career goals.



Dr Swathi Gajanethi sharing her presentation

HMA organised a programme on 1st December with Dr Swathi Gajanethi, Dean, Ashoka Business School who brought out the different leadership skills and styles taking live examples of leaders through her interactive session with the students. She made it very interesting and informative which could be easily absorbed and recalled by all the students.

On 1st December, Sri Charan Lakkaraju, Founder, CEO, StuMagz explained to the students his journey of Entrepreneurship and how innovation played a key role in his success as an entrepreneur. He also explained that an entrepreneur is a 24/7 job with no holidays and no salary. He spoke about his own entrepreneurial journey and the struggles that he faced.



Speaker, Sri Charan Lakkaraju

HMA organised a programme on 2nd December on 'Positive Psychology' with Dr Swathi Gajanethi who stated that if we want to achieve anything in life, the seed should first be sown in our brain. She gave many examples of how when we think of a person, we might receive a call from them, or they come to meet us.

On 3rd December, HMA organised a talk with Dr Chaya Devi who taught what are life-skills and discover how to become a valuable contributing member of society. She stated with examples in everyday life, the development of life skills which helps students to find new ways of thinking and problem solving.

HMA organised a session with Prof Renuka on 16th December who spoke about the seven interpersonal skills which are needed in the corporate world. She said that speech and language play a vital role since it undergoes a change besides body language. She also spoke about networking which is very important in today's world.

HMA conducted a session on 20th December with Mr. Karthikeya Kumar, Freelance Trainer on the topic 'Career opportunities in industry 4.0 and 5.0'. He stated that one should be always hone ones' skill by upskilling as well as try to be innovative in your day-to-day life so that all that you learnt can be put to use. He gave his own example of how he has invented small things which makes life easy for him.



Session on 'Career opportunities in industry 4.0 and 5.0'



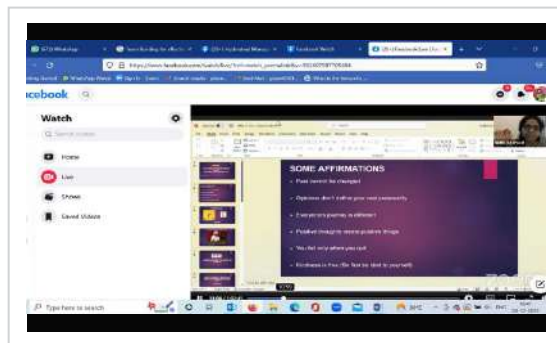
Speaker, Mr Rajesh Pershad sharing his presentation

HMA organised a talk with Mr Rajesh Pershad, Senior Professor, Ashoka Business School on 20th December who explained the character traits of each of the alphabets, giving examples and how attitude towards work and others ensures that you stay in the job. He also stated why one should hone skills and how to develop attitude, which is positive and other personality traits like faith, perception etc.

HMA organised a webinar on 21st December with Dr Swathi Gajanethi, Dean, Ashoka Business School on the topic 'Team Building for Effective Management' who brought home the fact why it was important for team building in wherever we work or have to build a team to ensure that work goes on smoothly. The interactive session was well received by all and was appreciated as she had many case studies which made the students understand better.



Session in progress



Ms Nidhi Agarwal giving her presentation

HMA conducted a programme with Ms Nidhi Agarwal on 27th December who stated that at this crucial juncture of the career, it is very important that students recognise the importance of the curriculum, assess their strengths and areas of development and design their career paths. She shared the real-life experiences from her career where self-assessment, ownership, seeking self-help and mentoring were some of the ways one can achieve one's career goals.

### Industry Readiness Programme

HMA conducted a session on 22nd December on 'Reading and writing skills' with Ms. Jayanthi Sivakumar – Head of Learning for English Coach Services. She very aptly put forward to the students the importance of reading and understanding what is read. She also highlighted the various types of reading like scanning, skimming, intensive reading, extensive reading, proof-reading and loud reading. The students were explained about the methods or approaches for drafting written documents which enhance the visual appeal like FLAT (Formatting, Layout, Artefacts Tone) approach and HABiTS (Headings, Artefacts, Bold Italics, Typeface, Spaces) approach.



Speaker, Mr Santhosh Raj sharing his presentation

HMA organised a talk on 28th December with Mr Santhosh Raj, Head of Technical Centre, ALPLA Group Hyderabad who touched on the topics 'What is packaging? Why it is important, Types of packaging – Primary, Secondary, Tertiary/Transit, Ancillary, Forms of packaging – Rigid, Flexible, Packaging based on materials – Plastic, Wooden, Paper, Aluminium and Tin. He said that packaging is the science, art and technology of enclosing or protecting products for distribution, storage, sale, and use.

## Indore Management Association

### IMA Open Forum

Indore Management Association organised an Open forum session on 3rd December on the topic 'Transform or Perish: Automate your business for immediate Growth'. The facilitator for the session was Mr. Sanjeev Jain, Founder, CEO, IT Box, New Delhi.



Mr. Sanjeev Jain along with the participants



The chief guests receiving a memento

### Student Chapter COE

IMA Student Chapter organised the opening session of the Management Festival 'Synergy' on 7th December at Shri Vaishnav Institute of Management in Indore. The chief guests were Mr. Rahul Patidar, HR Head of Avantika Gas, and Mr. Rakesh Jain Prakhar, Business Mentor and Coach.

IMA Student Chapter organised a Centre of Excellence session on 21st December for the students of IPS Academy Institute of Business Management and Research on the topic 'Entrepreneurship way to live' with speaker Ms. Ruzan Khambatta, Founder at Wajra O' Force Empowerment Foundation Ahmedabad, Gujarat.



Ms. Ruzan Khambatta addressing the participants



Lighting of the lamp

### 22nd Quest for Leaders Competition

IMA organised 22nd Quest for Leaders Competition on 15th December at Daly College Business School on IMA's Conclave theme 'Reinvent, Evolve and Lead'. The Chief Guest for the competition was Ms. Vinita Rathi, CEO Systango, Indore. The Judges for the competition were Capt. Jaison Thomas, CEO of Genius Temple Indore; Mr. Binod Kumar, the Founder of SoftGetix Inc, Indore and Mr. Himanshu Chaturvedi, Founder and Director of Motiongility, Indore.

