

AIMA News

AIMA'S MONTHLY E-MAGAZINE

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

JANUARY 2023



It gives me great pleasure to present yet another edition of AIMA News.

Your constant support and encouragement has enabled AIMA to build an ecosystem that provides for and enhances management capabilities for the industry and aspiring young leaders.

AIMA further strengthened its association with the government and global financial institutions as it organised the 8th Global Procurement Summit 2023 in collaboration with the Ministry of Finance, Government of India, the World Bank and the Asian Development Bank. With an objective to explore how procurement can contribute towards infrastructure development, the summit delved into the role of technology and the introduction of procurement reforms to enhance financial viability of businesses. The programme was very well received with participants and procurement experts joining from various countries.

AIMA reiterated its commitment to engage and collaborate with regional management bodies. AIMA in association with Bombay Management Association and IIT Bombay organised a Regional Management Conclave in Bombay under the theme 'Orchestrating Business Transformation in Age of Digital Innovation'. The conclave deliberated on a very pertinent topic of hyperconnectivity, which is disrupting the way businesses function today. Dr Sam Pitroda, an internationally respected telecom inventor entrepreneur, development thinker and policymaker delivered the keynote address of the programme. Several other renowned speakers also addressed the forum, details of which can be found inside.

On the sidelines of the conference, Mr Shrinivas V Dempo, President, AIMA interacted with Executive Board members of Bombay Management Association and reaffirmed AIMA's support towards BMA.

AIMA's special initiative for women, AIMA Aspire gained further traction and organised its 4th WomenSpeak Session on 'Adaptable Leadership: Adjusting to Changing Responsibilities' with Ms Debashree Mukherjee, Special Secretary, Ministry of Jal Shakti, Department of Water Resources, RD & GR, GoI. Mr Nikhil Sawhney, Senior Vice President, AIMA, and Vice Chairman and Managing Director, Triveni Turbine Limited moderated the session where Ms Mukherjee shared her learnings and insights from the perspective of a women leader.

In its bid to encourage and develop India's young and future leaders, AIMA's Young Leaders Council continued to create curated events on contemporary subjects. AIMA YLC organised a virtual session on the theme 'Women at Work Care – Are we doing enough?', which deliberated on the challenges faced by the women workforce, essentially on their need to balance work and family obligations. It also organised an interactive session with Mr Ashish Kundra, Principal Secretary, Government of Delhi, which emphasised the need to switch to EVs for sustainable growth of the nation.

Brief reports can be found inside along with other updates from AIMA and the LMAs.

In a few days, we will celebrate AIMA's 67th Foundation Day and 17th National Management Day, which will be addressed by industry leaders and policymakers. We look forward to reporting details of the event in our next issue.

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

Warm Regards

Rekha Sethi
Director General

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Chairman
Dempo Group of Companies

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Vice Chairman and Managing Director,
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GLOBAL ADVANCED MANAGEMENT PROGRAMME

**Reviving Growth
Through Open
Innovation Strategies**

**25th June – 1st 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

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Global Procurement Summit *Procurement for Infrastructure Development*



From (L-R): Rekha Sethi, Director General, AIMA; Auguste Tano Kouamé, Country Director-India, World Bank; Jayant Sinha, Chairperson of the Standing Committee on Finance Parliament of India, BJP Lok Sabha Member of Parliament from Hazaribagh, Jharkhand; Shrinivas Dempo, President, AIMA and Chairman, Dempo Group of Companies and Takeo Konishi, Country Director, Asian Development Bank Group of Companies

AIMA in partnership with the Ministry of Finance, Government of India, the World Bank and the Asian Development Bank organised the 8th Global Procurement Summit 2023 on 17th – 18th January 2023. The theme for the summit was 'Procurement for Infrastructure Development'.

Mr Jayant Sinha, Chairperson of the Standing Committee on Finance Parliament of India, BJP Lok Sabha Member of Parliament from Hazaribagh, Jharkhand was the chief guest of the summit. The introductory remarks were given by Mr Shrinivas Dempo, President, AIMA and Chairman, Dempo Group of Companies and Ms Rekha Sethi, Director General, AIMA delivered the welcome address. Mr



Jayant Sinha, Chairperson of the Standing Committee on Finance Parliament of India, BJP Lok Sabha Member of Parliament from Hazaribagh, Jharkhand addressing



From (L-R): K Venkata Ramana, Executive Vice President & Head Legal, Tata Projects Limited; Ravindra Dwivedi, Head Project Program Management, Mott MacDonald; Ravindra Kumar Jain, Managing Director, Dedicated Freight Corridor Corporation of India Ltd.; Amarendra Kumar, Chief General Manager, National Highways Authority of India and Shweta Bidhuri, Head (South Asia), Singapore International Arbitration Centre

Auguste Tano Kouamé Country Director-India, World Bank and Mr Takeo Konishi, Country Director, Asian Development Bank delivered the special address.

Some of the other eminent speakers included Mr Amarendra Kumar, Chief General Manager, National Highways Authority of India; Mr K Venkata Ramana, Executive Vice President & Head Legal, Tata Projects Limited; Mr Ravindra Kumar Jain, Managing Director, Dedicated Freight Corridor Corporation of India Ltd.; Mr Baldeo Purushartha, Joint Secretary (IPF), Department of Economic Affairs, Ministry of Finance; Mr Rajesh Gupta, Deputy Director General, DPIIT; Ministry of Commerce & Industry; Mr R Ganesan, Head Corporate Centre, Larsen & Toubro Construction; Mr B Anantha Sarma, Executive Director-Contracts, POWERGRID; Mr Saurabh Bhattacharya, Adtl. Executive Director, Centre for Smart Governance, Government of Karnataka; Mr Sanjay Aggarwal, Advisor, Department of Expenditure, Ministry of Finance; Mr Shanker Lal,

Lead Procurement Specialist, Global Governance Practice, World Bank; Mr Stephane Y. Bessadi, Senior Procurement Specialist, Asian Development Bank; Mr Sandeep Verma, IAS, Additional Chief Secretary,



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



From (L-R): M Rama Amirtham, Sr Director, National Informatics Centre; Kanwalpreet, Director, Department of Expenditure, Ministry of Finance; Shanker Lal, Lead Procurement Specialist, Global Governance Practice, World Bank and Stephane Y. Bessadi, Senior Procurement Specialist, Asian Development Bank

Department of Science & Technology, Government of Rajasthan; Mr Prakash Mirani Additional CEO, Government e-Marketplace and Mr Hunt La Cascia, Senior Procurement Specialist, World Bank amongst others. The summit was well attended by more than

200 delegates from various countries including USA, Bangladesh, Thailand and Sri Lanka. The topical themes and in-depth discussions were highly appreciated by the delegates.



From (L-R): Hunt La Cascia, Senior Procurement Specialist, World Bank; Prakash Mirani, Additional CEO, Government e Marketplace; Sandeep Verma, IAS, Additional Chief Secretary, Department of Science & Technology Government of Rajasthan; Kabeer Arora, Program Lead, OCP Civic Data Labs and Gaurav Godhwani, Co-founder & Director, Civic Data Labs

Regional Management Conclave

Orchestrating Business Transformation in Age of Digital Innovation



From (L-R): M D Agrawal, Conference Mentor & Past President, Bombay Management Association; Rajesh Sharma, President, Bombay Management Association; Rekha Sethi, Director General, AIMA; Shrinivas V Dempo, President, AIMA & Chairman, Dempo Group of Companies; Keshav R Murugesh, Group CEO - WNS Global Services & Past Chairman – NASCOM and R K Shyamasundar, INAE Distinguished Professor, Department of Computer Science and Engineering, Indian Institute of Technology, Bombay

AIMA in association with Bombay Management Association and IIT Bombay organised the Regional Management Conclave on 20th January 2023 in Bombay. The theme of the conclave was 'Orchestrating Business Transformation in Age of Digital Innovation'. The virtual keynote address was delivered by Dr Sam Pitroda, an internationally respected telecom inventor entrepreneur, development thinker and policymaker. Dr Pitroda emphasised the need to understand how hyper-connectivity today is changing everything including business, products, services, market, distribution and delivery. He explained that hyper-connectivity is about the democratisation of knowledge and



Sam Pitroda, Internationally Respected Telecom Inventor Entrepreneur, Development Thinker and Policy Maker

information, decentralisation of activities and demonetisation of services. Dr Pitroda said that there is a need to use digital transformation to develop a new mindset - shift attention from profit and power to the planet and people. Mr Shrinivas V Dempo, President, AIMA & Chairman, Dempo Group of Companies and Mr Keshav R Muruges, Group CEO - WNS Global Services & Past Chairman – NASSCOM also addressed the audience. The inaugural session was introduced by Ms Rekha Sethi, Director General, AIMA and the welcome address was delivered by Mr Rajesh Sharma, President, Bombay Management Association. Professor R K Shyamasundar, INAE Distinguished Professor, Department of Computer Science and Engineering, Indian Institute of Technology Bombay introduced Dr Sam Pitroda and the concluding remarks were given by Professor M D Agrawal, Conference Mentor & Past President, Bombay Management Association.



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

The other plenary sessions at the conclave addressed Leveraging platform economy for business transformation; New digital models for



Nitin Chugh, Deputy Managing Director and Head of Digital Banking and Transformation State Bank of India addressing the session as Mahendra Joshi, Vice President, Systems Audit, ReBIT and Harish Prabhu, Fintech Investor, Digital Banking, Cooperative Banking Payments Domain Specialist look on

transforming & enhancing customer experience; Next generation business technologies and their impact: 5G / blockchain/ metaverse; Disruption in the financial sector/banking, financial services and insurance; Policy challenges & regulatory framework for data privacy and cybersecurity for secured business, Machine Learning for Business Transformation. The sessions were addressed by eminent speakers including Mr Nitin Chugh, Deputy Managing Director and Head of Digital Banking and Transformation, State Bank of India; Dr Ganesh Natarajan, Chairman, 5F World; Mr P Balaji, Chief Regulatory and Corporate Affairs Officer, Vodafone Idea Ltd; Mr Vishal Gondal, Founder and CEO, GOQii; Mr Manish Gupta, Director, Google Research India; Professor Rajendra Sonar, Professor of Information Systems/Technology, Shailesh J Mehta School of Management, Indian Institute of Technology, Bombay; Mr Shailesh V Haribhakti, Chairman, Shailesh Haribhakti & Associates, Chartered Accountants; Mr Sanjay Agrawal, CTO and Head Presales, Hitachi Vantara India and SAARC, Chair

SNIA (Storage Networking Industry Association); Mr Harish Prabhu, Fintech Investor, Digital Banking, Cooperative Banking Payments Domain Specialist; Mr Navin Gupta, Managing Director, South Asia and MENA Region, Ripple; Mr Kiran Yadav, Vice President, Bombay Management Association; Professor Shishir K Jha, Professor and Ex-Head, Ashank Desai Centre for Policy Studies, IIT Bombay; Dr Vivek Kant, Assistant Professor, Human Factors and Sociotechnical Systems Studios, IDC School of Design, Indian Institute of Technology Bombay; Mr Yogesh Palrecha, Founder and CEO, Inferix Inc.; Ms Archana Sinha, Customer Experience Lead for Home Business, Reliance Jio; Mr Kiran Solanki, Cloud Pre-sales, Hitachi Systems India; Mr Jatin Sinha, Digital Transformation Head, Schbang; Mr Temujin Mansukhani, Senior BDM-Digital Transformation, Schbang and Mr Mahendra Joshi, Vice President, Systems Audit, ReBIT. The conclave brought together leaders from industry, academia and young management students and was very well received.



