

AIMA News

AIMA'S MONTHLY E-MAGAZINE

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

JUNE 2021



Dear Readers,

It gives me great pleasure to present the next issue of AIMA News.

As the apex body of management in the country, AIMA continued in its endeavour to build management capability in aspiring and practicing managers through its various services and programmes; while also helping them develop management knowhow through various initiatives.

In another first, AIMA launched a new knowledge based section titled 'Management Perspectives' on its web site – which is a collection of well researched articles on management. Management Perspectives is subscription based for non-members, but completely free for AIMA members. All articles have been summarised, sorted and categorised for ease of navigation and search; and cover myriad aspects of management both from India and abroad. It can be found under the 'Knowledge Resources' tab and we invite you browse through this new section and explore some of the latest insights from management gurus and experts.

AIMA's hugely popular LeaderSpeak Series continued to gain traction with the roll out of two more programmes in the series. The 44th LeaderSpeak session was held with Dr Rakesh Mohan, Former Deputy Governor, RBI and Chief Economic Adviser and Secretary, Economic Affairs, Govt of India on the theme 'Rebuilding economic recovery after the second Covid shock'. The session was moderated by Mr Harsh Pati Singhania, President AIMA and Vice Chairman & Managing Director, JK Paper Ltd. Another session was held with Lt Gen A K Singh, PVSM, AVSM, SM, VSM (Retd), Former Lieutenant Governor of Andaman & Nicobar Islands and Former Commander in Chief of Southern Command of Indian Army on the theme 'Imperatives for Strategic Leadership'. Mr Shrinivas Dempo, Vice President, AIMA and Chairman, Dempo Group of Companies was the session moderator. Both programmes witnessed participation in large numbers with viewers joining through Zoom, Facebook, Twitter and YouTube.

To help management practitioners develop the necessary leadership skills required in the midst of these changing times, AIMA organised a workshop on 'New Age Leadership'. The workshop was addressed by Mr Rajeev Bhadauria, Founder & Managing Partner, Ebullient Consultancy; Mr Gurdeep Singh, Chairman and Managing Director, NTPC and Mr R Gopalakrishnan, Author & Corporate Advisor, CEO, The Mindworks and Former Director, Tata Sons. Brief details are carried inside.

Taking its initiative in providing a platform for India based Case Studies and Research further, the AIMA India Case Research Centre (ICRC) organised an online workshop on Case Teaching & Writing with a focus on developing cases based on Indian ethos. Several renowned academicians and thought leaders addressed the workshop, which was attended mostly by senior professors, research scholars and PhD students.

Brief reports can be found inside along with other updates on the AIMA YLC sessions, Business Simulation and Training programmes. During the period AIMA continued to offer its education programmes to aspiring and practicing managers; and its testing and assessment solutions to students and leading organisations & institutions.

This edition of AIMA News also brings you updates from the Local Management Associations and some interesting articles on management.

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

Warm Regards

Rekha Sethi
Director General

AIMA OFFICE BEARERS

PRESIDENT

Mr Harsh Pati Singhania

Vice Chairman & Managing Director

JK Paper Ltd

SENIOR VICE PRESIDENT

Mr C K Ranganathan

Chairman & Managing Director

CavinKare Pvt Ltd

VICE PRESIDENT

Mr Shrinivas V Dempo

Chairman

Dempo Group of Companies

IMMEDIATE PAST PRESIDENT

Mr Sanjay Kirloskar

Chairman & Managing Director

Kirloskar Brothers Ltd

DIRECTOR GENERAL

Ms Rekha Sethi

Published by

AIMA, Management House,

14, Institutional Area,

Lodhi Road, New Delhi-110003

Tel : 01124645100

Fax : 01124626689

E-mail : dlma@aima.in

Website : <http://www.aima.in>

Managing Editor

Ms Smita Das

CONTENTS



04 LeaderSpeak Session

AIMA SNAPSHOTS

- 05 AIMA - UNESCO MGIEP - INTERNATIONAL DAY OF KINDNESS
- 06 WORKSHOP ON NEW AGE LEADERSHIP



07 TRAINING PROGRAMME



08 WORKSHOP ON CASE TEACHING & WRITING



09 YLC ONLINE SESSIONS

IN LIGHTER VEIN

- 11 ELIXIR OF GHEE

FEATURES

- 13 HELP YOUR EMPLOYEES WHO ARE ANXIOUS ABOUT RETURNING TO THE OFFICE



- 19 WANT TO TEACH OLDER WORKERS NEW SKILLS? ASK YOUNGER COLLEAGUES TO TRAIN THEM.



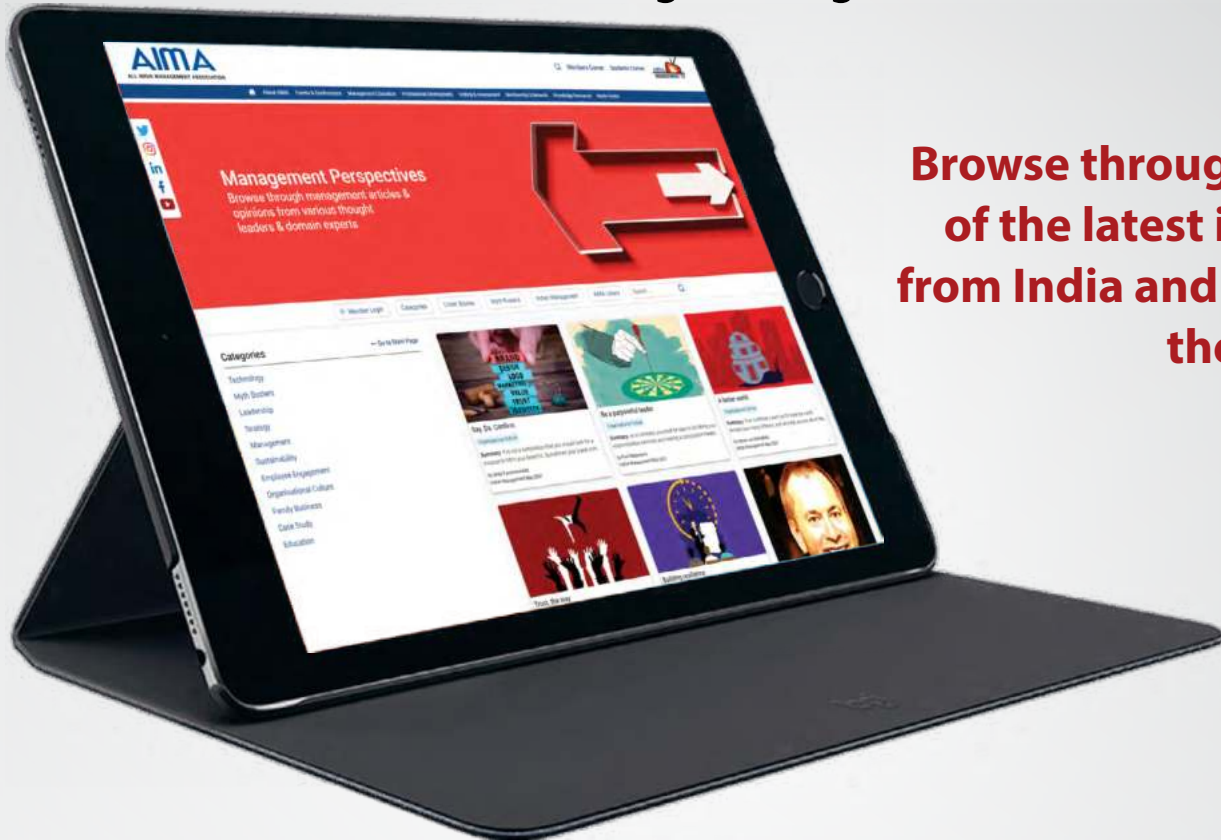
23 NEWS FROM LMA's



60 AIMA EVENTS CALENDAR

MANAGEMENT PERSPECTIVES

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



**Browse through some
of the latest insights
from India and around
the world.**

Highlights

- ➔ Quick access to latest trends, ideas and insights
 - ➔ Innovative thinking from national and international gurus
 - ➔ Sorted and categorised for ease of navigation
 - ➔ In-depth case studies
 - ➔ Full and free access to AIMA members
 - ➔ 2 free articles per month for non-members
- and much more

Become an AIMA member to get full access to the latest management thought.

Explore today [CLICK HERE](#)

or visit - <https://www.aima.in/management-perspectives>

LeaderSpeak Session



(L-R) Harsh Pati Singhania, President AIMA and Vice Chairman & Managing Director, JK Paper Ltd; Dr Rakesh Mohan, Former Deputy Governor of the Reserve Bank of India, and Chief Economic Adviser and Secretary, Economic Affairs, Govt of India and Rekha Sethi, Director General, AIMA

The forty-fourth LeaderSpeak session was held on 10th June 2021 with Dr Rakesh Mohan, Former Deputy Governor of the Reserve Bank of India, and Chief Economic Adviser and Secretary, Economic Affairs, Govt of India. The theme of the session was 'Rebuilding economic recovery after the second Covid shock.' The session was moderated by Mr Harsh Pati Singhania, President AIMA and Vice Chairman

& Managing Director, JK Paper Ltd. The session emphasised how policymakers today need to, not only focus on the immediate steps or the long term steps but also the medium-term initiatives which must be taken to rebuild the economy. The approach needs to be extremely cautious while keeping in mind our economic expectations. Dr Rakesh Mohan strongly felt that for the economy to have a V shape recovery



(L-R) Lt Gen A K Singh, PVSM, AVSM, SM, VSM (Retd), Former Lieutenant Governor of Andaman & Nicobar Islands and Former Commander in Chief of Southern Command of Indian Army and Shrinivas Dempo, Vice President, AIMA and Chairman, Dempo Group of Companies

- Vaccination i.e. V in the literal sense will play a prime role. The session received an overwhelming response on various platforms of AIMA.

Another LeaderSpeak session was held on 07th July 2021 with Lt Gen A K Singh, PVSM, AVSM, SM, VSM (Retd), Former Lieutenant Governor of Andaman & Nicobar Islands and Former Commander in Chief of Southern Command of Indian Army. The theme of the session was 'Imperatives for Strategic Leadership'.

Mr Shrinivas Dempo, Vice President, AIMA and Chairman, Dempo Group of Companies was the session moderator. Ms Rekha Sethi, Director General, AIMA, introduced the speaker and the session. Lt Gen A K Singh emphasised the need for strategic leaders to be visionary and transformational, how a leader must prepare themselves for the role, stay focused on achieving the end, develop the ability for intuition to be able to be situation ready.

AIMA - UNESCO MGIEP - International Day of Kindness



The graphic features the AIMA logo (All India Management Association) and the 'kindness matters' logo. The main text reads: 'Making International Day of Kindness a reality'. Below this, it states: 'We're collecting 1 million acts of kindness to celebrate actions of empathy, compassion, and kindness'. A sub-message says: 'Share with us simple act of kindness performed by you, your family, company or friends.' At the bottom, there is a blue button that says 'Share your story'. To the right of the text is a graphic of many colorful hands (red, orange, yellow, green, blue, purple) joined together in a heart shape.

Day of Kindness, on 13th November 2021 a reality. We invite you to be part of this unique initiative. You may like to share your own story, any acts of kindness through the CSR initiatives of your organisation, encourage your employees, friends, family, any one for that matter, to share their respective stories. The act of kindness should be pertaining to the period 2019-2021. More than one story

may also be shared by filling separate forms.

The story may please be shared in about 500 words through the web form link

<https://aima.in/MGIEP-kindness-form>

For any assistance you may write to asehgal@aima.in

All India Management Association is collaborating with the UNESCO Mahatma Gandhi Institute of Education for Peace and Sustainable Development (MGIEP), for the Kindness Matters Global Campaign. The objective is to collect stories of kindness – at least one million - so that these stories could be put together and presented to the United Nations, to help make the first International

Workshop on New Age Leadership



Rajeev Bhadauria, Founder & Managing Partner Ebullient Consultancy



R Gopalakrishnan, Author & Corporate Advisor, CEO, The Mindworks and Former Director, Tata Sons



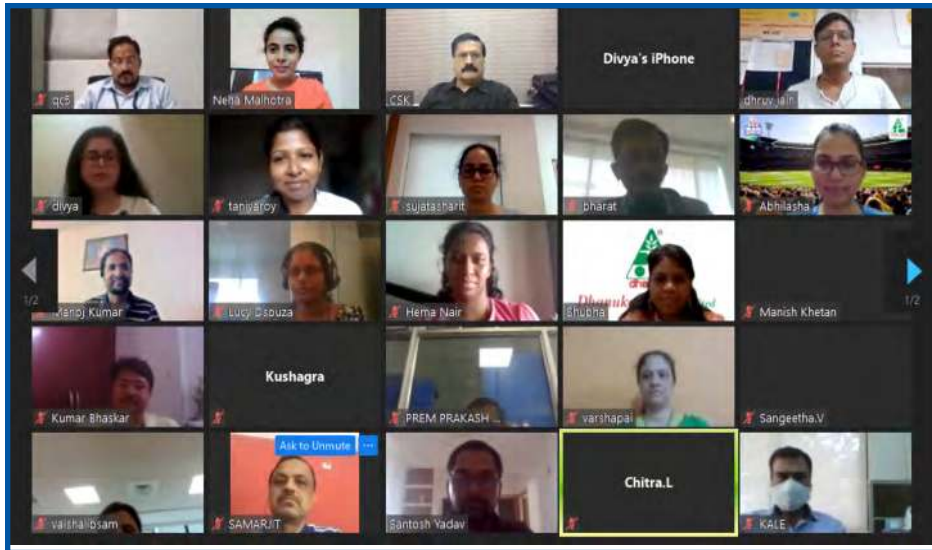
Gurdeep Singh, Chairman and Managing Director, NTPC

AIMA organised a workshop on ‘New Age Leadership’ on 03rd July 2021. Mr Rajeev Bhadauria, Founder & Managing Partner, Ebullient Consultancy; Mr Gurdeep Singh, Chairman and Managing Director, NTPC and Mr R Gopalakrishnan, Author & Corporate Advisor, CEO, The Mindworks and Former Director, Tata Sons were the speakers of the workshop. The programme was focused on the leadership skills required in the midst of technological disruption & market turbulence. The

programme was coupled with a Business Simulation Workshop for delegates to give them hands-on experience in critical decision making.

Around 70 delegates from diverse industries from across the country including PSUs, Information Technology, Consulting, Power, Manufacturing, Building & Construction and Education participated in the programme. The workshop was very well received by the participants.

Training Programme



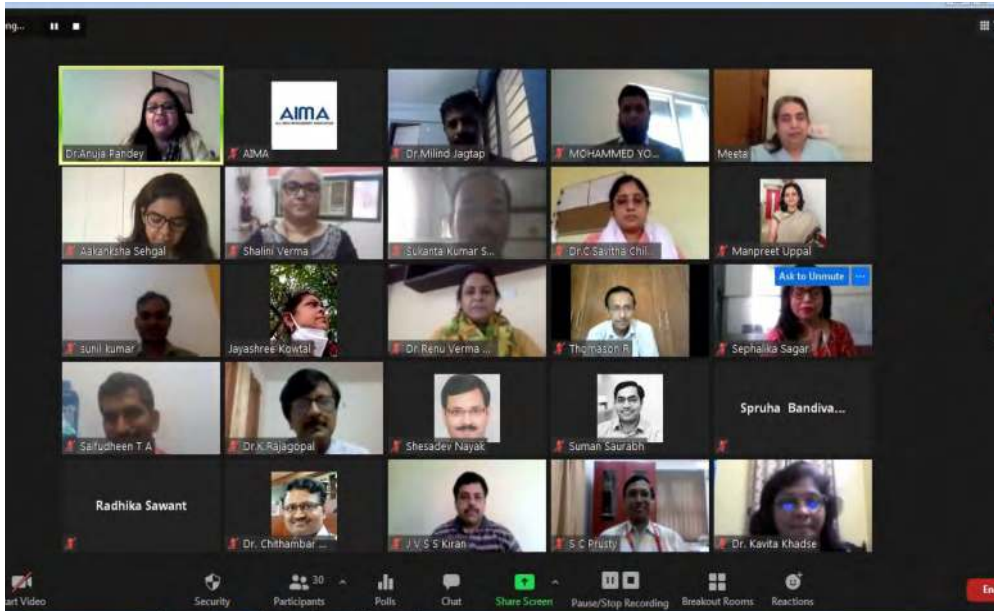
setting to drive momentum and win sales opportunities. The session had received a very encouraging response from the audience.

