

AIMA News

AIMA'S MONTHLY E-MAGAZINE

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

JUNE 2024



MESSAGE FROM THE DIRECTOR GENERAL

Dear Readers,

I am pleased to present another issue of AIMA News.

As the apex body of the management profession in India, AIMA always strives to bring the latest management thought, innovation and leadership to the forefront; while acting as a catalyst to trigger thinking and augment knowhow.

Building on the success of its extremely popular residential retreats, AIMA organised the first Vice Chancellors' Retreat in Varanasi. Curated and customised especially for Academic leaders and institutional heads, the Retreat facilitated discussions and an exchange of ideas to address current challenges and explore opportunities in higher education. Addressed by some very eminent faculty and academic thought leaders, the Retreat provided valuable insights for strategic planning and innovation in academia.

Further in the area of academics and knowledge, AIMA partnered with IIT Bombay for a one-day conference on how organisations need to prepare for the AI revolution and address technology risks. Held at the IIT Bombay campus, the programme featured several subject matter experts and academic stalwarts, exploring the complexities of AI integration in an organisational context. Additionally, AIMA's collaboration with the World Bank continued to gain strength with another in-company Contract Management and Dispute Resolution programme held in Shillong last month. Brief reports can be found inside.

The past few weeks saw AIMA reach out to the younger generation through various initiatives.

During the month, AIMA successfully completed three of its flagship competitions and simulation championships. The highlight was the roll out of the Golden Jubilee edition of AIMA's longstanding National Competition for Young Managers. The active participation at each year's programme is a testament to the enduring legacy and success of the event.

Another longstanding competition, the AIMA Student Management Games, held its 27th edition this year. Based on AIMA's indigenous software "Chanakya," students competed in a simulated business environment, making the learning process truly unique. This year's Student Management Quiz also saw active participation from students across the country competing over 6 regional rounds, which culminated in a National Grand Finale in Delhi NCR.

Meanwhile, AIMA's special forum for rising leaders – the AIMA Young Leaders' Council continued to offer diverse opportunities for its members to connect, engage, and explore emerging trends for their professional growth. The Council organised two engaging and insightful sessions during the month. One focussed on the current Tech opportunities in India, while another explored how India could leverage its demographic dividend. Further details are provided inside.

AIMA News

AIMA'S MONTHLY E-MAGAZINE

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

JUNE 2024

AIMA's network of Local Management Associations remains an integral part of our overall endeavour to build management capability across the nation. To support this, AIMA set up the Regional Coordination Meetings for mutual learning and best practice sharing. Three such meetings were held recently with participating LMAs from the Northern, Southern, and Eastern regions. These meetings are highly beneficial for improving collaboration and enhancing the effectiveness of LMAs in their respective areas.

You will find brief reports in this issue along with other updates from the LMAs and a few articles on management.

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

Warm regards,



Rekha Sethi
Director General

AIMA OFFICE BEARERS

PRESIDENT

Mr Nikhil Sawhney

Vice Chairman and Managing Director,
Triveni Turbine Limited and Director,
Triveni Engineering and Industries Limited

SENIOR VICE PRESIDENT

Ms Suneeta Reddy

Managing Director
Apollo Hospitals Enterprise Ltd.

VICE PRESIDENT

Mr TV Narendran

CEO & Managing Director
TATA Steel Ltd

IMMEDIATE PAST PRESIDENT

Mr Shrinivas Dempo

Chairman
Dempo Group of Companies

DIRECTOR GENERAL

Ms Rekha Sethi

Published by

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



CONTENTS



Vice Chancellors Retreat

AIMA SNAPSHOTS

07 CONFERENCE ON PREPARING ORGANISATIONS FOR THE AI REVOLUTION AND TECHNOLOGY RISKS



08 CONTRACT MANAGEMENT & DISPUTE RESOLUTION TRAINING PROGRAMME



09 LMA REGIONAL COORDINATION GROUP MEETINGS

10 NATIONAL COMPETITION FOR YOUNG MANAGERS

11 STUDENT MANAGEMENT GAMES (SMG)

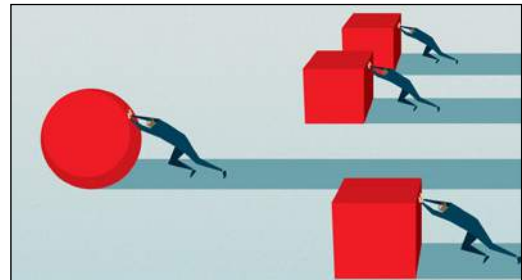
12 STUDENT MANAGEMENT QUIZ (SMQ)

13 YLC SESSIONS

FEATURES

15 3 WAYS TO CLEARLY COMMUNICATE YOUR COMPANY'S STRATEGY

20 CAREER ADVICE: HOW TO BECOME A "FRICTION FIXER"



23 NEWS FROM LMA's



58 AIMA EVENTS CALENDAR



The Children's Art Museum of India

The Children's Art Museum of India (CAMI) is an initiative founded by Ms. Manya Roongta and Mr. Krish Nawal with the vision of being "By the Children, Of the Children, For the Children." CAMI provides a unique platform where children's artistic talents can flourish, showcasing diverse artworks from young artists worldwide.

CAMI offers free art lessons accessible to all children through its Learn page, ensuring that every child has the opportunity to develop their artistic skills. The museum keeps the community inspired with regular newsletters and blogs, providing insights into various aspects of art and creativity. This encourages continuous learning and emphasises the importance of parent and educator involvement in nurturing children's creativity.

Collaborating with schools to integrate art education into their curriculums, CAMI establishes dedicated galleries within schools to showcase and preserve students' artistic journeys. These partnerships aim to inspire audiences for years to come. CAMI also organises Monthly Art Fests with new topics each month, providing a dynamic platform for young artists to express themselves.

To promote child citizenship, CAMI allows children to vote for their favourite artists. This democratic approach empowers young artists, giving them a voice in the artistic community. Embracing modern technology, CAMI offers an immersive experience in the Metaverse, allowing children and visitors to explore the museum virtually. This innovative approach makes CAMI accessible to a global audience.

Art plays a crucial role in developing empathy, understanding, patience, and balance—virtues essential in today's volatile, uncertain, complex, and ambiguous (VUCA) world. CAMI's 200,000+ visitors and 20,000+ active members testify to the significant impact art has on creating a softer, more compassionate world.

As CAMI continues to inspire and support young artists, it seeks the continued patronage and support of its community. By spreading the word and getting involved, everyone can help nurture the next generation of artists. The Children's Art Museum of India stands as a testament to the power of art in shaping young minds and fostering a global community of creative individuals.

To know more, visit www.childrensartmuseumofindia.com or contact info@childrensartmuseumofindia.com.



Ms. Manya Roongta and Mr. Krish Nawal

Vice Chancellors Retreat



Speakers and delegates of the Vice Chancellors Residential Retreat

AIMA organised a three-day Vice Chancellors Residential Retreat from 20th – 22nd June, 2024 on the theme 'Transcending to a New Tomorrow: Leadership Challenges and The Way Forward' in Varanasi. This exclusive programme was customised for Vice Chancellors, academic heads, and administrators from higher education institutions and universities. The retreat aimed to address current challenges, explore opportunities in higher education, and enhance leadership skills.

Some of the eminent faculty and keynote speakers who addressed the retreat included Dr. Rajendra Srivastava, Novartis Professor of Marketing Strategy & Innovation at the Indian School of Business; Dr. Rajan Saxena, Chairman of AIMA Vice Chancellors Council;

Mr. R Anand, Principal Consultant & Advisor-HR at HCL Technologies Ltd. and Prof. Saikat Sen, Chief Operating Officer at SATHI, Banaras Hindu University.



Dr. Rajendra Srivastava, Novartis Professor, Marketing Strategy & Innovation, Indian School of Business with retreat delegates and speakers



Delegates at Namoo Ghat, Varanasi

Dr Rajan Welukar, Vice-Chancellor of ATLAS SkillTech University; Prof. S P Singh, Vice Chancellor, Royal Global University; Prof. M S Moodithaya, Vice Chancellor, NITTE; Dr. Krishna Reddi Chalam, Vice Chancellor, Woxsen University; Prof. Chetan Trivedi, Vice Chancellor, Bhakta Kavi Narsinh Maheta University and Prof. Manoj Arora, Vice Chancellor, SRM University were the participating Vice Chancellors who presented their institutions' best practices.

The retreat facilitated the exchange of ideas and best practices, fostering a sense of community and collaboration among academic leaders. Discussions over the two days revolved around critical themes such as Vision and

Goal Setting, Building Institutional Reputation, Financial Viability, Leadership Challenges, University's Role in Sustainability, Leading Talent, Technology Integration, and Leading Self.

On the second day of retreat, coinciding with the 10th International Yoga Day on 21st June, Dr. Anita Chaudhary, an Art of Living teacher, led a rejuvenating yoga and meditation session.

The retreat was well received by participants, highlighting its role in encouraging

collaboration and sharing best practices among academic leaders.



Yoga and Meditation session in progress

Conference on Preparing Organisations for the AI Revolution and Technology Risks



Delegates of conference on Preparing Organisations for the AI Revolution and Technology Risks

AIMA, in collaboration with IIT Bombay, organised a one-day conference on 8th June 2024, on the theme 'Preparing Organisations for the AI Revolution and Technology Risks' at IIT Bombay. The event gathered a distinguished audience of industry professionals and academics, all eager to navigate the complexities of AI integration in various organisational contexts.

Prof M.D. Agrawal, Program Director, AIMA Digital Innovation and Transformation and visiting Professor, IIT Bombay, provided a comprehensive overview, setting the context for the conference. Mr Nandkumar Saravade, Strategy Advisor, Former CEO ReBIT, and co-founder, DeepStrat given the keynote address and and Mr Prof RK Shyamasundar, JC Bose National Fellow & Distinguished Visiting Professor, IIT Bombay gave the opening remarks. A special address through video conferencing was delivered by Mr Dilip Asbe, CEO, National Payments

Corporation of India – NPCI. Dr. Rohit Singh, Director, AIMA CME, delivered the welcome address.

Some of the other eminent speakers who addressed the conference included Mr Sanjay Agrawal, CTO, Hitachi Vantara, SNIA Chair; Mr Anuj Gupta, CEO & MD, Hitachi Systems; Mr Mahesh Ramamoorthy, CIO, Yes Bank; Mr Vinod Kumar Chaudhary, Executive

Director & CIO, ONGC; Prof. Mani Bhushan, Chemical Engineering Dept, IIT Bombay; Ms Shweta Srivastava, Head IT, Matix Fertilisers and Chemicals Limited; Mr Hemen Vimadalal, CEO & Co-Founder 1Kosmos; Mr Rajiv Pandey, CIO, Tata Motors; Prof Virendra Singh, Dept. of CSE & EE, IIT Bombay; Mr Manoj Agrawal, Chief Editor, Banking Frontier; Mr Satish B Mahajan, Sr General Manager, VFS Global Services Pvt Ltd; Mr Rama Viswanadh Vedantam, AVP Technology, Omega Healthcare Management Services; Mr Anand Sinha, CIO, Birlasoft; Mr Nagaraj Garla, Executive Director, IDBI Bank; Mr Prateek Agrawal, Co-head, Financial Crime Compliance, E&Y

The conference concluded with Padma Shri awardee Prof Deepak Phatak awarding certificates to graduates of AIMA's Advanced Certificate Course in Digital Innovation and Transformation for Enterprises.

Contract Management & Dispute Resolution Training Programme



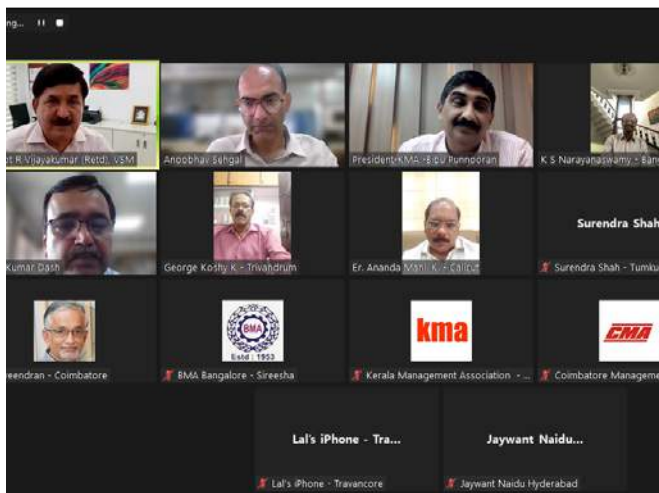
Participants of the training programme on 'Contract Management and Dispute Resolution'

AIMA, with technical support from the World Bank, organised a 3-day training programme on 'Contract Management and Dispute Resolution' from 14th-16th June 2024 in Shillong, Meghalaya for officials of National Mission for Clean Ganga (NMCG).