From (L-R) R K Shyamasundar, INAE Distinguished Professor, Department of Computer Science and Engineering, Indian Institute of Technology, Bombay; Ganesh Natarajan, Chairman, 5F World; P Balaji, Chief Regulatory and Corporate Affairs Officer, Vodafone Idea Ltd and Vishal Gondal, Founder and CEO, GOQii



01. From (L-R): M D Agrawal Conference Mentor & Past President, Bombay Management Association; Sanjay Agrawal, CTO and Head Presales, Hitachi Vantara India and SAARC Chair SNIA (Storage Networking Industry Association); Rajendra Sonar, Professor of Information Systems/Technology, Shailesh J Mehta School of Management, Indian Institute of Technology, Bombay and Kiran Solanki, Cloud Pre-sales, Hitachi Systems India

02. Shailesh V Haribhakti Chairman, Shailesh Haribhakti & Associates, Chartered Accountants receiving a memento from Chhaya

Sehgal, Past President, Bombay Management Association

03. Shishir K Jha Professor and Ex-Head Ashank Desai Centre for Policy Studies IIT Bombay

04. Sanjay Agrawal, CTO and Head Presales, Hitachi Vantara India and SAARC Chair SNIA (Storage Networking Industry Association); Yogesh Palrecha, Founder and CEO, Inferix Inc and Archana Sinha, Customer Experience Lead for Home Business, Reliance Jio

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AIMA Aspire WomenSpeak

Adaptable Leadership: Adjusting To Changing Responsibilities



(L-R): Nikhil Sawhney, Senior Vice President, AIMA, and Vice Chairman and Managing Director, Triveni Turbine Limited; Debashree Mukherjee, Special Secretary, Ministry of Jal Shakti, Department of Water Resources, RD & GR, Govt. of India and Rekha Sethi, Director General, AIMA

AIMA Aspire organised its 4th WomenSpeak session on the theme- ‘Adaptable Leadership: Adjusting To Changing Responsibilities’. Ms Debashree Mukherjee, Special Secretary, Ministry of Jal Shakti, Department of Water Resources, RD & GR, Govt. of India was the guest speaker for the session, which was moderated by Mr Nikhil Sawhney, Senior Vice President, AIMA, and Vice Chairman and Managing Director, Triveni Turbine Limited.

Deliberating on her leadership journey, Ms Mukherjee said that she was “thrust” into a leadership role at an early age and spoke about how she adopted various mechanisms to manage and lead. She spoke about how she learned from experienced people around her while executing her role.

Sharing her personal experience, Ms Mukherjee emphasised 4 key traits for adaptable leadership – listening, getting the best out of the people you work with, building networks and communication.

She added that one has to enjoy the assigned job and have trust in team members for seamless execution. “A leader needs to share her/his vision with the team and work on a strategy as to where the members can fit in to realise the vision” she opined.

The session was well attended with 400 plus participants over Zoom, with close to 350 viewers joining the session via AIMA’s social media platforms.

AIMA President Interaction



Shrinivas Dempo, President, AIMA and Chairman, Dempo with Executive Board members of Bombay Management Association

Mr Shrinivas Dempo, President, AIMA and Chairman, Dempo had the first interaction with Executive Board members of Bombay Management Association at IIT, Bombay on 20th January 2023. Mr Rajesh Sharma, President, Bombay Management Association introduced the Board members and the various activities of BMA to Mr Dempo and Ms Rekha Sethi,

Director General, AIMA. Mr Dempo advised BMA to focus on few quality activities, including support to MSMEs. Mr Shrinivas Dempo also confirmed AIMA's support to LMAs in terms of speaker support in future activities. Many council members and past presidents of Bombay Management Association were present.

Training Programme



Training Programme participants

AIMA organised a training programme on 'Analytics Training Workshops For Business Users' for Maruti's analytic division from September to December 2022 and concluded on 27th January 2023. Mr Suarabh Agarwal, an Expert in Machine Learning and Data Analysis was the faculty for the programme. The goal was to upskill business users in analytics and machine learning while leveraging their subject knowledge and technical proficiency. Participants in the course came from various departments of MSIL. The programme was focused to develop analytics

skills, and applying ML-AI-based concepts. At the same time encourage and promote a culture of data-driven decision-making. The training offered insightful knowledge on conceptual and practical training for performing basic to mid-level data analytics utilising Python and AWS cloud services. The workshop was held across four modules and a capstone project. The best capstone project was awarded to Mr Harshit Kaushik. The programme was very well received by the participants.

AIMA Young Leaders Council



Ashish Kundra, Principal Secretary, Government of Delhi with participants

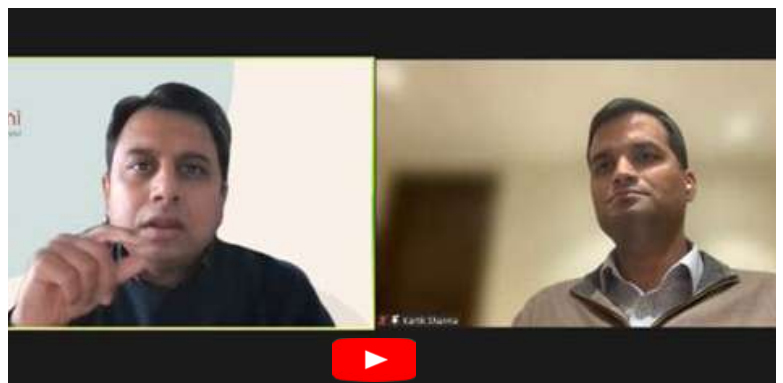
Online Session

AIMA YLC organised a virtual session on the theme 'Women at Work Care – Are we doing enough?' on 18th January 2023. Mr Sanchit Agarwal, Founder & CEO, of Newmi Care, was the speaker at the session. The programme was moderated by Mr Kartik Sharma, National Chairman, AIMA YLC and Artificial Intelligence Thought Leader.

The session highlighted how 90% of working women face a conflict of interest while balancing family, personal & professional obligations. Every organisation struggles to attract and retain women workers, which can be attributed to their unique physical & psychological concerns as compared to men. Additionally, it also emphasised the need to put women's well-being first to help improve recruitment and retention, support a healthier & happier workforce and enhance productivity.

Interactive Session

AIMA YLC organised an Interaction session with Mr Ashish Kundra, Principal Secretary, Government of Delhi on 19th January 2023. The interaction highlighted the importance of our country switching to EVs followed by a detailed presentation. The session was very well received by the participants.



Sanchit Agarwal, Founder & CEO, of Newmi Care and Kartik Sharma, National Chairman, AIMA YLC and Artificial Intelligence Thought Leader



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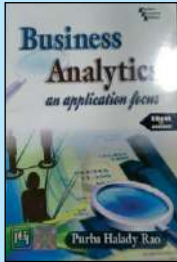
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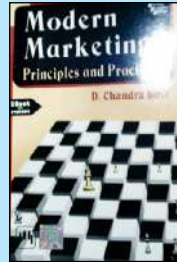
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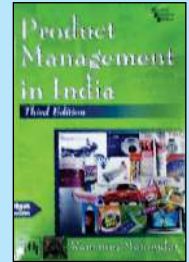
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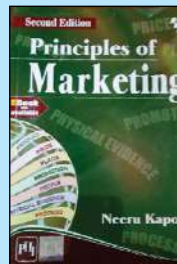
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Majumdar Ramanuja
Ramanuj Majumdar. 3rd ed. Delhi:
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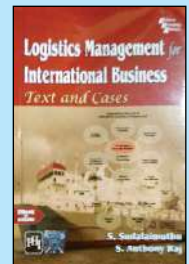
Retail Management text and cases

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Arunangshu Giri, Pradip Paul,
Satakshi Chatterjee. Delhi: PHI Learning Pvt. Ltd.,
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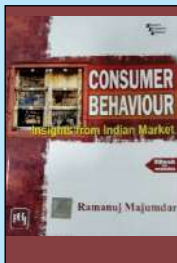
Principles of Marketing

Kapoor Neeru
Neeru Kapoor. 2nd ed. Delhi:
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Logistics Management for International Business

Sudalaimuthu S.
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Consumer behavior insights from Indian market

Majumdar Ramanuj
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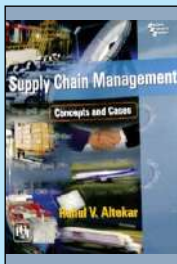
Applied Marketing Analytics Using SPSS

Giri Arunangshu
modeler, statistics and AMOS graphics /
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Advertising Planning and Implementation

Sharma Sangeeta
Sangeeta Sharma, Raghuvir Singh.
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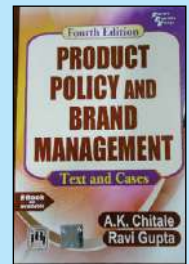
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A.K. Chitale, Ravi Gupta.
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Why Some Big Corporations Must Split Up to Survive

Breaking up is hard to do, but it can help a diversified company adapt to a new ecosystem.

October 24, 2022 | by Edmund L. Andrews



HP's 2015 split provides a constructive example of "strategic renewal through speciation." | iStock/Serhii Brovko

Why would a giant corporation with a legendary history suddenly decide to split itself up?

It's been happening a lot lately. General Electric, once the epitome of a sprawling conglomerate, is splitting into three stand-alone health care, energy, and aerospace corporations. The Kellogg Company is trifurcating as well, while Johnson & Johnson is splitting in two: one company for pharmaceuticals and one for consumer products.

What drives companies, some that date back more than a century, to transform themselves in such a radical way? Did the anticipated benefits of "synergy" and diversification become a drain on profits and corporate value? Was it buyer's remorse for acquisitions that went bad?

In a new paper, Robert Burgelman argues that the decision to split often reflects a process that's analogous to biological adaptation and the evolution

of new species. Like living organisms, he says, corporations are constantly adapting to changes in their environment. If those changes push different business segments in diverging and even conflicting directions, a company may need to evolve into a different — and smaller — kind of species.

“I am an evolutionary organization theorist,” says Burgelman, a professor of organizational behavior at Stanford Graduate School of Business. “The splits of many multibusiness corporations involve a form of corporate speciation. A corporation that was previously viable reaches a point where the ecosystems of its different businesses have diverged and the CEO can no longer develop a viable strategy for all of them. The original species needs to split into multiple new corporate species that are better able to pursue their specific opportunities.”

His new paper is based on an in-depth study of Hewlett Packard’s 2015 split into two companies — one for personal computers, printers, and consumer products and another that builds enterprise computing networks for corporate customers.

“It’s strategic renewal through speciation,” says Burgelman, who cowrote the paper with Yuliya Snihuroopen in new window of Toulouse Business School and Llewellyn Thomasopen in new window of IESE Business School. “In order for these two entities to survive, they had to be separated.”

Growing While Growing Apart

Burgelman, who previously wrote a book on Hewlett Packard’s evolution, says he was caught by surprise in late 2014 when Meg Whitman, HP’s chief executive, announced the corporate split.

HP already had a long history of reinventing itself. Founded in 1939, it was originally a manufacturer of scientific instruments. It became a global leader in printers during the 1980s and 1990s, and then spun

off its “legacy” businesses in 1999 into an \$8 billion company called Agilent. In 2002, under then-CEO Carly Fiorina, HP plunged into personal computing by acquiring Compaq for \$25 billion. Then it pushed into enterprise computing, acquiring Electronic Data Systems for almost \$14 billion and making it the foundation of what became HP Enterprise.

“The splits of many multibusiness corporations involve a form of corporate speciation. The original species needs to split into multiple new corporate species that are better able to pursue their specific opportunities.”