### 26th Young Managers Competition

IMA organised 26th Young Managers Competition on 16th December at Daly College Business School on IMA's conclave theme 'Reinvent, Evolve and Lead'. The Chief Guest for the competition was Dr. Sanjeev Khanna, COO of Patanjali Foods Ltd., Indore. The Judges for the competition were Mr. Sushil Dubey, EC member IMA, Ms. Trishla Jain, Director HR, Eagle Seeds and Biotech Ltd, Indore.



The chief guest along with the participants



Ms. Ruzan Khambatta receiving a memento

### Exclusive Session

IMA organised a motivational talk on 21st December on the topic 'An Art of Overcoming Challenges' at NICT Technologies Pvt. Ltd., Indore. The facilitator for the session was Ms. Ruzan Khambatta, Founder at Wajra O' Force Empowerment Foundation Ahmedabad, Gujarat.

### IMA Center of Excellence

IMA Center of Excellence organised an exclusive session on 23rd December on the topic 'Powerful Maxims for Conscious Thinking' by CA Ishani Maheshwari, founder of 'ENLIGHT' Group, Training and Business Consultant.



CA Ishani Maheshwari addressing the session

## Jamshedpur Management Association

### Workshop

Jamshedpur Management Association organised a half day workshop on New Labour Law Codes 2020 and its Impact on Industry on 9th December. Mr. Rajesh Prasad, Deputy Labour Commissioner and Additional Registrar – Trade Union, Department of Labour, Employment, Training and Skill Development, Government of Jharkhand was the expert at the workshop. Mr. Prasad gave a brief presentation on the proposed changes with respect to Jharkhand on Wage Code,



Workshop in labour law with District Labour Commissioner, Mr. Rajesh Prasad

Industrial Relations Code and social security codes. The discussion was attended by 22 HR/IR professionals from Tata Cummins; Tata Steel Long Products Ltd., The Timken Company and Tata Motors. Mr. Satish Agarwal, Director Corporate Relations JMA along with Ms. Asmita Salunkhe, Centrehead JMA and Mr. Vinay Kumar, Manager JMA conducted the programme.

**AIMA's 6th Young Manager's Simulation Championship**

AIMA organised its 6th Young Manager's Simulation Championship on 15th - 16th December virtually. Five teams from Tata Steel were nominated through JMA for this competition where they had an opportunity to undergo a training before the actual competition.

**AIMA Innovation Practitioner Case Study Contest**

AIMA organised its 11th Innovation Practitioners Case Study Contest and Summit that showcased innovation practitioners who undertook a challenge to excel in a volatile business environment through innovative methods. Four teams from Tata Steel participated through JMA in this prestigious competition.

**Valedictory Ceremony**

The graduating ceremony of a six-month certificate course in business analytics for working professionals was held on 17th December at ISI Kolkata. The course was conceptualised jointly by ISI (Indian Statistical Institute) and JMA (Jamshedpur Management Association). The graduating ceremony was attended by Ms. Sanghamitra Bandyopadhyay (Director, ISI) and Chanakya Chowdhary (VP, Corporate Services, Tata Steel and President, JMA). The programme was well received by the students from all over India and abroad. Other members present at the occasion including Mr. Amitabh Bhattacharjee (Honorary Secretary, JMA); Prof. Amitabh Bandhopadhyay; Prof. Nikhil Pal; Prof. Utpal Gorain; Mr. Malay Bhattacharjee from ISI And Mr. Satish Agarwal, a member of the managing team of JMA.



*Glimpses of the valedictory ceremony*

**Training**

JMA conducted a one-day training in analytical tools for three batches of Tata Steel Long Products. It was an exclusive programme designed for TSLP. 90 of their lower and middle level executives attended the training in three batches from 19th -21st December. Mr. GKK Singh of Asian Institute of Quality Management was the expert for the training.



*TSLP employees undergoing analytical tools training*



*Analytical tools training open batch*

JMA conducted an Open batch programme in analytical tools on 22nd December with Mr. GKK Singh of Asian Institute of Quality Management, the expert for the training. Ten participants from Cummins and Tinplate company of India Ltd. attended the training.



*Participants enjoying the activities during training*

JMA organised a one-day training in Design Thinking on 27th December with Mr. Uday Gharpure from Indore. 32 participants from Tata Steel Long Products and Tinplate Company of India Ltd. attended the training.



*Business Simulation Games participants*

**JMA-AIMA Business Simulation Games 2022**

JMA along with AIMA conducted the flagship programme 'Business Simulation Games 2022' on 19th December. Eight teams from Tata Steel, Tata Steel Long Products, Tata Steel Utilities and Infrastructure Services Ltd participated in this one-day programme. The winning teams were felicitated by Prof. Sunil Kumar Sarangi, XLRI Jamshedpur. Mr. Subhas Tyagi, Deputy Director, Centre for Management Development, AIMA conducted the event at Rusy Modi Centre for Excellence, Jamshedpur.

**Talk**

JMA organised a session on 'Art of Stress Management and Emotional Well Being' with Prajapita Brahma Kumaris under JMA Enriching Life talk Series on 22nd December. B.K. Piyush, motivational public speaker, spiritual guide and mentor was the expert speaker for the session. Addressing the gathering, BK Piyush stated facts related to stress and anxiety and how in today's time it is contributing to fatal diseases. The speaker disclosed many secrets to lead a stress-free life and exercises to practice emotional well-being. The session was attended by more than 80 participants of Jamshedpur and was very well received by everyone. The programme was conducted by Ms. Asmita Salunkhe Centrehead, Jamshedpur Management Association at Russi Modi Centre for Excellence.



*BK Piyush addressing the gathering*



**Corporate Council meeting**

JMA organised its second Corporate Council meeting on 29th December. Different upcoming programmes of JMA were discussed and valuable feedback was received in the meeting. Representatives from Tata Steel, Tata Power, Tinsplate Company of India Ltd. Tata Steel Long Products Ltd. attended the meeting at United Club, Jamshedpur.