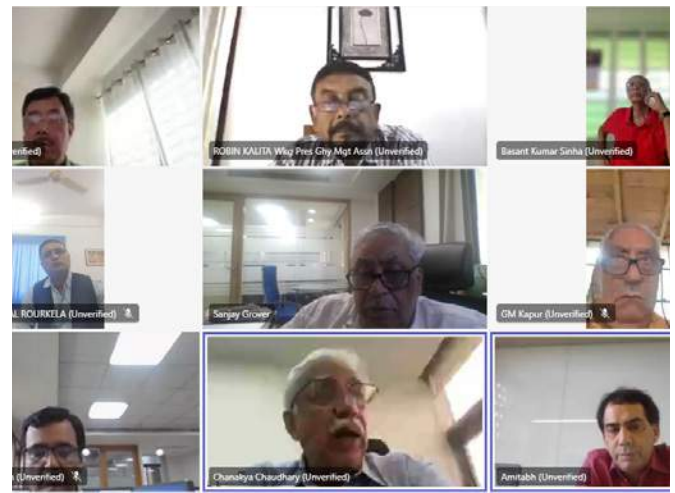
The training programme covered a wide range of topics, including the various World Bank Initiatives on Contract Management and Dispute Resolution, including importance of selection of right contract to minimise downstream problems, different types of contract agreements like PPP/HAM, PMC Contracts,

DBOT, FIDIC etc. The importance of Performance management in contract implementation, managing changes and variation, handling breaches in contract and remedies available was discussed at length. Topics like conflict avoidance, dispute resolution, handling litigations and beyond were extensively discussed during the 3-day training programme. The programme utilised an interactive approach, incorporating case study discussions and group activities such as Mentimeter. The programme concluded with a Valedictory Session.

LMA Regional Coordination Group Meetings

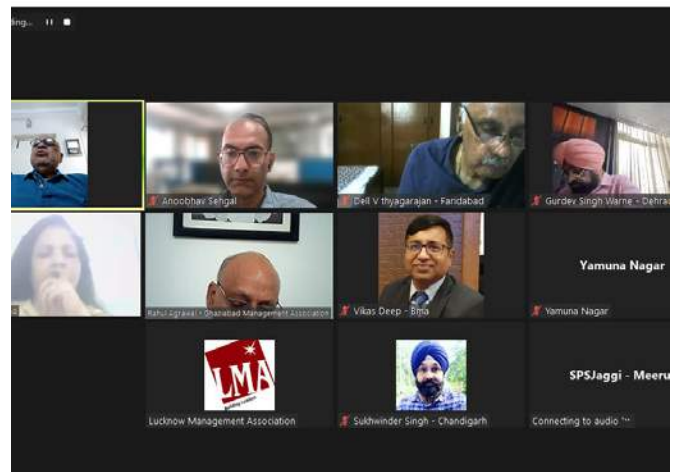


LMA representatives in Southern Regional Meeting



Eastern Regional Meeting in progress

LMA's from each region have come together in formed groups: North, South, East, and West. These virtual meetings are organised with the objective of sharing best practices, aiding the growth of smaller and medium-sized LMA's, and improving coordination among them. The groups meet regularly to help improve and strengthen their respective regions. The regional round meetings were conducted for the Norther Region on 18th June 2024, Southern Region on 19th June 2024 and the Eastern Region on 10th July 2024. All the meetings saw active participation from the LMA's of the respective region with representatives sharing their conducted and planned activities, and discussions on the way forward.



LMA representatives in Northern Regional Meeting

National Competition for Young Managers



Jury members of 50th NCYM

AIMA organised its 50th (Golden Jubilee) National Competition for Young Managers (NCYM) on the theme 'Leadership in Emerging Opportunities Role of Young Managers'. The regional rounds were successfully conducted from 14th June 2024 to 2nd July 2024 and the Grand Finale was held on 5th July 2024. The competition was segregated into two different categories – PSU and Private.

In the PSU category, NTPC emerged as the National Champions; as well as first runners-up and BPCL as the second runners up. Mr Mukul Sharma, NTPC was adjudged as the Best Young Manager in the PSU category. In the Private Category, HDFC Bank emerged as the National Champions. HDFC and Hindalco Industries were declared runners up I & runners up II respectively. Ms Moulavee Rout was adjudged as the Best Young Manager in the Private category.

More than 100+ teams from around 35 organisations participated in 4 Regional (Prelim) Rounds,

representing various sectors and setting a vibrant tone with their energy and enthusiasm. These diverse teams brought their A-game, dazzling all with their talent, innovation, determination, and strategic thinking, setting a vibrant and dynamic tone throughout the competition.

This year in the PSU category, Mr Suresh Dutt Tripathi, Former CHRO, Air India; Mr Amit Gupta, General Manager, IOCL and Ms Nina Chathrath, Independent Director, Oriental Hotels, Dwarikesh Sugar,

Vision Springs were the jury members. In the Private category, the Jury included Mr Anil Somani, Founder FOSTIMA Business School; Mr P K Jain, CEO TCI Global and Group HR & Admin Head, TCIL and Mr Amitabh Jha, Additional General Manager, BHEL.



Winners of 50th NCYM

Student Management Games



Winning teams of Student Management Games

The 27th Student Management Games (SMG) popularly known as 'Chanakya' is a National Competition for B-schools, organised by All India Management Association. AIMA has been conducting this competition for the last 26 years in the country.

This year 12 regional rounds were held at different locations of India and the National Finale was held in Ghaziabad on 1st May 2024.

'Chanakya' is a computer-based simulated game that sensitises and strengthens business acumen in students where participants are handed over a

hypothetical company to run. A team of 4 students form a company and run it in a virtual environment created by 'Chanakya.'

This year more than 800+ teams from 125+ different colleges participated in the competition. Panipat Institute of Engineering & Technology emerged as the National Champion, while Meerut Institute of Engineering and Technology and IMS Ghaziabad were the National Runners-up I & II respectively. Mr. Rajat Garg, General Manager-HR, Central Electronics Limited Ghaziabad was the Chief Guest for the finale.

Student Management Quiz



Winning team Jaipuria School of Business

AIMA's Student Management Quiz is an innovative and interactive program that evaluates students' understanding of various business domains, including brands, marketing, HRM, finance, and prominent business personalities in the news. This quiz helps students learn essential business concepts and stay updated with the latest industry trends.

This year six regional rounds starting from November 2023 were held at Ghaziabad; Meerut; Bhopal; Mumbai; Coimbatore; Pune and

Kanpur. The National grand final was held in Ghaziabad on 2nd May 2024. Mr Tapan Nayak, the Dean of Academics at Jaipuria School of Business, was the Chief Guest for the finale.

More than 750+ teams representing 80+ colleges

participated in the quiz. This year Jaipuria School of Business secured all three top positions as National Winner, Runner-up I, and Runner-up II.



Participants of Student Management Quiz

YLC Sessions



Pranav Pai
Founding Partner and
Chief Investment Officer, 3one4 Capital



Mr. Kartik Sharma
Past Chairman – AIMA Young Leaders
Council and AI Thought Leader

AIMA YLC organised a virtual session on 7th June focused on the theme 'Tech Opportunities in India'. The session was led by Mr. Pranav Pai, Founding Partner and Chief Investment Officer at 3one4 Capital. Mr. Pai addressed the impact of digital transformation and opportunities in emerging technologies such as AI and blockchain. He also highlighted investment opportunities, successful tech startups, and future trends, underscoring the significance of innovation and collaboration in the tech landscape. The session was moderated by Mr. Kartik Sharma, Past Chairman – AIMA Young Leaders Council and AI Thought Leader.

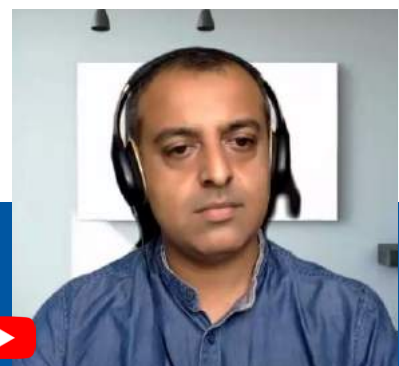
Another session on the topic
'Leveraging Demographic
Dividend as India's Population

Overtakes that of China' was held on 28th June with Mr. Jayant Krishna, Former CEO, ED & COO of NSDC, PM's Skill India Mission, Group CEO of UKIBC, and Founding CEO, FAST India and Mr. Santosh Kumar, VC - AIMA YLC and Director - SPJIMR Corporate Innovation was the moderator. The session explored the significance of India's demographic dividend, particularly as its population

surpasses China. Some of the key points discussed included economic opportunities and how a young workforce can drive economic growth. Challenges such as addressing skill gaps and creating employment opportunities were also highlighted. Additionally, the session covered policy recommendations and strategies to effectively harness India's demographic advantage.



Jayant Krishna
Former CEO, ED & COO of NSDC, PM's
Skill India Mission, Group CEO of UKIBC,
and Founding CEO, FAST India



Santosh Kumar Gopala
Vice Chairman - AIMA YLC
Director - SPJIMR Corporate
Innovation



International

AIMA
ALL INDIA MANAGEMENT ASSOCIATION



AIMA's Scheme of Assessment & Certification of Skills & Competencies

AIMA Certified Trainer (ACT) Endorsed by NOCN, UK

AIMA's ACT Certification is recognition of competencies and skills acquired by an individual as a Trainer and is recognised and endorsed NOCN, UK a leading British assessment and awarding organisation.

AIMA Certified Trainer is designed to give trainers recognition of skills to enable them to compete in the global market. The Certification will help Trainers gain the competitive advantage at international standards.

More information, please visit https://resources.aima.in/Skill_Competency_Certification/ACT-Brochure.pdf

For details contact:

Saumya Singh - Deputy Director
Centre for Management Education
All India Management Association
15 Link Road, Lajpat Nagar III, New Delhi-110024
Email:saumya@aima.in, Ph.No. 011-24608531, 9810475327

3 Ways to Clearly Communicate Your Company's Strategy

by *Constantinos C. Markides and Andrew MacLennan*

May 24, 2024



Summary: For all the communication around strategy, we know that leaders at many companies don't provide the necessary context for employees to understand what the words and sentences in a strategy statement actually mean. What can leaders do to help employees understand enough context to understand a strategy? In this article, the authors offer three recommendations: 1) Present the alternatives considered and explain why they were not adopted. 2) Explain how each choice is linked to the organization's purpose. 3) Involve employees in strategy development.

A pilot once told us a story about an accident on an early morning flight in the 1950s. As the aircraft accelerated to take off, the captain noticed his flight engineer's sullen expression and called out, "Cheer up, George." But in his sleepy state, what the

engineer heard was, "Gear up, George" — and he duly raised the landing gear — prematurely as they were not quite airborne. The aircraft sank onto its fuselage and slid to a halt, causing much damage. Luckily, nobody was hurt.

The story illustrates an important point: miscommunication and misunderstanding are both much more likely when context is unclear or not shared. Had George known that the topic of conversation was his mood rather than the flying of the plane, he would have been less likely to misunderstand what his captain was communicating to him, and he most certainly would not have acted the way he did.

What does this have to do with strategy? In survey

after survey, employees of even successful companies claim that they do not know their organizations' strategies. This is not for lack of communication by top management because the evidence shows that leaders spend a lot of time, effort, and resources trying to explain strategy to their people. George's story suggests an explanation.

Our experience suggests that leaders at many companies communicate strategy without providing the necessary context for employees to understand what the words and sentences in a strategy statement mean or why a particular strategy was chosen, relative to others considered and rejected. For example, a statement that says: "a key element of our strategy is to leverage the benefits of our integrated model" may make perfect sense to the leader who has thought deeply about the company's business model but may mean nothing to the average employee who does not even understand what an integrated model is or why this particular model was chosen in the first place.

Why don't leaders provide this context? Quite simply, the answer is that it is impossible. When they make big and difficult choices that strategy requires, corporate leaders have considered a wealth of data and information about competitors, customers and market dynamics, utilizing in the process their own judgment — and that of other executives and advisers — developed over many years of experience. They cannot even begin to communicate all the implicit, often tacit knowledge that brought them to a particular decision, which means that they can never really explain their choices.

So what can leaders do to help employees understand context enough to understand a strategy?

1. Present the rejected alternatives.

Explaining why not can often help you explain why. In presenting a strategy, therefore, you can also present the alternatives considered and explain why they were not adopted. Consider, for example, the experience of the St Louis-based partnership of Edward Jones, a leading firm in the U.S. brokerage industry. In an interview with one of us, the late John Bachmann who served as the firm's managing partner during 1980-2003, articulated their strategy as follows:

"Unlike most other competitors in the industry, we target and sell only to individual investors, not to institutional ones. Within this segment, we focus on individuals in rural America, not in urban areas. What we sell to them is "peace of mind" and, as a result, we do not sell exotic derivatives or risky products— instead we select transparent and safe products to promote. Unlike our competitors that sell their own in-house mutual funds, we do not manufacture the products that we sell. Instead of big offices in large cities, we have small offices that are placed in small communities to be convenient for the customer. In addition, each office is run by one, not two and not three Investment Representatives."

Note how prominently the word "not" features. Pharma firm Roche similarly places its decision to focus on prescription medicines and diagnostics in context by highlighting their decision not to invest in alternative sectors such as generics, biosimilars, over-the-counter medicines, and medical devices.