Robert Burgelman

At the time, HP executives saw their personal computing and enterprise businesses as mutually reinforcing. Both sides used many of the same components — microprocessors, servers, and storage devices. The two sides also served many of the same customers and industries. Burgelman says that strategy made sense until the ecosystem for computing dramatically changed. HP executives were slow to grasp the huge shift toward cloud computing in the early 2010s.

Because HP’s corporate customers could suddenly outsource much of their computing infrastructure, they needed far fewer servers and storage equipment, which had been the mainstays of HP’s enterprise business. On top of that, Burgelman says, a new class of “hyperscale” corporate users, such as Google and Facebook, had developed enormous networking expertise of their own.

“Those customers weren’t going to pay HP a premium for putting standard components together — they knew how to do that themselves,” Burgelman says. What the big users did need, however, was solutions to novel challenges like security and information-sharing. HP’s enterprise business was less about hardware and software and services, further diminishing its synergies with the personal computing side.

The bottom line: HP was losing the benefits of complementarity between its businesses while also suffering higher costs from the increased complexity of overseeing businesses that were heading in different directions.

Conscious Uncoupling

Burgelman and his colleagues conducted 117 hours of interviews with top HP executives, including Fiorina and Whitman. They also pored over HP press releases, financial reports, and reports from Wall Street analysts to quantify each business’s focus on particular products, customers, and industries. To compare each side’s technological focus, they examined the patents each obtained during the six years before the split.

On all those fronts, HP’s two sides diverged sharply between 2010 and 2014. Compared with the personal computing business, HP Enterprise was

focusing more on integrated bundles of hardware, software, and services, while also rolling out far more software and forming more partnerships with other industry players. That translated into greater complexity for HP’s top leadership.

Investors were increasingly unhappy. HP’s market valuation sank to a point where it was lower than the value of its individual businesses. In 2011, then-CEO Leo Apotheker announced plans to sell off the personal computer business so HP could focus on software.

His successor, Whitman, took a different approach, focusing on integrating the PC and printer businesses, which had more in common with each other than with enterprise computing. This was the first step in what Burgelman calls “speciation,” creating a new organizational form better suited to the evolving computing environment. The next step was to recognize that HP Enterprise was heading in an entirely different direction.

By most measures, Burgelman says, splitting up HP has been a success for both of the new companies. “Today, it’s clear HP made the right decision to split itself up. Both companies have grown in revenues, profitability, and market position,” he says. “This was a successful adaptation to big changes in the surrounding ecosystem, and it’s clearly offered a lesson that other major corporations have taken to heart.”

Disclaimer:

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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 | Website: www.aima.in

7 Small Ways to Be a More Inclusive Colleague

by Nikita and Grace Lordan

February 02, 2023



HBR Staff/Unsplash

Summary.

Workplace inclusion is not a static, one-off act of service. It’s an ever-evolving experience that requires the contribution of every employee — regardless of their level of seniority in the organization — to make each other feel included. To foster inclusion around you, form and regularly practice these seven inclusive behaviors until they become habitual and automatic. Starting with these small actions can enable you to transform the level of inclusivity in your team. **close**

Helping to increase inclusivity at your workplace doesn’t necessarily require an extensive DEI campaign. It also doesn’t require you to be in a position of power. Each and every one of us can decide to be an inclusive colleague and take small actions every day to improve our workplace culture. By making small changes in your own behavior,

you can generate disproportionate positive effects on your colleagues’ workplace experience. Similar to small deposits earning interest in a long-term savings account, your actions will have large impacts over the longer term. The key is to identify behavior changes that you can perform repeatedly and turn into habits so they become automatic.

Inclusion within an organization means accepting and valuing each and every colleague's talents and qualities — without imposing conformity. When this happens, not only are employees happier at work, but the organization benefits from their unique insights and heightened productivity.

Here are seven small actions you can take to be a more inclusive colleague and help foster a comfortable and safe work environment for everyone.

1. Highlight others' contributions.

Visibility at work allows individuals to showcase their abilities, be known to decision makers, and build relationships. Research validates that the contributions of disadvantaged groups, like Asian minorities in Western countries, are systematically overlooked.

Identify a highly competent colleague who may lack visibility and highlight their achievements by publicly acknowledging their contributions and encouraging them to speak and present in meetings.

2. Use your pronouns.

Including your pronouns when you introduce yourself at meetings is a small action that signals that you're an ally to colleagues who may struggle to voice that they're often referred to with pronouns they don't identify with. It also normalizes the practice for your other colleagues.

3. Use gender-inclusive language.

Research has shown that using gender-inclusive language at work is associated with better well-being for employees who identify as LGBTQ, so ensure that the language you use is gender-neutral. For example, using "people" instead of "guys" can make everyone feel included.

4. Assess your vocabulary.

Many common slang words have other connotations or origins and should be avoided. For example, the

word "lame" is often used to describe something as boring or monotonous, but it was originally used to refer to individuals with impaired mobility. Similarly, the common use of the terms "tribalism" or "tribal mindset" to describe out-group behavior is based on a racial stereotype of Indigenous people during colonial times. Actively assess your vocabulary for slang terms that alienate others.

5. Celebrate with your colleagues.

A diverse workplace is made up of people from various backgrounds who celebrate different festivities, be they religious (like Eid for Muslims) or historic (like Pride or Black History month). Enabling others to celebrate these occasions and participate in organized events is a wonderful way to acknowledge individualism. Even better, celebrating these occasions along with your colleagues can go a long way toward making them feel accepted and boosting their morale, in addition to building psychological safety.

6. Get creative about team bonding.

While putting together team-bonding activities, factor in the availability and interest of all your team members. If every social event is drinks at a pub in the evening, that might hinder participation from some caregivers, parents, remote employees, and people who don't drink alcohol. Instead, consider activities like virtual coffee chats, volunteer work, and online games like Pictionary or trivia. Ensuring that everyone gets to participate in as many team activities as possible will help the team truly bond and have fun together.

7. Be curious.

Schedule coffees and lunches with colleagues who have different backgrounds than you. Without being intrusive, take an interest in their lived experience inside and outside the office. Use what you learn to devise additional small actions to undertake as an inclusive colleague.

Workplace inclusion is not a static, one-off act of service. It's an ever-evolving experience that requires the contribution of every employee — regardless of their level of seniority in the organization — to make each other feel included. To foster inclusion around

you, form and regularly practice inclusive behaviors until they become habitual and automatic. Starting with these small actions can enable you to transform the level of inclusivity in your team.

About Author:

Nikita is a Research Officer in Behavioural Science at The Inclusion Initiative at the LSE. Nikita has prior experience in leading human resources strategy and initiatives in a multinational corporation. Her previous corporate career as well as current research have been primarily centered around employee behavior, culture change, and D&I.

Grace Lordan is the founding director of The Inclusion Initiative and an associate professor at the London School of Economics and Political Science. Grace's research focuses on inclusive leadership, women's progress in the workplace, the future of work, productivity through diversity, and individual success. *Think Big, Take Small Steps and Build the Future you Want*, is her first book.

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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 a panel discussion on 3rd January on 'Obesity - Reasons, Consequences, Problems and Solutions'. The panelists included Ms. Sapna Vyas, Actor and Health Coach; Dr. Manoj Ghoda, a Gastroenterologist at the Gujarat Gastro Group; Dr. Pinal Shah, the Head-Bariatric Counsellor at Obesity Clinic and Dr. Rushikesh Trivedi, BHMS, CFN, PDSN, Metabolic Expert with DNA-based Diet Expert. Ms. Hina Gautam, Celebrity Chef, moderated the session. The programme witnessed 150 participants.



Ms. Sapna Vyas; Dr. Manoj Ghoda; Ms. Hina Gautam; Dr. Rushikesh Trivedi and Dr. Pinal Shah



Speaker, Mr. Harish Bijoor addressing

AMA held a session on 5th January on innovative approach towards marketing, 'Marketing' Oolatupalat for the Alpha Generation Ahead' by Mr. Harish Bijoor, Brand Guru and Founder of Harish Bijoor Consults Inc. The session was well attended by 70 participants.



Quiz Master, Mr. Sanjay Chakraborty

AMA organised a Quiz on 6th January with quizmaster Mr. Sanjay Chakraborty which saw a participation of 150 contestants.



Dr. Deepak Torawala; Dr. Abhay Dixit and Dr. Mehul Shelat

AMA organised a session on 7th January by Dr. Deepak Torawala, Sr. Family Physician, Surat; Honorary Jt. Secretary, FFPAI; Past President, FPA, Surat, on the topic 'Lifestyle Diseases: Let's Fight The Emerging Enemy' and Dr. Abhay Dixit, Senior Family Physician, Ahmedabad; President, FFPAI, Past President, Ahmedabad Medical Association, on 'Adult Vaccination'. Dr. Mehul Shelat, Family Physician- Ahmedabad moderated the session.

AMA conducted a session on 10th January on 'Immigration for Everyone: An Indo-US Perspective' with Mr. Naresh M. Gehi, Esq. Principal Attorney, who gave a glimpse of the challenges surrounding immigration and suggested ways to overcome them. 55 participants attended the session.



Mr. Naresh M. Gehi delivering his talk

AMA organised a session on 12th January with Mr. Parthiv Shah, Director, Tracom Stock Brokers Pvt. Ltd., who spoke on the changes in the Indian stock market - 'The Sector Opportunities - Vision 2030 Indian Stock Markets'.



Mr. Parthiv Shah delivering a talk

AMA on the occasion of Road Safety Week organised an exhibition on 'Traffic Awareness and Road Safety' from 16th to 18th January. Mr. L. P Padalia, IAS; Mr. Ashish Desai, Past District Governor and Mr. Sanjay Srivastava, IPS, inaugurated the exhibition, and 256 people were awarded.



Mr. L. P Padalia; Mr. Ashish Desai, and Mr. Sanjay Srivastava inaugurating the exhibition.

AMA organised a talk on 'Creating Young Leaders' with Sri Krishnaji, the co-founder of Ekam on 19th January. Around 150 participants attended the programme.



Sri Krishnaji delivering a talk

The 16th Annual Intellectual Property Summit was organised by YJ Trivedi-AMA Academy for Intellectual Property Rights on 20th January. It brought together top experts, entrepreneurs, academicians, and other 130 participants who emphasised the need for a strong IPR regime. Dr. Narottam Sahoo, Advisor, Gujarat Council on Science and Technology (GUJCOST) was invited as a Chief Guest.



Expert panelists of the event



Dr. G. Sivakumar addressing

AIMA organised an informative discussion on 20th January on 'India's Digital Payment Revolution: Under the Hood' by Dr. G. Sivakumar from the Department of Computer Science and Engineering at IIT, Bombay.

AIMA organised a panel discussion on 20th January on Wealth Creation through Financial Market, 'Planning | Patience | Performance | Persistence' with veterans in the field - Mr. Utpal Shah, Director, Shah Investor Home Ltd.; Mr. Kushal Shah, Director, Ratnakar Securities Pvt. Ltd.; Mr. Samir Gandhi, Director, Goldmine Stocks Pvt. Ltd.; Mr. Parthiv Shah, Director, Tracom Stock brokers Pvt. Ltd.; and Mr. Ravi Diyora, Director, Kunvarji Finstock Pvt. Ltd. The session was moderated by Mr. Jwalant Gandhi, Senior Manager, NSE and a total of 155 participants attended the session.



The panelists addressing the participants



Artists of film 'KARMA'

On 21st January, a panel discussion was held on relationships, trust, values of life with artists of the film 'KARMA', Mr. Jay Vasavada, Writer, Motivational speaker, Columnist and Gujarati Language Promoter; Mr. Subhash Bhatt, Writer, Thinker, Philosopher; Dr. Mitali Samova, Writer, Columnist, Singer; Mr. Chetan Dhanani, Artist; Mr. Anshul Trivedi, Artist; Ms. Brinda Trivedi, Artist; Mr. Chinmay Purohit, Producer; Mr. Neeraj Naik, Producer, and Subbu Iyer, Director.