*Brainstorming during the Corporate Council meeting*

**Kerala Management Association**

**Book Review session**

Kerala Management Association organised a discussion and book review session on 6th December with the author on the book 'Afternoon' by Dr. Ashok S Ganguly, the former director of Reserve Bank, former chairman of Hindustan Unilever, Padma Vibhushan and Padma Bhushan awardee. KMA President Ms. L. Nirmala presided. BVB Kochi Chairman Mr. Venugopal C Govind, Federal Bank Ex-CMD Mr. K.P Padmakumar, Senior Journalist Mr. M.K Das and Hindustan Unilever Ex-Factory Manager Mr. V.R Nair led the discussion.

Kerala Management Association organised a session on 'Digital Personal Data Protection Bill'. In the KMA discussion, Risk Advisory Director Mr. K. Deepak was the moderator. KMA President Ms. L. Nirmala presided. Mr. Cyril Amarchand and Mangaldas Partner Mr. Anirban Mohapatra, South Indian Bank General Manager and CIO A. Soni. Rajesh Ramachandran, Head of Operations, BFS - AFACTCS attended the event. KMA Senior Vice President Mr. A. Balakrishnan welcomed and Vice President Mr. Bibu Punnooran proposed the vote of thanks.



*Dr. Ashok Ganguly during the session*

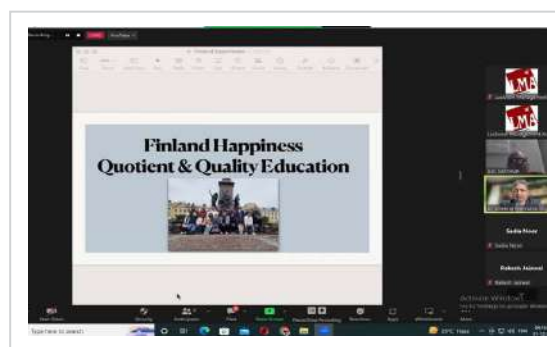


*(L-R) Ms. L. Nirmala; Mr. K. Deepak; Mr. Anirban Mohapatra; Mr. A. Soni and Mr. Rajesh Ramachandran at the discussion*

## Lucknow Management Association

### Webinar

Lucknow Management Association in collaboration with Kunwar Global School organised a webinar on 'Teach Like Finland: The Quality Way' on 1st December and 'Digital Body Language' on 2nd December by Dr. Dheeraj Mehrotra, Author, and National Awardee. Dr. Dheeraj Mehrotra shared his views how we as educators encapsulate the quality derivatives and the secrets of quality teaching and learning as per the Finland education system highlighted as the number one in quality teaching practices globally. The sessions were attended by students from different schools and colleges.



Dr. Dheeraj Mehrotra presenting the presentation



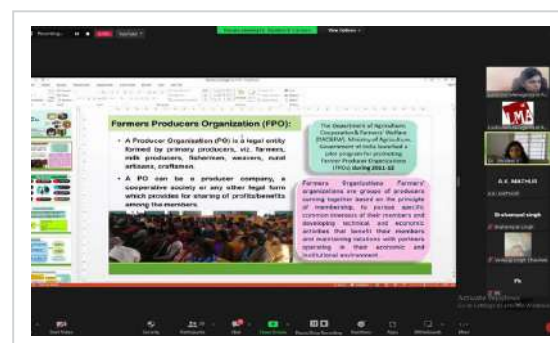
(L-R) Mr. A.K. Mathur, Dr. Siddharth Singh and Dr. Rohit Jain

### Health Talk

Lucknow Management Association in collaboration with Regency Hospital, Rotary Club and Lion Club organised a health talk on 2nd December on 'Common Urinary Problems and Joint Disorders'. Dr. Siddharth Singh Senior Consultant-Urology discussed the symptoms and treatment of this disease and Dr. Rohit Jain Consultant-Orthopedics discussed the type and surgery of joint pains. Mr. A.K. Mathur, Vice President welcomed and introduced the speaker and proposed a formal vote of thanks at the end of the session.

### Online MDP

LMA organised an online MDP on 'Developing Agripreneurship in Farmer Producing Companies to increase Farmers Income' on 6th December with speaker Dr Sridevi, National Institute of Agricultural Extension Management Hyderabad. Mr. A. K. Mathur, Vice President welcomed and introduced the speaker and proposed a formal vote of thanks on the occasion. More than 45 FPOs from different districts were present in the online session.



Dr Sridevi presenting her presentation

**Talk**

Young Managers Forum of LMA in association with Navyug Kanya Mahavidyalaya, organised a talk on the Indian Taxation System on 7th December with CA Devesh Agarwal, a Chartered Accountant. Around 200 students participated in the talk.



*Prof. Anurima Banerjee interacting with students*



*Mr. A.K. Mathur; Ms. Renu Chaudhary and LMA members during the visit*

**Study Visit**

LMA organised a visit for LMA members to Organic India, Lucknow on 9th December. The visit was led by Mr. Amit Rajendra Langde Factory Manager. Mr. A.K. Mathur, Vice President LMA; Ms. Renu Chaudhary, General Manager, LMA; Mr. Akhtar Jamil Ansari Member LMA; Mr. Tilak Kumar Manocha Member LMA, and other members were present on this visit.

**Interactive Session**

Young Managers Forum of Lucknow Management Association in association with the Faculty of Arts and Commerce of Avadh Girls P.G. College, organised an interactive session on Management Film Show: Management Lessons from Bollywood Movies on 10th December.



*CA Devesh Agarwal interacting with the students*



*Dr. Dheeraj Mehrotra addressing the session*

Lucknow Management Association in collaboration with Kunwar Global School Lucknow organised the Private School Principals Association meeting on 10th December. The interactive Knowledge session discussed how to overcome challenges by analysing the best and most cost-effective practices. Dr. Dheeraj Mehrotra, Vice President, PSPA; Mr. Rajendra Prasad President, PSPA; Dr. Rajesh Singh, Chairman Kunwar Global School; Dr. Alok Ranjan, former Chief Secretary Government Uttar Pradesh; Mr. Pravin Dwivedi, President of Awoke India, Dr. Mala Tandon, Amity University, Prof. Madhurima Pradhan, University of Lucknow were present during the session.