Communicating a strategy in this manner allows people to not only understand what choices were made but also what alternatives were considered for each choice. More importantly, it invites people to either ask for clarification as to why the alternatives

were rejected or challenge the choices made by top management. It is the discussion that follows such challenges or clarification requests that eventually lead to a better understanding of strategy, not whether the original communication was clear.

2. Link to purpose.

You should also link your strategic decisions to your company's purpose or goal. Explaining to employees how each choice is linked to the organization's purpose is a good way for people to quickly understand the logic behind the choice without needing to know all the deliberations that took place to make the choice.

Take DPG Media Group, the leading media company in Belgium and the Netherlands, which publishes largely in Dutch. In an interview with one of us, the Group Chairman, Christian Van Thillo, stated that the critical assumption the company had made at the outset of the digital era was that people would continue to rely on professional media rather than citizen journalism, blogs, and influencers. As a result, the company adopted the digital delivery of high-quality, professional journalism as its strategic goal.

The company always uses this goal as the starting point to explain its strategic decisions to employees. For example, in presenting DPG's decision to engage in acquisitions for the first time in their history, Van Thillo pointed out that to be a leading provider of professional journalism in the digital context, DPG needed to compete with Google and Facebook for advertisers, which meant they had to be big enough in their markets so that local advertisers and consumers would have them top of mind. Similarly, in explaining the decision to focus on just two markets, Belgium and the Netherlands, Van Thillo pointed out that DPG could not afford to be big in

many markets without undermining the quality of its journalism.

3. Involve employees in strategy development.

Employee participation and inclusion in the strategy process can take many forms, from simply soliciting ideas and feedback through to active participation in strategy workshops and testing of new strategic initiatives. At the upstream end, for example, we find the German drinks producer Premium-Kollektiv, which allows any interested employee to set a strategy dialogue in motion, through a process that is entirely transparent. Issues can be raised or responded to by anyone in the collective via posting to an emailing list. Lively debates can develop and decisions are largely reached through consensus emerging, sometimes gradually.

As strategic dialogues deepen, more employees will get involved, and with their involvement comes a greater shared familiarity of the context in which the strategy is developed. For example, at gaming company Valve, employees proposing strategic initiatives must persuade at least two colleagues to form a team to implement initiatives. As the development proceeds, more people join, which means that more people get a sense of what the initiative is trying to do.

Technology is a great enabler of employee participation. For example, as part of its strategy development process, global tire manufacturer Bridgestone is experimenting with AI-powered surveying of employees. The technology enables interactive dialogue with staff, efficiently and at scale, aiming to uncover information and insights to inform strategic planning. Jake Rønsholt, who leads strategy and transformation in the EMEA region explains, "We want to involve and engage a

broad range of staff in the development process. AI-powered surveying 'prods' interviewees to consider what lies behind their answers, creating deeper and clearer insights on which we can build."

...

For effective execution of strategy, employees need to know and understand the choices that their organization has made. Unfortunately, even clear communication of these choices is not enough because communication in the absence of context can lead to misunderstandings and lack of clarity.

Since it is impossible for leaders to explain the full context in which they made their strategy choices, they have to find different ways to help their employees understand and appreciate their choices. Involving employees in the development of strategy, linking the choices made to the organization's purpose, and communicating not only the choices made but the alternatives considered and rejected can be effective ways to bring employees on board quickly and make the strategy choices more memorable.

Disclaimer:

This article is republished with permission from Insights by Harvard Business Review. <https://hbr.org/2024/05/3-ways-to-clearly-communicate-your-companys-strategy>



JOIN THE MANAGEMENT MOVEMENT

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

So when are you connecting with us?

Become an AIMA Member Today !

www.aima.in

Dr Prabir Kumar Dash, Deputy Director-Membership

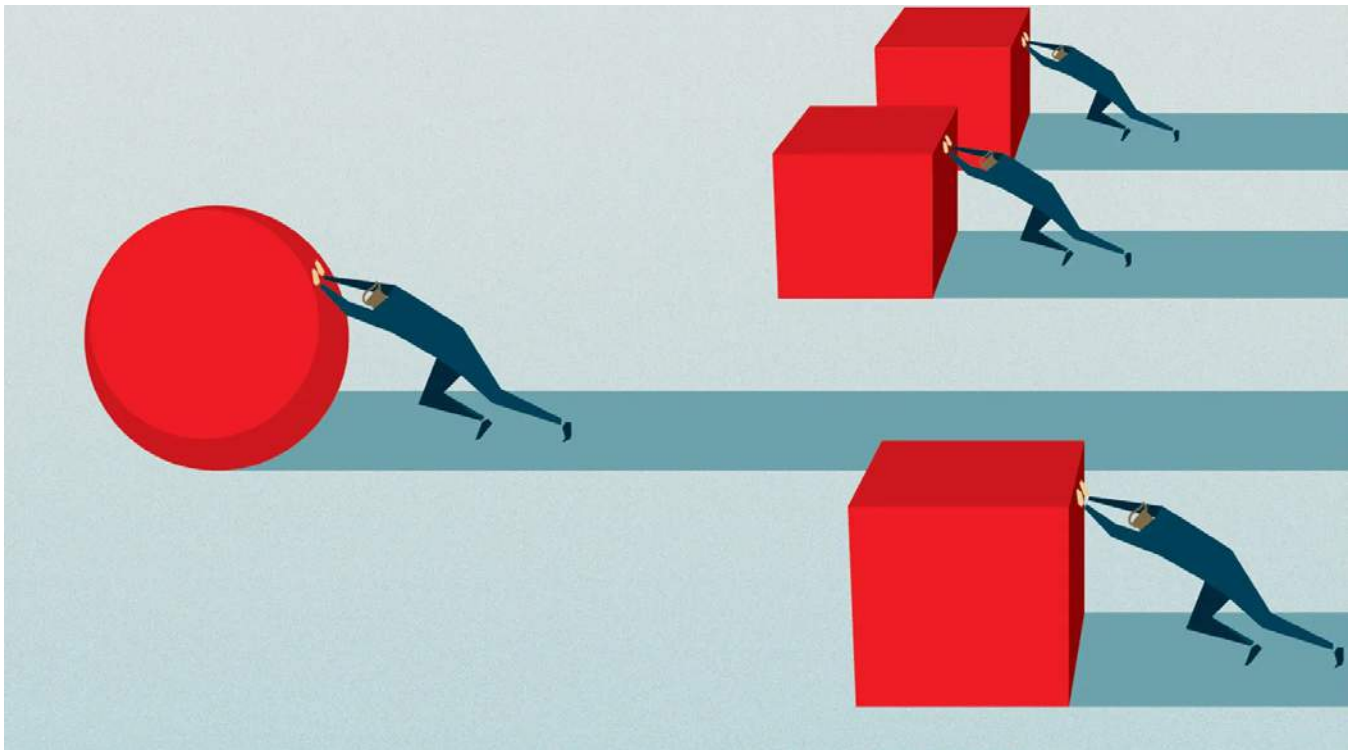
All India Management Association, Management House, 14 Institutional Area, Lodhi Road, New Delhi - 110003

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

Career Advice: How to Become a “Friction Fixer”

Tips for eliminating those annoying obstacles that get in the way of your best work.

by Audrey Kim
February 01, 2024



Emails that drone on and on. Meetings that could have been Slack messages. Memos loaded with empty jargon. We’re all familiar with friction, or what Robert I. Sutton and Huggy Rao describe as “forces that make it harder, slower, more complicated, or downright impossible to get things done.”

In their new book, *The Friction Project: How Smart Leaders Make the Right Things Easier and the Wrong Things Harder*, Sutton (a professor of organizational behavior, by courtesy, at Stanford Graduate School of Business and professor emeritus of management science and engineering at Stanford) and Rao (a

professor of organizational behavior at Stanford GSB) offer a wealth of advice on identifying and removing troublesome friction — while implementing the helpful kind. Here are some tips for aspiring “friction fixers”:

Less Is More: We often believe that adding stuff is an improvement. Calling extra meetings or creating new positions might feel productive but may do more harm than good. To combat “addition bias,” Sutton and Rao recommend locating subtraction targets. Try “the rule of halves”: a thought experiment where you reduce something (like the length of a meeting)

by 50% and only add back what's truly missing.

Value People's Time: The hallmark of great friction fixers is their consideration of other people's time. Sutton shares an example from an unexpected place — the California DMV, where he saw a friendly employee make their way down a line of 50 people, handing out forms (and pens) so some could finish their business on the spot and others could wrap up their appointments more quickly. Thanks to this helpful friction fixer, Sutton was out of the DMV in half an hour.

Get Rid of Gobbledygook: Overly complex lingo can be confusing. Take the management framework Holacracy, which is full of lines like this: "A Role may link into another Circle if a Policy of that other Circle or any Super-Circle thereof invites it." To avoid "the hazards of convoluted crap," Sutton and Rao suggest speaking or writing in concrete terms, incorporating sensory metaphors, and using the present tense.

Slow Down: Some friction is good. Sometimes, you must get your employees or colleagues to

resist impulsive or instinctive moves. In particular, generating great ideas can't be rushed. "To do creative work right, teams need to slow down, struggle, and develop a lot of bad ideas to find a rare good one," Sutton and Rao write. After launching a new project, take a moment for some "imaginary time travel." Generate "previctorems" in which your team sketches out the story of its future success and "premortems" in which you speculate about massive failure.

Everyone Can Fix Friction: Friction elimination is both top-down and bottom-up. Hawaii Pacific Health's Getting Rid of Stupid Stuff (GROSS) campaign was initiated by a chief medical officer but driven by doctors and nurses who flagged tasks that cut into their time with patients — like a mouse click that was sucking up 1,700 hours of nurses' time every month. While senior executives may initiate systemic change, every member of an organization can contribute to friction fixing.

Disclaimer:

This article is republished with permission from Insights by Stanford Graduate School of Business. <https://www.gsb.stanford.edu/insights/career-advice-how-become-friction-fixer>

Champions of change

Inspiring, Creating and Innovating

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



Thought
Leadership



Peer to Peer
Networking



Professional
development



Best Practice
Sharing



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

Ahmedabad Management Association

On 5th June, the Gujarat Climate Action Summit 2.0, organised at AMA, brought together over 350 young leaders from more than 30 colleges, uniting their efforts towards climate resilience. Notable speakers included Dr. Kamal Kumar Kar, Regional Director at the Regional Directorate of NSS Ahmedabad; Ms. Dilshad Pathan, Deputy Secretary focusing on Climate Change; Mr. Amita Tandon, Education Specialist at UNICEF; Mr. Nagesh Patidar, specialising in WASH-CCES and DRR at UNICEF; Mr. Sravan Chenji, Health Officer at UNICEF; and Prof. Dr. CA Savan Godiawala, President of the Ahmedabad Management Association. Additionally, youths from Tribal and Fishing communities also shared their life experiences regarding the impact of climate change on their lives.



Speakers at the Inaugural Session



Dr. Geetika Saluja addressing

On 5th and 6th June, to celebrate the World Environment, Dr. Geetika Saluja, Mentor for Education in Sustainable Development, led multiple impactful sessions. She, along with Mr. Amit Ashara, Founder of Tatva Designs and Eco Urban Farmer, and Mr. Sunny Prajapati, Founder of Sunny Organics, conducted an informative workshop on 'Learning to Make Bio-enzyme and Its Various Uses,' and shared practical insights on sustainable practices. An 'Environment Quiz: I am Mindful Citizen' was held to promote environmental awareness and proactive engagement.

On 7th June, a panel discussion on 'Unlocking Growth and Sustainability: Importance of Human Resources (HR) for SMEs' (SME Growth Series – 6) was moderated by Dr. Sunil Parekh, Strategic Advisor at Zydus Group. The discussion featured prominent speakers including Mr. P. N. Solanki, Deputy Director and Head of Office of MSME-Development and Facilitation, Government of India; Dr. Sunil Shukla, Director General of EDII; Mr. Prakash Bajaji, Founder and CEO of RK HR Management Private Ltd; and Mr. Pranav Pandya, Chairman and Director of GESIA.



Speakers at the panel discussion

On 8th June, the symposium highlighted a session on ‘Environment and Sustainability for Industry Leaders’ as part of a comprehensive programme focused on sustainability initiatives. Dr. Ameet Yajnik, an expert in Environmental Law, delivered the keynote address. Esteemed speakers included Mr. Hitesh Gandhi (Sr. GM-EHS at Intas Pharmaceuticals); Ms. Shalini Singh (CEO of TechnoGreen Recycling); and Ar. Devdatt Pandya (Founder of Studio 919 Architects and Chairperson of IIID Ahmedabad). The session emphasised on the critical importance of environmental sustainability.