Another one day training programme was held on 24th June 2021 on 'Mentoring for New Mentors'. The objective of the mentoring programme was to establish a trusting relationship with accountability and responsibility from the

AIMA conducted one day virtual training programme on 'Top 5 Techniques to be an Ace at Virtual Sales' on 1st June 2021. The objective of the programme was to equip salespeople with skills and virtual selling techniques to increase credibility, create connection, foster openness, and build trust in a virtual

mentor and mentee. The programme also helped high performing employees develop their leadership abilities, teaching new workers about the company and the expectations of management. Senior people from different corporates participated in the programme which was very well received.

Workshop on Case Teaching & Writing



Some other speakers included Mr Sumant Sood, Head Innovation, Titan Company Limited; Dr Madhu Vij, Professor, FMS, Delhi; Dr Radha R. Sharma, Professor, Management Development Institute; Dr A Sivakumar, Professor, Marketing, VIT Business School; Ms Servjaeta Verma, Founder, The Marketing Insights and Dr Sudhir Naib, Emeritus Professor & Dean, Apeejay School of Management.

AIMA ICRC & AICTE organised an online workshop on Case Teaching & Writing with a focus on developing Cases based on Indian Ethos from 03rd to 10th July 2021. Dr Krishna Kumar, Former Director, IIM Lucknow & Kozhikode; Mr Mussarat Hussain, Head, Leadership & Functional School at Maruti Suzuki India Limited; Dr Raj Agarwal, Director, AIMA Centre for Management Education and Prof Meeta Sengupta, Senior Advisor, Centre for Civil Society were the speakers of the inaugural session.

The participants were given the chance to present their case lead during the workshop and detailed feedback and suggestions were shared with them by the expert panel. The workshop was attended by 35 participants, mostly senior professors, research scholars and students pursuing their Ph.D.

YLC Online Sessions



Vikram Chopra, Co-founder & CEO, CARS24



Nikhil Kant, Global Social Lead Mobility, Uber



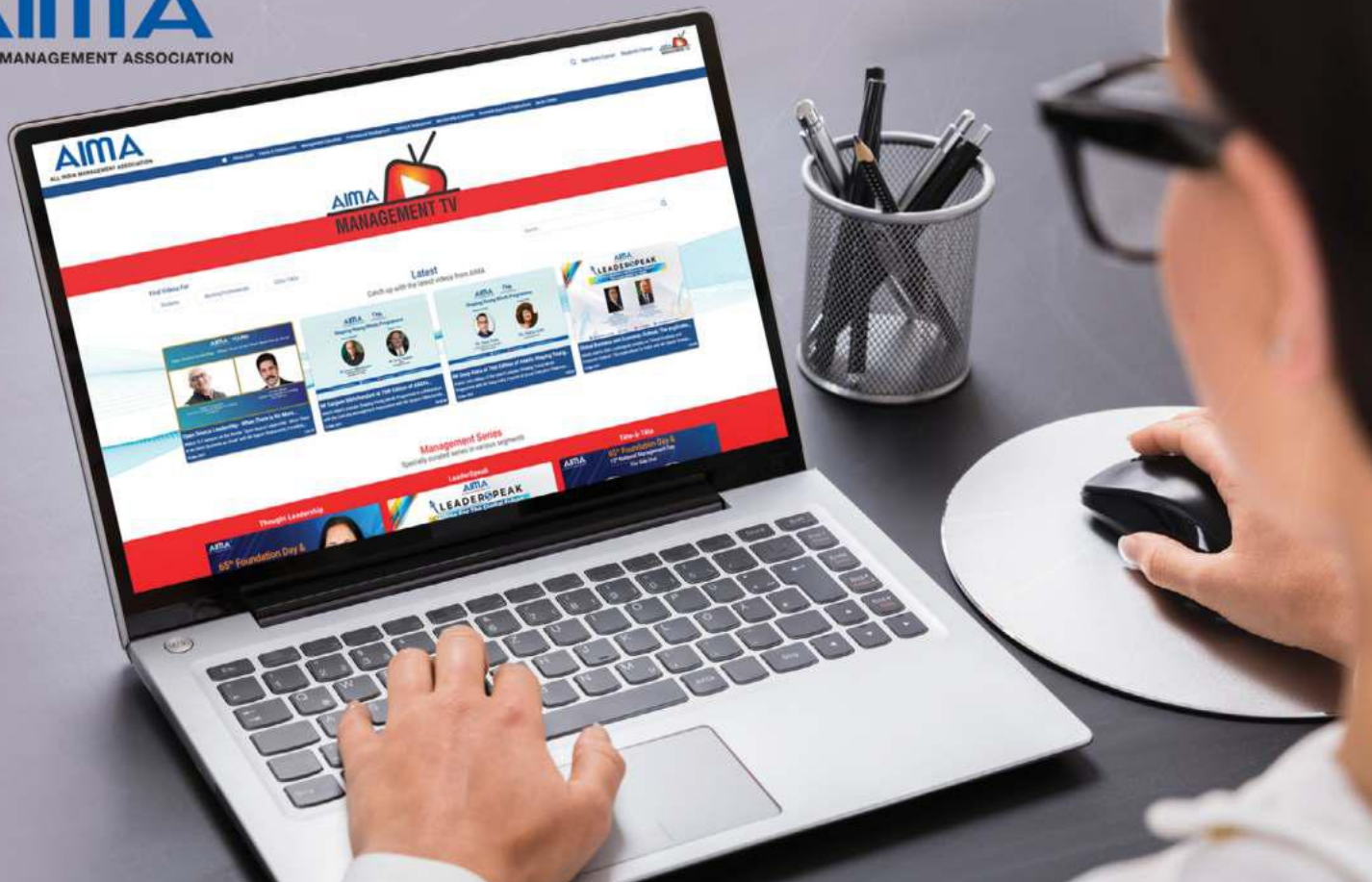
Tanya Singh, YLC member and Founder i-devi.com and Business Consultant, GLG

AIMA Young Leaders Council organised a session on 'The Tech Revolution of the Used-Car Market and Shared Mobility' on 4th June 2021. Mr Vikram Chopra, Co-founder & CEO, CARS24 and Mr Nikhil Kant, Global Social Lead Mobility, Uber was the speaker of the session. The session was moderated by Ms Tanya Singh, YLC member and Founder i-devi.com and Business Consultant, GLG. Mr Vikram Chopra spoke about the challenges they faced while transforming the used cars landscape in India specially during Covid and Mr Nikhil Kant shared about the Uber customers on a digital platform and how they created an Indianised voice for the brand.

Another session was held on 25th June 2021 on 'Reimagining Learning in Online Environment' with panelists Ms Gunjan Lalchandani, Head - Strategy, and Growth, Hero Vired, Dr. Nivedita Srivastava, Founder and CEO, 9LINKS-Employability Skill Assessment and Mr Shriyans Bhandari, Director, Greensole & Heritage Girls School Udaipur. Mr Kartik Sharma, Director, Agnitio & Co-Founder, DcodeAI and YLC National Events Chair was the session moderator. The session covered challenges and strategies faced by students, faculty and education system posed by Covid and some insightful strategies all stakeholders can utilise to make the best of available resources and stay updated, skilled and relevant.



(L-R) Dr Nivedita Srivastava, Founder and CEO, 9LINKS-Employability Skill Assessment; Gunjan Lalchandani, Head - Strategy, and Growth, Hero Vired; Shriyans Bhandari, Director, Greensole & Heritage Girls School Udaipur and Kartik Sharma, Director, Agnitio & Co-Founder DcodeAI and YLC National Events Chair



▶ **Watch** || **Learn** ▶ **Grow**

Presenting to you AIMA Management TV Channel, a one stop shop for latest management thought and updates

Insights from management gurus and experts now at your fingertips!

- ▶ Exclusive views from Indian and global thought leaders
- ▶ Stay up to date with the latest management insights and trends
- ▶ Close to 200 free videos with over 7000 hours of content and growing!
- ▶ Easy to navigate with multiple categories and special series sections
- ▶ Subscribe to get access to exclusive management views and outlook

Come watch, listen and learn from the best!



Scan QR Code to watch

ELIXIR OF GHEE

My grandfather was a great one for anecdotes and one of his favourite ones went like this “Jo kare gheeo, na ma na pyo” meaning “What ghee (pure saturated animal fat to the uninitiated) can do for a young man, neither mother nor father can”. The grand old man lived to be over 90 and not once did he break his daily routine of a five-mile morning walk and his breakfast of paranthas, lassi and a big chunk of freshly made white butter.

Of course all his meals were cooked in desi ghee, when we kids, six to seven decades his junior in age, had already started on Postman and Cornolla! While he merrily ate large quantities of shakkar (jaggery) in winter, we had cut down the sugar in the morning cuppa to a half teaspoon.

There was this homeopath friend of mine – a retired colonel – who always scoffed at the fashionable idea of cholesterol control. This guy regularly added two large spoons of desi ghee (from the village) to his daal and could eat 250 gms of ‘rabri’ for dessert. For him all modern day ‘poly unsaturated oils’ were poison and “one must eat and drink well for healthy living”. According to him ghee-shakkar on hot rotis was the best dinner in winter. Alas, he is no more.

Talking of ghee-shakkar reminds me of my mother’s joke about the present day complicated entertaining. She shocked my wife when she first told her about often serving lunch to 20 guests in five minutes flat. Only later were we told that these ‘guests’ were the farmers from our agricultural lands in pre-partition Punjab and all she had to do was to measure out one seer (about 950g) of atta, half a seer of shakkar and one pav (235 gms) of ghee for each.

Some one would carry these provisions to the big shop in the mandi where one of the guests would himself light

a makeshift firewood stove of three bricks and cook the gourmet meal on a tawa. These hardy men never knew about cholesterol because on an average day each one walked at least ten miles and pulled the plough for hours. These men could single handedly lift quintal bags of wheat and --posed with a challenge – drink five litres of milk without putting down the bucket.

Those were the days when any young man living alone – in a hostel or working in the city – had the mandatory five seer tin of ghee, duly locked and kept in the hostel or the neighbourhood dhaba. Come dinner time and every one opened his tin, took out half a katori of the home-made nectar and poured it into the piping hot daal or subzi.

Of course all this was long before the Indian youngsters’ introduction to Wimpys and Nirulas! Now, you ask them about ghee and you see wrinkled noses avoiding the bad smell and of course the horrors of LDL and tri-glycerides.

To each his own. Best of both worlds for the ruddy overfed young Punjabi who buys the latest ‘non-stick pans’ and then uses them to fry his three-egg, cheese filled omelette in pure home-made butter.

One thing about the desi ghee wallas; they make sure you know they are serving food cooked in the stuff. Whether it’s the Lalaji next door or the uncle in Ghaziabad – attend one of their parties, appreciate (genuinely) the good food and you are bound to be told how desi ghee can change everything – change an insipid meal into a delicious one.



*by Krishan Kalra
Past President, AIMA*

AIMA

ALL INDIA MANAGEMENT ASSOCIATION



JOIN THE MANAGEMENT MOVEMENT

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

So when are you connecting with us?

Be an AIMA Member Today !

www.aima.in

Prabir Kumar Dash, Assistant Director-Membership

All India Management Association, Management House, 14 Institutional Area, Lodhi Road, New Delhi - 110003
Tel: 011-24621323 (Direct), 24645100 Extn-535, Fax: 011-24626689 Email: member@aima.in

Help Your Employees Who Are Anxious About Returning to the Office

by Amy Gallo | July 06, 2021



Fiona Jackson-Downes/Getty Images

Summary.

As a manager how do you help people manage their return-to-work anxiety? Should you be nudging them to return if that's what your company's leadership wants? And if they're worried that their career will be impacted if they need to keep working from home, should you assure them it won't? This is uncharted territory for all us, especially managers. The author reached out to several experts who study the role of middle managers and compassion at work to ask what they'd advise.

As vaccines roll out across the globe, more and more offices are opening up — or making plans to in the near future. That's good news for people who are eager to get back to their desks. But what about people who are anxious about returning to in-person work, or (like me) feel conflicted? Maybe they have health issues that would put them at risk (even with broad vaccine adoption). Or they've got

caretaking responsibilities that prevent them from going in. Perhaps they've found that they're happier and more productive working at home, or they had a long commute they're content to no longer endure.

As a manager how do you help people manage their return-to-work anxiety? Should you be nudging them to return if that's what your company's

leadership wants? And if they're worried that their career will be impacted if they need to keep working from home, should you assure them it won't?

This is uncharted territory for all us, especially managers. So I reached out to several experts who study the role of middle managers and compassion at work to ask what they'd advise.

They all agree that there are, of course, upsides and downsides for everyone. As Jane Dutton, a professor at the University of Michigan's Ross School of Business and coauthor of *Awakening Compassion at Work*, says, "For some people, the return to routines and seeing colleagues can be very healing." And for others, they just aren't ready.

As a manager, you may feel stuck. As Jacob Hirsh, an associate professor at University of Toronto, explains, "The challenge of a middle manager is to manage employee concerns about directions from upper management," so you may not be making the call about if, when, how often your team members come in, which makes the situation even trickier.

Fortunately, there are several things you can do.

Find out how people are feeling — anonymously, if necessary.

It'll be far easier to navigate all of this and help those who are worried if you know how people on your team feel. You can't assume that your employees will tell you if they're feeling anxious about reentry, warns Linda Hill, a professor at Harvard Business School and author of *Being the Boss*. "People are fearful of looking weak or not living up to expectations," she says. Therefore, you need to make it safe for people to speak up. Hill suggests using anonymous surveys (assuming your team is big enough) to ask how employees view the return.

Then use the insights you glean to address people's concerns. For example, if several people mentioned health considerations in your surveys, you can make sure that the team knows precisely what precautions the company is taking to keep staff safe or you can lobby senior leaders to put more preparations in place. As Hill says, "Help them understand as best as you can what you've done to make it safe — based on science." Or say there are employees who prefer working from home because they find they're able to focus better without interruptions. Talk directly to your team about how to minimize distractions no matter where they're working.

The point, Dutton says, is to "make them feel heard." If you ask people to share what they're nervous about, respond directly to whatever they raise so they know you're listening and taking their preferences and anxieties seriously.

Allow for ambivalence about returning.

When people share their concerns — either openly or anonymously — make sure you allow for people to have mixed and complex feelings. It's tempting to be positive about the upcoming changes as a way to assuage worries, but you risk making people feel dismissed, or you might inadvertently pressure them to hide their negative feelings.

Brianna Caza, an associate professor University of North Carolina at Greensboro, studies emotional ambivalence and how managers can use it to help people build resilience. "We all have positive and negative emotions — usually at the same time," says Caza. Managers often feel pressure to respond to these emotions, and even help people resolve them — they might encourage people who are struggling to "look on the bright side," for example. Or they may inadvertently dismiss negative emotions

as complaining. But Caza's research with Lehigh University's Naomi Rothman and UNC's Shimul Melwani has shown that a better path might be for managers to lean into the emotional ambivalence, making it okay to have mixed feelings. "Leaders who model ambivalence can create a culture where people adapt and pivot more easily," Caza told me.

This may be especially true of the anxieties your team members feel about coming back. It's unlikely each person feels absolutely thrilled or completely despondent so encourage people to express both positive and negative emotions and don't force a tidy resolution to those feelings.

Offer flexibility, if possible.

If at all possible, at least at the beginning of your office's reopening, give people some options about when and how often they come in. As Dutton says, "The message should be one of flexibility, flexibility, flexibility," especially given what everyone has been through over the past year. "There have been many sources of pain, not just the pandemic but also the struggle around racial justice and politics," she says. "We can't assume we know how traumatizing it's been for people."

Being flexible isn't just about being kind and compassionate; it's also about maintaining productivity and retaining people. "The psychological contract with people is fragile right now," Dutton says, "If you're too forceful, you risk breaking that contract and engagement could plummet." A recent survey found that 58% of people say they would "absolutely look for a new job if they weren't allowed to continue working remotely in their current position." Of the more than 2,000 respondents, 65% wanted to work remotely full-time post-pandemic, and another 33% prefer a hybrid work arrangement.