**Masterclass**

LMA in collaboration with Department of Business Management University of Lucknow organised a Masterclass for Startups on 13th December with Mr. Sudhanshu Rastogi, Venture Partner, U.P. Venture Catalysts Pvt. Ltd., and Mr. Ankush Arora MD, CEO and Founder Hashtag Bazar.com.



*Mr. A.K. Mathur at Lucknow University*



*(L-R) Dr. Heera Lal IAS, and Dr Charu Rawat*

LMA in collaboration with Amity University Lucknow organised a session for students with Dr. Heera Lal (IAS) on 14th December. Dr. Heera Lal discussed the concept of Model Gaon with students. Dr. Alpana Srivastava welcomed the Guest and Dr. Charu Rawat was the moderator.

**Outreach Workshop**

On 14th and 15th December, LMA with AWOKE India Foundation organised an outreach workshop on 'Workshop for Farmer Producer Organisation' in District Prayagraj. Several eminent speakers spoke on a variety of topics and included Mr. Pravin Kumar Dwivedi, Sr. Vice President LMA; Mr Ambrish Srivastav, Sacred River Management; Dr. Ajay Singh Chauhan from Sacred River Management and Mr. Bhanu Company Secretary, AWOKE India Foundation. More than 55 FPOs CEOs from Prayagraj Division and Varanasi Division were present in the workshop.



*Mr. Pravin Kumar Dwivedi during FPOs session*



*Ms. Renu Chaudhary and LMA members during the study visit*

LMA organised a visit for LMA members at Biotech Park, Lucknow on 15th December. Dr. Uma Shankar Srivastava, Principal Scientist, IITR, and Dr. Huma Mustafa was leading the visit. Ms. Renu Chaudhary, General Manager LMA; Mr. Fakhre Azam, Member LMA; Mr. Sandeep Saxena, Member LMA, and other members were present on the visit.

LMA organised an online MDP on 'Issues Relating to Organic Farming' for FPOs on 15th December with speaker Mr. Dattatry Sanjeev, Founder of Nisarga Native Farms Bangalore. Mr. Dattatry shared his views and experience during the presentation. Mr. A.K. Mathur, Vice President welcomed and introduced the speaker and proposed a formal vote of thanks on the occasion. More than 85 FPOs from different districts were present in the online session.



Mr. Dattatry Sanjeev sharing his presentation



Mr. A.K. Mathur present in the session

**Lecture**

LMA collaborated with SHERPA, Society for Himalayan Environment and Social Action and Department of Social Work, University of Lucknow and organised the 2nd T.N. Dhar Memorial lecture delivered by Padma Bhushan Shri Chandi Prasad Bhatt, well known Chipko Movement on 'Conservation of Himalyan Ecology- A Current Scenario' on 16th December. The event was organised at the initiative of Mr. G. Pattanaik IAS (Retd.) President SHERPA and past President LMA.

**Investors Meet**

LMA joined M.P. Tourism Board and FICCI to organise Madhya Pradesh Tourism Investors Meet on 16th December. The session was addressed by Mr. Sheo Shekhar Shukla (IAS), Principal Secretary, Tourism and Managing Director, Madhya Pradesh Tourism Board, Bhopal.



Mr. Sheo Shekhar Shukla, IAS addressing the session



Ms. Raj Smriti, Ms. Alka Pramod, Mr. Rajiv Pradhan present during book launch session

**Book Launch**

In Metaphor Lucknow Litfest 2022, Lucknow Management Association with FolkTales launched a Book '40 Lessons from The Ramayan' written by Ms. Raj Smriti and Ms. Alka Pramod on 18th December. Ms. Prachi Singh, DCP HQ was the Chief Guest, and Mr. Rajiv Pradhan Member of Core Group LMA was the mentor of the event.

**Educational Trip**

Young Manager Forum of LMA in collaboration with Department of Commerce of Navyug Kanya Mahavidyalaya organised an educational, industrial trip for its students to ICAR IISR (Indian Council of agricultural research - Indian Institute of sugarcane research) on 21st December. As a part of the learning activity, the students also visited the workshop managed by the engineering division of the Institute, where equipment used for cultivating and harvesting sugarcane is manufactured. The students were given a tour of the sugarcane fields situated in the Institute itself.



*Students of Navyug Kanya Mahavidyalaya during educational visit*

**Expo and Conclave 2022**

LMA joined hands with PHD Chamber, Government of Uttar Pradesh, and UP Angel Network and organized two-day Uttar Pradesh Retail Franchise and MSME/Startup Expo and Conclave 2022 on 22nd and 23rd December. The chief Guests were Shri Rakesh Sachan, Hon'ble Cabinet Minister MSME, Khadi and Village Industries, Sericulture Handloom and Textile Industries, Uttar Pradesh, and Shri A. K. Sharma, Hon'ble Cabinet Minister Urban Development, Overall Urban Development, Urban Employment, and Poverty Alleviation, Energy, Additional Sources of Energy, Uttar Pradesh. The Guest of honour was Shri



*Chief Guest and speakers present during Expo and Conclave*

Navneet Sehgal, IAS ACS, Department of Sports and Youth Welfare Government of Uttar Pradesh; Dr. Akhilesh Mishra, IAS Special Secretary, Department of Higher Education, Government of Uttar Pradesh and Shri Anjani Kumar Singh, IAS Director, State Agricultural Produce Markets Board, Government of Uttar Pradesh. Ms. Renu Chaudhary, General Manager LMA, and LMA members were present at the expo.

**Conference**

LMA joined hands with Uttar Pradesh New and Renewable Energy Development Agency (UPNEDA) and organised a conference on 'Investment Bazar Conference for Energy Efficiency' on 23rd December. In the inaugural session, Ms. Neelam, Secretary UPNED; Shri Ashok Kumar, Deputy Director General, Bureau of Energy Efficiency were present.