Speakers Forum was held on 21st January on the topic 'If It Is to Be, It Is Up to Me', a thought-provoking exchange on self-empowerment and confidence, coordinated by Mr. Manish Khanolkar, HR Consultant and Trainer on 21st January with an audience of 25.



A participant sharing his thoughts

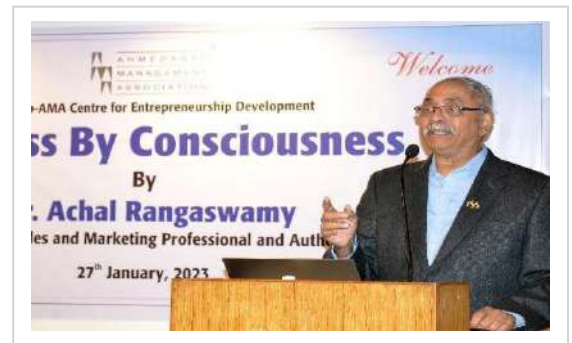


Padma Shri Dr. B.V.R. Mohan Reddy addressing

A second Henry Rowan Memorial Lecture was held on 23rd January with Padma Shri Dr. B.V.R. Mohan Reddy, Founder-Chairman of CYIENT, Former Chairman of NASSCOM and Chairman of CII Southern Region, and Founding Director of T-Hub, who delivered a lecture on 'Pursuing Excellence'. He also introduced his book, 'Engineered in India' to an audience of 50 participants.

AMA conducted a session with Mr. Achal Rangaswamy, a Veteran Sales and Marketing Professional and author on the topic 'Business by Consciousness' on 27th January.

Learners Forum was held on 29th January on 'Happy Marriage Makes You Happy' by Consultant and author, Mr. B. N. Dastoor, who glanced at the inner workings of marriage and the effects of a happy marital life on individual productivity and happiness. 35 participants attended the session.



Speaker, Mr. Achal Rangaswamy

Allahabad Management Association

New Year Calendar Release

Allahabad Management Association organised its annual calendar release on 15th January at Punjabi Bhawan. The executive committee members also met on the occasion which was addressed by the President, Mr Ravi Prakash. In his address, the President apprised the members about the AMA Management Awards to be given to three individuals who have done excellent work in the field of management. 35 members attended the event.



Office bearers of AMA releasing the New Year Calendar

Bharuch District Management Association

MDP

BDMA organised an MDP on 12th January on 'Quality Control' with Dr Mayur Kapadia, former AGM and Lab Head, GNFC Ltd; Dr Haresh Shah, Former Chief Manager in Lab, GNFC Ltd and Mr Sunil T Sharma, Former Chief Manager and Head of Training Centre, GNFC Ltd. There were 28 participants in the training programme which received good overall feedback. The topics covered during the training were Quality and its attributes, Quality Assurance and Quality Control, Role of QA, significance of QA to industry.



MDP on 'Quality Control'

73rd HR Meet

BDMA organised its 73rd HR meet in a hybrid mode on 20th January. There were 53 participants across industries who provided inputs on practices in their company relating to compliance in terms of HR. They also discussed insurance policies cover for white-collared employees and labor. It was an interactive session between HR chair and members of HR fraternity.



Participants during the 73rd HR Forum Meet

Bhopal Management Association

Bhopal Management Association successfully conducted the 21st EC Meeting at Vision Invest Tech. Pvt. Ltd., Bhopal under the chairmanship of Mr Pradeep Karambelkar. EC Members also celebrated the New Year. The meeting was attended by 10 EC members and was very well appreciated by the participants.



Meeting in progress

Bombay Management Association

Webinar

BMA organised a session on 6th January with Mr Sanjay Kalrani on 'Digital strategy and Transformation'. Mr Kalrani engaged with the audience through his insightful presentation and shared his valuable insights on the knowledge of digital transformation. The participants gave excellent feedback about the incredibly informative and interesting session.



Speaker, Mr. Sanjay Kalrani along with Ms. Supriya Sachdeva, Secretary, BMA



Speaker, Mr. Deepak A Salagare with Mr. Dr. Bigyan Verma, EC Member of BMA

BMA organised a session on the 13th of January by Mr Deepak A. Salagare where migration to the cloud and its application were explained. Mr Salagare explained the topic, its usage and its benefits lucidly to the audience. The technical topic was well understood by the participants, and they appreciated BMA's efforts to bring new age and relevant topics for the members.

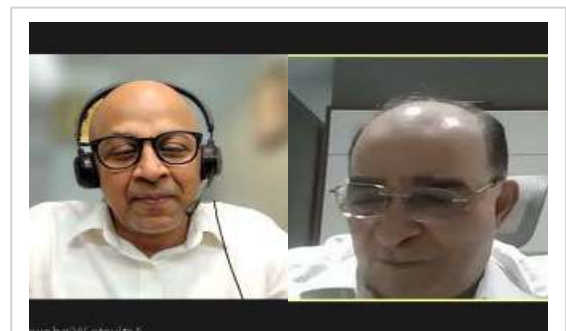
AIMA BMA Digital Leadership Summit 6.0

BMA's flagship events, the BMA Digital Leadership Summit 6.0 was held on 20th January at IIT Bombay Powai in collaboration with All India Management Association and IIT Bombay. Mr Sam Pitroda, the keynote speaker joined through Zoom platform and AIMA President, Mr Shrinivas Dempo and Director General, Ms Rekha Sethi inaugurated the conference with their vibrant and energetic speeches. BMA Past President, Prof M D Agrawal and Prof Shyam Sunder from IIT were the guiding sources to plan the theme and topics of the sessions. The event was hugely successful with 150 participants present to listen to the luminary speakers.



Dignitaries on stage for a plenary session

BMA conducted Friday Fundamentals on 27th January, a webinar on the topic 'Making Change Stick' by Mr Pramod Agrawal. It was well explained by Mr Pramod Agrawal in his presentation, and everyone was impressed by the kind of knowledge, tools, techniques, and skills he used in his presentation.



Speaker, Mr. Pramod Agrawal and Mr. Rajesh Sharma President, BMA

Calcutta Management Association

Motivational session

Calcutta Management Association and NSHM Business School co-organised a motivational session on 6th January on 'Being Positive: Come What May' by BK Dr Sunita Didi, an International Management consultant and recipient of 100 plus National and International Awards, who spoke to a gathering of students and professionals. Dr Sunita Didi, used anecdotes and references from various texts and practical life to motivate the gathering. It was a very interactive session with several questions, which the distinguished speaker clarified with ease and perfection.



Motivational session by BK Dr Sunita Didi

Lecture

CMA has started a new series of webinars aimed at the engagement of members and providing them with a platform to showcase their expertise. The first edition was a lecture held on 20th January on 'How to be Corporate Ready' by Mr Anirup Sen, COO, Jardine Henderson. He addressed the audience on expectations and reality of corporate employment and shared experience to emphasise skills and qualities required not only to get into a corporate but also to sustain in a highly competitive employment market.



Speaker, Mr. Anirup Sen addressing

Calicut Management Association

Management Talk Series

Calicut Management Association conducted a Management seminar on 'Funding Secrets for Big Business Projects' on 10th January by guest speaker Dr P. P. Vijayan, globally acclaimed business strategist, mind trainer, psychologist and success coach. The programme was attended by 65 participants including entrepreneurs, and start-up founders, who got an opportunity to understand the wide aspects of funding of big business projects, including Venture Capital, Bank Finance Equity Capital and listing with Stock Exchanges. CA Sujith Kumar T N, President of CMA presided and Hon. Secretary, CA Ranjani Umesh; Dr Reena Anil Kumar; Sreenath and Jayaram also spoke on the occasion.



Seminar in progress

Meeting

CMA gave a Budget proposal to the Hon. Finance Minister of Kerala, Shri. K N. Balagopal on 12th January. The President of CMA, CA Sujith Kumar T N; Managing Committee Member CA Mohan C and other members handed over the Pre Budget proposal to the minister. The minister committed to allocate funds in the forthcoming budget for Twin Tunnel road for the Wayanad Ghat section road which will propel the interstate connectivity of Malabar to Karnataka and also support tourism in Malabar.



The chief guest receiving a memento

Calicut Management Association organised a meet on 21st January with the diplomats from the Embassy of Nepal. Ambassador of Nepal Embassy H.E Dr. Shankar Prasad Sharma and Minister (Economic) Ms. Nita Pokhrel Aryal were the chief guest and guest of honour respectively. It was attended by 54 participants, including members and representatives from industry, educational institutions and entrepreneurs. CMA gave a proposal on suggestions to improve skill development and education of Nepali employees and students pursuing higher education in Kerala. The President of CMA CA Sujith Kumar T N; Hon. Secretary, CA Ranjani Umesh; Dr Reena Anil Kumar and Ashok K P spoke on the occasion.



CMA meet with the Diplomats

Managing Committee Meeting

CMA held its Managing Committee Meeting on 19th January, where it discussed the programmes to be conducted from January to March 2023 and other administrative matters. 12 members attended the meeting.

The meeting was held on 24th January where it was decided to conduct the Annual Management Convention in March and a review of January programmes was discussed.



CA Ranjani Umesh – Hon. Secretary; CA Sujith Kumar T N – President and other Managing Committee members attending the Managing Committee meeting

Chandigarh Management Association

CMA celebrates 200 days of EC 2022-23

The executive team of Chandigarh Management Association comprising of diverse professionals, Dr Rajnish Mittal, Vice President; Mr Sukhwinder Bhatia, Treasurer; Dr Navjot Kaur, Joint Secretary were present at the event amongst other EC members.



CMA Members celebrating 200 days of EC 2022-23



CMA Members celebrating 200 days of EC 2022-23

The delegates also visited the sales site in a guided tour by Manohar Infra who are developing a vast 400 acres of land in New Chandigarh close to PGI. Past President and CMA Advisor Mr Deepak Dhingra facilitated the event for CMA.

Better Management Series

Chandigarh Management Association organised a web talk series under its 'Better Management Series'. The speaker, Ms Pratibha Kumari, Assistant Professor with Sunstone Eduversity and associated with DY Patil and MIT Peace University, Pune, said that culture is the most critical factor that affect employees' attitudes, behaviour, and performance at the workplace. The talk had an audience of around 40 people to understand the organisation culture. It was organised by CMA President, Mr Gursimran S Oberoi and moderated by the General Secretary, Mr Abhishek Gupta. Executive members Dr Navjot Kaur, Joint Secretary, Mr. Jatinderpal S Sehdev and Mr. Sukhwinder Singh also attended the session.



Participants during the session



Speaker, Mr. Giacomo Mengucci

CMA conducted a webinar on 'The Structure of Scenario-Based Planning' with speaker Mr Giacomo Mengucci, an Italian, and a visiting faculty at Fraser Valley, Chandigarh. The talk was moderated by General Secretary, Mr Abhishek Gupta and attended by over 42 CMA and AIMA members, academicians, entrepreneurs and management enthusiasts. Amongst the Executive Members of CMA Mr Rajnish Mittal, Vice President, Dr Navjot Kaur, Joint Secretary, Mr Sukhwinder S Bhatia, Treasurer, Mr Hitesh K Gulati, Priyanka Sud and Dr Jatinderpal S Sehdev were also present.

CMA e- Newsletter for December 2022

The Executive Committee of CMA released the December issue of CMA e-Newsletter during an Executive Meeting held on 28th January.