Mandates may have the opposite effect than intended. "You're not going to get what you want if you're basically roping people into the office," says Hirsh. "A rush to establish the old normal doesn't make sense and is going to cause friction." The resulting loss of psychological safety and increase in stress will take a hit on productivity and team camaraderie — which is likely one of the motivations to get people back in anyway.

Explain the "why."

When people have to do something they feel anxious about, it can help to know there's a good reason behind it. If the senior leaders at your company haven't clearly articulated why it's important people come back to the office, you may need to fill that gap. "Communicate the vision from upper management so employees see it as reasonable and can get out on board. If they don't buy in, it's going to feel like coercion," says Hirsh. "What's the value proposition for going back in? What is in it for the employees? Will they strengthen their relationships with their coworkers? Will it lessen work-life conflicts if there are clearer boundaries? It can be perceived as a loss so reframe it as to what they will gain."

You also want to make sure that your team knows this wasn't a decision made haphazardly. "They need to see that there's a competent and well-thought-out plan," Hirsh says. And that plan should consider their needs. Make the connection between the expectations for the return and the concerns they've shared with you, for example saying something like, "We understand that some of you have reservations and those make sense. To address those, we've...". Again, you want people to feel heard and considered.

Consider experiments and pilot programs.

Some people may be hesitant because they're just not sure what to expect or how they'll feel. And a transition back to five days a week at the office may feel sudden, like turning on a light switch. To avoid overwhelming employees, and to help them ease into a different way of working, consider running pilot programs or letting people experiment individually. As Hirsh says, "Baby steps are a good idea," especially for those who have concerns. The message may be: "We're going to try this out and see what we learn." Then make sure you ask for feedback along the way so you can understand what's working and what isn't.

This approach can be used on an individual basis too for an employee who is particularly anxious. You might suggest they try going in one day a week for several weeks and then you can check in to see how it went and troubleshoot issues they still have. Whenever possible, give the accommodations people need to do their best work. That is the ultimate goal, after all.

Don't make promises you can't keep.

In navigating all of this, you may be tempted to tell hesitant employees that the office is completely safe or reassure those who aren't ready to come back in that their careers won't be affected, but be careful not to make promises you can't keep. As Hill points out, it's unlikely that you can say with 100% certainty that coming to the office has "zero risk" from a health perspective for every employee. And you want to be realistic about the career impacts for those who continue to work from home, especially if the majority of staff are back at work. Be honest about the potential drawbacks, especially given your company's unique culture. "Will employees have

fewer opportunities to network? Will their work be less visible? That's possible and you shouldn't pretend otherwise," says Hill. "You can't always guarantee that it won't have an impact on their career."

Similarly, don't tell people on your team that you'll be able to make accommodations without confirming with senior leaders and HR first. As we've all learned over the past year, circumstances are likely to evolve and while it may be okay for someone to choose to work from home right now, that may change later. In an attempt to retain key staff, you may be tempted to guarantee that they can work from home as long as they want, but that simply may not be true. So be realistic and straightforward with your team.

Be compassionate.

No matter what messages you have to deliver, what accommodations you can and can't make, and what policies you may have to enforce, do it all with compassion. It's often an antidote to anxiety. Dutton points to research done in health care settings that showed that a compassionate interaction between a doctor and a patient lasting as little as 40 seconds had a measurable effect on patient anxiety and health outcomes.

"Find small ways to be present for your people," Dutton says. Continue to ask about how they're doing and what else they have going on besides work. Talk about what you're going through to make it okay for them to do the same. Keep an eye out for signs of burnout and stress, especially as their work schedule changes.

Let's be honest: Most good managers have been doing this since the pandemic started and are likely exhausted from the additional responsibility of caring for their team members' wellbeing during such an intense time. "Compassion fatigue is real,"

says Dutton. That's why it's critical that you are taking care of yourself — not just your team members. Watch yourself for symptoms of burnout and take mental health breaks when you need them. One upside to this aspect of your job, says Dutton, is that research has shown that being compassionate also "lifts up the giver" so "you may both be strengthened through this way of being."

One of the small silver linings of the pandemic is that it's become more acceptable — in many places — to talk about mental health at work. Just because many of us are going back to the office shouldn't mean that the conversation and compassion around this topic should stop. As a manager, it's important to remember that you may not know or appreciate the full picture of what your employees have been through or continue to go through. As a friend recently told me, "No vaccine is going to take away the grief and trauma that we've all experienced." Keep that in mind when helping your employees make their way back into the office.

Key Takeaways

Do:

- Ask — anonymously, if necessary — how people are feeling about returning to the office so you can respond directly to their concerns.
- Allow people to experiment with different ways of working so the shift to in-person or hybrid work doesn't feel sudden.
- Continue to be compassionate — to your team members, and to yourself.

Don't:

- Assume people are going to tell you that they're feeling anxious
- Neglect to make clear why in-person or hybrid work is beneficial to employees (not just to the company)
- Make promises you can't keep, such as assuring people their careers won't be impacted by working from home or that they can do so indefinitely

About Author:

Amy Gallo is a contributing editor at Harvard Business Review and the author of the HBR Guide to Dealing with Conflict. She writes and speaks about workplace dynamics. Watch her TEDx talk on conflict and follow her on Twitter at @amyegallo.

Disclaimer:

This article is republished with permission from Insights by Harvard Business Review. <https://hbr.org/2021/07/help-your-employees-who-are-anxious-about-returning-to-the-office>



INTERNET MARKETING

AIMA

ALL INDIA MANAGEMENT ASSOCIATION

PGCM IN DIGITAL MARKETING & STRATEGY

Approved by AICTE*

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

Leveraging the digital marketing tools, and technology to achieve the competitive advantage and building market lead, CRM and innovations is the main objective of the digital marketing strategy programme.

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

*in ODL mode

For more details, please contact: Ekta Nayyar

All India Management Association – Centre for Management Education

15 Link Road, Lajpat Nagar – Part III, Near Lajpat Nagar Metro Station, New Delhi – 110024

Ph: +91 011-47673000/49868399 Extn:- 732/709 | Mobile: +91 - 9899056265; +91 9250127573

Email: enayyar@aima.in; digital@aima.in | Website: www.aima.in

Want to Teach Older Workers New Skills? Ask Younger Colleagues to Train Them.

Flipping the top-down approach to training can work — but be prepared for challenges.

May 21, 2021 | by Sara Harrison

If you've watched Grey's Anatomy, then you've gotten a peek into the complex hierarchies that rule a hospital. Over 17 seasons, the show's eponymous heroine, Meredith Grey, ascends from a lowly intern to chief of general surgery, learning from the presiding residents and older surgeons along the way. There's rarely doubt about who is in charge, who has more expertise, or who should be supervising and training other staff.



Less experienced team members may be better positioned to show others how to use new technologies. | iStock/PeopleImages

Grey's fictional journey illustrates the complicated dynamics of a health care setting, whether it's a local clinic or a bustling city hospital. Doctors, nurses, other clinicians, and administrators are part of a system where tenure, expertise, and training dictate the chain of command. Those hierarchies can help teams provide care efficiently, but what happens when those traditional roles are disrupted?

"These status barriers are tricky," says Sara Singer, a professor of organizational behavior (by courtesy) at Stanford Graduate School of Business and a professor of medicine at Stanford University School of Medicine. And, she says, they can get in the way of medical professionals learning new skills, particularly when junior employees are asked to show more senior coworkers how to use a new technology. But,

as Singer and her coauthors reveal in a recent paper, upending these complex hierarchies can be a useful training strategy — and the fix for the disruption it causes can be surprisingly simple.

Trickle-up Teaching

As technology becomes a bigger part of the learning curve, younger, less experienced team members might be better positioned to learn new tasks and to train others — a reversal of the traditional top-down model of on-the-job training. Young, digitally native medical assistants may learn a new electronic records system faster than their older counterparts. Similarly, surgical residents may learn the nuances of tools like the da Vinci surgical robot faster than older, more experienced doctors. So when a hospital is introducing a new system, administrators may decide to tap younger, less powerful team members to learn the new technology and train others on how to use it. While this strategy might make the most sense from a learning perspective, it can make older employees feel slighted and make it harder for teams to learn.

“These complexities make health care settings really interesting places to test organizational theory.”

Sara Singer

Singer and her coauthors, Katherine Kelloggopen in new window and Jenna Myersopen in new window of the MIT Sloan School of Management, and Lindsay Gaineropen in new window of Mass General Brigham, studied observations from five different primary care settings over the course of nearly two years. At each, medical assistants and patient-service representatives had to learn several new digital

technologies. Even though these positions are fairly low in the medical and administrative pecking order, Singer says that within these jobs, tenure and status are still important. So when younger employees were selected to be trainers, that threw the typical power balance off kilter. At some sites, employees struggled to pick up the skills they needed. “There were some groups where the training seemed to be taking and people seemed to be following on with the work that was intended,” Singer says. “But at other places it just wasn’t working out.”

Drawing on interviews with the trainers and the people learning the new tasks, the researchers discovered that teams that rotated the trainer position fared better than others. Getting to be a trainer comes with certain benefits. These positions give employees a little extra autonomy and responsibility and pave the way for promotions. By creating a system that gave everyone a chance at those opportunities, clinics could eliminate the jealousy and resentment that might come from selecting one younger employee over another time and time again.

Managing Rotating Roles

Singer says she was surprised that this solution worked but also realized it wasn’t an earth-shattering revelation. It just made sense. “Sometimes really good research results in an ‘aha’ that is an ‘aha’ because it is just so familiar to you,” she says. “It was one of those kinds of findings for me.”

But, she adds, how this system is implemented matters. It’s important that managers make it clear that they plan to use this rotational approach to training “just to help people understand the rationale of the choices you’re making,” Singer says. “Everybody likes to mentor the younger people and

give them opportunities. They just have to see it benefiting themselves.”

This isn't the only way to negotiate shifting roles. In another recent study, Singer found that using a more team-based approach to providing patient care helped medical residents, who are less experienced and often younger than the medical assistants they're in charge of, communicate and learn from their coworkers.

There's still plenty to investigate, particularly in how gender, race, and ethnicity complicate these dynamics. And there are other challenges to be addressed, such as issues that emerge when physicians, who often aren't trained as managers,

get promoted to administrative or managerial positions. Also, creating effective interdisciplinary teams of experts who work together temporarily and who may be juggling several different teams at the same time can be difficult. And there's the culture of perfectionism that can get in the way of learning new ways of doing things. “Health care settings are notoriously complex,” Singer says.

But she says all these problems provide an opportunity to find better ways of providing the best care for patients. “These complexities make health care settings really interesting places to test organizational theory” — and, she hopes, to develop workable, common-sense solutions.

Disclaimer:

This article is republished with permission from Insights by Stanford Business. <https://www.gsb.stanford.edu/insights/want-teach-older-workers-new-skills-ask-younger-colleagues-train-them>

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!**

Allahabad Management Association

Election of New Office Bearers - 2021-2022

Allahabad Management Association held a virtual executive committee meeting on 5th June through Zoom to elect the new office bearers for the session 2021-2022. Mr Ravi Prakash, Chairman, Big Skills was unanimously elected as President of AMA. The other office bearers elected were Mr Shalabh Kumar as Vice President; Mr A. K. Prasad as Vice President; Mr. O. P. Goel as Secretary; Dr. Ajay Shanker Srivastava as Joint Secretary and Mr Pramod Bansal as Treasurer. The executive committee members also create a special post of PRO and appointed Dr. Shanti Chaudhri to the post. The newly elected office bearers thanked the executive committee and assured to take the association to newer heights under the guidance of the parent body AIMA.



Virtual Election of Office Bearers of AMA for the year 2021-2022

Lecture

AMA under its evening lecture series held a virtual session on 13th June on 'Management Of Thoughts' with speaker Mr. Sanjeev Sareen, Ex Unit Head, Reliance Manufacturing Division, Naini, Allahabad. Mr Sareen deliberated about the thought process and how it could be directed to give positivity in life. Around 62 participants registered for the session. Dr Shanti Chaudhri, PRO and Mr O. P. Goel, Secretary assisted in organising the event. The vote of thanks was proposed by Mr Ravi Prakash, President, AMA.



Mr Sanjeev Sareen addressing members of AMA

Workshop

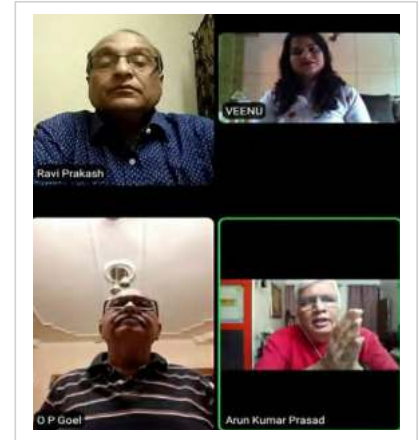
Allahabad Management Association under an MOU with SS Khanna Girls PG College conducted a two day workshop on 15th and 16th June on communication skills and personality enhancement via Zoom for the undergraduate students of all streams by Mr Vibhav Bajpai, Director, HP4, Ex-President of AMA. About 195 students benefitted from the workshop.



Mr Vibhav Bajpai, Director HP4 addressing students

AMA Celebrates International Yoga Day

AMA in association with MIND XL Gurugram organised a webinar on ‘Be Your Own Doctor’ on International Yoga Day on 21st June to raise awareness towards a healthy lifestyle and ways to regain the lost wellness back with some lifestyle changes. The speakers were Dr Veenu Bansal, renowned Psychoneurobic expert and Co- Founder of MIND XL Gurugram and Mr AK Prasad, reputed national yoga expert and wellness coach. More than 125 members and associates registered for the talk and appreciated the Q/A session. President, Mr Ravi Prakash introduced the speakers and Mr Kailash Jiyani, Founder, MIND XL proposed the vote of thanks.



Dr Veenu Bansal –Psychoneurobic Expert addressing AMA members

Bharuch District Management Association

Business Excellence Forum Meet

Business Excellence Forum in association with DuPont Sustainable Solutions organised a webinar on 4th June on a very important and useful topic for all industries i.e. ‘Safety Foundation: Key for Business Excellence.’ Mr. Neelam Kumar Valecha, Site President – Reliance Ind. Ltd., Dahej; Mr. Sanath Kumar, Executive President – GFL, Dahej; Mr. Pravindan Gadhvi, Site head, Lupin Ltd., Ankleshwar and Mr. Joseph Oommen, Director –DSS graced the session as esteemed panelists and highlighted various aspects of safety, its importance and real time applicability in their respective industries. It was moderated by Mr. Hitesh Thaker, Principal – DSS. The session received excellent feedback and attended by nearly 250 participants.



Panelists at the session

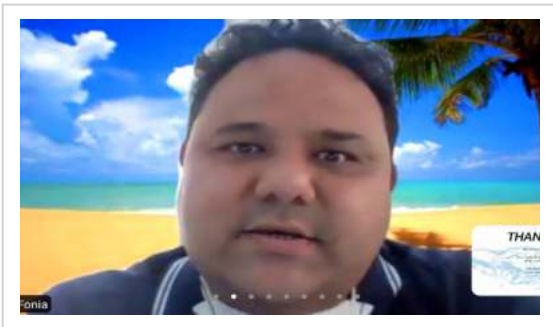
EHS Forum Meet

EHS Forum in association with Gujarat Pollution Control Board and Gujarat Cleaner Production Centre organised a webinar on 5th June on the occasion of the World Environment Day 2021. Mr. Rushi Shah, DGM-EHS, Intas Pharma; Mr. N. M. Tabhani, Dy. Chief Environment Engineer, Gujarat Pollution Board and Dr. Bharat Jain, Member Secretary, Gujarat Cleaner Production Centre discussed



(L - R) Mr. Rushi Shah, Dr. Bharat Jain and Mr. N. M. Tabhani

various measures to save the environment, reduce the pollution and opt for eco-friendly ways at various industries. The session was attended by around 40 participants from the surrounding industries and received remarkable feedback.