*Mr A.K. Mathur present during the Conference*



*Shri. Brajesh Pathak; Mr. Alok Ranjan, Mr. S.D. Sharma and Mr. A K Mathur addressing during the session*

### Online Annual Convention

LMA in collaboration with Jaipuria Institute of Management as an academic partner, organised an online Annual Convention on the theme 'Transformative Reform Interventions and Impact on Uttar Pradesh' on 28th -29th December. After the opening remarks by Mr. A K Mathur, Dr. Navneet Sehgal, IAS, Additional Chief Secretary Uttar Pradesh and President LMA welcomed the panelists and delegates which was followed by virtual release of LMA Convention Journal. The inaugural session was addressed by Hon. Dy Chief Minister Shri Brajesh Pathak. Mr. A.K. Mathur

Vice President LMA introduced the panelists and vote of thanks was proposed by Mr. Pravin Kumar Dwivedi, Sr Vice President LMA.

Lucknow Management Association organised an online MDP on Benefits of Digitisation in Agriculture and How to Implement it on 31st December. The speaker was Mr. Hrishikesh Shinde. Mr. A.K. Mathur, Vice President welcomed and introduced the speaker and proposed a formal vote of thanks on the occasion. Many FPOs from across districts were present in the session.



*Mr. Hrishikesh Shinde presenting the presentation*

## Ludhiana Management Association

### 44th Anniversary Celebrations and Awards Function

Ludhiana Management Association organised its 44th Anniversary and award function on 20th December. The Governor of Punjab, Sh. Banwarilal Purohit was the distinguished guest. Mr. Shobhan Soi, General Secretary, LMA in his welcome address thanked him for sparing his valuable time to confer the Annual awards instituted by Ludhiana Management Association. The event was conducted to facilitate the blazing industrialists and entrepreneurs of Ludhiana. Mr. V.K Goyal, Chairman of the Annual Awards Committee, presided over the awards function. Honourable Governor in his speech commended the work of LMA and its accomplishment over the past decades. He also congratulated the award winners on this occasion and said that their work was an inspiration for generations to come. He urged LMA members to contribute and strengthen business community and research efforts for better development. Around 300 leading industrialists, entrepreneurs, academicians, businessmen and women attended the function. The event was concluded with presidential remarks by Mr. Neeraj Jain, President LMA, a vote of thanks by Ms. Harpreet Kang, Sr. Vice President LMA and a memento was presented to the Hon'ble Governor by Mr. Gaurav Munjal, Vice President LMA.



*Award winners during the 44th Annual Awards function with Hon'ble Governor of Punjab*

## Meerut Management Association

### Training

MMA organised a training programme on 'Prevention of Sexual Harassment at the Workplace' on 20th December. Dr. Poonam Devdutt and Dr. Shashank Misra gave a very informative and enlightening lectures on the above topic. The delegates attended were from SG Pvt. Ltd.; Saru Smelting; Amar Ujala; Daurala Organics Ltd.; MMA members and faculty of Dewan Law College. Dr. Manoj Garg was the master of ceremony and Mr. Ramesh Chand presented a memento to the eminent speakers.

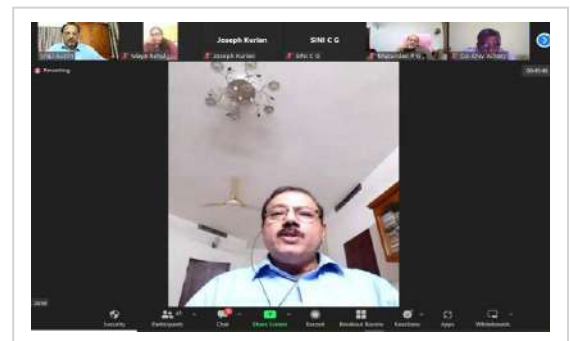


*Delegates of the training programme*

## Pala Management Association

### Webinar

PMA conducted its General Body meeting for the month of December online on Zoom platform on 15th December. The Chief Guest and keynote speaker was Mr. T.K. Jose, IAS, Chairman of Kerala State Electricity Regulatory Commission, who started his address by pointing out the relevance of Management Associations in promoting entrepreneurship. He stressed upon the need to promote the new and upcoming generation to pursue a career in entrepreneurship. He stressed on the need to inform, inspire and motivate students and the young generation to accept and adopt entrepreneurship as a career. The event was attended by 45 participants.



*Keynote address by Mr. T.K. Jose, IAS*

### Interactive Workshop

On 29th December, an interactive workshop was held at 'Mashup Tech', a start-up based in Puliyanoor engaged in the business of software solutions as part of PMA's stated objectives to engage with the industry. PMA team was headed by its President, Er. Shaji Austin and was joined by the Secretary General, Mr. A.D. Suresh Babu; Secretary Admin, Mr. Tomi Joseph, and Secretary Programme, Er. C K Krishnakumar. The theme of the session was 'Upskill and Advance'. The entire 'Mashup Tech' team including its CEO, Er Aravind Babu attended the programme and actively participated in the interactions.



*PMA President Er. Shaji Austin addressing team 'Mashup Tech'*



## Palghat Management Association

Palghat Management Association organised a practical session on 29th December on Justice, Law for Layman by Mr. Prem Nath P, Deputy Director of Prosecution, Ernakulam. It was a highly informative and engaging session for the members. The session was well attended and received by the members.



*Mr. Prem Nath P interacting with the participants*

## Patna Management Association

Patna Management Association and Bihar State Productivity Council organised a talk on 'Cybersecurity for Mobile Device' on 30th December at the premises of Vakoo Foods Pvt Ltd. The key speaker was Dr. J. P. Singh from NIT, Patna. Dr. Singh described prototype System development by NIT for the detection of suspicious software for android systems. He said that many bullying cases and spying activities are done through malicious apps and can damage other devices used by humans. Earlier, President BSPC Sri D. K. Srivastava welcomed the guest and President Mr. B.K. Sinha PMA introduced the chief guest and briefed the outline of the topic. Dr. A.K. Verma; Er. B.K. Sahay; Er. M.K. Das and many esteemed members were present and participated in the talk.



*Speakers during the talk on 'Cybersecurity for Mobile Device'*

## Patiala Management Association

Patiala Management Association organised an informative talk on 'Tata's Alchemy of Life Beyond Success' by Retd. Col. D.S Cheema, an Author and Motivational speaker from Panchkula on 15th December. The function was attended by 45 plus members. Finance secretary Mr. Bhalinder Shah; Advisor Mr. P. Roy Mangla; V.P. Mr. Ajay Alipuria were on the dias along with President Mr. Vikas Kalra, and Mr. Rahul Tayal introduced the speaker. Advisor Mr. Naresh Gupta and all other executive team members presented the memento to the speaker.