CMA Management Quiz

The CMQ for the month of December was on 'Marketing Management', and it saw an overwhelming response from the members. Three CMA members were declared winners - Dr Labh Singh; Mr. Nishant Srivastava and Mr. SB Khullar. Winners were felicitated by the Executive Committee.



CMA Executive Committee releasing the December issue of e-Newsletter.

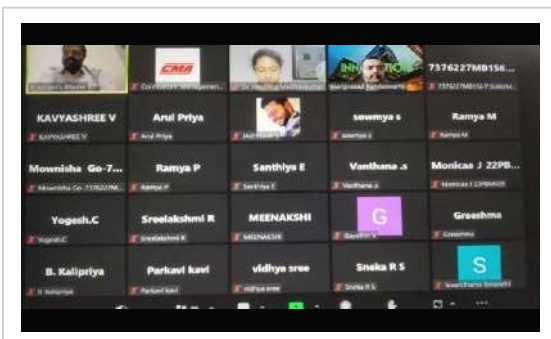
Coimbatore Management Association

Monday Musings

Coimbatore Management Association organised a talk on 2nd January with Dr Subhashini Suresh, Director of Management Studies, at SNS Institutions, Coimbatore. Dr Subhashini displayed a table of investment options - equity, mutual funds, provident fund, fixed deposits, real estate, and gold. A detailed explanation of these options gave a clear picture vis-a-vis the risk versus rewards. The informative session was well attended by over 150 participants, and the speaker was welcomed by Dr Vandana Madhavkumar and thanked by Secretary, Dr N. Raveendran.



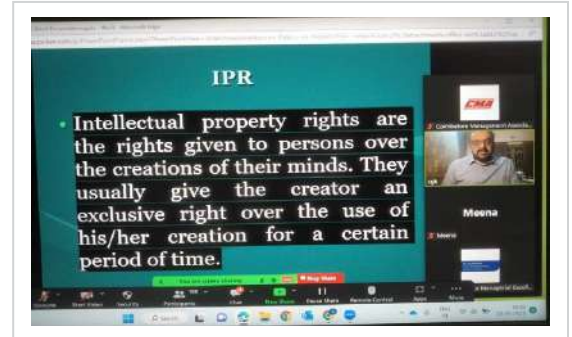
Dr Subhashini Suresh sharing her presentation.



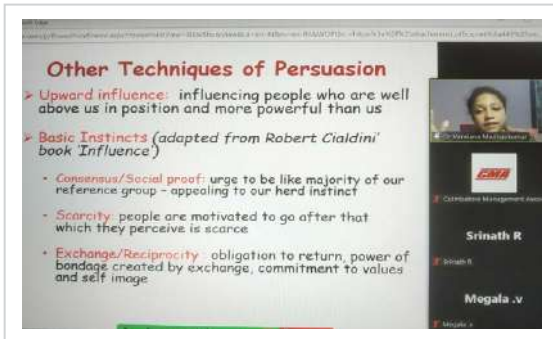
Participants attending the session

The 453rd episode of Monday Musings was held on 7th January with Mr Hariprasad Kandaswamy, Senior Manager HRBP ESE and SDDC of Schneider Electric India Pvt Ltd, on how to understand Gen Z, among other factors related to the current generation. Mr Hariprasad enlisted the characteristics attributed to the typical Gen Z youth, namely, multitasking, social, philanthropic, educated, tech-savvy, and digital natives. The speaker was welcomed by Dr Prashant Nair of Amritha Viswavidyapeeth and moderated by Dr Vandana Madhavkumar, who also thanked the speaker.

CMA arranged a special session on 23rd January with Advocate Mr C. G. Kumar to shed some light on Intellectual Property Rights or IPR. Mr Kumar presented a list of the types of IPR, which includes patents, trademarks, trade names, service marks, geographical indications, industrial designs, layout designs of integrated circuits, and trade secrets. The session was well received by around 190 participants. Ms Meena of Astral Consultants welcomed the speaker, and Prof. Sreeram Nandhi of DJ Academy, delivered the vote of thanks.



Mr: C G Kumar giving his presentation

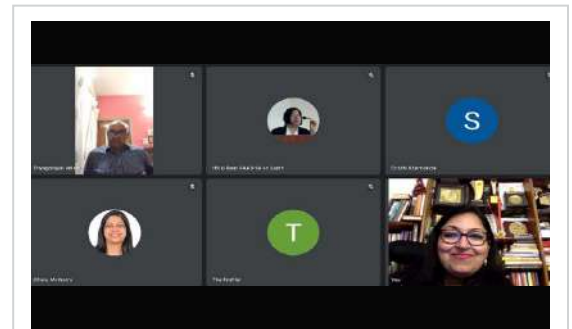


Talk by Dr. Vandana Madhvkumar

The 455th session of Monday Musings was held on 30th January. Dr Vandana Madhvkumar, an alumna of IIM Ahmedabad and PhD from Bharathiar University, elaborated on the power of persuasion in business. She has also won the Best Paper award in HR at the Emerging Trends Business Conference organised by Christ University, Bangalore, and the Best Teacher award by the GRG Trust. Dr Vandana was welcomed by Dr Nithyanandan Devaraaj and thanked by Mr. M.K.G. Anandkumar.

Faridabad Management Association

Faridabad Management Association conducted a virtual webinar on 28th January on the topic 'Declutter- To Manifest your Best Ever Year'. The webinar started with a welcome address by Ms Charu Smita Malhotra, General Secretary, FMA. The speaker was Ms Saloni Kaul, Founder, IT'S People and President FMA, who emphasised on doing first thing first and following proper time management for systematic decluttering. She gave valuable insights to the participants from industry and academia. In the end, a vote of thanks was proposed by Mr V. Thyagarajan, Executive Director-FMA.



(Bottom right) Speaker, Ms. Saloni Kaul, President FMA addressing the participants

FMA held its special Core committee meeting on 29th January, to take some key decisions and have a detailed discussion about the celebration of National Management Day. The meeting was Chaired by Ms Saloni Kaul, President, FMA. It was attended by Mr Abhay Kapoor, Past President, FMA; Mr Subhash Jagota, CEO, Global Business Solution and Senior Vice President, FMA; Ms Charu Smita Malhotra, General Secretary, FMA; Mr KP Dhiman, Treasurer, FMA and Mr V. Thyagarajan, Executive Director, FMA. At the end of the meeting, Ms Saloni thanked the core committee members for sparing their valuable time.



(L-R) Mr. KP Dhiman, Treasurer, FMA; Mr. Abhay Kapoor, Past President, FMA; Mr. Subhash Jagota, CEO, Global Business Solutions and Sr. Vice President, FMA; Ms. Saloni Kaul, President, FMA and Mr. V. Thyagarajan, Executive Director, FMA

Ghaziabad Management Association

SHODH 2022-23

Ghaziabad Management Association and the Department of Management Studies of Raj Kumar Goel Institute of Technology, Ghaziabad conducted SHODH 2022-23, an Inter Institute Student Paper Presentation Competition on 6th January. The programme was presided over by Vice-Chairman, Mr Akshat Goel, Executive Director, Dr D.K. Chauhan, Group Advisor, Dr Laxman Prasad, Director, Dr B.C. Sharma, MBA Head, Dr Vibhuti Tyagi and Executive Director, GMA Mr Vinay Gupta. On the occasion, Dr K.K. Goyal, Director, MSME and Start-ups was invited as a chief guest. He shared important information related to new schemes in MSME and the scope of start-ups for the young generation. A total of 50 teams participated in the event.



Winners during the Inter Institute Student Paper Presentation Competition



President GMA inaugurating the workshop

Mrinalini Shah, Professor, Operations Management, IMT. The workshop ended with a panel discussion with the facilitators which was moderated by Mr Rahul Agrawal, Former Executive Vice President, Moser Baer Ltd. The workshop was attended by 35 participants from various member industries and academic institutions.

Workshop

GMA SME Development Forum, in collaboration with Institute of Management Technology, Ghaziabad, organised a series of Management Development workshops on 'Achieving Zero Defects in products and services' on 21st January at Institute of Management Technology, Raj Nagar, Ghaziabad. The facilitators of the workshop included Mr S S Sharma, Principal Partner, System Dynamics; Mr Pankaj Jain, Sr. General Manager and Chief Quality Officer, Shriram Pistons and Rings Ltd.; Mr Anshu Bhartiya, Risk Management Consultant-IT Services, IBM; and Dr

Industry visit

GMA organised an industry visit to Albert David Ltd., on 23rd January, which was attended by 18 participants from different industries/institutes, including SPRL, MGTL, IPEM, IMS and independent consultants. The participants were first introduced to the company and its products and the meticulously hygienic processes through which the manufacturing of life-saving drugs is done.



Participants during the plant visit

Session on meditation

GMA organised a two-hour session on ‘Science of Meditation – Be stronger than your environment’ on 29th January at AKGEC, Ghaziabad. CA Pradeep Kumar Gupta, a certified Trainer and centre coordinator of Heartfulness Institute, Ghaziabad was the facilitator of the session. President GMA, during the inaugural address, emphasised that we all should practice meditation as this would improve our calmness level and focus on our work, thereby enhancing our efficiency. Around 35 participants attended the session.



President GMA welcoming the speaker

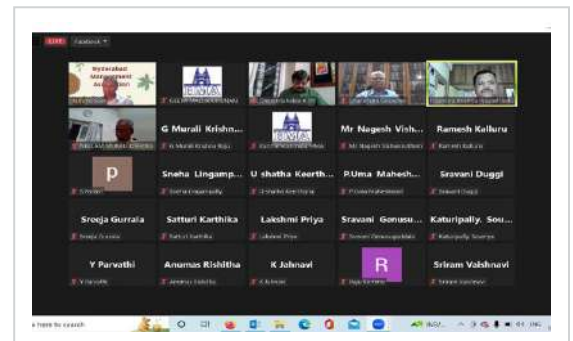
Hyderabad Management Association

Industry Readiness Programme

Hyderabad Management Association organised a programme on 12th and 13th January with Ms Sharmila Gautama – Learning and Development Professional Trainer on the topic ‘Speaking /Listening Skills’. She explained the various types of listening namely active, attentive, critical, informative, appreciative and selective listening, and their importance. The barriers to listening were highlighted and the ways and methods to be a good listener were explained.

MSME

HMA organised a talk on 18th January with Mr Shailendra Goswami, Chairman and Managing Director, Pushkaraj Group on the topic ‘Marketing Practices for MSMEs’. He shared that the MSME Sector has been an integral part of the economy, contributing to GDP, employment, and export. Challenges and solutions to implement the best marketing practices for sustained growth were discussed at length - Product, Price, Place, Promotion and Competition.

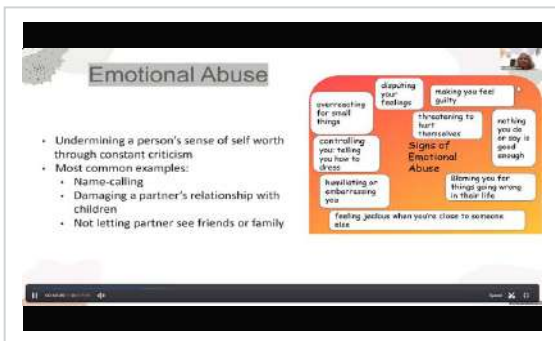


Participants in attention during the speaker’s presentation



Presentation in progress

HMA organised a session on 25th January on 'Digital Manufacturing - Agile Option for the Newage' with Dr Guruprasad Rao, Director, Faculty of Design and Dr Vishwanath Karad MIT World Peace University. The talk took the audience on a historical context to the present-day state of the art. The presentation was specially customised for MSMEs and start-ups. It also explained what to expect from the technology and its limitations.