Mr. Devendra Fonia addressing

EHS Forum organised another webinar on 12th June to discuss about 'Solutions for Industrial Waste Water Treatment Plants' in association with Bharat Petro Clean India Pvt. Ltd. Mr. Devendra Fonia, Chief Marketing Officer, BPCPL, India suggested and highlighted on solutions for major savings in CAPEX and OPEX; significance of automation in the process and how to achieve the optimum quality outlet parameters as per NGT and pollution control board norms. The session was interactive and attended by around 40 participants from various industries.

Finance and Taxation Forum

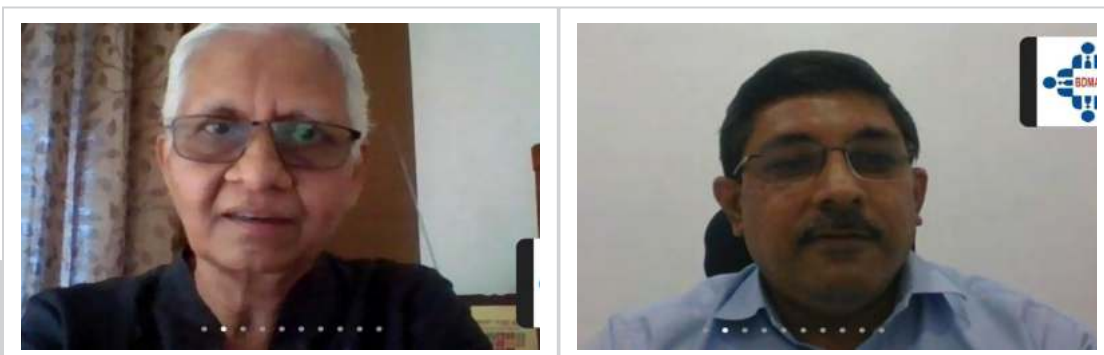
Finance and Taxation Forum organised a webinar on a very important topic 'Principles of Classification of HSN under GST' on 19th June with speaker Mr. Anand Nainawati, Executive Partner, Lakshmikumaran & Sridharan Attorneys. The session received good feedback from all 50 participants.



Mr. Anand Nainawati addressing

CSR Forum Meet

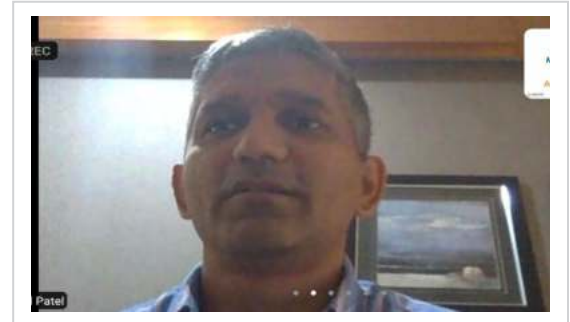
BDMA organised 8th CSR Forum on 25th June on the topic 'CSR: Projects, Impacts and Reporting' by Ms. Sheela Mistry, Founder, Insight Associates. Mr. Hemang Naik, G.M.-Corporate Affairs, Aarti Industries Ltd., Vapi joined the meet with his presentation on CSR initiatives of Aarti Industries Ltd. The session was attended by around 25 professionals and received good feedback from all.



(L to R) Ms Sheela Mistry and Mr. Hemang Naik addressing the 8th CSR Forum meet

IT Forum Meet

IT Forum organised a webinar on 25th June on the topic 'Protect and Secure Your Digital Self and Your Business' by Mr. Rahil Patel, IT and Security Consultant. He discussed about various measures one needs to take care to secure himself and business from hacking of the social media platforms. The session was attended by nearly 25 participants and received excellent feedback form all attendees.



Mr. Rahil Patel sharing his presentation

Women's Forum

Women's Forum organised the 5th session of its talk-show series on 28th June on 'Courage Unlimited'-Stories that Inspire with Ms Bakulaben Patel, National Level Swimming Champion and Bharatnatyam Dancer. She shared her journey from learning swimming and dancing to representing the talent till international level. She also discussed how she got interested in athletics at the age of 58 and brought various national and international medals for India. The session was attended by nearly 25 participants and received good feedback form all attendees.



Ms Bakulaben Patel addressing

HR Forum meet

BDMA organised its 54th HR Form Meet on 29th June on the topic 'Happiness @ Workplace: The Scientific Way'. The session was addressed by Dr. Nikhil Zaveri, Provost, Vice Chancellor, GSFC University, Vadodara. Dr. Zaveri through his interesting presentation led participants to the journey of understanding and enjoying happiness. He concluded how happiness leads to success rather than success leading to happiness. Over 35 professionals participated in the event which was well appreciated by all.



Dr. Nikhil Zaveri addressing the 54th HR Forum meet

Bhopal Management Association

National Seminar

Bhopal Management Association successfully organised a seminar on 19th June on the topic 'Our World @2025, Global Megatrends That Will Shape Our Future' through Zoom. Ambassador Dr. Deepak Vohra was the Chief Guest and key note speaker. Mr. Pradeep Karmabelkar, Chairman, BMA gave the welcome address and Mr. Ajay Kumar Verma, Hon. Secretary, BMA introduced the chief guest. The concluding remarks were given by Dr. Deepak Motwani, Chairman, National Seminar Committee, BMA. The vote of thanks was given by Dr. Avinash Bajpai, EC Member, BMA and moderated by Dr. Aditya Gupta, EC Member, BMA. More than 500 people registered for the event. The programme was very well appreciated by the participants.



Dr. Deepak Vohra addressing



Ms. Mamta Guru addressing

Celebration of International Yoga Day

Bhopal Management Association celebrated International Yoga Day on 21st June on the topic 'Yog Rakhe Nirog' with guest speaker Ms. Mamta Guru, Dietician, Yoga Therapist, Social Worker and writer. The welcome address was given by Mr. Pradeep Karambelkar, Chairman, BMA. Ms. Sumana Chatterjee, Chairperson, Women Enrichment Committee, BMA introduced the speaker and the programme was moderated by Dr. Kalpana Teware. The vote of thanks was given by Ms. Jayshree Nair, Member, Women Enrichment Committee.

National Conference

BMA and Department of MBA SIRT Sage Group successfully organised a conference on the topic 'Technological Advancements and Innovations in Business, Management and Entrepreneurship: Global Perspective in Indian context' on 25th June through Zoom. Prof. Vijay Kumar, Vice Chancellor, NLU, Bhopal was the Chief Guest and Dr. Gurkaran Singh, IPS, SP, Cyber Crime Cell was the Guest of Honour. Dr. Ashish Pandey, Professor, IIM Lucknow was the key note speaker. Mr. Pradeep Karambelkar, Chairman, BMA and Mr. Rajeev Agrawal, Co-Chairman, BMA were the special guests. The programme was presided by Ms. Shivani Agrawal, Executive Director, The Sage. Dr. Sulakshna Tiwari, Life Member and Mr. Ajay Kumar Verma, Hon. Secretary, BMA participated in the programme as session chairs. In the Valedictory session,



(L to R) Mr. Rajeev Agrawal, Prof. Vijay Kumar, Mr. Pradeep Karambellkar and Dr. Gurukan Singh

Dr. Vivek Sharma, Director, CRIM, Bhopal was the Chief Guest and Mr. R.G. Dwivedi, Co-Chairman, BMA was the Guest of Honour. The programme was presided by Dr. Prashant Jain, Vice Chairman, SGI. Dr. Nidhi Deouskar, HOD, MBA SIRT and Dr. Rishi Sharma, HOD, MBA SIRTE were the programme Conveners. The programme was very well appreciated by the participants.

Orientation Programme

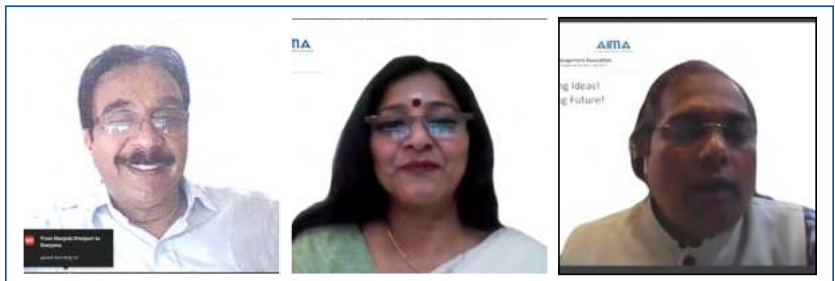
BMA organised an orientation programme for the members on 25th June. Mr. Pradeep Karambelkar, Chairman, BMA welcomed all the new members. Mr. Suneel Bhargava, EC Member, BMA gave a brief about AIMA and Mr. N.K. Chhibbar, EC Member, gave a brief about BMA. Mr. Vishwas Ghushe, Co-Chairman and Chairman, Orientation Committee, BMA gave a brief about the journey of BMA and making the association meaningful. Mr. Ajay Kumar Verma, Hon. Secretary, BMA announced the upcoming activities of BMA. Membership certificates were presented to the newly members. The programme was moderated by Mr. Aamir Khan, Centre Coordinator, BMA and the vote of thanks was given by Mr. Ajay Kumar Verma, Hon. Secretary, BMA.



Members during the orientation programme

Short Term Certificate Training Course

Bhopal Management Association organised its first short term Certificate Training Course from 28th June to 1st July on the topics Communication Skills, Presentation Skills, Team Building and Class Room Management for faculty members of IMC Women’s ITI, Bhopal under the leadership of Mr. Suneel Bhargava, Chairman, BMA Training



(L to R) Mr. Rajeev Agrawal; Dr. Breeze Tripathi and Mr. Satish Pande addressing the participants

Committee. The key resource persons were Mr. Rajeev Agrawal, Industrialist, Life Coach, Master Facilitator, Mentor, High Performance Motivator; Dr. Breeze Tripathi, Certified Master Trainer for EWRs by WCD Ministry and Chairperson, Rakshita Welfare Society; Mr. Satish Pande, NLP Master Practitioner and Mentor and Director, Vlite Training and Consultancy, Kurla, Maharashtra and Dr. Roopali Bajaj, Certified Trainer, DoPT, Ph.D, MBA, B.E, Industrial and Production Engineering. Mr. Pradeep Karambelkar, Chairman, BMA appreciated the efforts made by BMA. The participation certificates were also given to the faculty members and the programme was moderated by Mr. Aamir Khan, Centre Coordinator, BMA.

Bombay Management Association

Webinar

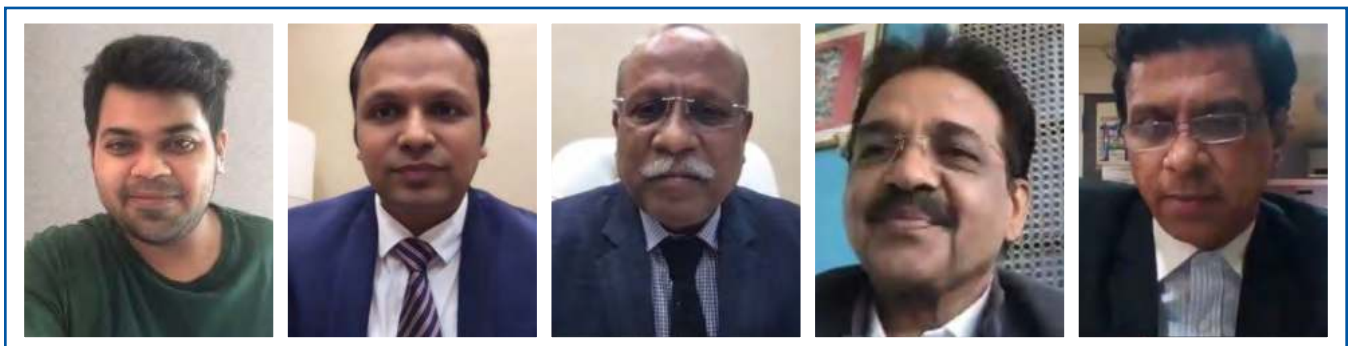
Bombay Management Association organised a special session on 2nd June by the renowned Dr. Harish Shetty on 'Virus, Vitality and We: Mind Management'. The excerpts from his talk were while doing work from home take break after 30 minutes for micro Pranayama; maintain balance amongst Amygdala, prefrontal Cortex and Hippocampus; seek help from friends and loved ones and be transparent. 5 essentials like Yoga, exercise, diet, sleep and kindness were discussed. He also shared that movement improves one's mood and one must experience and share emotions. Around 110 participants benefited from the programme.



(L-R) Dr. Harish Shetty; Dr. Kavita Laghate, President, BMA and Director of Jamnalal Bajaj Institute of Management Studies; Prof. RSS Mani, Immediate Past President-BMA; Mr. Indranil Ghosh, Executive Committee Member - BMA and Mr. Indrapal Singh, Past President - BMA

Real Estate Summit

BMA conducted a Real Estate Summit on 4th June. The highlights of the summit were discussion on RERA, Affordable Housing and Vaastu for all. Talks on real estate were delivered by the industry experts. Around 230 participants enjoyed the interactions with the speakers.



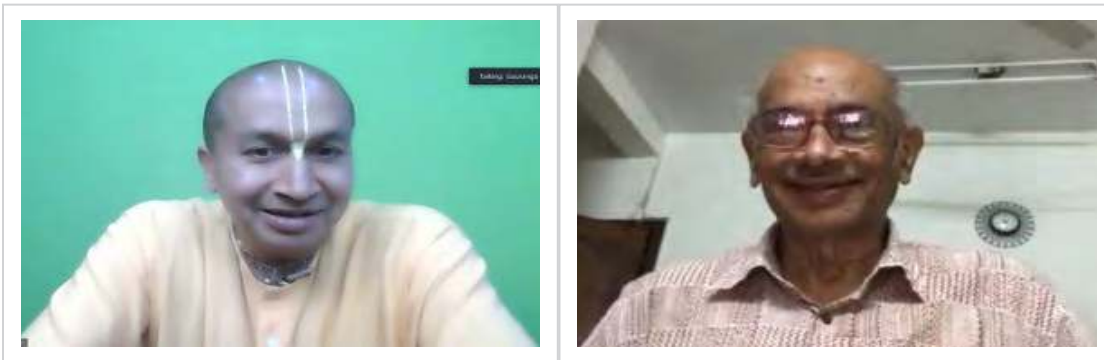
(L-R) Moderator-Mr. Harshul Savla; Mr. Amit Haware; Mr. Suresh Haware; Dr. Raviraj Ahirrao and Mr. S. Parthasarthy

BMA conducted a MasterClass on a very important topic 'Behavioural Finance - Scope and Implications' on 9th June by Prof. Prasanna Chandra, a stalwart in Financial Management and Project Management. About 322 professionals attended the enthralling session.

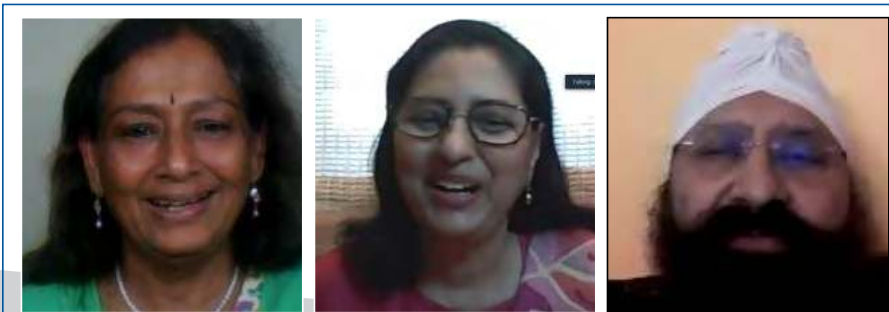


(L to R) Dr. Prasanna Chandra; Mr. Shailesh Haribhakti, Past President-BMA and Dr. Kiran Yadav, Hon. Treasurer, BMA

BMA conducted Friday Fundamentals on 11th June on 'Overcoming 6 cynical attitudes and accepting 5 leadership principles for growth' by eminent speaker Shri Gauranga Das. His session not only enlightened the mind but brightened the faces with peaceful smiles. Around 106 participants attended the webinar.



(L-R) Shri Gauranga Das and Mr. Ernest Fernandes, Past President-BMA



(L to R) Dr. Manjiri N. Kamat; Ms. Manjiri Khandekar and Mr. Jagmohan Singh Rishi – Executive Committee, BMA

On 16th June, Ms. Manjiri Khandekar unfolded the history of Mumbai from 2000 years ago. Dr. Manjiri N. Kamat and Ms. Manjiri Khandekar brought smiles to every face when they shared the rich heritage of this visibly young and dynamic 'City By The Sea', Aamchi Mumbai!