Speakers addressing the session



Moderator with Speakers

On 13th June, the 1st Masterclass of the CFO FORUM for CFOs and leaders of the Finance and Accounts fraternity on ‘Mergers and Acquisitions – Strategies for Success’ was facilitated by Dr. Savan Godiawala, PhD, CA, LLB; Angel Investor, Start-up Mentor; Visiting Professor at IIM-A and IIT-Gn; and President of AMA. A special interaction with Mr. Ameet H. Desai, Founder of Anubhuti Value Trust (a SEBI registered AIF Fund) and Past Executive Director and CFO of Adani Group, provided the participants with valuable insights and learning throughout the event.

On 14th June, Mr. Supriyo Gupta, Founder of Torque Communications and Digilogue Communications, and PR Consultant for top Indian and Fortune 500 firms, addressed the audience on ‘Corporate Communications in the Age of AI’. He discussed about the transformative impact of artificial intelligence on corporate communications, highlighting strategies for leveraging AI to enhance public relations, improve stakeholder engagement, and maintain a competitive edge in the digital era.



Mr. Supriyo Gupta addressing

On 15th June, Mr. Sanjay Chakraborty, Chairman of the PR Committee at AMA, and Founder and Chief Marketing and Communication Advisor at EssKsee Consultancy, addressed the audience on 'Why Brands Fail'. He explored the common pitfalls and strategic missteps that lead to brand failures, providing insights into how companies can avoid these mistakes and build stronger, more resilient brands.



Speaker, Mr. Sanjay Chakraborty



Felicitation of Mr. Yogacharya Puvanenthiira

On 16th June, on the occasion of World Yoga Day, Mr. Yogacharya Puvanenthiira, a renowned yoga trainer, delivered a thought-provoking session on 'Yoga and Wellness,' followed by a practical yoga session. Participants learned valuable techniques to improve their flexibility, strength, and overall well-being.



Speakers during the seminar

On 17th June, a seminar on 'Lean for Competitiveness for SMEs' was addressed by Mr. Kirtibhai Rathod, Chairman, Delux Bearings Pvt Ltd, Mumbai; Mr. P.N. Solanki, Deputy Director, MSME DFO, Ahmedabad and Mr. Rahul N. Kirkire, Regional Director, National Productivity Council (Ministry of Commerce and Industry, Government of India). SME owners and managers got detailed information on lean practices, offering practical advice and case studies to demonstrate the tangible benefits of adopting these strategies.

On 20th June, Mr. Ankit Majmudar, EXIM Consultant and Founder, Global Business Solutions and Ms. Sai Sudha Chebrolu, Founder and CEO of Bilvam Jaganmaata Herbls Pvt. Ltd. addressed on 'Export Opportunities in Herbal and AYUSH Products'. Participants got details on the potential of the herbal and AYUSH sectors in the global market, emphasising the growing demand for natural and traditional health products.



Speakers at the session



An MoU signing ceremony between the Odhav Industries Association and AMA

On 20th June, the B. N. Dastoor - AMA Learners' Forum held a session on the topic 'Impactful Employee Engagements' and a book launch. The event was addressed by speakers and authors Dr. Paresh Kariya, Director of AIQ India, PAPL, and Dr. Hiren Panchal, Founder and CEO of Mahabodhi Consulting Group. The session aimed to provide valuable insights into the best practices for engaging employees in a meaningful way, enhancing their commitment and performance.



Speakers during the session



Speakers addressing the session

On 28th June, Arguefest 4.0 - Debate Nation, a one-of-a-kind debate competition was organised in collaboration with Turning Point Institute, for the youth audience. This event encouraged and promoted essential communication and oratory skills in the student body and allowed them to explore a variety of intellectual topics through rational discourse. The opening ceremony of the event was chaired by esteemed speakers Mr. Nirav Shah, Mr. Manasvi Thapar and Mr. Krutarth Jani who inspired the participants and taught them valuable lessons.

On 28th June, 'Cultural Economy: Its Preservation and Impact on Industries' was addressed by Ms. Aashka Jadeja, Heritage Professional; Initiator and President, Delphic Council of Gujarat; Mr. Utsav Parmar, IIS, Deputy Director, DD Girnar, Government of India and Ms. Neena Naishadh, Culturalist and Art Lover; Founder, Neekoe Foundation for Visual and Performing Arts.



Speakers addressing 'Arguefest 4.0 - Debate Nation'

Allahabad Management Association

Allahabad Management Association organised an interactive session on 'Bone Health' on 12th May. The distinguished speaker was Dr. Nimish Agrawal, a renowned Orthopaedic surgeon in the city. During his address, Dr. Agrawal emphasised the crucial role bones play in the body, providing structure, protecting organs, anchoring muscles, and storing calcium. The session was informative and included a Q/A session. Mr. Ravi Prakash, President of AMA, presented a memento to the speaker, while Dr. Shanti Chaudhri, PRO of AMA, delivered the vote of thanks. A total of 35 members registered for the event.



Mr Ravi Prakash, President AMA presenting a memento to Dr Nimish Agarwal, Orthopaedic Surgeon

Executive Committee Meeting

AMA held its executive committee meeting to appoint new office bearers and finalise the dates for the AGM. 15 Executive committee attended the meet. Members also discussed about the MDPs to be held at Allahabad University and United University.

Talk

AMA, under its MoU, organised a talk session on 'Lifestyle Diseases and Management,' which was telecast on 3rd June by Doordarshan, Allahabad. The speaker was Dr. Shanti Chaudhri, Medical Officer at Allahabad Medical College, who deliberated upon various lifestyle-related diseases, their impact on our health, and various precautionary measures to be undertaken.



Dr Shanti Chaudhri addressing

International Yoga Day

AMA organised a workshop on 21st June to celebrate International Yoga Day. The Chief Guest was Dr. Deepti Yogeshwar, a reputed Yoga trainer and Physiotherapist associated with North Zone Cultural Centre, Allahabad. She demonstrated different yogic postures and exercises aimed at improving various lifestyle parameters and promoting a healthy life. Around 27 members of AMA participated in the workshop. Mr. Ravi Prakash, President of AMA, conducted the proceedings, and Dr. Shanti Chaudhri, PRO, played a key role in organising the event.



President AMA, presenting a memento to Dr Deepti Yogeshwar, Yoga Trainer

Bangalore Management Association

Interactive Session

Bangalore Management Association, in collaboration with ASSOCHAM, recently hosted an interactive session on 11th June featuring Mr. Deependra Singh Kushwah, Development Commissioner of Industries for the Government of Maharashtra. The discussion highlighted Maharashtra's vibrant economic landscape, emphasising its status as a powerhouse state in India and the wealth of investment prospects it offers, particularly in the emerging Information Technology (IT/ITES) sector. Maharashtra's favourable business climate, extensive infrastructure, talented labour pool, and strategic geographical position collectively make it an attractive destination for investors. During the session, BMA President Mr. K S Narayanaswamy felicitated Commissioner Mr. Deependra Singh Kushwah. The programme was well-attended, with 72 members participating in the event.



BMA President, Mr. K S Narayanaswamy felicitating Commissioner Mr. Deependra Singh Kushwah

Baroda Management Association

66th AGM and Annual Day

Baroda Management Association celebrated a significant milestone with its 66th Annual General Meeting and Annual Day Celebration, which showcased past successes and unveiling ambitious plans for the future. Mr. Manoj Shah's tenure as BMA President for 2023-24 concluded on a high note, marked by his adept leadership that navigated the association through post-COVID challenges, earning him BMA's prestigious Scroll of Honour.



(L-R) Mr. Tarak Chhaya; Mr. Mukund Purohit; Mr. Nital Zavery; Mr. Manoj Shah; Mr. Sanjeev Verma; Mr. Himanshu Sura; Mr. Keyur Shah, Mr. Nirmal Parekh and Mr. Manoj Shukla



(L-R) Mr. Tarak Chhaya; Mr. Manoj Shah; Dr. Hemang Joshi; Mr. Mukund Purohit; Mr. Sanjeev Verma; Mr. Nirmal Parekh, and Dr. Manoj Shukla

The event was graced by esteemed guests Mr. Sanjeev Varma, ED of GSFC Agro Business and HR, who served as Guest of the Honour, and Dr. Hemang Joshi, Member of Parliament, who attended as the Chief Guest. MP Dr. Joshi pledged support for BMA's ambitious convention center project, a proposed world-class venue aimed at elevating Vadodara's status as a key business hub in Gujarat. Mr. Shah emphasised the project's significance, stating, 'Dr. Joshi's endorsement is pivotal for our convention center project. This facility will be transformative for Vadodara and the surrounding region.'

The Chief Guest, Dr. Hemang Joshi, and the Guest of Honour, Mr. Sanjeev Varma, congratulated BMA's newly elected Office Bearers: President, Mr. Mukund Joshi; Vice President, Mr. Nirmal Parekh; Secretary, Dr. Manoj Shukla; and Treasurer, Mr. Tarak Chhaya. This dynamic team is poised to build on BMA's legacy and spearhead new initiatives, including the convention center project.



(L-R) Mr. Tarak Chhaya (Treasurer); Mr. Nirmal Parekh (VP); Mr. Mukund Purohit (President); Mr. Manoj Shah (IPP) and Dr. Manoj Shukla (Secretary)



Annual Report for year 2023-24 was unveiled by Guest of honour Mr. Sanjeev Varma and Past President Mr. Samir Parikh.

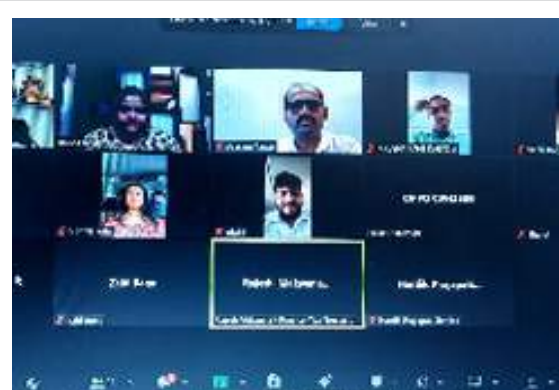
The 66th AGM and Annual Day Celebration not only honoured BMA's rich history but also laid the groundwork for an exciting future. With its strong leadership, governmental backing, and innovative projects, BMA is well-positioned to continue its pivotal role in Vadodara's business landscape.

Bharuch District Management Association

Finance and Taxation Forum

BDMA's Finance and Taxation forum organised a webinar on 3rd May on 'Overview of Export Benefits under GST and Ongoing Disputes under Rule 89(4A)/89(4B) & Rule 96(10)' by Adv. Ratan Jain and Adv. Manish Jain, who covered key topics such as the refund of GST under relevant rules, duty drawbacks, surrendering GST refunds, and the availability of Input Tax Credit.

BDMA organised a session on 22nd May with CA Chintan Patel, Partner Naresh J Patel and Co. Ahmedabad, who shared his insights regarding implementation of an audit trail in its inaugural year (FY 2023-24) demands meticulous attention to regulatory compliance, data collection, and storage scalability.



Participants attending the webinar

Lecture

BDMA had the privilege of hosting Dr. Ramesh Guduru on 8th May for his innovative methods for sustainable hydrogen production. He has worked extensively in Nanoparticles, Catalyst and Energy Technologies, and his work on a generation of hydrogen with waste stream is unique and attracted considerable attention from participants. The lecture was all about innovative methods focusing on sustainable hydrogen production from alternative water sources.



Lecture in process



Doctor from Lifeline Foundation delivering the session

TDP

On 14th May, a First Aid programme offered by Lifeline Foundation in Vadodara provided comprehensive training in essential life-saving techniques. Led by experienced instructors, the programme equipped individuals with the confidence and capability to administer immediate assistance in critical situations, ultimately promoting community well-being and safety.

Seminar

BDMA in collaboration with Dahej Industries Association (DIA) on 16th May and with Jhagadia Industries Association (JIA) on 17th May organised a programme on 'Cutting Edge Digitalisation Technologies in Field Instrumentation and Gas Analytics'. The seminar covered the industrial field to cloud technology, emphasising digital transformation with smart sensors and industry applications. Faculty Mr. Sandeep Vaidya and Mr. Manoj Singh from Siemens Ltd. shared their expertise for enhanced efficiency and insights.



Memento presentation to faculty

Visit

BDMA organised a shipyard visit on 18th May at Shoft Shipyard Pvt. Ltd., for the students of Government Engineering College, Bharuch. This exclusive event included an interaction with an Indian Coast Guard officer and a tour aboard the fast patrol vessel, 'ICGS Arinjay.' This was a unique opportunity to gain insights into shipyard operations and coastal defense mechanisms.



Visit to Indian Coast Guard Ship Fast Patrol Vessel 'Arinjay'

88th HR Forum

BDMA's HR Forum organised its 88th HR Forum meet on 22nd May with Dr. Hiren Panchal, Founder and CEO Mahabodhi Consulting Group, who showered insights on Neuro-Linguistic Programming (NLP) offering HR professionals powerful tools to enhance communication, motivation, and conflict resolution within the workplace. Another half day HR forum was held on 13th June at Adama Pvt Ltd., featuring guest speaker Mr. Saurabh Mehta, who discussed best HR Practices for employee satisfaction, growth, and organisational success at Adama India Pvt. Ltd. The engaging programme attracted 20 participants from the HR community.