*Retd. Col. D.S Cheema was giving a memento*

## Rajkot Management Association

### Seminar

Rajkot Management Association organised a seminar on 'Cash Flow Mastery' on 14th December with Mr. Parag Kakaiya, Finance Coach who addressed on the challenges that business owners face in managing finance. He helped understand how a business needs to be careful about the cash flow and how to avoid a debt trap. Besides, he drew an interesting analogy between the scoreboard in cricket and other games and the financial scoreboard for making the business decisions.



Speaker, Mr. Parag Kakaiya along with the participants

## Rohilkhand Management Association

RMA organised its Annual General Meeting on 10th December. Secretary, RMA presented the Annual Report along with Annual Accounts which have been passed unanimously by the members present. In the election process of new executive team, same team has been unanimously re-elected for the year 2022-23 comprised of President-Dr. Manish Sharma, Vice Presidents-Dr. Vinay Khandelwal and Mr. Rajesh Gupta, Secretary- Qadir Ahmad, Jt. Secretary-Dr. Swatantra Kumar and Programme Director-Dr. Neeraj Saxena. The meeting concluded with a vote of thanks by RMA Secretary.



Dr A. K. Rai; Mr S.R. Rai; Dr Manish Sharma; Dr Ghanshyam Khandelwal and Mr Qadir Ahmad at the meeting

After AGM, a very informative and lively discussion on the topic 'Making India world manufacturing hub' was held. Participants were RMA members and eminent Corporate leaders, C.As, Advocates, academic leaders, economists, etc. They shared their valuable views on the topic. Participants also suggested that efforts should be made to make Bareilly manufacturing hub of Uttar Pradesh. Mr. Ghanshyam Khandelwal, Chairman, B.L. Agro Industries Ltd., was the Chief guest. The programme was concluded with a vote of thanks by Programme Director, RMA.

On 22nd December, an HR Conclave on the topic 'Demystifying New Labour Code on Industrial Relations' was organised. The key speaker was renowned Labour Law Consultant, Mr. S. R. Rai, who distinctly elaborated the changes taken place in the Code and how it streamlines the laws related to employment conditions for industries, trade unions, handling of industrial disputes, collective bargaining, reskilling of employees etc. to maintain and develop harmonious and healthy relations between employees and management, employer and unions, and employer and public. The programme concluded with a vote of thanks by Sr. member of RMA Dr. Nikhil Agawal.



Mr. S. R. Rai addressing the participants

## Thrissur Management Association

### 11th Thrissur Walkathon 2022

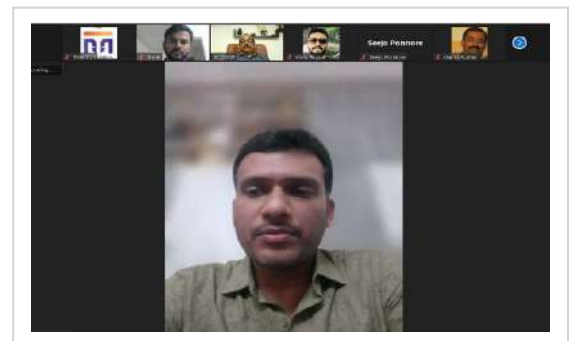
TMA was a co-organiser this year for Thrissur Walkathon, an annual event organised by the Chamber of Commerce in Thrissur on 4th December to spread awareness about the need to lead a healthy and active lifestyle. This year's theme was 'Say No to Drugs' aimed at spreading awareness about the dangers of narcotic drugs. The walkathon was flagged off by Police Academy Assistant Director Mr. P Vahid and the closing ceremony was inaugurated by Honorable Minister Adv. K. Rajan, the Minister for Land Revenue, Survey, and Land Records, Kerala Government. Over 500 people from various walks of life participated in the event.



Flagging off the 11th Thrissur Walkathon

### Young Leaders of Thrissur

A Core Committee meeting of TMA- Young Leaders of Thrissur was held on 5th December online via Zoom. TMA Sr. Vice President, CA. Geo Job; Hon. Secretary, CA. Manoj Kumar; TMA MC Member and YLT Chairman Mr. Seejo Ponnore and TMA CEO, Er. Francis George participated in the meeting. The meeting deliberated on how to improve the performance of YLT and decided to have a YLT Conclave in the 1st week of March.



Presidential address by Dr. Pavan Madusudan

### TMA Students Chapter

On 7th December, TMA CEO Er. Francis George inaugurated the Student Chapter activities of Nehru School of Management. CA. Shaji P J, TMA MC Member on the occasion gave felicitations and TMA Students Chapter Co-ordinator, Mr. Joy Joseph gave a brief about the student chapter activities of TMA. During the event, an MoU was handed over and Membership certificates were provided to the members.



Mr. Joy Joseph, TMA Student Chapter Convener, lighting the lamp



Mr. Babu K. A. Internal Ombudsman, The South Indian Bank speaking to the audience

### Management Development Session

TMA organised a session on 7th December with Life Member Mr. Babu K A, Internal Ombudsman of The South Indian Bank Ltd, who gave an address to the members of Nehru School of Management on the importance of Digitilisation of Banking and Finance. The session was very informative and Mr. Babu with his years of banking experience could help the students understand the intricacies of the banking industry.

**Talk**

TMA MC Member, Mr. Seejo Ponnore, MD of Aqua Star Industries and Past Secretary of TMA attended the Graduation Day Ceremony of Elijah Institute of Management Studies and delivered the keynote address on the topic 'My Entrepreneurial Journey' on 9th December. Mr. Ponnore handed over the graduation certificates to the newly graduated students.



*Mr. Seejo Ponnore handing over the graduation certificate to the students*



*Presidential address by Mr. K Paul Thomas*

**Managing Committee Meeting**

TMA Managing Committee meeting was held on 13th December, where the President, Mr. K. Paul Thomas presided over the meeting and Sr. Vice President CA. Geo Job provided the welcome address and Vice President CA. T. R. Anantharaman proposed the vote of thanks. Various TMA initiatives were deliberated during the meeting.