Bombay Management Association conducted its MasterClass series on 18th June on the topic 'The Art and Science of Branding' by a renowned speaker Prof. Kevin Keller. The success or failure depends on how strategically and creatively programmes and activities are crafted and implemented concluded by Prof. Kevin Keller for marketing students and professionals at BMA. 258 participants attended the BMA MasterClass.



(L-R) Prof. Kevin Keller and Mr. Niteen Bhagwat, Past President-BMA

BMA MasterClass on 'Leadership in the Workplace of the Future' was held on 23rd June by Prof. Pramath Sinha. About 258 participants attended the webinar. He described 5 leadership skills essential for all the leaders- How do you think? How do you solve problem? Communication; Collaboration and How do you Lead Yourself.



(L-R) Prof. Pramath Raj Sinha and Mr. Suresh Mhatre, Past President, BMA

Bombay Management Association celebrated Yoga day on 25th June by Ms. Prashanthi Reddy on the occasion of 7th International Yoga Day on 'Celebrating Life With Yoga'. Around 72 participants attended the session. The session was very well received by the participants. Ms Reddy spoke about Gyan, Buddhi and Shunya Mudra -hand gestures.



Ms. Prashanthi Reddy addressing

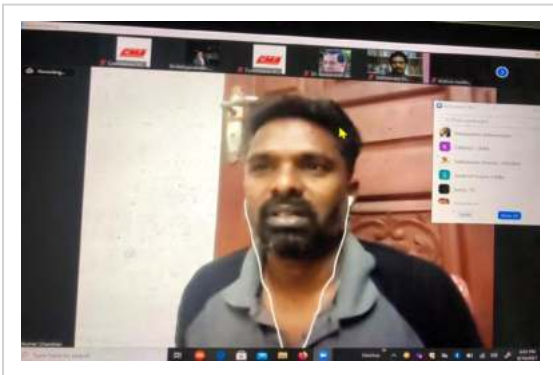
Coimbatore Management Association

Monday Musings

CMA organised a lecture on 7th June by Dr. N. Raveendran, Vice-President- Enterprise wide solutions and CIO, Sakthi Finance Ltd and ABT Industries Ltd, Treasurer of Coimbatore Management Association on Business Excellence through Digital transformation. The speaker explained the definition of digital transformation as the process of using digital technologies to create a new or modified existing business processes, culture and customer experiences, to meet changing business and market requirements. Dr. O.A. Balasubramaniam, Past President-CMA gave the welcome address and Dr. Nithyanandan Devaraaj, Secretary, CMA summed up the session and proposed the vote of thanks. Mr. Jayakumar Ramdass, President, CMA and several CMA Managing Committee members attended the session. Dr. Prashant R. Nair, Joint Secretary, CMA moderated the session.



Talk by Dr. N. Raveendran



Talk by Mr. Prem Kumar

CMA organised a talk on Art and Emotional wellbeing during a pandemic in the Monday Musings session on 14th June by Mr. C. Prem Kumar, Director of the well acclaimed movie "96". His session was a stress buster during the pandemic when he spoke about movies, art and experience as a wild life photographer. Dr. Nithyanandan Devaraaj, Secretary- CMA gave the welcome address and Dr. Sadhasivam P., Managing Committee member proposed the vote of thanks. Dr. Prashant R. Nair, Joint Secretary-CMA and Ms. Sujatha S., Senior Executive Officer-CMA jointly moderated the session.

CMA organised a session on 21st June on 'Zero Disease' by Mr. A.R. Lakshmanen, CEO, Metrology and Behavioural Science consultancy and MC member, CMA. The speaker talked about the pandemic and gave health tips to fight Covid 19. Mr. Jayakumar Ramdass, President, CMA; Dr. Nithyanandan Devaraaj, Secretary, CMA and other MC members attended the session. Dr. Chitramani P., MC member-CMA gave the welcome address while Dr. Vandana Madhavkumar, MC member-CMA summed up the entire session and proposed the vote of thanks. The session was moderated by Dr. Prashant R. Nair, Joint-Secretary, CMA.



Talk by Mr. A.R.Lakshmanen

Coimbatore Management Association organised a session on 28th June by Dr. S. Kavitha, Associate Professor, GRG School of Management Studies, PSGR Krishnammal College for Women, Coimbatore. Dr. Kavitha with 20 years of experience in Social media marketing talked about various aspects and how businesses will be benefitted using SMM. Mr. U.K. Ananthapadmanabhan, Past President-CMA; Mr. K. Ravi., Vice-President-CMA; Dr. Nithyanandan Devaraaj, Secretary- CMA and several MC members attended the session. Dr. Vandana Madhavkumar, MC member-CMA gave the welcome address and Ms. Sujatha S., Senior Executive Officer-CMA proposed the vote of thanks. The session was moderated by Dr. Prashant R. Nair, Joint secretary, CMA.

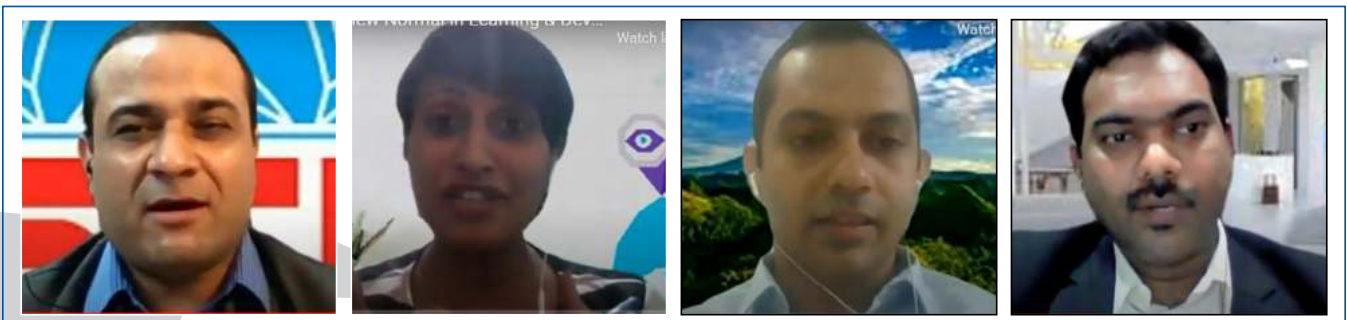


Talk by Dr. Kavitha

Delhi Management Association

ISTD Delhi Chapter organised a virtual panel discussion Young Leaders Series on 26th June on 'Hybrid is the New Normal in Learning and Development' in association with Delhi Management Association, NHRDN Delhi NCR Chapter, NIPM Delhi NCR Chapter, FMA and NDIM. Mr. Mukesh Jain, Chairman, ISTD, Delhi Chapter welcomed the fellow participants on behalf of ISTD and the collaborating organisations. Mr Yashwant Chauhan, Co-Opted Management Committee Member and Young Leaders Series Coordinator, ISTD Delhi Chapter introduced the moderator Ms. Ramya Rao, Lead Learning and Development, Reliance Industries Ltd and eminent panellists Mr. Girish Kohli, Head Performance and Rewards, Bennett Coleman and Co. Ltd and Mr. S Sashi Kumar, DGM, Learning and Development, Indian Oil Institute of Petroleum Management.

In the session, Ms. Ramya proposed that we should understand hybrid learning, where it is taking us and how we are faring at it right now. In the deliberation, Mr. Kohli believed that the hybrid learning is in think, transformation has been quick, boundaries have been shrunk and time zone barriers have become irrelevant. The two new profiles that he believed are coming up are the role of a curator, who can curate the learning needs and of learning coach. The session was concluded with a vote of thanks by Mr. D V Shastry. The webinar was highly appreciated by the participants.



Speakers addressing the panel discussion

Faridabad Management Association

On 19th June, Faridabad Management Association in collaboration with It's People invited Ms. Suvarna Raj, International Para Athlete on wheel Chair, Member of the World Assembly of Women with Disabilities, Access Auditor in Accessible India Campaign, Government of India, Social Activist for the Rights of Persons with Disability. The session started with Ms. Saloni Kaul, Secretary, FMA and also Founder and CEO It's People, Udaan-It's time to fly welcomed the audience and the speaker. Ms. Suvarna Raj shared her life journey and also how she tackled the hardships and the biased behaviour of her family members to attain success against all odds. Finally, the concluding remarks were given by Mr. V. Thyagarajan, Executive Director, FMA and the vote of thanks was given by Ms. Saloni Kaul. It was very well attended by Industry and academia.



Session by Ms. Suvarna Raj, International Para Athlete on wheel Chair; Member of the World Assembly of Women with Disabilities, Access Auditor in Accessible India Campaign, Government of India and Social Activist



Panel discussion on the topic 'Hybrid is the New Normal in Learning and Development'

Faridabad Management Association supported the event hosted by ISTD on 26th June, a virtual panel discussion on the topic 'Hybrid is the New Normal in Learning and Development'. The speakers were Ms. Ramya Rao – Lead Learning and Development, Reliance Industries; Mr. Girish Kohli, Head Performance and Rewards, Bennett and Coleman Co. Ltd and Mr. S. Sashi Kumar, DGM, Learning and Development, Indian Oil Institute of Petroleum Management.

Ghaziabad Management Association

Webinar

GMA organised a webinar on 5th June on 'Drafting an Effective Communication Strategy' with speaker Dr. Himanshu Talwar. The session explained that it is important to have an effective communications strategy, as it helps achieving communication goals; how to engage effectively with stakeholders, team and workers and enhancing behavioural approach and perceptions at personal and professional levels. It was attended by about 85 participants and the session generated a lot of interaction.



Presentation on 'Drafting an Effective Communication Strategy'

GMA conducted an online International webinar on 12th June along with the Management Department of IPEM, Ghaziabad on the topic 'Paradigm Shift in Business and Management: Emerging Trends and Competitive Strategies in Advertising and Consumer Behaviour' with speaker Mr. Ashok

Kumar Sangwan, Head Cost of Delivery at Wipro Limited. He shared that advertisement and consumer behaviour are inextricably linked. The function of advertising is to influence the customer decision making process and consumer decisions at all stages based on marketing and advertising objectives and can be an important competitive advantage while formulating marketing strategies. The event had a total of 271 registrations out of which, 102 were international participants.



International webinar on 'Paradigm Shift in Business and Management: Emerging Trends and Competitive Strategies in Advertising and Consumer Behaviour'

A webinar was organised on 12th June on 'Reimagining the World with Artificial Intelligence' over Zoom platform. AIMA connected the speaker of the session, Mr. Kartik Sharma, an emerging technology evangelist having experience of building disruptive technology products and high performing product teams. He explained in detail, how AI has impacted all walks of our life. It becomes imperative to learn how AI impacts your job role and function to future proof yourself. It was attended by about 65 participants.



Mr. Kartik Sharma addressing the participants

GMA organised a five day Development Programme from 14th to 18th June on 'Design Thinking' on virtual platform along with AKGIM, Ghaziabad. The programme consisted of concepts, tools available for executing design thinking and application of the concept in industry. The distinguished speakers were Prof. M Bhaskar Rao, Professor, IBS, Hyderabad; Mr. Sayantan Mukherjee, Founder Innovators' Garage and Hilltop Ventures; Mr. Karmjitsinh Bihola, Founder Innodesk Designovation Services, Ms (Product Design-USA); Mr. Rohit Swaroop, Founder Director, Explorra Group and Innovation and Research Foundation. The programme was well attended by about 65 participants.



Presentation during the FDP

A webinar was organised on 26th June on '10 Financial Habits To Be Avoided – For Getting Rich' with speaker CA Devendra Arora, CEO, Tejas Investments. Mr. Arora shared some tools with help of which we could calculate and plan our investments keeping our future requirement in mind. The programme was attended by about 46 participants who indulged in extensive discussions and interactions with the speaker.



CA. (Dr.) Rakesh Chharia, President, GMA



CA. Devendra Arora, CEO, Tejas Investments

An HR Talk session on 'Talent Acquisition – Skilling for Tomorrow' was organised for Management students on 30th June in association with IMS Ghaziabad University Campus, Management Department with the distinguished speaker Mr. Ashish Mahajan, Associate Director, TA Mindtree, Bangalore. Mr. Vinay Gupta, Executive



Mr. Vinay Gupta, Executive Director, GMA



Mr. Ashish Mahajan, Associate Director, TA Mindtree

Director, GMA was also invited to deliver the introduction on the subject in the session and Mr. S.K Verma, Senior member-GMA was a distinguished guest. Mr. Ashish Mahajan and Mr. Vinay Gupta came together and shared their experiences and knowledge and views about talent acquisition, its importance and challenges and ways to overcome the challenges so that student can enhance their skills become more skilful and employable. About 86 students and faculty members attended the session.

Guwahati Management Association

Guwahati Management Association organised its monthly talk programme virtually on 26th June on the topic 'Cryptocurrencies - An Overview'. The talk was delivered by Mr. Ananda Bhaumik, Senior Partner with UCAP Asset Management, Hong Kong and Overseas Member, GMA. He stated that cryptocurrencies are normally not issued by any central authority, rendering them immune to any interference from the government. The meeting was chaired by GMA President, Mr. Chiranjeet Chaliha and Mr. Bibhuti Dutta, Honorary Secretary, GMA welcomed the speaker and the participants. Mr. Bhabesh Hazarika, Vice-President, GMA introduced Mr. Ananda Bhaumik to the members. Mr. Simanta Goswami, Jt Secretary, GMA proposed the vote of thanks. The meeting was followed by a lively Q/A session.

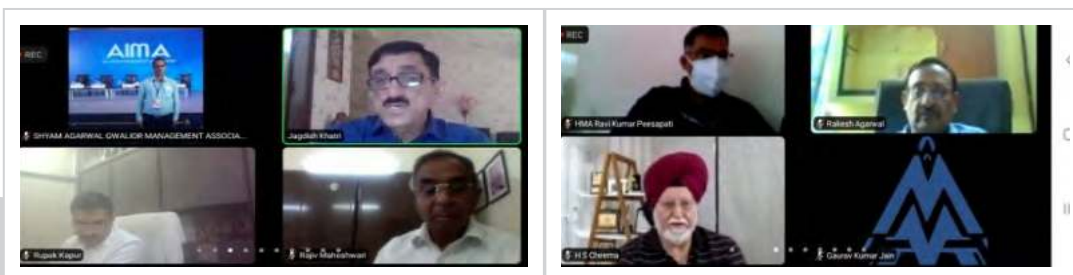


Lecture by Mr. Ananda Bhaumik, Senior Partner with UCAP Asset Management, Hong Kong

Gwalior Management Association

Webinar

GMA organised an interactive online lecture series on 19th June on the topic 'Discover Your S.E.L.F' in association with MMA by Prof. Jagdish Khatri, former President, Allahabad Management Association. The primary focus of the talk was on individual attitude, knowledge and skill set. Mr Khatri emphasised on doing introspection and discover strengths. More than 50 delegates attended the programme followed by Q/A session. Team MMA and representative of Pt. Deendayal Upadhaya College, introduced the speaker and moderated the programme. Dr. Garima Mathur of GMA proposed the vote of thanks.

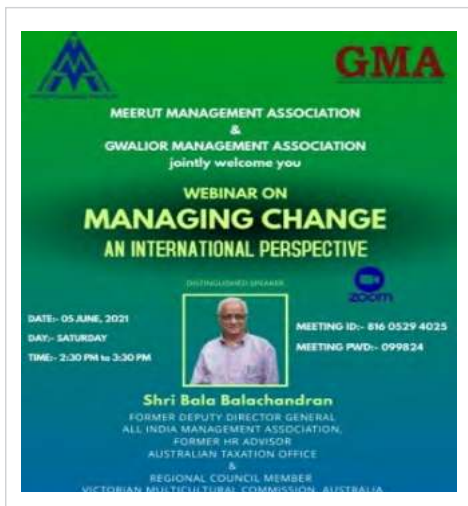


Speaker and participants during the session

Gwalior Management Association along with Meerut Management Association organised a webinar on 22nd May on the topic 'Change Management' with speaker Prof. Manoj Patwardhan. He emphasised on the ability of business organisation to respond to external change for its effectiveness. His presentation was unique and very well appreciated by the participants. More than 30 delegates from academia, industry and students attended the webinar. The introduction and opening remarks was given by MMA and the vote of thanks was proposed by GMA.