Participants at Adama India Pvt. Ltd



Presentation of memento to Mr. Sudeep Jain IAS by BDMA President Mr. Devang Thakore

Renewable Energy - Future of India

On 24th May, BDMA had the privilege of hosting Mr. Sudeep Jain, IAS to delve into the future of renewable energy in India. With expertise in the field, Mr. Jain discussed India's strides towards sustainable energy sources, emphasising policy initiatives, technological advancements, and the potential socio-economic impacts.

Book Lovers' Meet

BDMA celebrated its Book Lovers' meet on 25th May on the book review 'The Ocean of Churn' by author Mr. Sanjeev Sanyal. Dr. Jaya Ayyer, a distinguished guest speaker, lead the book review session, offering insightful analysis and engaging commentary on the book's themes, characters, and narrative

style. Another book review was held on 22nd June on the book 'Antidote to Aging' by Dr. Bhavna Sheth. Dr. Sheth combined scientific research with holistic approaches, emphasising nutrition, exercise, and mindfulness as essential pillars for healthy aging. The book was accessible and informative, providing readers with actionable steps to enhance longevity and quality of life.



(L-R) Dr. Jaya Ayyer receiving memento and Dr. Bhavna Sheth addressing on her book

Collaborative Programme

A collaborative programme of BDMA and Bhartiya Vichar Manch was held on 5th June, focused on mission and objectives related to national interests and economic stability. The speaker addressed the profound impact of current global geopolitical tensions on India's economy. Another training programme was held on 28th June with AMA by Ms. Manisha Thaker, Vice President – Trialiance Global Solutions India Pvt. Ltd on 'Shipping Dangerous Goods by Air and Sea Transport' which covered critical aspects of handling hazardous materials.



Participants along with speaker during the programme



Ms Ashu Manchanda at Petronet LNG Ltd

In- House MDP

BDMA organised a management development programme by Dr Ashu Manchanda on 'POSH' at Petronet LNG Ltd. The POSH Amendment programme addressed workplace harassment, emphasising prevention and resolution. It aimed to create safe environments through policy enforcement and awareness campaigns. The programme was well attended by 45 participants.

37th Hybrid CSR Forum

BDMA organised its 37th CSR forum on 29th June with speaker Mr. Gafarbhay Qureshi, who highlighted the preservation and study of various species, detailing his cultivation of 5,200 species of herbs, fruits, flowers, trees, ornamental plants, and medicinal plants. He emphasised the importance of environmental preservation, particularly trees and vegetation, for maintaining ecological balance, mitigating climate change, preventing soil erosion, and supporting wildlife habitats.



Participants with speaker Mr. Gafarbhay Qureshi

Bhopal Management Association

Workshop

Bhopal Management Association organised a Skill Boost Workshop on 11th June, at IES College, with the aim of enhancing students' capabilities in critical areas. Dr. Nishtha Tyagi, Co-Chairperson of the Women Enrichment Committee and EC member and Mr. Rajiv Saxena, member BMA were the speakers of the workshop. Mr. G.K. Chhibbar, Co-Chairperson of the Publicity and Public Relations Committee, at BMA also graced the occasion. During discussions with Vice Chancellor Mr. B.S. Yadav, plans were proposed for future collaboration on startup workshops and skill-building activities, which received a warm welcome.



Speakers during the workshop



Participants at the General Body Meeting

General Body Meeting

BMA organised its monthly General Body Meeting and a talk on 'Our Lifestyle and Environment' followed by songs on 28th June performed by a special child, Master Aarush Singh, who suffers from Autism. Dr. Pradip Nandi, Director General, National Centre for Human Settlements and Environment, was the Guest Speaker who suggested various measures to save the environment. The welcome address was given by Mr. Suneel Bhargava, President, BMA. Membership Certificates were also distributed to new members. The programme was moderated by Dr. Aditya Gupta, Hon. Secretary, BMA, and the concluding remarks and vote of thanks were given by Mr. R.G. Dwivedi, Chairperson, Association Activities Committee, BMA.

Calicut Management Association

Monthly Management talk

CMA's 3rd Management Talk on 6th June commenced with networking among members, followed by opening remarks about the event by Mr. Sreenath M R, Senior Vice President of CMA. President Er. Ananda Mani K. welcomed the gathering, setting the tone for the evening. Dr. Kavitha Balakrishnan, Deputy Dean of Research and Industry Collaboration at Multimedia University, Malaysia, addressed on the topic of asymmetrical communication. She highlighted that asymmetrical communication occurs due to imbalances between speakers and listeners, influenced by social and institutional factors. The event concluded with a summary and vote of thanks delivered by Honorary Secretary CA. Ravi Chandrashakar.



Mr. Sreenath M R, Senior Vice President, CMA addressing

Book Launch

CMA organised a book launch titled 'Embrace the Future', co-authored by Mr. R. Gopalakrishnan and Mr. Hrishi Bhattacharya on 13th June. President Er. Ananda Mani K. welcomed the gathering, while the Chief Guest, Jacob Mathew, spoke briefly about Malayala Manorama, the leading daily in Kerala. Mr. R. Gopalakrishnan mentioned that the book explores life through the lens of management. It isn't just a management book; rather, it aims to explain how individuals, families, extended families, NGOs, and businesses all can embrace the future. Mr. Hrishi Bhattacharya emphasised the importance of living in the past, present, and future.



Dignitaries at the book launch

Talk

A talk was held on 27th June on Greening Building and Infrastructure for Sustainable Development, featuring Dr. Narayanan Neithalath, Professor at the School of Sustainable Engineering, Arizona State University, USA. The event was jointly organised by the Calicut Management Association, Calicut Chamber of Commerce and Industry, Institute of Town planners, India- Kerala Chapter, Builders Association of India-Kerala Chapter, and Graduates Association of Civil and Architectural Engineers- Calicut Chapter, along with the Indian Concrete Institute.

Coimbatore Management Association

Monday Musings

Coimbatore Management Association organised a session on 3rd June with Ms. Akila.S on 'Talent Management in Today's Context'. She spoke about core competencies such as deep expertise, technical upgrading, and collaborative working. Finally, she concluded by stating that talent management should be tailor-made to each requirement. The session ended with a Q/A session.



Talk by Ms. Akila.S

CMA hosted a session on 10th June featuring Dr. Manjula Mohan, who spoke on the topic 'Teaching Learning Transformation'. She elaborated on various aspects of learning transformation, including learning through cases (pre-reading), learning through cine scenes, social learning (via Twitter/LinkedIn), and learning to make rational decisions. Dr. Mohan emphasised the prevalence of social learning, which has become widespread and easily accessible.



Talk by Dr Manjula Mohan

On 17th June, CMA hosted a session with Mr. Karthikeyan, who spoke on the topic of 'Financial Wellness', emphasising the achievement of financial goals while maximising joy. He stressed the importance of making financial decisions with ease, confidence, and energy. Mr. Karthikeyan explained the need to spend less, save more, and invest in assets such as shares and mutual funds.



Session by Mr. Karthikeyan Jawahar



Talk by Dr. R. Kavitha

CMA held a session on 24th June featuring Dr. R. Kavitha, who discussed the topic 'Importance of Emotional Intelligence in the Workplace'. She explained that Emotional Intelligence (EI or EQ) involves recognising, understanding, managing, and reasoning with emotions. Dr. Kavitha emphasised that EI encompasses the ability to be aware of, control, and express one's emotions, and to handle interpersonal relationships empathetically and effectively.

Delhi Management Association

Round Table Conference

DMA ESG Committee conducted a round table conference on 'Self and Sustainable Development' on 8th June with the support of TERI School of Advanced Studies (TERI SAS), and Vishwa Yuvak Kendra (VYK), with CS Deepak Jain, Chairman of the DMA ESG Committee, presided as the chair. Mr Rajan Johari also provided his active support for the conference. The conference emphasised the need for innovative approaches to educate and engage the public, making sustainability a personal and priority issue for all. The conference was met with enthusiastic appreciation from all attendees.



CS Deepak Jain with speakers during the Round Table Conference

Workshop

DMA, in collaboration with the Citizen Awareness Group (CAG), Securities and Exchange Board of India (SEBI), Association of Mutual Funds of India (AMFI), and the Bombay Stock Exchange (BSE), organised an awareness programme for investors about mutual funds and the stock market on 24th June. Mr. Surinder Verma, Chairman of the Citizen Awareness Group, delivered the inaugural speech, providing detailed information on how to create wealth through the stock markets using the latest technology. Mr. Surya Kant Sharma, Senior Consultant at AMFI, shared a detailed presentation on mutual fund investments and highlighted features for retail investors. Ms. Himani Lath, SEBI Smart Trainer, presented on the features and types of mutual funds. Mr. Ravi Mishra, Senior Officer at BSE, also contributed with his insights to raise awareness among investors. Mr. N.K. Gupta, Member of the Managing Committee of DMA, proposed the vote of thanks.



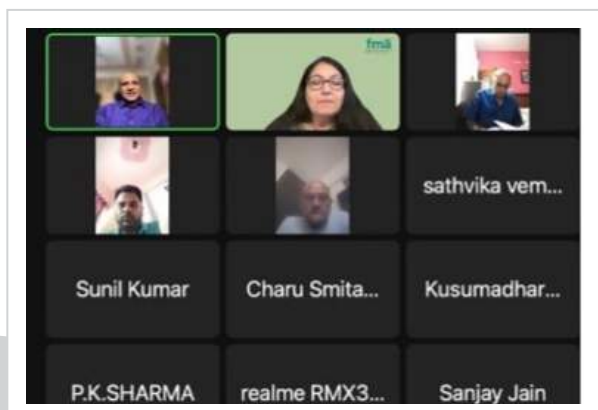
Speaker- Mr. Surinder Verma and Ms Himani Lath with other attendees.

Faridabad Management Association

Faridabad Management Association conducted a webinar in collaboration with JOP on 6th June titled 'Outgrow Review: Embrace Continuous Performance.' The distinguished speakers included Ms. Meenakshi Singh, Executive Director of Jiva Ayurveda; Mr. Ravi Verma, Growth at JOP; and Ms. Saloni Kaul, Founder and Chief Executive of It's People. The discussion focused on the comparison between Traditional and Continuous Performance Management (CPM), the added value CPM brings to organisations, and practical strategies for implementing Continuous Performance Management (CPM).



(Clockwise Top Right) - Ms. Saloni Kaul, President, FMA; Ms. Meenakshi Singh, Executive Director, Jiva Ayurved and the Guest Speaker, Mr. Ravi Verma, Vice President - Growth at JOP



Mr. Saurav Sharma, Seasoned Auto Professional, TEDx Speaker, Duke of Edinburgh CSC Alumni addressing

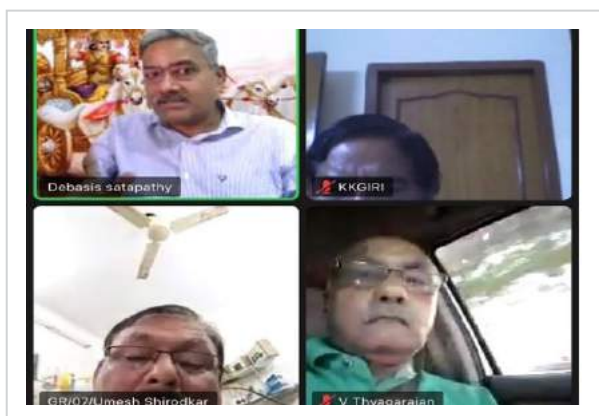
On 8th June, FMA held a webinar on 'Leadership Lessons from RAMAYANA' with a welcome address by President, FMA Ms. Saloni Kaul. Thereafter, the Guest Speaker Mr. Saurav Sharma, Duke of Edinburgh CSC Alumni spoke about crisp management learnings to improve proficiency and productivity.

As a part of sustainable development initiative, FMA with Way of Life Foundation conducted a physical activity, Khurpi Chalao Jeewan Bachao on 16th June. FMA President, Ms. Saloni Kaul and Founder of Way of Life Foundation, Ms. Priyanka also participated. Members from the industry along with the members of Way of Life Foundation jointly participated in the activity.

On 17th June, FMA initiated a survey to understand the learning goals of each member. The survey form was developed by Ms. Aastha Tripathi, Intern-FMA – a Design student from Manav Rachna International under the supervision of Ms. Saloni Kaul, President, FMA.



Ms. Saloni Kaul, President - FMA with team members of Way of Life Foundation.



Participants during the webinar

On 23rd June, FMA organised a webinar on 'Mahabharat Series' with a welcome address by Ms. Charu Smita Malhotra, Sr. Vice President, FMA, who introduced the speaker Mr. Debasis Satpathy, Chief General Manager, NBCC (India) Ltd., who spoke on the topic 'Mastering the Art of Diplomacy and Negotiation – Insights from Mahabharata.' The vote of thanks was proposed by Mr. V. Thyagarajan, Executive Director, FMA.

On 23rd June, FMA conducted HR for HR -Management Development Programme. The MDP started with a welcome address by Mr. Heeresh Girdhar, Sr. HR Leader and Chairperson – Professional Individual Membership – FMA. The distinguished speaker was Ms. Snigdha Tripathi, Partner, AVSI Thought Works, who spoke on the topic 'Designing Organisational Career Framework.'