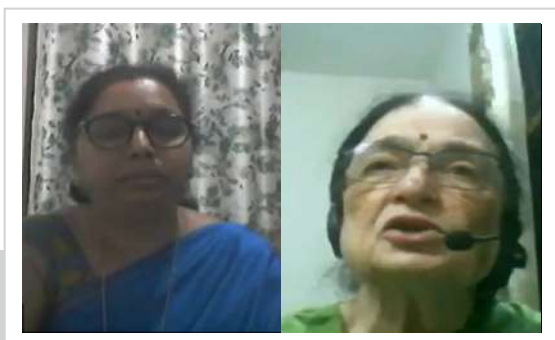
Dr. Jamuna Devi sharing her presentation

SDP

On 27th January, Dr. Rajesh Pershad, Senior Professor, Ashoka Business School discussed the need of specific skills which are very essential for MBA students to face the challenges in acquiring a suitable employment in a competitive job environment. He discussed different types of skills with live examples, simple and interesting abbreviations like SWOT, KAASH (Knowledge, Attitude, Action, Skill and Hard work) by motivating and encouraging the students with classroom activities. This helped the students to understand their skill levels and enabled to improve themselves to reach the expected level of progress in skill development.

HMA organised a session on 27th January with Dr Jamuna Devi, Sr. Consultant Gynaecologist with Yashoda, who spoke about domestic violence and its different types - physical, sexual, verbal, economic and emotional. She delved into why women are subjected to it and shared different forums where women can go to lodge their complaints.

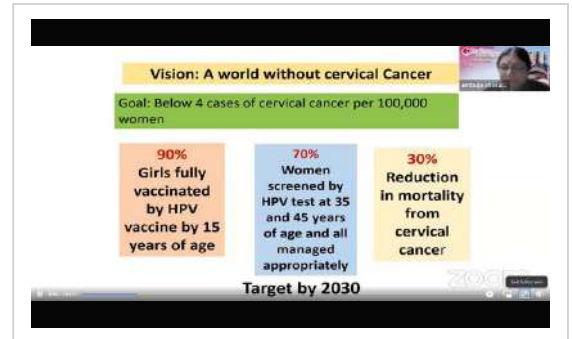
HMA held a talk on 28th January with Mr Atharveshraj Nandawat, Director, Nandawat Corporate Services Pvt Ltd., who spoke about the opportunities for entrepreneurship, citing examples of OLA, Uber etc. and provided information about the MSME schemes for an entrepreneur. The questions asked by the students were answered satisfactorily.



Session in progress

On 30th January, Dr Balamba Puranam - Former superintendent of Osmania University brought to light the interpersonal relationships. She explained at length the difference between HIV and AIDS as well as HPV and how transmission happens in both. She also explained the do's and don'ts and the vaccines which one should take for prevention of such diseases.

On 31st January, Dr Ambuja, National President – Family Planning Association of India, Gynecologist and Obstetrician spoke about cervical cancer and stated that India has the highest number of cervical cancer cases in the world. She informed that WHO wants to eradicate cervical cancer in the world by 2030 and this would be possible if all girls are vaccinated before the age of 15.



Speaker sharing her presentation

Indore Management Association

Student Chapter Management Games

IMA Student Chapter organised Management Games on 5th January for the students of Govindram Seksaria Institute of Management and Research, Indore on the topic 'Learning by Management Games'. The facilitator for the Management Games was Ms. Ritu Kukreja, CEO and Co-Founder at IlearnGrow.



Ms. Ritu Kukreja during Management Games



Dr. Rajeev Puri along with the participants

Student Chapter COE

IMA Student Chapter organised a Centre of Excellence session on 6th January for the students of Shri Govindram Seksaria Institute of Technology And Sciences, Indore on the topic 'Transform to Perform – Tenets of Transformational Leadership' by Dr. Rajeev Puri, an International Corporate Trainer, Mumbai.

Industry Visit

IMA Student Chapter organised an Industry visit on 7th January for the students of Maharaja Ranjit Singh College of Professional Sciences, Indore at Pratibha Syntex Ltd, Pithampur.



Students at the Industry Visit

IMA Student Chapter organised an Industry Visit on 16th January for the students of Institute of Business Management and Research, IPS Academy, Indore at Mangla Engineering Ltd, Dewas.



Industry visit at TCS, Indore



Students during the Industry Visit

IMA Student Chapter organised an Industry visit on 19th January for the students of Acropolis Faculty of Management and Research, Indore at TATA Consultancy Services, Indore.

IMA Student Chapter organised an Industry visit on 23rd January for the students of Radiant Institute of Management and Science, Indore at TATA International Ltd, Dewas.



Industry visit at Asha Confectionery SR25, Indore



Students during the Industry Visit

IMA Student Chapter organised an Industry visit on 28th January for the students of Prestige Institute of Management and Research, Indore at Asha Confectionery SR25, Indore.

Contemporary Learning

IMA organised Contemporary Learning session on 12th January on the topic 'Kick Start 2023: Living same day 365 times is not a new year' with Mr. Prerak Trivedi, Founder and Director PACE, Indore.



Mr. Prerak Trivedi addressing the participants

IMA CEO Dinner Meet/Curtain Raiser

IMA organised a CEO Dinner Meet/Curtain Raiser in line with 30th IMA International Conclave on 17th January on the theme 'Reinvent, Evolve and Lead' at Hotel Marriott, Indore. The speaker for the session was Mr. A.S. Lakshminarayanan, MD and CEO at TATA Communications Ltd, Mumbai.



Mr. A.S. Lakshminarayanan addressing the event



Mr. Amit Saluja addressing the session

IMA Exclusive Session

Indore Management Association organised an Exclusive Session on 20th January on the topic 'Making MSME Globally Competitive with Digital' with Mr. Amit Saluja, Senior Director at NASSCOM – COE, Gandhinagar.



Dr. Sonal Sisodia during the session

Women Forum

IMA organised a Women Forum Session on 21st January on the topic 'Discover, Design and be in 2023' with Dr. Sonal Sisodia, Principal of Daly College of Business Management, Indore.

Jamshedpur Management Association

Procurement Management Programme

Jamshedpur Management Association organised a two-day workshop on 'Procurement and Contract Management' on 23rd and 24th January at TATA Motors Management Training Centre, Jamshedpur by Mr Mahesh Kumar Rana. On day one, Mr Rana discussed Supply Chain Management and Importance of Procurement and on day two, about Contract Management, how it is drafted and its importance. It was attended by 18 professionals from Tinsplate Company of India, Tata Steel Long Products Ltd, The Timken Company, and others. Mr Vinay Kumar, Manager JMA conducted the programme.



Participants at TATA Motors Management Training Centre, Jamshedpur

Kerala Management Association

KMA 40th National Management Convention

Kerala Management Association conducted its 40th National Management Convention on 12th and 13th of January. Chief Secretary Mr V. P. Joy inaugurated the convention and shared that success is defined by contributions and learning and relearning is essential for a good leader. Mr Adeep Ahammed, Managing Director of Lulu Financial Holdings said that emerging technologies are raising the question on how far we have to go with existing regulations. KMA President, Ms L. Nirmala presided and Dr Ramdas Narayan delivered the keynote address. Mr. A. Balakrishnan welcomed the gathering and Algiers Khalid proposed the vote of thanks.



Chief Secretary Mr. V. P. Joy inaugurating the KMA Annual Management Convention

On day two, Mr. Mukund Rajan, former CMD of Tata Teleservices and Chairman of E-Cube Investments, delivered the keynote address on 'The Responsible Business of the Future' and shared that very soon India will play a crucial role in the global economy. Mr Suman Billa, Principal Secretary of the Department of Industries and NORKA pointed out that industries or large manufacturing units are not possible in Kerala as compared to other states.

IBS Founder and Executive Chairman, Mr. V.K Mathews said that if Kerala is to fully enter the digital age, the attitude of the officials and the society should change, and the benefits of technology and innovative systems should be made available. HLL Life Care CMD, Mr. Beji George; KPMG Partner, Dr. Sankaran Venkataramani, BPCL Executive Director, K. Ajith Kumar; Harrison's Malayalam Chef Executive and Director, Mr. Venkataraman Anand; Kim's Health Cluster, COO, Dr. Avinash Nanivadekar; Agape Diagnostics Plant Head, Binu Mathew; Honeywell Sales Leader, Maria Lal; Microsoft Solution Specialist, Mr. Arvind Raman; FinTech Corporate Moderator, Anu Tiwari; Discover Financial Services, CRO, Dr. Bharat Panchal; Geojit Executive Director, Jones George and Karthik Ramamurthy participated in various sessions. KMA President, Ms. L. Nirmala; Senior Vice President, Mr. A. Balakrishnan; Honorary Secretary, Mr. Algiers Khalid; Joint Secretary, Mr. Dilip Narayanan; Vice President, Mr. Bibu Punnooran; and Ex-Presidents, Mr. Vivek K Govind, Mr. Jibu Paul, Dr. Anil Joseph were also present. The conference discussed the challenges and opportunities in next generation communication and assessed that the network will offer more capacity, data volume and lightning speed in the coming days.



Mr. Mukund Rajan, former CMD of Tata Teleservices and Chairman of E-Cube Investments delivering a keynote address

Lucknow Management Association

Management Game

On 3rd January, All India Management Association and Lucknow Management Association hosted Chanakya, a two-day high-impact management game. Teams from various organisations and institutions took part in this management game. The winning teams were Team Tata Motors from Corporate and Team GCRG Group of Institutions from B-School. The winners' trophies were given by Mr A. K. Mathur, Vice President of LMA, in which AIMA Administrators Mr S. C. Tyagi and Mr Saurabh Jain played a significant part. The event was coordinated by Ms Renu Chaudhary, General Manager, LMA.



On Chair; (L-R) Mr. S.C Tyagi; Mr. A.K. Mathur and Mr. Saurabh Jain



Dr. Pravin Kumar sharing presentation with LMA members

Health Awareness Visit and Knowledge Sharing Session

LMA in collaboration with Gomti Nagar Jankalyan MahaSamiti, Lucknow and Sahara Hospital organised a health awareness visit at Sahara Super Speciality Hospital and Knowledge Sharing session on 'Robotic Surgery' and 'CPR Training' on 7th January by Dr. Pravin Kumar, Robotic Surgeon, Sahara Hospital Lucknow. Mr. Abhay Kumar Suman, Manager - Branding and Communication Sahara Hospital and LMA member welcomed and introduced the speaker and Mr. A.K. Mathur, Vice President proposed a formal vote of thanks at the end of the session.

Talk

LMA in collaboration with the Retired Bank Officers of the State Bank Pensioners Association and JSBKK Samiti organised a talk on 'Digital Currency' by Dr DPS Rathore, Former Regional Director of RBI on 9th January. Mr A.K. Mathur, Vice President welcomed and introduced the speaker and proposed a formal vote of thanks.



(L-R) Dr DPS Rathore; Mr. A.K. Mathur; Mr. Prabhakar Sharma and Mr. Atul Swaroop

Outreach Workshop

LMA in collaboration with AWOKE India Foundation held an outreach workshop on 12th January titled 'Workshop for Farmer Producer Organisation' in District Ayodhya. Mr Pravin Kumar Dwivedi, Senior Vice President, LMA spoke on 'Financial Literacy of FPOs and Access to Finance'; Mr K.P. Dwivedi, Director, Sacred River Management spoke on 'Developing Backward and Forward Marketing Linkages'; Mr Ambrish Srivastav, Sr. Manager, Sacred River Management and Dr Ajay Singh Chauhan, Sr. Manager, Sacred River Management spoke on 'Use of Technology'. The workshop was attended by over 50 FPO CEOs from the Ayodhya Division.