Webinar on 'Change Management' by Prof. Manoj Patwardhan



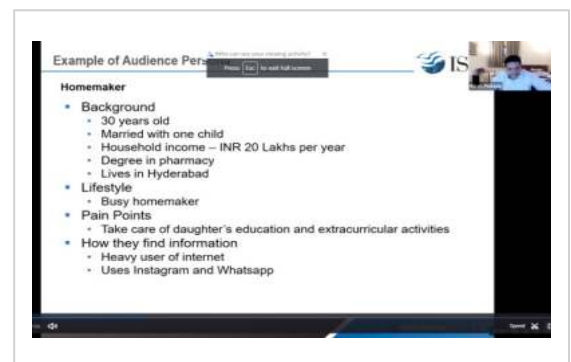
Session on 'Managing Change: An international Perspective'

GMA along with MMA organised a webinar on 5th June on the topic 'Managing Change: An international Perspective' with Mr. Bala Balchandran. During his lucid talk, he put forth his views on current scenario of business organisation and how these organisations are adapting the change. More than 30 delegates from academia, industry and students attended the webinar. The introduction and opening remarks was given by MMA and the vote of thanks was proposed by GMA.

Hyderabad Management Association

Industry Readiness Programme

HMA conducted an Industry Readiness Programme on 4th June by Prof Kiran Peddada, Assistant Professor, Marketing and BAT Research Fellow, Indian School of Business. It was an interactive session for students on digital marketing and its importance in today's world. He spoke of the different types of marketing – what it takes to understand customer behaviour and how students should adopt and adapt to the changing situations to change the marketing strategies. A very informative and innovative presentation was given and well received by the students.



Prof Kiran Peddada sharing his presentation

Dr Sriharsha Reddy, Dean, IMT Hyderabad took a session on 6th June on 'Capital Markets- Future Trends'. He spoke on the following points - why study financial markets and secondary markets, flow of funds through financial markets, structure of financial markets, mobilisation of funds, internalisation of financial markets, global trends in capital markets, capital markets and future trends, and how quantitative investing is gaining ground. The session was interactive and well received by the students.



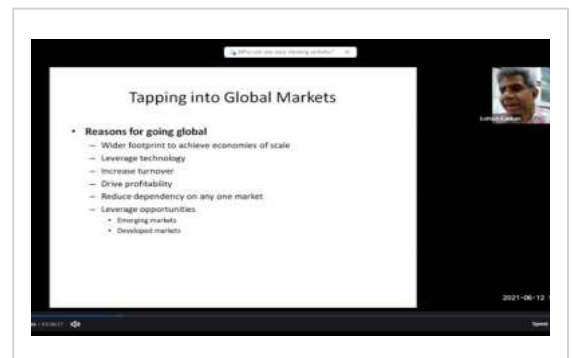
Presentation by Dr Sriharsha Reddy



Session by Mr. Lakshmi Narasimha Moorthy and Mr. M. D. Sandeep

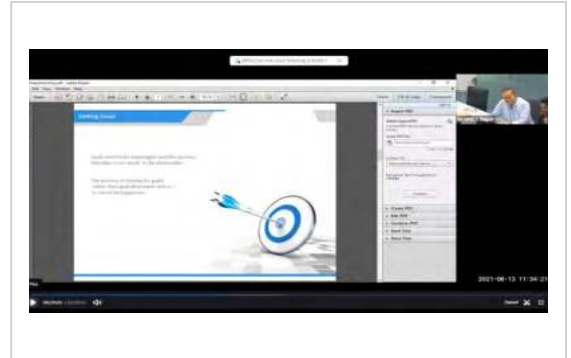
On 9th June, Mr. Lakshmi Narasimha Moorthy, Founder and CEO, nicheBees and nicheBrains, INSEAD Alumnus, Digital Transformation Coach INSEAD, Strategy Global Coach, Hyderabad and Mr. M. D. Sandeep, Partner and Consultant, M/s Fincare Advisors LLP took a session on 'Digital Transformation for MSMEs'. They spoke on digital transformation in the context of MSMEs; why digital transformation is important and its benefits for MSMEs and how to start the digital transformation journey in MSMEs. During the workshop, Mr Moorthy stressed that businesses undergo transformation continuously and MSMEs that can understand the changes and reimagine their business will grow while others run the risk of becoming obsolete.

Mr. Satish Kannan, Marketing Consultant took a session on 12th June on the topic 'International Marketing- Work Culture'. He spoke about the global firm and the difference between an MNC and a global firm, how to tap global markets and what to have global presence, what factors come into play to go global. He stated that companies have to spend on research, the market trends of that location, consumer behaviour and consumption patterns, the different marketing platforms which should be adopted to enter the markets.



Session by Mr. Satish Kannan, Marketing Consultant

On 13th June, Dr Vidya Sagar Abburi, CEO and Founder, Avantel Ltd spoke about the 28 years journey of Avantel Ltd and how they leveraged technology to create value. The 28 years of legacy in design, development, manufacture, installation and commissioning, and software systems was first shown through a video and how they overcame hurdles and how innovation and technology helped him to get to the place. He stated that one needs to be self-confident, with a never say die attitude, perseverance and maximise the use of resources and endeavour to keep with the changing trends and technology.



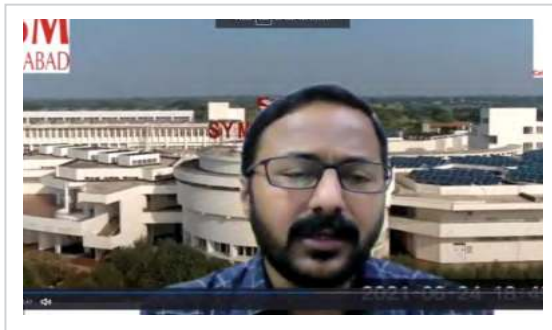
Presentation by Dr Vidya Sagar Abburi, CEO and Founder, Avantel Ltd

HMA e- Election and e- AGM

On 24th June, an interactive meeting of candidates standing for election was held by Returning Officer – Mr. Nagesh Vishwanatham. The candidates were given 5 minutes to state that why they are eligible and what they could bring to HMA's table. It was for the first time that such a platform was organised for the members to decide who they should vote based on the manifesto of the candidate.



Mr Ramchander - Candidate



Dr Ravi Kumar Jain - Candidate

Lecture Meeting

HMA conducted a lecture meeting on 25th June on 'Consumerism in Post- Covid World' with Mr. Vinod K Agarwal, IAS, Former Special Chief Secretary, Government of Telangana; Mr. Satyan Bhatia, Managing Director- International Marketing Corporation Pvt Ltd; Mr. Jaideep Abichandini, Managing Director - Lyconet India Pvt. Ltd and Dr. S. Franklin John, Professor, Department Marketing, Vignana Jyothi Institute of Management. The panelists shared their views on consumer behaviour and brought their professional expertise and knowledge to the table.



Panel discussion on 'Consumerism in Post-Covid World'

Women Development Programme

Mr. Thota Ramesh, Software delivery Head and Counselling Psychologist and Author took a session on 26th June on the topic 'Insights from Covid for Working Women'. He brought out the challenges which working women face especially during Covid. Mr Ramesh spoke of financial control and what should be the savings which you should have, as well as the components of your income. The session was well received and articulated.



Session by Mr.Thota Ramesh



Mr. Ramesh Vemuganti sharing his presentation

On 26th June, Mr. Ramesh Vemuganti, Corporate Trainer, Quality Assurance expert in Higher Education from Bangladesh took a session on the topic 'Qualities of a good Professional'. He spoke about the qualities of a good professional and what they should do to crack interviews - spellings, attire, attitude, knowledge, skills and posture. He also stated that all students

should know the following terms Big Data, AI, Robotics, Machine learning, Analytics, IOT, Cloud, Virtual Learning, and Augmented Reality. They should be curious, communicate, and apply what is learnt to action.

Indore Management Association

Contemporary Learning

Indore Management Association organised a session of Contemporary Learning on 4th June on the topic 'Unlock Wisely'. The speaker for the session was Dr. Govinda Ajmera, HOD – Pharmacy and Clinical Pharmacy, CHL Group of Hospitals, Indore.



Dr. Govinda Ajmera during the session

Exclusive Session

IMA organised an exclusive session on 5th June on the topic 'Blockchain and Future of Crypto currency' with Mr. Kuldeep Kundal, Founder and Director, Cyber Infrastructure, Indore.



Mr. Kuldeep Kundal addressing during the session



Ms. Aditi Khandelwal during the session

Student Chapter- Exclusive Session

IMA Student Chapter organised an exclusive session on 10th June on the topic 'The Power of Taking Easy' with Ms. Aditi Khandelwal, Sr. Data Scientist, Target (Leading Retail Chain in USA).



Ms. Sharmishtha Seth during the session

IMA organised an exclusive session on 15th June on the topic 'Work from Home Etiquettes' with Ms. Sharmishtha Seth, International Soft Skill Corporate Trainer, Emotional Intelligence Coach, Delhi.

Exclusive Session

IMA organised an exclusive panel discussion on 12th June on the topic 'Business of Future – Future of Business'.

The speakers were Mr. Sudhir Mehta, CMD, Pinnacle Industries Ltd, Director, Force Motors Ltd., Pune; Mr. Devendra Surana, Managing Director, Bhagyanagar India Ltd., Secunderabad; Ms. Sushma Morthania, Co-Founder and Director General, India SME Forum, Mumbai and Mr. Gaurav Kumar Rai, Director, MSME and Start-up Forum Growth Catalyst and Mentor, Delhi.



Speakers addressing during the session

IMA organised another exclusive session on 19th June on the topic 'Sales Strategies during Pandemic' with Mr. Amber Arondekar, Corporate trainer and Business Consultant, Indore.



Mr. Amber Arondekar during the session

Student Chapter- COE

IMA Student chapter organised a Centre of Excellence session on 17th June on the topic 'Career Opportunities in Finance'. The facilitator for the session was CA Navin Khandelwal, Vice President, IMA, Insolvency Professional and Registered Valuer, Indore.



CA Navin Khandelwal during the session

IMA Student Chapter organised a Centre of Excellence session on 30th June on the topic 'Learnings from Adventure: Re - Energize Yourself' with Mr. Rakesh Jain, Experiential Leadership Coach, Columnist and Mountaineer.



Speaker - Mr. Rakesh Jain

Open Forum

IMA Student Chapter organised an Open Forum on 19th June on the topic 'Success or failure – The Show Must Go On' with Mr. Abilash Thapliyal, Actor, RJ and Host, Famous SK Sir of TVF Aspirants.



Mr. Abilash Thapliyal during the session

Evolution of Excellence

IMA organised a session of Evolution of Excellence on 24th June on the topic 'Insolvency law and Personal Guarantee-What every Businessman should think about it'. The facilitator for the session was CA Navin Khandelwal, Vice President, IMA, Insolvency Professional and Registered Valuer, Indore.



CA Navin Khandelwal during the session

Jamshedpur Management Association

COVID-19 Donation Drive

JMA organised a virtual donation drive to help the ones in need. Donations were invited from JMA members and received an overwhelming response. JMA was able to collect INR 55000/- within a week and the amount was transferred to Tata Steel Foundation.

Corporate and Student Survey

JMA conducted an online survey to understand the feedback and suggestions of members and audience. The survey received over 200 responses which will be screened and implemented in the future events of JMA.



JMA- COVID 19 Donation drive



Dr. Harsh Vardhan Puri interacting with the participants during the Q & A session

ELS Session

JMA held a webinar under their Enriching Life Series on 21st May on the topic 'Second Wave of Covid-19 - What all we need to know?' To understand the reality of COVID-19, but the myths and give tips on COVID appropriate behaviour by Dr Harsh Vardhan Puri, Medicity and Ms. Matrushi Shetty, Director of Programmes and strategy, Lung Care Foundation. Dr Puri gave some important tips to enhance immunity and fight COVID. Over 105 participants attended the session from different parts of the country.



Mr. Hindol Basu presenting the ideas with the participants

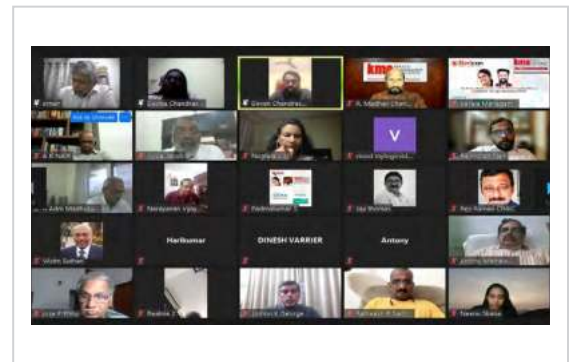
T.E.A Talks

Transformation through Experience and Awareness have been a popular talk series started by JMA. The talk was organised on 22nd June on 'AI for Business Leaders' with speaker Mr. Hindol Basu, Founder and CEO of Actify Labs. Mr. Basu explained the possibilities and limitations of AI in for business leaders. The session was attended by 67 professionals and was widely appreciated.

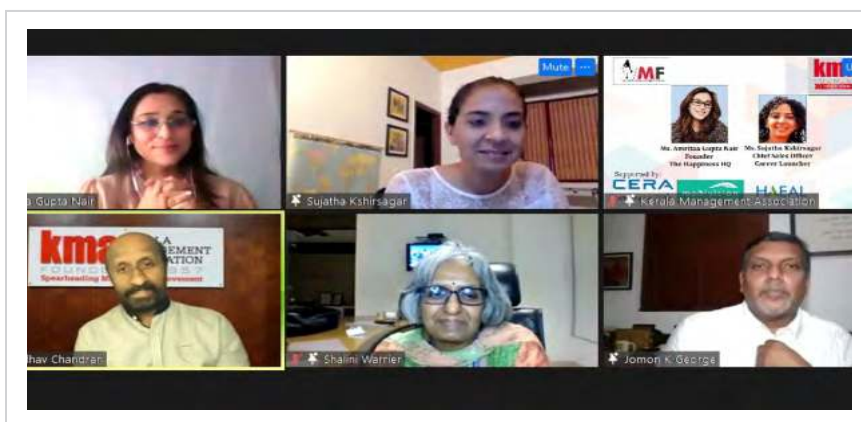
Kerala Management Association

StartCon KMA

The 6th edition of KMA Startup Conversion was held on 4th June with Ms. Devika Chandrasekharan and Mr. Devan Chandrasekharan, Co-Founders, Fuselage Innovations Pvt Ltd as the speakers. Mr. R. Madhav Chandran gave the presidential address and Mr. S.R Nair, Chairman of the Programme Committee gave the welcome address and introduced the speakers, and Mr. Jomon K. George presented the vote of gratitude. Total of 166 people attended the session.



Panelist during the session



Speakers along with KMA office bearers

Women's Manager's Forum

KMA Women Managers Forum organised an interactive discussion on 10th June with Ms. Amritaa Gupta Nair, Founder, The Happiness HQ and Ms. Sujatha Kshirsagar, Chief Sales Officer, Career Launcher on the theme 'Boosting Emotional Intelligence'. Mr. R. Madhav Chandran, President, KMA presided over the meeting. Ms. Shalini Warriar, Chairperson of

the Women Managers Forum, introduced the speakers and Mr. Jomon K. George, Honorary Secretary gave the vote of gratitude. Around 157 delegates attended the interactive session.



Professor K.T. Chandy’s 7th Memorial Lecture

KMA hosted the 7th Memorial Lecture of Prof. K.T. Chandy on 15th June. Mr. R. R. Nair, Independent Director, CEO Coach, and OD Consultant, spoke on the theme ‘CAN DO spirit, in challenging times.’ Mr. A K Nair, Former President of the KMA presented the commemoration speech and Mr. R. Madhav Chandran, President, presided over the talk. Mr. A C K

Mr. R. R. Nair during the session

Nair, Chairman of the Memorial Lecture, introduced the speakers and Mr. Jomon K George, Honorary Secretary, presented a vote of appreciation. The event drew a total number of 172 delegates.