Ms. Snigdha Tripathi, Partner, AVSI Thought Works addressing the members of FMA

FMA conducted its signature event 'Unnati – The Talk Show' - inspiring real stories of Women Empowerment on 28th June at Panorma Exports, Faridabad. The event started with a welcome address by Ms. Saloni Kaul, President, FMA. The event was hosted by Ms. Monica Anand, General Secretary, FMA and Director, Anand Industries(P) Ltd., who introduced the speaker Dr. Punita Hassija, Central Representative from IMA, Haryana, Vice President, Faridabad Obstetrics and Gynecologist Society. Dr. Punita spoke about her life journey and the Ups and downs she came across to reach the ladder of success. Ms. Charu Smita Malhotra, Sr. Vice President, FMA gave the concluding remarks.



Ms. Punita Hassija, Central Representative, IMA and Past President, IMA and host Ms. Monica Anand, General Secretary, FMA addressing

Ghaziabad Management Association

Ghaziabad Management Association in association with The Department of Management Studies of Raj Kumar Goel Institute of Technology, Ghaziabad organised 'SHODH' 2023-24 an Inter Institute Student Paper Presentation Competition on 7th June. The Chief Guest, Dr. Anuradha Chugh, Professor GGSIP University, shared important information related to new launches of AI Models and scope of AI for young generation. A total of 30 teams from pan India participated in the event.



Dr Vibhuti Tyagi, HOD and EC member of GMA with winners



Chief Guest, Keynote speaker with other senior members of GMA

Mr. Shiv Shivakumar, articulated his vision for India to achieve 'Viksit Bharat' by 2047. Mr. Anubhav Gopal, IAS, CDO Ghaziabad, graced the valedictory session as chief guest, sharing his perspective on 'Viksit Bharat 2047' and the significance of such programmes. The event concluded with the distribution of prizes to award winners and mementos to event sponsors. Mr. Rahul Agrawal, Executive Director of GMA, delivered the vote of thanks.

The 34th National Annual Convention of GMA, a flagship event of the association, was held on 8th June under the theme 'Developed India@100 - Reflections, Realities, and Road Ahead.' The event hosted 250 delegates. In his opening address, Mr. SK Tiwari, President of GMA and GM at Godfrey Phillips India Ltd, welcomed all guests and delegates, providing a brief overview of the convention theme. The Keynote speaker, Mr. Sudhanshu Mani emphasised the essential elements needed for any endeavor: Vision, Leadership, Will, Determination, Planning, and Resources. The Chief Guest,

GMA celebrated International Yoga Day on 21st June with Yoga Instructor Ms. Yogini Dhani, Founder and Instructor of Yoga Dhani. Around 80 participants assembled to celebrate Yoga. During the session, the Yoga Instructor Ms. Yogini Dhani narrated the useful needs of different 'ASANAS', precautionary measure and importance of yoga in curing many diseases as well as healthy life for future.



GMA celebrating International Yoga Day

GMA organised a visit to the skill center at Ajay Kumar Garg Engineering College, Ghaziabad on 25th June. AKGEC boasts state-of-the-art centers of excellence, established in collaboration with renowned multinational industries. These centers offer unparalleled opportunities for research, development, and industrial consultancy. 17 participants, including MSME owners, visited the skill center to observe and explore the potential use of its facilities.



Visit at Skill Centre

GMA organised a 'Cervical Cancer Detection Camp' sixth in the series of cancer detection camps in association with CARTE, and 'Beautiful Tomorrow' Trust on 26th June at CARTE, Shastri Nagar, Ghaziabad. Dr Smita first explained the importance of detection of this disease of Cervical Cancer in females. After their consent, the test was conducted on patients.



Doctor with patients at the camp

GMA organised a session with Mr. Neeraj Gogia on 'Trademark' in the face of a business concern, on 28th May at ABES Business School, Ghaziabad. During the session, the speaker explained Trademark meaning and importance and its use for a business concern, Trademark registration process, its difficulties etc., Trademark litigation, the trademark infringement case process. The session was interactive, with 220 participants actively engaging.



Speaker, Mr. Neeraj Gogia addressing



Participants attending FDP

GMA organised a full day FDP on 29th June at IMT CDL Ghaziabad on 'Enhancing Classroom Engagement through AI-Driven Teaching'. The FDP was covered in three sessions. The first session focussed on 'Pre-class Preparation: Harnessing AI for Lesson Planning and content Development' by Dr VS Tomar of IMT CDL. In the second session 'Education with AI' addressed enhancing classroom content delivery and student engagement, followed by a hand – on workshop conducted by Dr. Keerti Jain. The third session, 'AI-Powered Pre-placement support', also included a hands-on workshop by Dr Ashok Sharma. The programme was very well appreciated by all 20 participants, who received certificates at the end of the programme.

Gwalior Management Association

World Environment Day

Gwalior Management Association organised a sapling and earthen bowl distribution programme at Morar, Gwalior on 5th June. The objective of this programme was to generate awareness on plantation and environmental conservation among the people of Gwalior city. The event was led by Dr. Praveen Agarwal, President of GMA, and Prof. (Dr.) Manoj Patwardhan, Executive Director of GMA. It was coordinated by Mr. Rhythm and was attended by Mr. Shyam Agarwal, Honorary Secretary, along with all the office bearers, executive members, and general members of GMA. The event was widely appreciated by everyone.



Dr. Manoj Patwardhan, Executive Director and President, Dr. Praveen Agarwal during the distribution of plant and earthen bowl

Guest Lecture

GMA organised a compelling guest lecture on 16th June on 'Change Management' at Grab Space Office, City Centre. The session featured Dr. Manoj Patwardhan, Head of Management at ABV-IIITM Gwalior, as the keynote speaker. The programme commenced with a warm welcome speech by Joint Secretary, Er. Mohit Verma, who set a positive tone for the event. Dr. Patwardhan captivated the audience by explaining the intricacies of change management through engaging short stories, making complex concepts accessible and memorable. The event saw the attendance, including Mr. Shyam Agarwal, Honorary Secretary; CA Rishi Goyal, Treasurer; and Dr. Garima Mathur, Joint Secretary.



Participants with Dr. Manoj Patwardhan

Hyderabad Management Association

HMA Corporate Quiz

Hyderabad Management Association, in collaboration with the Administrative Staff College of India, conducted the 'HMA Corporate Quiz' on 1st June at the Administrative Staff College of India, College Park campus in Hyderabad. The quiz provided a platform for corporate professionals to showcase their knowledge and understanding of sustainable business practices. It aimed to promote awareness and understanding of sustainability issues among future leaders in the business world. Mr. Jaywant Naidu, President of HMA, expressed gratitude to Mr. Subodh Kandamuthan, Director of the Dr. Kakarla Subba Rao Centre at ASCI, for their collaboration leading up to World Environment Day.



Prize Winners of HMA Corporate Quiz



MoU signing between HMA and IL Talentfarm LLP

MoU

A Memorandum of Understanding was signed between HMA and IL Talentfarm LLP on 28th June to explore opportunities for training management and other students in employability and soft skills. The objective is to enhance students' capabilities to pursue specialised jobs in the corporate sector. The meeting was attended by HMA President, Mr. Jaywant Naidu; Mr. B. Mohan Rao, Joint Secretary of HMA; Dr. Sriharsha Reddy, Advisor IRP; along with Mr. Sudarsan Thyagarajan, Mr. Pankaj Diwan, and Mr. Manish Gupta from Talentfarm.

Indore Management Association

MDP

IMA organised a MDP on the topic 'Building a Sales Mindset: Cultivating Resilience, Motivation and Positive Attitude' on 7th June. The facilitator of the session was Mr. Gaurav Mehta, Sales Coach and Motivational Trainer, Indore.



Felicitation of Mr. Gaurav Mehta



Ms. Vijeta Yadav during the session

IMA organised a MDP on the topic 'Communicating with Tact, Diplomacy, Poise and Finesse: What to say and how to say it?' on 13th June. The facilitator of the session was Ms. Vijeta Yadav, Corporate Trainer, Indore.



Mr. Amber Arondekar during the session.

IMA organised a programme on the topic 'Thinking win-win? How easy it is! Learning the Business Trajectory' on 21st June with Mr. Amber Arondekar, the Poet and the Performance Coach, Indore.

Industrial Visit

IMA Women Forum organised a Campus Tour at Yash Technologies, IT Park, Super Corridor, Indore on 14th June on 'How does an IT Company operates and Future of Women Employment in Service Industry'.



Women participants during the campus tour

IMA Student Chapter organised an industry visit at Kasta Pipes and Fitting Area, Pithampur on 22nd June for the students of Acropolis Institute of Technology and Research, Indore.



Industry visit at Kasta Pipes and Fitting Area

Training @Doorstep

IMA organised a Training @Doorstep at Piramal Pharma Solutions, Pithampur on the topic 'Next Level Manager: Scale Up Your Skills' on 22nd June with Ms. Navita Arora, Corporate Trainer, Ujjain.



Ms. Navita Arora addressing the session

Exclusive Programme

IMA organised an Exclusive Programme on the topic 'Team Building Activities: Proficiency through Board Games' on 28th June with Mr. Rakesh Jain, Belief Scientist and Keynote Speaker, Indore.



Participants during the session



Participants with Trainer at TATA Bluescope

Jamshedpur Management Association

Training

Jamshedpur Management Association conducted a training on 1st June on team management at Tata BlueScope Steel, Jamshedpur. The training aimed to enhance team management skills, focusing on effective communication, conflict resolution, and leadership. Mr. Mukherjee's interactive approach and practical insights provided attendees with valuable tools to improve teamwork and organisational success.



Participants interacting with the trainer

JMA conducted a specialised training programme on 3rd June at Tata BlueScope Steel, Jamshedpur, focused on enhancing critical thinking skills among employees. The training aimed to empower attendees with the ability to analyse complex situations, make informed decisions, and drive organisational success through strategic thinking.



TERI official during the talk

Talk

JMA in collaboration with The Energy and Resources Institute (TERI), hosted an enlightening talk on 'Navigating Sustainability in Business: The role of a Chief Sustainability Officer' on 6th June. The talk featured Ms. Pooja Kumar, a Fellow at the TERI Council for Business Sustainability, who shared her expertise on the evolving responsibilities of Chief Sustainability Officers. She discussed strategies for integrating sustainability into business operations, the importance of sustainable practices in achieving long-term success, and real-world examples of effective sustainability initiatives.

EDGE Talk

JMA hosted an E.D.G.E. talk on 'Enhancing Your Professional Presence' on 12th June at Netaji Subhash University, Jamshedpur. The session featured Mr. Shrey Sao, CFA, and author of 'Chanakya: The Career Sarthi.' Mr. Sao provided insightful guidance on enhancing professional presence, drawing from his extensive experience and knowledge.



Speaker addressing students during the talk

Mental Wellness

JMA conducted a talk on 'Mental Wellness for Men' on 15th June. The talk was attended by both college students and corporate professionals. Dr. Arpit Sharma shared valuable insights and expertise on the topic. His talk benefited the attendees, addressing important issues related to men's mental wellness and providing practical advice for maintaining mental health in both personal and professional spheres. The session was well-received by 80 participants.



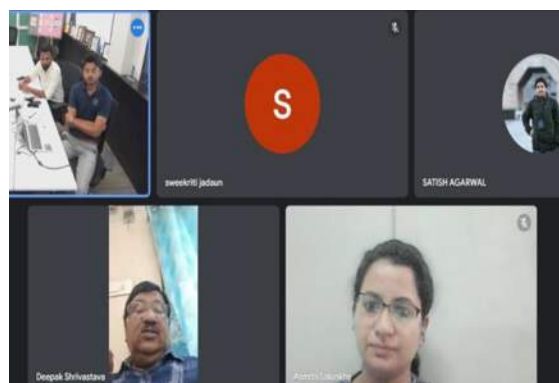
Team JMA and IIT Kharagpur (VGSOM) Faculty

Visit

Vinod Gupta School of Management (VGSOM) faculty from IIT Kharagpur visited JMA on 8th June. Prof. Krishna Kumar, Dean Faculty of Science; Prof. Sangeeta Sahney, Dean VGSOM and Prof. Surojit Mookherjee were present during the meeting. In the meeting, discussion was held on EMBA programme design, admission process, fee's structure and other facilities. Mr. Amitabh Bhattcharjee, Hony Secretary, JMA chaired the meeting with other JMA members.

Meeting

On 12th June, JMA executives Mr. Satish Agarwal and Ms. Asmita Salunkhe held an online discussion meeting with delegates of C4i4 Lab, led by Mr. Deepak Shrivastava, Project Head, C4i4 lab. The discussion focused on JMA collaborating with C4i4 Lab to provide training for industry and academia, aiming to enhance operational efficiency and stay competitive in the digital age. A total of 8 professionals were present at the discussion.