Mr. Pravin Kumar Dwivedi interacting with FPOs



Ms. Mansi Vohra addressing the session

LMA with AWOKE India Foundation organised an outreach workshop on 20th January on 'Workshop for Farmer Producer Organisation' in District Agra. The eminent speakers included Mr. P.K. Mishra from DDA; Ms. Mansi Vohra, Company Secretary, AWOKE; Mr. Bhanu Pratap Singh, Assistant Accounts Manager, AWOKE India Foundation. More than 55 FPOs CEOs from Agra Division were present in the workshop.



Mr. A.K. Mathur during the session

Interactive Session

LMA held an interactive session on 16th January on the theme 'Developing Successful Farmer Producing Companies in Uttar Pradesh'. The participants included Mr. Abhay Saxena of NGO Sharnam; Mr. A. K. Singh, Former CGM NABARD; Mr. Vimal Dwivedi, Co-founder and Director, Krishika; Mr. Ambrish Srivastava, Agronomist; Mr. Dharendra Kumar Singh, CEO, Asara Biotech, an FPC besides Mr. A.K. Mathur, Vice President LMA.

LMA in collaboration with Rotary, Club of Lucknow and AMU Old Boys Association organised an interactive session on 'How the Dynasty of Nawabs evolved in Awadh' by Dr Ravi Bhatt, Historian on 18th January. Mr. A.K. Mathur, Vice President welcomed and introduced the speaker and Mr. S.M. Shoeb from AMUOBA proposed a formal vote of thanks at the end of the session.



Mr. A.K. Mathur; Mr. M.A. Khan; Mr. Rajiv Pradhan; Ms. Renu Chaudhary and LMA members with Mr. Ravi Bhatt

MDP

LMA organised an MDP on 'Leadership and Communication' on 17th January with speaker Dr Charu Rawat, an Educationist, author, corporate trainer, life coach and student counsellor. Officers of various government departments of UP participated in this programme. Mr. A.K. Mathur, Vice President welcomed and introduced the speaker and proposed a formal vote of thanks.



Dr Charu Rawat addressing the session



Mr. Nischal Jagdhari addressing the session

LMA organised an MDP on 20th January on 'Managing Contract Labour and Latest in Labour Law'. The eminent speakers were Mr. B.N. Bhartiya, Asstt. Labour Commissioner (Retd) Sr. Labour Law Consultant; Mr. Nischal Jagdhari, Advocate High court Labour Law Consultant; Mr. G N Srivastava, Asstt. Labour Commissioner (Retd) GM UP Asbestos and Mr. Awadesh Singh. Ms. Renu Chaudhary, General Manager LMA welcomed and introduced the speakers and proposed a formal vote of thanks at the end of the session.

LMA organised an MDP on 'Domestic Inquiry and Disciplinary Proceedings' on 21st January with speaker Mr. Sanjay Bhasin, Advocate, High Court, Lucknow. Mr. A.K. Mathur, Vice President welcomed and introduced the speaker and proposed a formal vote of thanks.



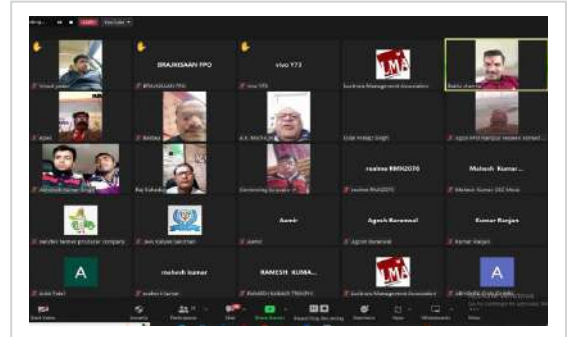
(L-R) Mr. A.K. Mathur and Mr. Sanjay Bhasin



Dr Charu Rawat and Ms. Renu Chaudhary with participants

LMA organised an MDP on 23rd January on 'Managerial Effectiveness and Time Management' with Dr Charu Rawat, an Educationist, author, corporate trainer, life coach and student counsellor. Ms. Renu Chaudhary, General Manager, LMA welcomed and introduced the speaker and proposed a formal vote of thanks.

LMA organised an online MDP on 24th January on 'New Business Opportunities in Cattle Fodder' with speaker Mr. Kumar Ranjan, Co-Founder, e-Feed. Mr. A.K. Mathur, Vice President welcomed and introduced the speaker and proposed a formal vote of thanks on the occasion. More than 35 FPOs from different districts were present in the online session.



Mr. A.K. Mathur present during the online session



Mr. Rajesh Mehtani addressing the session

LMA organised an MDP on 'Issues in Implementation of RTI' on 28th January by Mr. Rajesh Mehtani, a former director of the U.P. Housing and Development Boards Center of Excellence and Training. The participants in this programme included officers from several UP government departments. The Vice President of LMA, Mr A. K. Mathur welcomed and introduced the speakers and offered a formal vote of thanks after the session.

Pitching Competition

LMA joined Jaipuria Institute of Management in a pitching competition of startups on 19th January as a part of the Jury. There were presentations by Startups FORTAX in GST/ IT, EASYEDU, in digitalisation of education, WATERNA in door-to-door water supply, CLOCEAN in clothing and creativity, PLOTAPLAN, in gardening, INAEQUALIS in preventing crime against women, SHIKSHA DEKHO in creating education content, BROOM in hiring trucks, ACADEMIC MONK, in computer application for coaching Institutes and RIGLO KICHEN for food delivery.



Mr. A.K. Mathur as a jury



Speakers presenting ideas for Developing Business

Ideation Meet

On 19th January, Young Manager Forum of LMA joined Jaipuria Innovation and incubation Centre in an ideation meet 'DREAM, DARE AND DELIVER' in which young managers presented their ideas for developing business plans. Two startup mentors guided the young managers in developing business plans.

AGM

43rd AGM of Lucknow Management Association was held on 23rd January at the LMA office, and over 200 LMA members attended. The purpose of the AGM is to vote for the position of secretary, present the financial statements, and conduct other business issues as outlined in the agenda. Mr. Vipin Gupta was elected as the new Secretary.



Mr. Vipin Gupta elected as the new Secretary of LMA

Meerut Management Association

National Education Policy 2020

Meerut Management Association organised a programme on 21st January on the theme 'National Education Policy 2020'. The distinguished speakers were Col. (Dr.) Naresh Goyal and Dr. Poonam Devdutt. Mrs. Madhu Dang and Mr. Ramesh Chand welcomed the speakers. Dr. Manoj Garg was the Master of Ceremony, while Mr. Shashank Jain and Mr. Yogesh Garg presented the mementos. MMA members, faculty and students exchanged questions and additional inputs as a part of knowledge sharing session. The programme was widely appreciated by all attendees and Mr. SPS Jaggi proposed the vote of thanks.



Speakers during the session



Dr. Poonam Devdutt unfurled the national flag

Republic Day Celebration

On 26th January, 74th Republic Day was celebrated by members of MMA and guests. The national flag was unfurled by Dr. Poonam Devdutt, President, MMA.



MMA Tree Plantation Drive

Tree Plantation

Tree plantation activity took place on 26th January at MMA campus. President, Office Bearers, Advisors and guests planted small saplings on the campus.

Pala Management Association

New Year Celebration

PMA conducted a New Year Celebration titled 'Milan Theis' on 7th January at River Valley Club, Pala. Around 80 people including family members participated in the event. During the meeting, several personalities were honoured for outstanding achievements during 2022, and five new members were formally inducted. The meeting was followed by entertainment programmes and ended with dinner.



PMA President addressing

Workshop

PMA held a workshop on 13th January on Fire and Safety at Kokkad Pharmaceuticals, Mallikasseri. Mr A. D. Suresh Babu, Secretary General of PMA who is also an expert on the subject, conducted the session. He has demonstrated the various techniques involved in extinguishing fire. The session was attended by around 20 participants including the staff and management of the firm.



Session by Mr. A. D. Suresh Babu

Palghat Management Association

Palghat Management Association organised a session on 24th January on 'Best Practice of Organisations' by Mr P.K Vasisht, GM, and Unit Head and Mr V Gireesh, Additional GM of Instrumentation Ltd. The session was followed by a product presentation by SARK Group of Companies. It was a highly informative and engaging session which was well attended by the members.



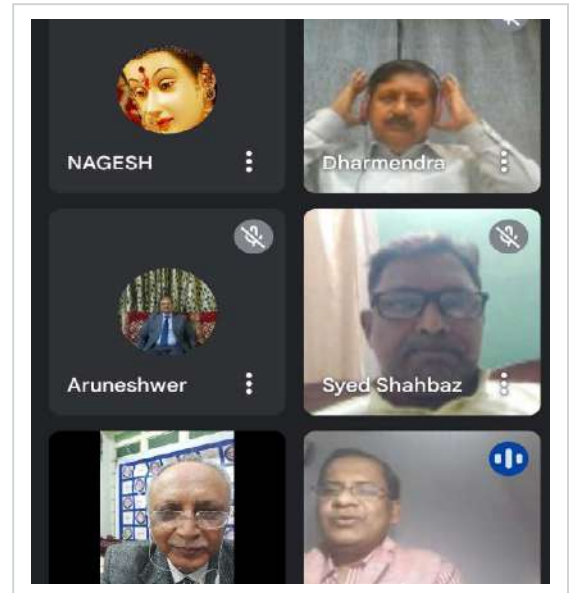
Mr. P K Vasisht interacting with the participants



Mr. Sunil Joseph, MD, SARK Cable, briefing about the company's product

Patna Management Association

Patna Management Association and Bihar State Productivity Council jointly organised a talk on 30th January on 'e-governance project and its challenges in India' through a webinar. The key speaker was Mr Neeraj Kumar Srivastava, an IT expert from USA. President, BSPC welcomed the guest and the participants and President, PMA Mr. B. K. Sinha introduced the theme and concept of e-Governance. Er. Neeraj emphasised the issues and challenges of e-Governance. He said that the Social issues which e-Governance is facing are accessibility, usability, use of local languages, and awareness about governance.



Participants during the session

Quilon Management Association

Investor awareness Programme

Quilon Management Association arranged a Monthly Programme on 7th January with Mr Ranjeet George, Head of HDFC Mutual fund, Trivandrum. He explained the solution to safeguard against inflation and advised putting money to work rather than accumulating or keeping it idle. QMA diary was released during the event by giving a copy to Mr Jacob, former President of QMA by Mr Franklin Daniel, President of QMA. Mr Franklin Daniel, President QMA chaired the meeting, Mr Jayachandran, Secretary General welcomed the gathering and Dr Biju, Secretary programme, introduced the chief guest. Mr. R Madhu, Secretary, Public Relation gave the vote of thanks.

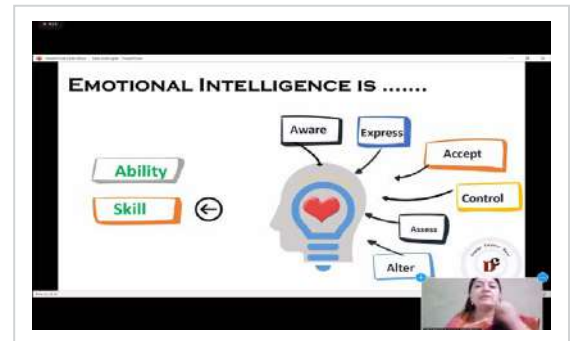


Mr. Ranjeet George, Head of HDFC Mutual fund. Trivandrum region talking about Investor awareness

Rajkot Management Association

Webinar

Rajkot Management Association organised a webinar on 4th January on 'Emotional Intelligence for Entrepreneur and Professional' by speaker Dr Darshana Vithlani who spoke about EI skills and their role in people's success, ensuring organisational sustainability and leveraging leader's competence and employee's engagement to promote productive work behaviour. It was organised again on 18th January for people who missed attending the webinar on 4th January.