MSME Summit 2021 and MSME Forum Inauguration

On the 24th of June, KMA hosted the MSME Summit and Inauguration of the MSME Forum on the theme ‘Keep Your Business Moving.’ Mr. P. Rajeev, Kerala’s Minister for Industries, Law and Coir was the Chief Guest of the event. Mr. P. Udayakumar, Director-Marketing, National Small Industries Corporation; Mr. Biju P. Abraham, General Manager, District Industries Center, Ernakulam and Mr. S. Adikesavan, Chief General Manager- SBI were among the other



Mr. P. Rajeev, Kerala’s Minister for Industries, Law and Coir addressing KMA members

speakers at the event. The session was moderated by Mr. Harikumar, MD of Travancore Cochin Chemicals. Mr. R. Madhav Chandran, President, KMA presided over the event and Mr. B. Balagopal, Chairman of the MSME Forum greeted the guests. Mr. Jomon K. George, Honorary Secretary, moved a vote of gratitude. A total of 214 delegates attended the meeting.

Lucknow Management Association

Online Health Talk

Lucknow Management Association in collaboration with Medanta Hospital Lucknow organised a Health talk on 1st June on 'Say No to Tobacco: early symptoms and precautions' by Dr. Vivekanand Singh, Director - Head and Neck Oncology, Medanta Lucknow. Mr Rajiv Pradhan, Executive Director, LMA welcomed and introduced the speaker and moderated the session. Mr Sumer Agarwal, Chairman, Levana Group and Member Executive Committee, LMA concluded with a vote of thanks.



Health talk 'Say No to Tobacco: early symptoms and precautions'



Panel discussion on 'World Environment Day'

Online Panel Discussion

Lucknow Management Association collaborated with AWOKE India Foundation in organising a panel discussion on 5th June on 'World Environment Day'. The panelists were Mr. Pravin Kumar Dwivedi, President, AWOKE India Foundation and Sr. Vice President, LMA; Prof Kamala Kant Das, Assistant Professor of Public Policy and Director, Climate Change and Sustainability Centre, Sri Sri University India; Ms. Priya Singh, District Development Fellow, Government of Punjab; Mr. Ayush Prasad, CEO, Zila Parishad, Pune and Ms. Surbhi Singh, Senior Researcher. The session was moderated by Mr. Kartikey Shukla, Head-Social Projects, AWOKE India Foundation.

LMA collaborated with AWOKE India Foundation and organised another panel discussion on 12th June on 'Covid 19 Pandemic, Orphan Children and the issue of Child Labor'. The panelists were Mr Lenin Raghuvanshi, Founder and CEO, PVCHR (Child Rights Activist); Mr Sudhir Jain, Criminologist and Veteran Journalist; Ms Aparna Bhatt, Lawyer, Supreme Court of India; Mr Pravin Kumar Dwivedi, President, AWOKE India Foundation, Veteran Banker, Financial Analyst and Sr. Vice President, LMA and Dr Vivek Nagpal, Expert- Vocational Education. The session was moderated by Mr. Kartikey Shukla, Head-Social Projects, AWOKE India Foundation.



Panel discussion on 'Covid 19 Pandemic, Orphan Children and the issue of Child Labor'

Webinar

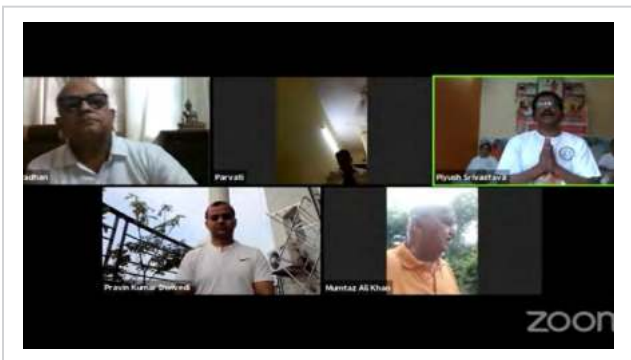
LMA in association with Medanta- The Medicity, Gurugram organised a well-being webinar on 5th June on 'COVID-19: Post Recovery Problems and Solutions' by Prof. (Dr.) Arvind Kumar, Chairman – Medanta Institute of Chest Surgery and Lung Transplant, Gurugram. Dr Harsh Vardhan Puri from Medanta Gurugram also joined the webinar during the deliberations. Mr A K Mathur, Vice President, LMA welcomed and introduced the speaker and the session was moderated by Mr. Rajiv Pradhan, Executive Director, LMA and concluded with a vote of thanks.



Session by Prof. (Dr.) Arvind Kumar

Online Yoga Session

On 7th International Yoga Day, LMA organised a hour-long session on the theme 'Yoga for well-being' on 21st June by Mr. Piyush Kant, President, Patanjali Yoga Samiti and Bharat Swabhiman Trust, Lucknow. Mr. Rajiv Pradhan, Executive Director, LMA welcomed everyone and moderated the session. Mr. Dhanush Veer Singh, General Manager, Times of India and Mr. Mumtaz Ali Khan both member of Executive Committee LMA concluded the session with a vote of thanks.



Participants during Yoga session

Knowledge Sharing Session

LMA in collaboration with School of Management Sciences organised a knowledge sharing session on 25th June on 'New Talent Acquisition and Recruitment Procedures in Corporate' by Mr. Nilanjan Mukherjee, DGM-HR, Relaxo. Mr. Rajiv Pradhan, Executive Director, LMA welcomed the participants and moderated the session. The closing remarks were made by Dr. Manoj Mehrotra, Director, SMS, and the session was summarised by Mr. A. K. Mathur, Vice President, LMA. Dr. Anurag Srivastava, Associate Professor, SMS proposed a formal vote of thanks.



Session on 'New Talent Acquisition and Recruitment Procedures in Corporate'

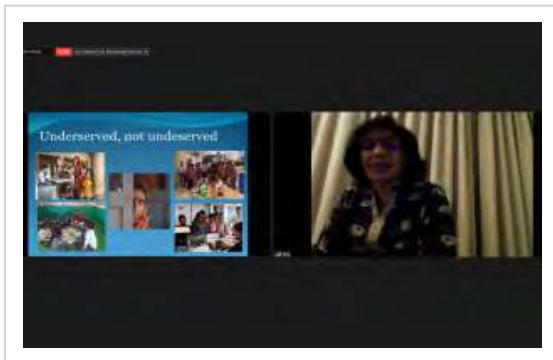
Madras Management Association

Panel Discussion

Madras Management Association in partnership with the India office of the Konrad-Adenauer-Stiftung (KAS) and Prakruthi an eco-care group and outbound experiential learning centre organised a virtual panel discussion on 5th June on the theme 'Sustainable Development Goals 2030 – The Way Forward' on the eve of World Environment Day. Gp Capt. R Vijayakumar (Retd) VSM, Executive Director of MMA initiated the proceedings and Mr. K Mahalingam, Honorary Treasurer, MMA delivered the welcome address and Mr. Peter Rimmele, Resident representative to India of KAS delivered the opening remarks. The following members participated in the panel discussion were Dr Sugato Dutt, IFS, APCCF Social Forestry and Compensatory Afforestation Management and Planning Authority; Dr T D Babu, Acclaimed Environmental Auditor; Prof Nitya Nanda, Ph.D., Director, Council for Social Development, New Delhi and Mr. Dipankar Ghose, Founder and Mentor, Prakruthi. The session was moderated by Dr N Krishna Kumar, IFS (Retd), Former PCCF and Head of the Tamilnadu Forest Force Department. Gp Capt. R Vijayakumar (Retd) VSM proposed the vote of thanks. Total 1050 participants attended the event through various media platforms.



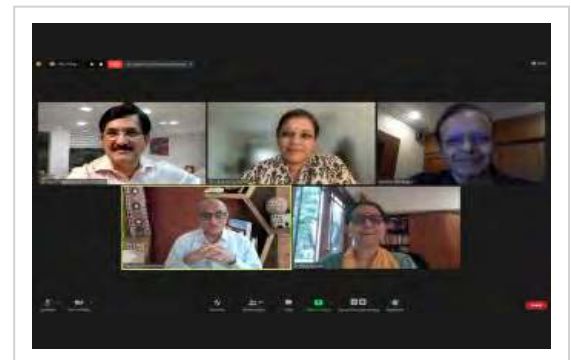
The panelists addressing during the session



Talk by Dr Lata Rajagopalan Kumar

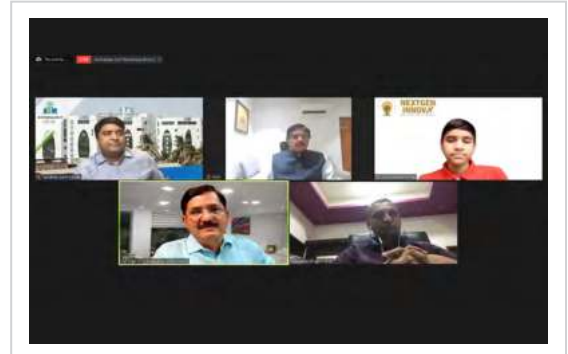
MMA – KAS organised a talk on 7th June on 'Heartlines Headlines Bottomlines - Impact of marketing and communication on grassroots development' by Dr Lata Rajagopalan Kumar, Consultant - Communication for Development, Member – IAICS. Total 840 people attended the session.

MMA – KAS organised a panel discussion on 9th June on the theme of the book 'Accelerating Digital Success - Re-imagining Organisations for a Post Covid 19 World'. The panelists were Dr Ganesh Natarajan, Chairman, 5F World | Honeywell Automation India Lighthouse Communities; Dr Uma Ganesh, Co-Founder and Chairperson, Global Talent Track and Ms. Lavanya Jayaram, Executive Director - South Asia Asian Venture Philanthropy Network. Total 850 people attended the session.



Speakers addressing during the session

MMA – KAS organised a discussion on 11th June on ‘Unleashing Creativity and Innovation in Next Gen Leaders’. The panelists are Mr. G Ramachandran, Chairman, Advisory board, Innoserv Group, ORAI Robotics, Director – Keiretsu Forum, Co-Founder and Mentor, Z-bat; Mr. Apurva Chamaria, SVP and Chief of Staff to CEO and MD, Tech Mahindra and Author, Dr Sandeep Pachpande, Chairman, ASM Group of Institutes in conversation with Mr. Aaditya Pachpande, CEO, Nextgen Innov8. The session was attended by 820 people.



Session on ‘Unleashing Creativity and Innovation in Next Gen Leaders’

MMA - KAS – WBC organised a talk on 16th June on the topic ‘Own Our Journey’ by Ms Babita Baruah, Managing Partner, GTB India, WPP Unit. She said it takes grit, determination and passion to own our paths because owning our paths mean owning our lives. Total 680 people attended the session.



Speaker - Ms Babita Baruah, Managing Partner, GTB India addressing

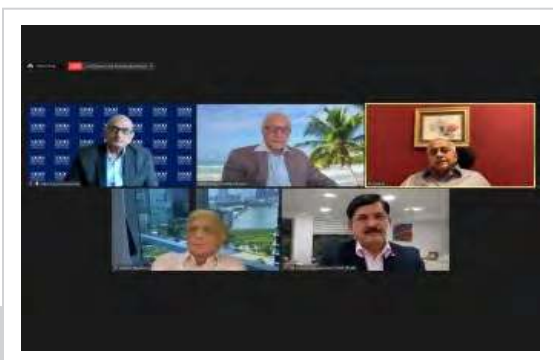
MMA – KAS organised another talk on 23rd June on VUCAlogy-Strategies for MSME by Mr Krish, Chartered Accountant and Business Consultant. Total 330 people attended the session.



Talk by Mr. Krish, Chartered Accountant and Business Consultant

Lecture

The President and Managing Committee, MMA and POND’S Veterans organised the First V Narayanan (Pond’s) Memorial Endowment Lecture on 29th June. Mr N Sankar, Chairman, The Sanmar Group, shared his recollections of 50 years friendship with Mr V Narayanan during the event. The keynote address by Mr. Harish Manwani, Former COO, Unilever, Senior Operating Partner at Blackstone and Director of Whirlpool, Qualcomm, Gilead Sciences and Tata Sons delivered on the theme ‘Leadership in Turbulent Times’. Total 2250 people attended the session.



Speakers participating during the lecture

Meerut Management Association

Webinar

A webinar was organised by Meerut Management Association in association with Gwalior Management Association on 5th June via Zoom on the theme 'Managing Change – An International Perspective' with speaker Mr Bala Balachandran, Former Deputy Director General, All India Management Association. Mr. Puneet Kumar Gargya, Executive Council Member, MMA was the moderator of the webinar. The vote of thanks was presented by Mr. Mohit Verma from GMA. The session was widely appreciated by all attendees.



Mr Bala Balachandran delivering his lecture

MIET | MCA WEBINAR ON **DATA ANALYTICS WITH POWERBI**

By **ASHWANI PANWAR**
SOFTWARE ENGINEER,
HYTECH PROFESSIONALS INDIA
(Alumni, MIET Meerut)

Date: 05-JUNE-2021
Time: 11:00 AM to 12:00 NOON
Meet Link: <https://meet.google.com/tkik-bpxe-ami>
Audience: Any Graduate student or PG student

Speaker- Mr. Ashwani Panwar

MMA organised a webinar in association with MIET|MCA on 05th June. Google Meet on the theme 'Data Analytics with Power BI' with speaker Mr. Ashwani Panwar, Software Engineer, Hytech Professionals India. The session was moderated by Dr. Dev Arora, Dean, MIET Business School and special Invitee MMA. MMA members and students attended and appreciated the webinar.

MMA organised a webinar in association with MIET|MBA on 07th June via Google Meet on the theme 'SAP' with trainer Ms. Anjali Bhardwaj, Assistant Professor MIET, Meerut. The moderator of the event was Dr. Dev Arora, Dean, MIET Business School and special Invitee MMA. MMA members and students attended the webinar and the same was widely appreciated by all attendees.

MIET | MBA THE 21 ST CENTURY MANAGEMENT EDUCATION ©

WEBINAR ON **SAP**

Ms. Anjali Bhardwaj
Assistant Professor
MIET, Meerut

Topic: Introduction to SAP
Monday, 7 June, 2021 at 11:00 to 11:30 AM
Joining Link: <https://meet.google.com/izi-hdjh-yse>

Trainer- Ms. Anjali Bhardwaj, Assistant Professor, MIET

MIET | MCA WEBINAR ON **WEB ARCHITECTURE ESSENTIAL**

By **ANKIT SHARMA**
SENIOR SOFTWARE ENGINEER,
INFOSYS, GURUGRAM - INDIA
(2010-2013 Batch, MCA, MIET)

Date: 11-JUNE-2021
Time: 06:30 PM to 07:30 PM
Audience: Any Graduate student or PG student
Link: <https://meet.google.com/wjq-oapw-mjb>

Speaker- Mr. Ankit Sharma

A webinar was organised by Meerut Management Association in association with MIET|MCA on 11th June via Google Meet on the theme 'Web Architecture Essential'. The eminent speaker was Mr. Ankit Sharma, Senior Software Engineer, Infosys, Gurugam. Dr. Dev Arora, Dean, MIET Business School was the moderator of the webinar. MMA members and students exchanged questions and additional inputs as a part of knowledge sharing session and the same was widely appreciated by all attendees.

Motivational Video Session

Meerut Management Association organised a motivational video session on 12th June via Zoom. The theme of the motivational video was 'I Dare', the biography of Dr. Kiran Bedi with eminent speaker Lt. Col. Manish Sharma, General Manager, Corporate Affairs, Dayal Group. Mr. Kapil Gahlot, Executive Director, MMA was the moderator of the webinar. MMA members, guests and students exchanged questions and additional inputs as a part of knowledge sharing session and widely appreciated by all attendees.



Lt. Col. Manish Sharma addressing the participants



Speaker Prof. Jagdish Khatri delivering his lecture

A webinar was organised by Meerut Management Association in association with Gwalior Management Association and Pt. Deen Dayal Upadhyay Management College, Meerut on 19th June via Zoom on the theme 'Discover YOUR S.E.L.F.'. The eminent speaker was Prof. Jagdish Khatri, Former President, Allahabad Management Association. Mr. Gaurav Jain, President, MMA was the moderator of the webinar. The Q/A session was conducted by Dr. Devesh Gupta from Pt. Deen Dayal Upadhyay Management College and the vote of thanks was presented by Dr. Garima Mathur from Gwalior Management Association. MMA Members, GMA members, students and faculty attended the webinar and the same was widely appreciated by all attendees.