Online meeting with C4i4 lab

Celebrating International Yoga Week

On 22nd June, JMA organised a workshop titled 'Tranquil Transition: Yoga for Work-Life Balance' at Tata Power Jojobera Plant in Jamshedpur. The event saw enthusiastic participation from over 32 employees. The session aimed to introduce yoga practices that promote mental and physical well-being, helping employees manage stress and maintain a healthy work-life balance.

JMA also conducted a desk yoga workshop on 22nd June, at Tata Power Jojobera Plant, Jamshedpur, specifically designed for executives who spend most of their time sitting and working. The workshop drew participation from over 18 employees and aimed to introduce practical yoga techniques that can be seamlessly integrated into the workday, promoting physical and mental well-being.



TATA Power employees during the International Yoga Week



Participants practicing Yoga at TATA Power Plant

Continuing the celebration of International Yoga Week, JMA hosted another workshop within Tata Steel Works on 24th June. This session attracted over 50 employees who actively engaged in various yoga techniques aimed at promoting harmony between work and personal life. The workshop emphasised relaxation and stress management through yoga, contributing to a healthier and more balanced workplace environment.

Industrial Visit

On 29th June, a group of 29 management students from Srinath University embarked on an enlightening educational journey with an industrial excursion to the CTC India plant.

This immersive visit aimed to provide them with firsthand exposure to real-world operations. Throughout their time at the facility, the students delved into industrial processes, explored cutting-edge technologies, and experienced the dynamic atmosphere that defines today's industries.



Srinath University students on CTC India plant visit

Internship at JCAPCPL

JMA was pleased to announce that two MBA students of the Arka Jain University, Jamshedpur, Ms. Shruti Kumari and Ms. Anchal Singh, have secured internships at JCAPCPL (Jamshedpur Continuous Annealing and Processing Company Pvt. Ltd.) through the recommendation of JMA. It offers them an excellent opportunity to gain practical experience and to apply their academic knowledge in a real-world industrial setting.

Kerala Management Association

Inauguration of KMA Activities

The inauguration of KMA's activities for the year (2024-25) was conducted by Keltron Managing Director, Vice Admiral Sreekumar Nair (Retd). The event featured Mr. Venugopal C. Govind, Chairman, Bharatiya Vidya Bhavan- Kochi and former Managing Partner and Mentor of Varma and Varma, as the chief guest. The event was presided over by KMA President Mr. Bibu Punnooran and Senior Vice President, Mr. K. Harikumar delivered the welcome address. Other speakers included Secretary Dr. Anil Joseph; Treasurer Dileep Narayanan; Past President Mr. A. Balakrishnan; Vice President Mr. Algiers



Mr. Sreekumar Nair, Managing Director of Keltron, inaugurating KMA's activities, with Mr. Dileep Narayanan, Mr. K. Harikumar, Mr. A. Balakrishnan, Mr. Bibu Punnooran, Mr. Venugopal C. Govind, Dr. Anil Joseph, Mr. Anil Varma, and Mr. Algiers Khalid looking on

Khalid, and Joint Secretary Mr. Anil Varma. The event also featured the unveiling of 55 programmes scheduled by KMA for the year, alongside the introduction of a 32-member managing committee.

Lecture

KMA conducted a thought-provoking lecture titled 'Youth Empowerment and Migration: The Real Kerala Story' as part of their ongoing Leader Insight Lecture Series. The keynote address was delivered by Mr. Thomas Varghese, Chairman-International Peace20 Youth Summit, Ex UN-ESCAP Associate and Harvard Alumnus on 7th June.



Mr. Thomas Varghese, Chairman of the International Peace20 Youth Summit, delivering the keynote address, with Mr. Bibu Punnooran and Mr. Algiers Khalid seen on the dais



Mr. R. Gopalakrishnan addressing the audience on the book 'Embrace the Future', while KMA Senior Vice President, Mr. K. Harikumar looks on

Leader Insight lecture series

In the KMA Leader Insight lecture series, Dr. John George Chiramel, Professor at XLRI and Columbia Alumnus, delivered a keynote address titled 'Why Corporate Leaders Experience Ethical Failures' on 21st June. KMA President Mr. Bibu Punnooran, Vice President Mr. Algiers Khalid, and Joint Secretary Mr. Anil Varma also shared their insights during the session, enriching the discussion.

Book Review Session

Kerala Management Association recently organised an engaging discussion on the book *Embrace the Future*, authored by former Director of Tata Sons Limited, Mr. R. Gopalakrishnan, and former Unilever Vice President, Mr. Hrishikesh Bhattacharyya on 14th June. The discussion was moderated by KMA Senior Vice President, Mr. K. Harikumar. KMA President Mr. Bibu Punnooran and Managing Committee Member, Mr. Tom P. Joseph shared their perspectives, enriching the session with their insights.



Dr. John George Chiramel addressing the KMA Leader Insight lecture series, while KMA President Mr. Bibu Punnooran; Vice President Mr. Algiers Khalid, and Joint Secretary Mr. Anil Varma on the dais



Ms. Nasneen Jahangir, Executive Director and CEO of Nest Group Software Business, inaugurating the KMA Inspire Series lecture

Inspire Series

KMA inaugurated its Inspire lecture series with Ms. Naazneen Jehangir, Executive Director and CEO of NeST Digital, NeST Group. The first lecture featured Mr. Rahul Mamman, Founder and Owner of Haeal, who delivered a compelling presentation on 'Building an Offline Brand in Today's Online World.' KMA President Mr. Bibu Punnooran, Honorary Secretary Dr. Anil Joseph, and Vice President Mr. Algiers Khalid also shared their perspectives, enriching the inaugural session.

Lucknow Management Association

Drawing Competition

On 5th June, to celebrate World Environment Day, the Young Managers Forum of Lucknow Management Association (LMA) and HelpU Educational and Charitable Trust organised a Drawing Competition at Shree Baneshwar Mahadev Study Point. The event promoted environmental awareness through creative expression. Participants, grouped by age, created artworks on themes such as 'Save Our Oceans' and 'Green Planet.' Winners received awards, and all participants were recognised, advancing community engagement and environmental responsibility.



Students participating in the Drawing Competition

Panel Discussion

LMA organised an online panel discussion on 'The Science and Art of Happiness in Life' on 17th June. The eminent panelists were Dr. Madhurima Pradhan from the Happy Thinking Laboratory, University of Lucknow; Dr. Kunal Kala, Founder and CEO of MindPlus; Dr. Bhavna Shukla, Therapist and Author of 21 Books; and Ms. Gulneet Chahal, Therapist and Founder of Life Boutique. Mr. Alok Ranjan, Former Chief Secretary of GoUP, moderated the session.



Dr. Kunal Kala addressing the session



Mr. A.K. Mathur interacting in Northern Region meeting

Northern Region Meeting

All India Management Association and LMA jointly organised a virtual meeting on Northern Region - LMA Coordination meeting on 18th June. Mr. A.K. Mathur, Vice President of LMA, coordinated the meeting. LMAs that were part of this group included Allahabad, Bathinda, Chandigarh, Dehradun, Delhi, Faridabad, Ghaziabad, Gurgaon, Haridwar, Lucknow, Ludhiana, Meerut, Noida, Rohilkhand, and Yamuna Nagar Jagadhri Management Association.

Sahaja Yoga Session

On the International Day of Yoga, LMA, in collaboration with Sahajayoga, organised a special 'Sahaja Yoga session' on 21st June by Shri Mataji Nirmala Devi, Founder of Sahajayoga. Sahajayoga is a practice that brings joy, health, and peace from within; it advances a deep sense of continuous connection between an individual's inner consciousness and the external world. Ms. Renu Chaudhary, General Manager, and many LMA members were present at the session.



Ms Renu Chaudhary and LMA members during the Yoga session



Dr. Neeraj Gupta interacting with LMA members

Seminar

LMA, in collaboration with Womenshine, organised a seminar on 'Medicine and Law: Understanding Your Rights and Responsibilities' on 21st June by Dr. Neeraj Gupta, MBBS (AIIMS New Delhi) and LLB (University of Lucknow). The seminar provided valuable information on patients' rights, medical malpractice, and the legal responsibilities of healthcare professionals. Justice Mr. Ashok Kumar, President of the State Consumer Disputes Redressal Commission, UP, was the Chief Guest, and Prof. (Dr.) Girish Kumar Singh, Eminent Orthopedic Surgeon, Founder Director of AIIMS Patna, and Former HoD at KGMU and Era Medical College, was the Guest of Honour. Mr. Rahul Dutt, Secretary of LMA, proposed a formal vote of thanks at the end of the session.



Dr. Z.S. Meharwal presenting to LMA members



Mr Fakhre Azam addressing the session

Interactive Session

Mr. A.K Mathur, Sr. Vice President LMA, provided an overview of the Evidence-Based Impact Assessment study of the Centre for Financial Literacy (CFL) project initiated by the Reserve Bank of India (RBI) to the Awoke members on 29th June.



Mr. A.K. Mathur interacting with RBI and AWOKE members



Mr. Vaibhav Jain addressing

Health Talk

LMA in collaboration with Fortis Escorts Heart Institute organised a Health Talk on 'How to Keep Your Heart Healthy,' on 22nd June by Dr. Z.S. Meharwal, Executive Director and Head of Cardiovascular Surgery, Heart Transplantation, and VAD Program at Fortis Escorts Heart Institute, New Delhi, shared insights on rising incidences of heart attack and cardiac arrests and elaborated on different methods to keep heart health at check.

Conversation

LMA, in association with Kunwars Global School, organised a Conversation session on 'Personality Development for Educators' on 26th June with speaker Mr. Fakhre Azam, Founder of InnatePro. The session was attended by Dr. Deeraj Mehrotra, Principal; the Headmistress; teachers; and staff of Kunwars Global School, along with Col (Dr) Sameer Misra, Executive Director of LMA, Ms. Renu Chaudhary, General Manager of LMA, and the faculty of Kunwars Global School.

Meerut Management Association

Workshop

Meerut Management Association organised a workshop on AI on 1st June emphasising its role in personal and business productivity. Renowned AI expert, Mr. Vaibhav Jain discussed AI's definition, importance, and practical applications. 90 participants gained insights into time management, data analysis, and decision-making. The workshop aimed to equip members with valuable knowledge for their respective fields. Participants in the workshop expressed positive feedback about Mr. Vaibhav Jain's insights on AI.

MMA organised the 'Dr. B. Devdutt Memorial Award for Professional Excellence' on 11th June. The award has been instituted and sponsored by Dr. Poonam Devdutt, former President of MMA, in memory of her late husband, Dr. B. Devdutt, Professor of Gynaecology at Lala Lajpat Rai Medical College and Hospital. This year, MMA is proud to present the 'Dr. B. Devdutt Memorial Award for Professional Excellence' to Sanspareils Greenlands Pvt. Ltd. (SG). Around 100 guests were welcomed by MMA President Mr. Nishant Jain. A memento and citation were awarded to Mr. Kailash Anand, Chairman of Sanspareils Greenlands, and Mr. Trilok Nath Anand, Director of Sanspareils Greenlands. Their presentation inspired the guests, highlighting SG's achievements and milestones in an engaging manner.



Mr Kailash Anand, Chairman and Mr Trilok Nath Anand, Director - Sanspareils Greenlands Pvt. Ltd. receiving the Citation

Navsari Management Association

Workshop

Navsari Management Association organised a workshop on 16th June focusing on the contemporary topic of 'Storytelling'. Storytelling is an art that has become essential in today's world, spanning various professions and relationships. Mr. Nivid Desai from Ahmedabad, who is also associated with AMA, graciously visited Navsari and delivered an insightful session on storytelling. The workshop saw active participation from nearly 20 individuals and received appreciation from all attendees.



Mr. Nivid desai addressing the participants

Talk

On 26th June, Navsari Management Association (NMA) organised a talk show on the topic 'Indian Culture and Modern Business Management' featuring Mr. Nilesh Oak, an author and TDEX speaker. Mr. Oak discussed numerous valuable lessons from ancient Indian culture that are relevant to modern business management practices. The event attracted nearly 150 attendees from Navsari, including members of NMA. It was widely regarded as highly informative and beneficial.



Mr. Nilesh Oak addressing the participants

Noida Management Association

Noida Management Association organised a programme on Yoga on 23rd June at NMA House for its members. The programme witnessed active participation and was very well received.