**CA Students Conference 2022**

TMA President Mr. K. Paul Thomas participated in the Mega Chartered Accountants Students Conference held in association with Thrissur Branch of SIRC of ICAI on 17th December. In his address, President Mr. K Paul Thomas stressed the importance of values that a professional should imbibe in life to be successful.



*President Mr. K Paul Thomas addressing Mega CA Students Conference*



*Lighting of the lamp*

TMA Joint Secretary CMA Madhu A P inaugurated the Student Chapter activities at Nirmala College of Management Studies. TMA Past Treasurer CA. Shaji P J; Student Chapter Coordinator Mr. Joy Joseph and TMA MC Member Er. George Paul also attended the function.

**MDP**

TMA conducted a Management Development Programme with TMA MC Member and Resource Panel Member Er. George Paul (Former Executive Director of BPCL) for the student chapter Members of Nirmala College of Management Studies on the topic 'Emerging Trends in Management Post-Covid Era: Lessons Learned'. The lecture was well received by the faculty and students.



*Er George Paul, Former Executive Director BPCL and TMA MC Member*



*Er Christo George talking to the student chapter members at S N College Nattika*

TMA Past President and Chairman and Managing Director of Hykon India Er. Christo George delivered a keynote address in SN College Nattika on 19th December on the theme 'A talk with a successful entrepreneur'. Er. Christo in his address gave valuable inputs to the students and his secrets of success.

**13th TMA Hykon Business Plan Contest Press Conference**

A Press Conference was held on 20th December to announce the 13th TMA- Hykon All India Business Plan Contest, which is organised by TMA at an all India level where final year undergraduate students and higher can submit their business plans. TMA President Mr. K Paul Thomas; Past President of TMA and CMD of Hykon India Er. Christo George; TMA Hykon BPC Convenor Er. Francis George and Hon. Secretary CA. Manoj Kumar participated in the press conference.



*13th TMA Hykon Business Plan Contest Press Conference*

TMA organised a session with Mr. Jomy P L, Life member and Founder Director of Advise Career Counselling, who delivered a keynote address on the topic of 'Opportunities for Commerce Graduates' for the benefit of student chapter members of MD College, Pazhanji, Thrissur.



*Mr. Jomy P L, Founder and Director, Advise Career Counselling, and TMA Member addressing*

TMA Hon. Treasurer CA. Ajith Kaimal inaugurated the TMA Student Chapter activities at Elijah Institute of Management Studies on 21st December. TMA Hon. Secretary CA. Manoj Kumar; TMA MC Member Er. George Paul and TMA Life Member and Resource Panel Member Mr. Damodar Menon participated in the event. Mr. Damodar Menon provided a keynote address during the event on the topic 'Making the Career and Life Meaningful'. The address was well received by the student chapter members.



Chapter members with the Chief Guest



Mr. Kishor Rungta, Chairman and Managing Director, FACT addressing TMA members

**TMA Guest Lecture**

TMA conducted a Guest Lecture on 28th December by Mr. Kishor Rungta- Chairman and Managing Director of FACT. In his address, Mr. Rungta explained how he turn around the fortunes of one of the great institutions of Kerala – FACT. The talk was inspirational, and members appreciated the session. President of TMA, Mr. K Paul Thomas presided over the function.

**Presentation of TMA - Beeline Special Achievers Award 2022**

TMA presented Beeline Special Achiever's award 2022 on 28th December in a glittering ceremony to Ms. Shilaja Manoj, a physically challenged lady who has empowered more than 1000 women through her efforts in training them on tailoring. FACT CMD, Mr. Kishor Rungta presented the award and TMA President Mr. K Paul Thomas handed over the Cash Prize during the event.



Presenting TMA - Beeline Special Achievers Award 2022 to Smt. Shilaja Manoj

**Presentation of TMA - Geetha Ravi Memorial Award for Best Mathematics Teacher award in Thrissur District 2022**

TMA presented Mrs. Geetha Ravi Memorial Award for Best Mathematics Teacher in Thrissur Award 2022 on 28th December to Ms. Sarasu K S for her exemplary service as a Mathematics Teacher. FACT CMD Mr. Kishor Rungta presented the award and TMA President Mr. K Paul Thomas handed over the Cash Prize during the event.



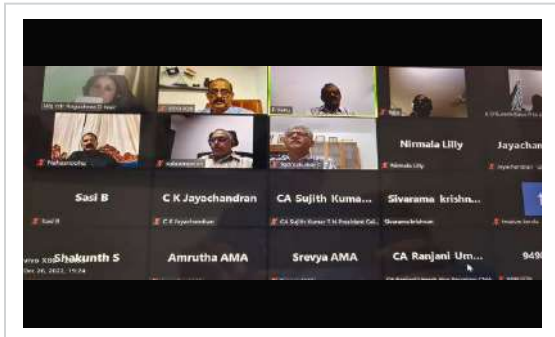
Presenting the TMA - Geetha Ravi Memorial Award for Best Mathematics Teacher Award to Smt. Sarasu K S High School Teacher, Kuzhur Govt School, Thrissur

**AIMA's 11th Senior Leadership Retreat**

TMA Immediate Past President, Er. Vinod Manjila participated in the 11th Senior Leadership Retreat conducted by AIMA held at Goa.



*Er. Vinod Manjila, Imm. Past President, TMA and LMA Council Member during the Retreat at Goa*



*CA Geo Job, Sr. Vice President TMA attending the online LMA Meet*

On 26th December, CA. Geo Job, Sr. Vice President of TMA participated in the LMA meeting organised by Trivandrum Management association for improving the synergy in management development activities.

**Achievement**

Er. Meera Rajeevan – Managing Committee Member of TMA was the programme Director of Flex-Vidyadhan programme which was adjudged runner-up under the 'Contribution to Community' category at the prestigious Project Management Institute South Asia Awards 2022.