Palghat Management Association

Palghat Management Association contributed Medical Aid to a new opening Covid care centre. Covid aid material like, Sugar check Advance Meter, BP Monitor and PP Kit were donated. Mobile phones were given to some of the most deserving students of Government UP School Edathara and LP School Koduvayoor.

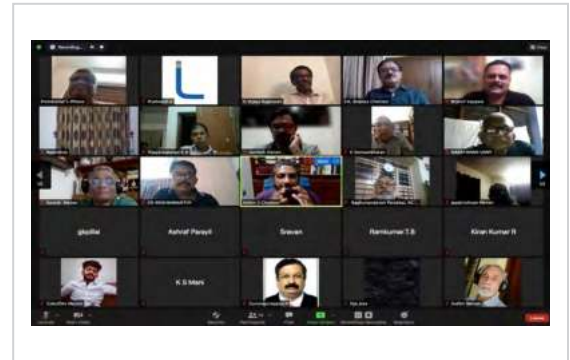


PMA President, Mr Sivadas Chettoor and Mr Sunil Joseph, Past President handing over Medical Aid to Mr Unnikrishnan, Marutharoad Panchayath President and Dr Bijumon



CA Rajeev Ramanath, PMA Treasurer handing over mobile phones to School authorities

PMA celebrated Annual Management Convention on 25th June via Zoom and the theme was 'Adapting to the new life and new work'. The Chief Guest was Mr. G Vijayaraghavan, Founder and CEO of Technopark and Former member of Kerala State Planning Board. The session was well attended and received by PMA members.



Participants during the Annual Management Convention

Patiala Management Association

Webinar

Patiala Management Association organised a webinar on 2nd June on the topic 'How to be always positive' by Mr. Anil Sethi, a renowned motivational speaker and corporate trainer. The session started with the welcome address by President, Mr. Vikas Kalra who briefed the audience about PMA and its activities. The speaker was introduced by General Secretary, Mr. Sanjay Gupta. Mr. Sethi emphasised on maintaining a healthy work-life balance along with emotional wellbeing by remained connected to family, friends and socially in the means available with us, if not physically. It was followed by Q&A session and the person with the best question was awarded a memento and people sharing feedback of the event were awarded a participation certificate. The event concluded with a vote of thanks by Mr. Deepak Kataria, executive member, PMA.



Webinar on 'How to be always positive' by Anil Sethi

PMA organised a webinar on 27th June on 'Achieving your fitness goals' by



Webinar on 'Achieving your fitness goals'

speakers Mr Niraj Puran Rao and Mr Aditya Chandra Kumar. The experts shared their views and gave suggestions. The concept they shared for fitness is J.O.A.T; i.e. Jack of all trades, Master of few. It means that just concentrating on one particular fitness area like gymming, cycling or muscle building will sometimes create boredom. You will make it more enjoyable, if you remain flexible and make frequent changes in daily routine. Ms. Mahima Girdhar introduced the speakers and conducted the webinar. It was well attended by more than 50 members and guests. Mr Sanjay Gupta, General Secretary-PMA presented the vote of thanks.

Rajkot Management Association

The new executive body of RMA recently decided to include representatives from industry, society and academia to help its decision making process. RMA invited two imminent industrialists from Rajkot, Mr. Prashant Parsana, Director, Prashant Castings Pvt Ltd and Mr. Parakramsinh Jadeja, Chairman and Managing Director, Jyoti CNC Automation Ltd to join in the board of advisors to RMA. It is noteworthy to mention that they have been supporting RMA in its various activities in the past too. RMA hopes that these representations will help to improve its delivery channel and reach into the society, and remain relevant in the changing times.



RMA Executive Committee members presenting letter of Invitation to Mr. Parakramsinh Jadeja, Chairman and Managing Director, Jyoti CNC Automation Ltd



RMA Executive Committee members presenting letter of Invitation to Mr. Prashant Parsana, Director, Prashant Castings Pvt Ltd

Thrissur Management Association

Inauguration of TMA-Sahrdaya Institute of Management Studies Students Chapter

The inauguration of the TMA-Sahrdaya Institute of Management Studies was held on 5th June through Zoom. TMA President, Dr. V M Xaviour inaugurated the chapter activities.

Webinar - World Environment Day

TMA organised a world environment day on 5th June on the topic 'Ecosystem Restoration for Sustainable living' with speaker Dr. Ignatius Antony, Principal (Retd) St Thomas College (Autonomous), Thrissur. Dr. George A.P, Director, Sahrdaya Institute of Management Studies welcomed all the members. Rev. Fr (Dr) Jino Johny Malakkaran, SIMS delivered the Presidential address and Rev. Fr (Dr) Binoy Thomas Nareparambil, Coordinator, MGNREC, SIMS delivered the world environment day message and administrated the pledge. CA. M Manoj Kumar Coordinator, TMA Student Chapter briefed about TMA Students Chapter activities and Hon. Secretary, Mr. Pratap Varkey proposed the vote of thanks. The session was attended by around 110 students.



Dr. Ignatius Antony (Principal (Retd.) St Thomas College, Thrissur addressing TMA students

Panel Discussion

TMA organised a joint session on 12th June in association with Thrissur branch of ICAI, Thrissur Chapter of ICSI and Thrissur Chapter of ICAI(CMA) on the topic 'Insolvency and Bankruptcy code'. CA. Dr. Gopal Krishna Raju; CS. S Dhanpal; CA Anil Goel and Adv. CA Ashish Makhija were the panel members of the programme. CA V Sampath Kumar moderated the session. Around 180 members attended the event. Dr VM Xaviour, President of TMA introduced the panelist and CA Aryan KK welcomed the chief guest and Mr. Sunil Babu S proposed the vote of thanks.



Panel discussion in association with the Thrissur branch of ICAI, the Thrissur Chapter of ICSI & the Thrissur Chapter of ICAI (CMA)



Panel members- Dr. Sheela Srivastava, Director, NSM; CA. T S Anantharaman, Former Chairman, CSB Bank & Past President, TMA and Er. Francis George, Joint Secretary, TMA, Management Consultant & Former Vice President, Citi Bank

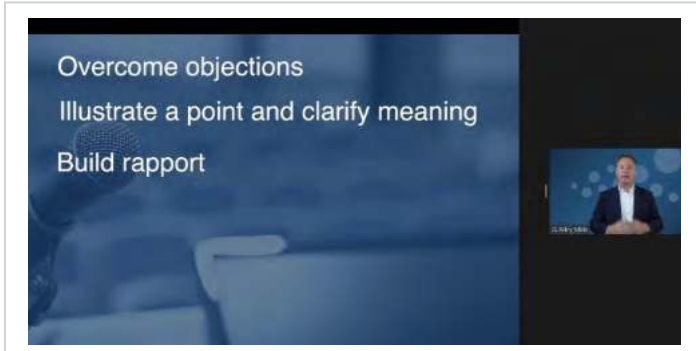
TMA Student Chapter

TMA Student chapter in association with Nehru B-Schools organised a virtual panel discussion on 12th June on 'Challenges of Learnings during Covid and Career Opportunities Post Covid'. CA. T S Anantharaman, Former Chairman, CSB Bank and Past President, TMA; Dr. Sheela Srivastava, Director, NSM and Er. Francis George, Management Consultant and Former Vice President, Citi Bank and Standard Chartered Bank were the panel members of the event. Mr Sreeranjnan Menon, Associate Professor of NSM moderated the discussion. Around 120 members and students attended the session.

TMA Student Chapter organised a webinar on 18th June on 'How to Develop an Effective Business Plan' through Zoom. The session speaker of the day was CA Sony C L, TMA Immediate Past President. Around 100 students attended the event and CA Manoj Kumar, Convenor, Student chapter introduced the chief guest.



CA Sony C L addressing the students during the webinar



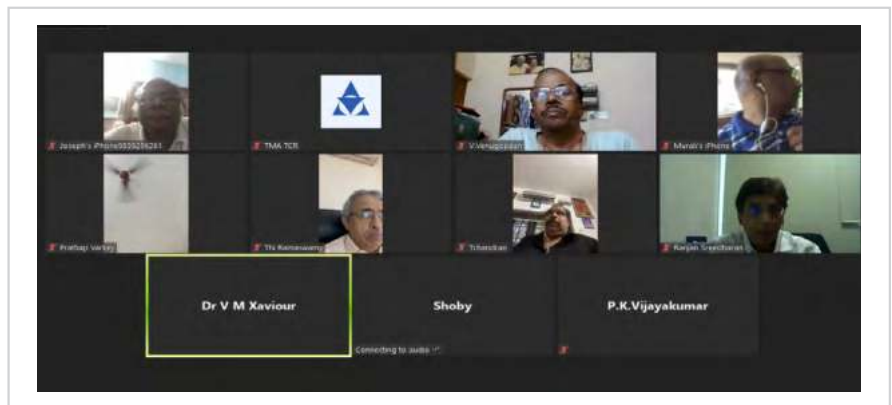
Mr G Riley Mills, Co-Founder & COO Pinnacle Performance Chicago, USA, addressing TMA members

Session on Storytelling for Business: The Power of Narrative

TMA in association with Pinnacle Performance Chicago, USA conducted an International Zoom webinar on 17th June on the topic 'Storytelling for Business: The Power of Narrative'. The session speaker was Mr. G Riley Mills, Co-Founder and COO Pinnacle Performance Chicago, USA. Around 200 members including students, corporates attended the session. Dr VM Xaviour, President of TMA presided over the meeting.

Condolence Meeting

TMA conducted a condolence meeting on 19th June for Mr Raphel Vadakkan, Life member of TMA. Members of TMA Managing Committee and President of TMA spoke of the valuable services and contributions made by him in the activities of TMA.



Condolence meeting to pay homage to Late Mr. Raphel Vadakkan, Life Member, TMA

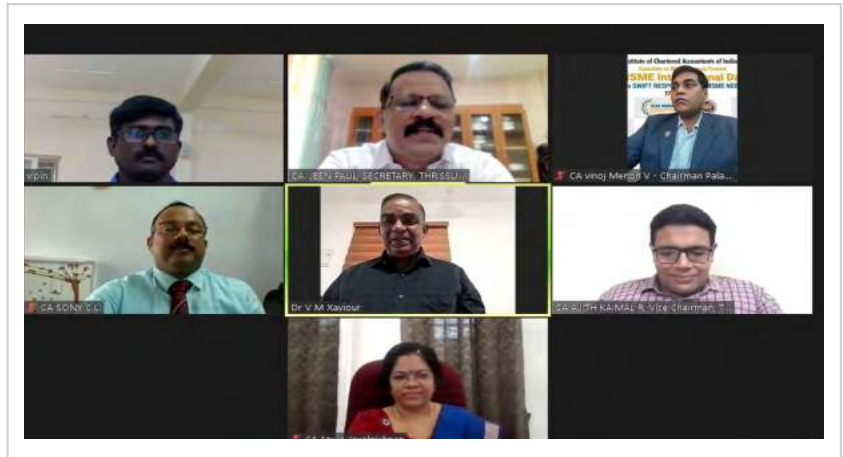


Joint Zoom Webinar: Recent Amendments on Companies Act, 2013, CARO, and Schedule III

Webinar

TMA organised a joint session on 26th June in association with the Thrissur branch of ICAI, Palakkad branch of ICAI, Thrissur Chapter of ICSI, Thrissur Chapter of ICAI (CMA) with speaker CS Dr Yashree Dixit. Around 200 members attended the session and Dr VM Xaviour, President of TMA presided over the meeting.

TMA organised a panel discussion in association with the Thrissur and Palakkad branch of ICAI and Thrissur branch of ICSI as a part of International MSME Day. DR VM Xaviour, President of TMA was the chief guest of the programme. The topic of the session was Micro, Small and Medium Enterprises in India and various schemes and incentives to MSME sector. Er. G S Prakash IEDS, Jt. Director MSME Development Institute and CA Vipin K K, Past Chairman of Thrissur branch of ICAI were the panel members of the programme. CA Sony C L, Immediate Past President of TMA was the moderator of the session. Around 150 members attended the event.



Dr. V M Xaviour, President TMA inaugurating the webinar



COVID-19 relief work by TMA

COVID-19 Relief Work

TMA actively participated in COVID-19 relief work and contributed meal kits to CFLTS and Government COVID-19 camps. Additionally, continuing efforts to promote awareness on COVID.

Trivandrum Management Association

Webinar

Trivandrum Management Association organised a webinar on 9th June on 'Ensuring Biosecurity at Workplaces and Homes in the pandemic period' by Dr. rer.nat Syriac Joseph Palackal, Founder and Chief Technology Officer, Panlys Biosecurity Solutions through Zoom. The programme was well received and attended by members and students.



Talk on 'Ensuring Biosecurity at Workplaces and Homes in the pandemic period'



Session on 'Yoga Nidra' by Yoga Guru Narayana Ayyappan

International Yoga Day Celebration

TMA organised a session on 21st June on 'Yoga Nidra' by renowned Yoga Guru Narayana Ayyappan in connection with International Yoga Day Celebration through Zoom. The programme was well received and attended by members and students.

Enlite Series for B-School Students

Trivandrum Management Association organised a student chapter enlite series for B-School students on 22nd June on 'Navigating Careers during a Pandemic' by Mr. Shravan Charya, CEO and Founder, SocioPay through Zoom. The programme was well received and attended by the HoD, faculty and students of TMA Student Chapter.



Talk on 'Navigating Careers during a Pandemic'

Vaikom Management Association

VMA organised a programme on 5th June through Google Meet as a part of observing World Environment Day. Er Sasi Gopalan, Former MD, KMML, Chavara, Kerala, engaged a session on 'Municipal Solid Waste Management'. Dr N K Sashidharan, former Professor, Kerala Agricultural University gave the environment day message. The session was well attended by participants and received excellent feedback.

A talk was held on 5th June by Er Sasi Gopalan, Former MD, KMML, Chavara, Kerala on 'Municipal Solid Waste Management'. He gave a vivid picture of the present status of MSWM and expressed concern about people and local self government in not addressing the issue in the proper perspective. There was an active interaction from the participants. Er P Rajendraprasad; Er T Rajendran and many other members also shared their views on the subject.

AIMA

ALL INDIA MANAGEMENT ASSOCIATION



ADVANCED CERTIFICATE PROGRAMME IN BUSINESS CONSULTING

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

Eligibility

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

Duration

The duration of the programme is 6 months.

Programme Fees

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

For further details, please contact: **Kiran Rawat**

ALL INDIA MANAGEMENT ASSOCIATION-CENTRE FOR MANAGEMENT EDUCATION

15, Link Road, Lajpat Nagar - 3, New Delhi, India-110024

Tel : 011-47673000/011, 49868399 Extn. 741, Email: kiran@aima.in, Website: aima.in

AIMA Events Calendar

Event	Programme Chairman /Director	Venue	Date
30th National Management Games		West Round East Round South Round North Round Grand Finale	22-24 June 2021 06-08 July 2021 20-22 July 2021 27 July-05 2021 06 August 2021
47th LeaderSpeak Session	Dr Gagandeep Kang Professor of Microbiology Division of Gastrointestinal Sciences Christian Medical College	Online	05 August 2021
8th Business Responsibility Summit and Project Excellence Contest and Awards		Online	05-06 August 2021
3rd BusinessUnusual Series Programme on Business Strategy		Online	14 August 2021
3rd BusinessUnusual Series Programme on HR Leadership and Strategies		Online	21 August 2021
National Shaping Young Minds Programme		Online	25 August 2021
National Competition of Young Managers		East Round South Round West Round North Round Grand Finale	25 August 2021 02 September 2021 07-08 September 2021 14-15 September 2021 17 September 2021
3rd BusinessUnusual Series programme on Social & Digital Marketing		Online	28 August 2021

Event	Programme Chairman /Director	Venue	Date
Healthcare Management Case Study Contest, Awards and Summit		Online	02 - 03 September 2021
48th National Management Convention		Online	22–23 September 2021
Managing India Awards		Online	22 September 2021
PSU Summit		Online	21-22 October 2021

To view full calendar please visit www.aima.in

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

Published and released by AIMA Corporate Communications.

CONNECT WITH US



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