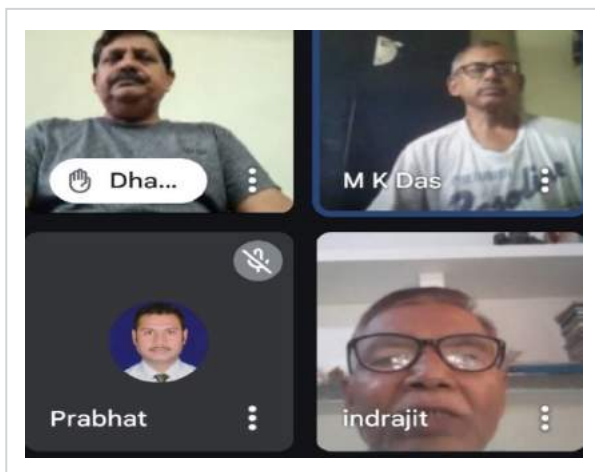
Patna Management Association

Celebration of World Environment Day

Patna Management Association in collaboration with Bihar State Productivity Council, organised a webinar on 'World Environment Day' on 5th June. The theme of the webinar was 'Land restoration, halting desertification, and building drought resilience', aligned with the slogan 'Our Land Our Future' as declared by UNEP. Dr. P. R. Trivedi, Founder Chancellor of IGTMS University and Global Open University, graced the occasion as the Chief Guest, while Prof. C K Jha from Dr. RP Agriculture Central University of Pusa served as the keynote speaker. Mr. D K Srivastava, President of BSPC, welcomed the participants with an introductory speech. Mr. Basant Kumar Sinha, President of PMA, elaborated on the webinar's theme and purpose. Dr. C K Jha discussed methods for land restoration in Bihar, emphasising forestry and horticulture measures aimed at reversing environmental damage. The vote of thanks was delivered by Er. M. K. Das, Secretary of PMA. The webinar attracted participation from representatives of industries, academia, students, and the farmer community.



Participants at the programme of Yoga Day



Participants attending the webinar on International Yoga Day

10th International Yoga Day

International Yoga Day was celebrated online on 21st June by Patna Management Association and Bihar Productivity Council. Yog Acharya Shri Indrajeet Datta emphasised the benefits of yoga, including improved flexibility, strength, mental clarity, stress reduction, and overall wellness. This year's theme was 'Yoga for Women Empowerment', highlighting yoga's role in enhancing women's well-being. Mr. BK Sinha, President of PMA, introduced the theme and other benefits of yoga and meditation. Mr. Manikishore Das, Secretary of PMA, extended the vote of thanks.

Rajkot Management Association

RMA – REA MSME Connect 2024

On 27th June, International MSME Day, the Rajkot Management Association (RMA) and Rajkot Engineering Association (REA) successfully co-organised RMA-REA MSME Connect 2024. This significant half-day event, followed by a networking dinner, was supported by the Ministry of MSME and the District Industrial Center, Rajkot.

The event brought together entrepreneurs, industry experts, and policymakers to discuss the challenges and opportunities within the MSME sector. Mr. Ripple Patel, Vice President – Business of Rajkot Management Association, coordinated the event and delivered the inaugural address. The event featured a panel discussion moderated by Mr. Jayen Kotecha, President of RMA, focusing on ‘MSME Growth: Challenges and Opportunities.’ Awards were presented to Rajkot’s best MSME suppliers from various sectors for their excellence in quality, delivery, and development support. The programme was skilfully hosted by RMA members Mr. Vishal Sarvaiya and Ms. Dharti Rathod. Mr. Narendra Panchani, President of REA, delivered the vote of thanks. The event saw an impressive turnout of over 300 MSME industrialists, marking a successful collaboration that promises continued growth and innovation for Rajkot’s industries.



Glimpses of RMA-REA MSME Connect 2024

Thrissur Management Association

Managing Committee Meeting

The Managing Committee meeting of TMA was held on 5th June with 30 members in attendance. The meeting was presided over by CA Geo Job. During the meeting, the committee discussed various action plans for the year 2024-25, including strategies for enhancing member engagement, community outreach programmes, and professional development initiatives.



Presidential address by CA Geo Job

Environment Day Celebration

On 5th June, TMA celebrated Environment Day with great enthusiasm, marking the occasion with enlightening lecture sessions and impactful activities. The event featured two distinguished speakers, Mr. Ravikumar Meena, DFO Thrissur, and Dr. K. C. Chacko, Project Regional Director of the National Medicinal Plants Board (NMPB) RCFC Southern Region. Mr. Ravikumar Meena delivered an insightful lecture on ‘Environmental Crisis and Ecosystem Restoration: The Way Forward.’ Following this, Dr. K. C. Chacko led a session on ‘Planting Trees for Carbon Sequestration,’ emphasising the role of afforestation in mitigating climate change.



TMA members with guest speakers



Free sapling distribution

Free Sapling Distribution

In celebration of Environment Day, TMA took a significant step towards promoting environmental sustainability by distributing over 100 jackfruit saplings to its members. The saplings were generously provided by Sri Varghese Tharakan, Promoter of Ayur Jack Farm, Velur, Thrissur.

TMA Aquastar Green Awards 2024

On 5th June, in celebration of Environment Day, TMA proudly presented the TMA Aquastar Green Awards to honour individuals for their exceptional contributions to environmental sustainability. The TMA Aquastar Green Professional Award 2024 was awarded to Rajesh Adakkaputhur and the TMA Aquastar Green Warrior Award 2024 was presented to Manoj

Kumar I B for his relentless activism and significant contributions towards environmental conservation.



Presentation of TMA Aquastar Green Professional Award and Aquastar Green Warrior Award

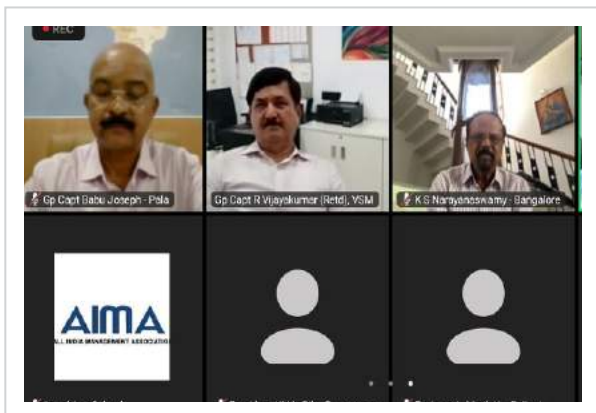


3rd TMA Student Conclave 2024 and Best Chapter Awards

The third edition of the TMA Student Conclave was held on 15th June at the Sahridaya Institute of Management Studies, Kodakara, Thrissur. Mr. Deepu Xavier, Co-Founder and Head of Technology at Zappyhire, was the chief guest of the event. Mr. P.K. Sidharth Ramkumar, who secured the 4th rank in the UPSC Civil Services Examination and was the Kerala topper, interacted with the students and shared his journey in preparing for the UPSC.



Lighting of the lamp at the Inaugural session



LMA coordination meeting in progress

Southern Region LMA Coordination Meeting

TMA President CA Geo Job attended the AIMA Southern Region LMA Coordination meeting on 19th June via Zoom. During the meeting, President CA Geo Job briefed the attendees on TMA's events and initiatives.

TMA Managing Committee Meeting

The final Managing Committee meeting of TMA for the year 2023-24 was held on 23rd June via Zoom. During the meeting, discussions focused on the Annual General Meeting of TMA and various action plans for the upcoming year. Around, 30 members attended the meeting.

Vaikom Management Association

World Environment Day

Vaikom Management Association held an online meeting on 6th June for World Environment Day. Dr. G. Madhu, Adjunct Professor at CUSAT, discussed 'Land Restoration, Desertification, and Drought Resilience.' The session was attended by 48 participants, including teachers and students. Dr. Madhu emphasised the theme's relevance to the global context, warning of potential drought impacts on three-quarters of the world's population by 2050 without immediate action.

International Day for Yoga

VMA organised an online programme on 21st June to mark International Day of Yoga via Google Meet. Yogacharya C. Muraleedharan enlightened participants on 'Yoga for Self and Society,' emphasising its role as a comprehensive science and a remedy for modern-day challenges, both physical and spiritual.

Wednesday Musing Series

On 26th June, Dr. N.K. Sasidharan, Retired Professor of Agronomy from Kerala Agriculture University, conducted an online programme addressing 'Climatic Aberrations: Their Impact on Agro-Ecology.' Dr. Sasidharan highlighted the critical role of biodiversity in agricultural productivity, discussing sowing and cropping patterns in Kerala, especially Vaikom, and emphasising the necessity for innovative approaches to tackle climate-related challenges.

Employability Skills Training

The eighth Employability Skills Training was conducted on 8th June at ICM Computers, Thalayolapparambu, Vaikom. The training was attended by 44 candidates. The formal introduction to the training was delivered by Mr. Sojan Jose, Director, ICM. The first session was presented by Mr. N. Shine Kumar on the topic 'Attitude,' highlighting positive attitude to be the sine-qua-non career development. The second session by Mr. P. Rajendra Prasad dealt with communication skills, preparation of resume and SWOT analysis and the third session by M. Raju, focused on the general awareness of the participants.



Mr. N. Shine Kumar, Immediate Past President VMA on his session at ICM Computers, Vaikom.

Inaugural Programme VMA 2024-25

The Inaugural function of the newly elected office bearers of the Association was held at Kalathil Lake Resorts, Chemmanakary, Vaikom on 16th June. Prof (Dr.) M. Bhasi, former Senior Professor, School of Management Studies, CUSAT graced the occasion as the Chief Guest. Mr. M N Prasad, Secretary-Administration welcomed the audience and the guests. Mr. N. Shine Kumar, outgoing President, outlined the milestones VMA has covered since its inception in 2010. The President-elected, Mr. A. Saifuddin, assured carrying forward the legacy of VMA with sustained efforts towards innovation. Mr. P. Venu, Secretary General expressed the vote of thanks.



Dr. M. Bhasi, former Senior Professor, CUSAT addressing the inaugural function, while Mr. P. Venu, Secretary General; Mr. N. Shine Kumar, Immediate Past President; Mr. A. Saifuddin, President elected and Mr. P. Rajendra Prasad, founder President, VMA are also seen on the dais

AIMA with Technical Support of The World Bank Offers

CERTIFICATE COURSE IN PPP PUBLIC PRIVATE PARTNERSHIP

The Certificate in Public Private Partnership is a blended learning programme that aims to nurture a basic level of knowledge among individuals working on or interested in learning about PPPs, regardless of their discipline or sector. The programme equips participants with the necessary conceptual knowledge and skills to comprehend the Public Private Partnership as a project. With a focus on both theory and practice, the curriculum covers various aspects including designing a PPP transaction, available financing options, bidding for PPP, PPP contract management and dispute resolution. It also includes in-depth regional and sector-specific knowledge, incorporating the best practices of PPP, both in India and worldwide.

Who can benefit

- Government and PSU officials involved or interested in designing and managing PPP transactions
- Employees of Private Concessionaires, Contractors and suppliers involved or interested in implementing PPP contracts
- EPC and other downstream contractors
- Procurement Professionals for updating their domain knowledge

Eligibility

Graduate in any discipline from university or recognised institute.

Fee Structure

Total fee (inclusive of all taxes) – ₹ 41,300/-
Course fee- ₹ 35,000/- plus GST (18%)

For further details contact

Programme Manager

15 link Road, Lajpat Nagar - III, New Delhi

M: +91 8800893848 | Ph: 011-47673000, 49868399-Ext 721 / 710 | Email: ppp@aima.in | Website: www.aima.in

AIMA Events Calendar

Event	Programme Chairman/Key Speaker	Venue	Date
National Management Games		Regional Rounds -Online Grand Finale – New Delhi	25 June – 30 August 2024 31 August 2024
Book Discussion on Power Within	Dr R Balasubramaniam Visiting Professor, Cornell University, USA and IIT-Delhi	New Delhi	17 July 2024
71st LeaderSpeak session on Net Zero and India at 100: Managing Growth with Sustainability	Dr Arunabha Ghosh Founder-CEO, Council on Energy, Environment and Water (CEEW)	Online	19 July 2024
Global Innovation and Management Programme (GIMP)		Kuala Lumpur Malaysia	24-27 July 2024
Leadership Development Programme	R K Mohapatra Former Director (HR) Indian Oil Corporation	Bhubaneswar	02-04 August 2024
YLC Session on Strategies for Effective Dispute Avoidance, Resolution, and Management	Abhishek Gupta Advocate Supreme Court of India	Online	09 August 2024
Digital Immersion Retreat		Goa	29-31 August 2024
Business Responsibility Summit		New Delhi	August 2024
National Management Quiz(NMQ)		Online	August - September 2024

Event	Programme Chairman/Key Speaker	Venue	Date
AIMA Convocation		New Delhi	05 September 2024
51st National Management Convention		New Delhi	11-12 September 2024
2nd LeadHERship Retreat		Goa	18-20 September 2024
Shaping Young Minds Programme		Ludhiana	20 September 2024
Shaping Young Minds Programme		Nagpur	05 October 2024
2nd HR Power Workshop		Mumbai	17-18 October 2024
The Global Advanced Management Programme - USA (GAMP)	Prof Solomon Darwin Programme Director -Executive Director, Center for Corporate Innovation, Haas School of Business	Silicon Valley, USA	10-16 November 2024
Leadership Development Programme	R K Mohapatra Former Director(HR) Indian Oil Corporation	Guwahati	29-30 November 2024
2nd Global Innovation and Management Programme (GIMP)		Dubai	02-05 December 2024
PSU Summit		New Delhi	December 2024
Innovation Practitioners Summit		New Delhi	December 2024
Young Managers Simulation		Online	December 2024

To view full calendar please visit www.aima.in

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

Aima

ALL INDIA MANAGEMENT ASSOCIATION

All India Management Association

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

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

www.aima.in