*Flex-Vidyadhan programme has been adjudged as runner-up under the 'Contribution to Community' category at the prestigious Project Management Institute South Asia Awards 2022.*

## Trivandrum Management Association

### TMA –College of Defence Management Meeting

Stopover of senior military officers from CDM Secunderabad

The Senior Military Officers from College of Defence Management, Secunderabad visited to interact with Senior MC Members and Members of TMA on 14th December at Trivandrum to understand the vision and mission for the development of management movement in the capital region of Kerala. The meeting was well appreciated by the senior officials of College of Defence Management.



*Stopover of senior military officers from CDM Secunderabad*



*Dr. Suresh Chandra Dutt addressing the participants*

### Lecture Programme

TMA organised a lecture on ‘Cancer Awareness Programme’ on 16th December. The session was moderated by Dr. Suresh Chandra Dutt, Retired Professor, Regional Cancer Centre, Trivandrum and the speaker was Dr. Arun V, Associate Consultant, Medical Oncology, KIMS Health Cancer Centre. The programme on cancer awareness was a unique and excellent initiative for participants who were interested in healthcare management. The programme was well received by the members and other participants.

### Student Chapter Programme

TMA arranged coffee with corporate leader programme at Kerala Institute of Co-operative Management, Neyyadam, Trivandrum on 19th December was attended by Mr. C. Padmakumar, Former Chairman and Managing Director, Terumo Penpol Pvt Ltd, Special Officer, Kerala Medical Technology Consortium and Director, Kerala Life Sciences Industries parks Pvt Ltd. He narrated the story of the rise of Terumo Penpol, India’s largest blood bag manufacture, in an evocative manner to the students.

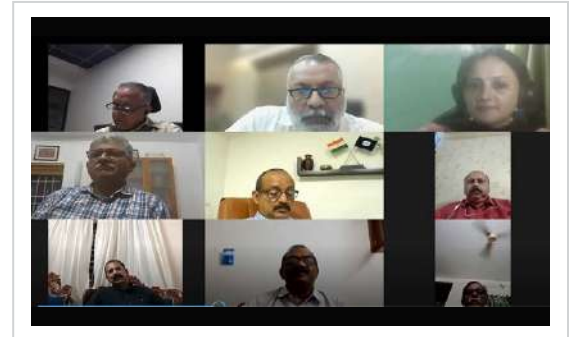


*Dr. Rakesh. S Director, KICMA presenting a memento to Mr. C. Padmakumar, Former Chairman and Managing Director, Terumo Penpol Pvt Ltd*



**LMAs Meeting**

TMA organised a LMAs Meeting on 26th December via Zoom platform. The event aimed to bring all the LMAs in Kerala State to work together on social cause and management development initiatives in Kerala. The representatives from Kerala LMAs appreciated the interactive meeting and found it very beneficial.



*Meeting in progress*

**Webinar**

TMA organised a webinar on 'Your genes have a story to tell Listen for a healthy tomorrow' on 28th December via Zoom platform by Ms. Anushree Dileep, Genetic Counsellor, Ohmygene, a genomic company founded by Dr. M. Ayyappan, Former Managing Director of HLL Lifecare Ltd and Former President, TMA headquartered in Trivandrum. The webinar was well received by the members and students of TMA student chapters.



*Ms. Anushree Dileep addressing the participants*

**Vaikom Management Association**

VMA held its monthly programme on 18th December with Chief Guest, Mr. Prasad Balakrishnan Nair, CEO, Kerala Paper Products Ltd on the topic 'Solutions that Delights, not exploits, the revival plan of KPPL'. Secretary General, VMA Mr. M. Raju welcomed the chief guest and members. Er. Aneesh. S, Vice President, VMA introduced the chief guest and President Adv. P. Venu delivered the presidential address. In his keynote address, Mr. Prasad Balakrishnan Nair, explained the challenges faced on the revival of a newsprint industry after the closure 4 years back. Membership certificates were issued to the 4 new members joined recently by the Chief Guest. Dr. N. K. Sasidharan, Secretary-Administartion delivered the vote of thanks.



*Mr. Prasad Balakrishnan Nair, delivering the keynote address*

VMA in association with corporate member ICM Computers, Thalayolapparambu, Kottayam conducted a free training programme for SC/ST candidates, to make them eligible to achieve employment with computer skills and employability knowledge. The programme was inaugurated by the Hon. MLA of Vaikom, Smt. C.K. Asha. Adv. P. Venu, President, VMA, Director, ICM Computers and EC members of VMA, Mr. Sojan Jose, along with the local self government representatives attended the function.



*Smt. C.K. Asha, Hon. M.L.A of Vaikom, inaugurating the function by lighting the lamp, in presence of Adv. P. Venu, President, VMA and members of local self-government body*



# 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
YLC Session on 'Women at Work' Care – Are we doing enough?		Online	18 January 2023
Interaction of AIMA YLC Members	Mr. Ashish Kundra Principal Secretary Government of Delhi	New Delhi	19 January 2023
AIMA Regional Management Conclave		Mumbai	20 January 2023
AIMA Aspire WomenSpeak Session	Ms Debashree Mukherjee Special Secretary Ministry of Jal Shakti	Online	25 January 2023
HRM Summit		New Delhi	07 February 2023
2nd AIMA - Dr K S Basu Annual Memorial Lecture	Mr Shiv Shivakumar Past President AIMA	Online	08 February 2023
Shaping Young Minds Programme		Goa	16 February 2023
7th National Competition for Managers		Online	17 February 2023
67th Foundation Day & 17th National Management Day		New Delhi	21 February 2023
Women Leadership Workshop		Online	24 February 2023

Event	Programme Chairman/Director	Venue	Date
CEOs Delegation		Israel	26 February - 04 March 2023
Book Launch Session	Ms Aarti Kelshikar Book Author	New Delhi	13 March 2023
PSU Summit		New Delhi	17-18 March 2023
Pragati		Online	23-24 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)

Published and released by AIMA Corporate Communications.

# AIMA

ALL INDIA MANAGEMENT ASSOCIATION

**All India Management Association**

Management House, 14 Institutional Area, Lodhi Road, New Delhi-110003

Tel: 011-24645100, 43128100 ; Fax: 011-24626689

[www.aima.in](http://www.aima.in)