Speaker, Dr. Darshana Vithlani giving a presentation

Visit of Marwadi University students to Rajkot Municipal Corporation

Rajkot Management Association facilitated a project of Marwadi University at Rajkot Municipal Corporation on 3rd December. Mr Chetanbhai Kothari, Former Chairman, RMA collaborated with the faculty co-ordinators Dr Srijib Jha and Dr Bhumika Achhnani, MBA Dept., Marwadi University, Mr Chetanbhai Nandani, Dy. Commissioner, RMC, for organising the visit of 25 students of MBA (Business Analytics) programme at Marwadi University. It provided a learning experience including understanding data-driven decision-making through smart technologies used by RMC. In future, students of MBA (BA), MU may be absorbed as interns and employees of RMC for providing data driven decision making.



Visit of Marwadi University students at Rajkot Municipal Corporation

Rohilkhand Management Association

Meetings

Rohilkhand Management Association organised its Programme Committee meeting on 10th January. It was decided that RMA will organise a big event – a symposium on making Uttar Pradesh a 1 trillion US dollars economy and management week will be celebrated in the month of February.



Programme Committee members



Programme Committee members and special invitees

On 29th January, another Programme Committee meeting was held where programmes for February were discussed and finalised. A panel discussion on budget 2023-24 will be organised. Management week will be celebrated by organising management run, two seminars, a PPT completion programme and RMA Excellence Award ceremony.

RMA organised a symposium on 21st January on 'Making Uttar Pradesh a one trillion US Dollars economy' in collaboration with media unit, Bareilly Dainik Jagran. The Chief Guest of the event was Mr Shivkant Dwivedi, IAS, District Magistrate, Bareilly. The special guests of honour were Mr Ranjan Goel, Jt. Commissioner, Industries; Mr Jag Pravesh, IAS, Chief Development Officer, Bareilly, SDM City, Bareilly; Dr Mudit Chaturvedi, G.M Dainik Jagaran; Mr J.P. Pandey, Editor, Dainik Jagaran; Mr Ghanshyam Khandelwal, Chairman, B.L. Agro Industries Ltd.; and Mr Dinesh Goel, Chairman, Ramaa Shyama Papers Mill Pvt. Ltd. The key speaker was Professor (Dr.) Narendra Bishnoi, Economy specialist. Besides the key speaker, all special guests and Dr Manish Sharma, President RMA, Dr. Mudit Chaturvedi, General Manager, Dainik Jagaran shared their valuable views on the topic with relevant information and statistics.



Chief Guest, Special guests of honor, Speakers, RMA team and Awardees

Thrissur Management Association

TMA New Year Celebration

TMA celebrated New Year 2023 on 5th January. Popular film director Mr Sathyan Anthikad inaugurated the function and briefed about his journey in films. President, Paul Thomas gave the New Year address and Joint Secretary, CMA Madhu A P was the convenor of the programme.



Mr. Sathyan Anthikad, Film Director inaugurating TMA New Year Celebration



TMA ICAI Chess and Debate Competition

Joint Programme with ICAI Thrissur Branch

On 6th January, TMA Senior Vice President CA. Geo Job and Managing Committee Members Er. Rajeevan and Er. George Paul were invited to be jury members of a debate competition held amongst the Southern India Branches of Institute of Chartered Accountants of India by Thrissur Branch of SIRC of ICAI.

Managing Committee Meeting

TMA Managing Committee meeting was held on 10th January in virtual mode over Zoom platform. In the absence of President, Mr. K. Paul Thomas; Senior Vice President, CA. Geo Job presided over the meeting. 45 MC members participated in the meeting and very productive deliberations were held.



Presidential address by Sr Vice President, CA Geo Job



Mr. K Paul Thomas, President, TMA participating in the panel discussion

Panel discussion

TMA in association with DC Foundation, Kozhikode, as a part of Kerala Literature Festival organised a panel discussion on 12th January, where TMA President, Mr. K Paul Thomas and Minister of Finance, Kerala Mr. K.N. Balagopal were the panel members. Around 500 people attended the festival.

Memorial Lecture programme and Presentation of TMA - Dr. K. Gopalan Memorial Award

TMA organised the first talk of the lecture series on 24th January on the occasion of International Day of Education. Dr. A. Jayakrishnan, Former Vice Chancellor of University of Kerala and CUSAT delivered the first lecture on the topic 'The Plight of Higher Education in India'. Around 80 members attended the event.



TMA - Dr. K. Gopalan Memorial Award for Outstanding Contribution in the Field of Education being presented to Mr. V P Nandakumar

In memory of Dr. K. Gopalan, Educationist and Former Vice Chancellor of Kerala and Founder of Alert Academy, Thrissur an award was initiated by TMA to be given to those who has display exemplary service in the field of education. The committee decided unanimously to award the first Dr. K. Gopalan Memorial Award to Mr. V. P. Nandakumar, CEO and Managing Director of Manappuram Group of Companies for the various initiatives in the field of Education.



Inaugural address by Er. George Paul, TMA MC Member

TMA Student Chapter

On 25th January, a Student Chapter function was held at Holy Grace Academy on the topic ‘Time Management: Setting clear and realistic goals’ with TMA MC Member, Dr. P. S. Krishnamoorthy. TMA MC Member, Er. George Paul inaugurated the function and TMA Student Chapter Co-Ordinator Mr. Joy Joseph briefed about Student Chapter activities. Around 50 Student chapter members participated in the event.

TMA Management Voice

The second issue of TMA’s bi-monthly magazine Management Voice was released on 24th January by former Vice Chancellor of University of Kerala and CUSAT Dr. A. Jayakrishnan by handing over a copy to Mr. V. P. Nandakumar, CEO and Managing Director of Manappuram Group. The editor of Management Voice, CS. Jackson David and TMA President, Mr. K Paul Thomas; Sr. Vice President, CA Geo Job and Secretary CA. Manoj Kumar were present at the occasion.



TMA’s bi-monthly magazine, Management Voice being handed over to Mr. V. P. Nandakumar, CEO and M D of Manappuram Group



TMA committee members at the press conference

Press Conference

A Press Conference was held in Thrissur Press Club on 30th January to inform the media about the Rocket Pitch challenge for women entrepreneurs during the Women in Business Conclave to be held on 25th February. Senior Vice President, CA. Geo Job; TMA Secretary, CA. Manoj Kumar M and TMA MC Members Er. Meera Rajeevan and Dr. Jean Joy participated in the press conference.

Trivandrum Management Association

Lecture

TMA organised a lecture on 'The Impact of Attention – Deficit/ Hyperactivity Disorder (ADHD) from childhood to adulthood' by Dr Nandini Jayachandran, Consultant, Rehabilitation Psychologist on 20th January. The event provided insights and awareness on ADHD, its impacts and symptoms, and how it affects individuals from childhood to adulthood. The programme was well received by the members, students, and other participants.



Dr. Nandini Jayachandran addressing the participants

Interactive session

TMA organised a joint event with Trivandrum Chamber of Commerce and Industry on Indo-Nepal relations on 23rd January. It was a comprehensive programme aimed at providing information on investment opportunities in Nepal and joint initiatives. The event featured an address by Ms Nita Pokhrel Aryal, Minister (Economic) at the Embassy of Nepal and H.E. Dr Shankar Prasad Sharma, Ambassador of Nepal to India. The reflections on Indo-Nepal relations were provided by Mr T.P. Sreenivasan, Former Ambassador and Permanent Representative of India to the United Nations, Vienna, and Governor for India of the IAEA. The programme was well received by the members of TMA and TCCI.



(L to R) Mr. C. Padmakumar, President, TMA presenting a memento to H.E. Dr Shankar Prasad Sharma, Ambassador of Nepal to India

Student Chapter Programme

TMA Coffee with Corporate leader programme was held at Rajadhani Business School in Attingal, Trivandrum on 25th January with speaker Dr M. Ayyappan, Chairman of Sagenome Pvt Ltd and former Chairman and Managing Director of HLL Lifecare Ltd. The purpose of the programme was to bring the students to a higher level with a clear understanding of ever-growing management possibilities. He shared the story of the rise of HLL Lifecare Ltd in an evocative manner with the students and faculty, who were fascinated by the journey of HLL Lifecare Ltd.



Dr. M. Ayyappan addressing the students and faculty

Vaikom Management Association

Lakshya 2023 Job Fair

Vaikom Management Association, in association with the Confederation of Indian Industries and host ICM Computers, Thalayolaparambu, conducted a job fair on 14th January. Around 400 candidates from various disciplines attended the event offered by 15 employers. The candidates, as well as the employers, were thoroughly satisfied with the efficiently organised Job Fair. VMA organised a helpdesk for the candidates to help them improve their skills and guide them in facing job interviews proficiently.



VMA helpdesk at the job fair

In-house Monthly Programme

VMA started in-house programmes with the expertise of its members from various fields. The first programme included sessions of two members, on 22nd January. Er. T. Rajendran, Retd. Chief Engineer, Kerala Water Authority talked on the topic 'Virtual water', while the second session was a talk by a new member, motivational speaker and writer, Mr Preeth Bhaskar, on the topic 'Good parenting and Happy Child'. Both sessions were highly informative and appreciated by the participants.



Er. T. Rajendran addressing on the topic 'Virtual Water'



Mr. Preeth Bhaskar speaking on the topic 'Good Parenting and Happy Child'

Monthly Programme

VMA in association with ICM Computers, Thalayolaparambu, conducted a programme for students on an anti-narcotic drive titled 'Say No to Drugs'. The programme was inaugurated by the Principal of Devaswam Board College, Thalayolaparambu, followed by a talk by Adv. Charly Paul, motivational speaker, faculty, Ministry of Social Justice, Government of India. 54 students and staff of ICM Computers and members attended the function. Mr. Sojan Jose, Director, ICM Computers and EC Members, VMA welcomed the participants, and Er. A. Saifuddin administered the anti-narcotic pledge, followed by a message from the President, VMA. Secretary General, Mr M. Raju introduced the speaker, and Mr N. Shine Kumar delivered the vote of thanks.



Keynote address by Adv. Charly Paul



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
HRM Summit		New Delhi	15 February 2023
Shaping Young Minds Programme		Goa	16 February 2023
AIMA YLC Interaction	Mr Suresh Prabhu, Chancellor of Rishihood University and Former Minister of Civil Aviation, Railways, Commerce & Industry	New Delhi	17 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
CEOs Delegation		Israel	26 February - 04 March 2023
AIMA Aspire Book Launch Session	Ms Aarti Kelshikar Book Author	New Delhi	10 March 2023
PSU Summit		New Delhi	14 March 2023
Workshop on Sharpening Business Acumen		Online	17-18 March 2023
Pragati		Online	23-24 March 2023

Event	Programme Chairman/Director	Venue	Date
Session on India's Pathways to Success		Online	03 April 2023
8th National Leadership Conclave		New Delhi	11 April 2023
13th Managing India Awards 2023		New Delhi	11 April 2023
3rd AIMA - ICRC Case writing competition & conference 2023		Hybrid Mode	13 April 2023
Global Advanced Management Programme 2023		USA	25 June 2023

To view full calendar please visit www.aima.in

For any feedback, suggestions or advertising queries please write to, aimanews@aima.in

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AIMA

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