

AIMA News

AIMA'S MONTHLY E-MAGAZINE

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

JUNE 2022



Dear Readers,

I am pleased to present the latest issue of AIMA News. With your constant support and encouragement, AIMA continued to strive to build management capability through its various initiatives and programmes.

In a significant first, AIMA launched a new Women's Council – 'AIMA Aspire' – with the overarching objective of 'Strengthening Women Leaders'. The council will provide a platform for encouraging and enabling women professionals and experts go beyond perceived boundaries. AIMA Aspire is being Chaired by Ms Preetha Reddy with Ms Vinita Bajoria as the Co-Chairperson. In addition, a core committee of eminent women achievers and experts has been set up to help steer the council in the desired direction. I encourage you all to join and participate in this very important initiative, further details on which can be found inside.

Another unique initiative by AIMA – The Joint Management Programme in association with the Indian Army, gained further traction with the roll out of the second edition last month. This programme provided an opportunity for delegates from India Inc and the army to exchange ideas and best practices; and also find solutions to some of the challenges faced by the army. A brief report is carried inside.

AIMA continued to strengthen its association with the World Bank and conducted a workshop on Contractual Dispute Resolution on behalf of the Public Procurement Division, Ministry of Finance, with technical support from the World Bank. The workshop focused on the essentials required to understand contract interpretation, management, and dispute resolution. In addition, AIMA conducted a training programme on GeM as an official training partner of Government e-Marketplace to apprise users about changes in the system and how to leverage its benefits.

In its endeavour to provide latest insights and knowhow related to the MSME sector, a special training programme was held on the theme 'Business Resurgence: The Way to Accelerate Funds in MSME'. The programme, led by Dr JS Juneja, Chairman, AIMA MSME Committee, was addressed by several leading industry experts and consultants who shared their views over various insightful sessions.

AIMA's special youth forum, the AIMA Young Leaders Council conducted a unique interaction with young prodigies from different walks of life. The session featured Vinusha MK, Founder of Four Seasons Pastry; Mahati Subramaniam, a young musician and Kautilya Katariya, a Guinness World Record holding Python Programmer; who kept the audience enthralled with their unique and interesting stories. Separately, a session on Labour Law Compliances and its implications was held with eminent industry experts and consultants. Both sessions received excellent feedback.

The 23rd edition of AIMA's popular National Management Quiz was held pan India virtually. It witnessed excellent participation with over 200 teams from close to 50 companies competing for the top spots. Additionally, the 31st National Management Games are also well underway, and we will keep bringing you updates on the same.

This edition of AIMA News brings you the latest developments from the Local Management Associations and some interesting articles on management and industry trends.

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

Warm Regards

Rekha Sethi
Director General

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GLOBAL ADVANCED MANAGEMENT PROGRAMME

Reviving Growth
Through Open
Innovation Strategies

27th Nov to 3rd Dec, 2022
Silicon Valley, USA



Programme Director

Solomon Darwin

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

Programme Objectives

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

Programme Framework

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

Participation Fee

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

Inaugural Discount: USD 1000 per participant for registrations received along with participation fee by 25 July, 2022.

Early Bird Discount: After 25 July, 2022 a discount of USD 500 per participant available for registrations received along with participation fee by 15 September, 2022.

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

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AIMA
ALL INDIA MANAGEMENT ASSOCIATION
aspire
Strengthening Women Leaders

Presenting AIMA's membership-based Women's Council – AIMA Aspire

Chairperson



Ms Preetha Reddy
Executive Vice Chairperson
Apollo Hospitals Enterprise Limited

Co-Chairperson



Ms Vinita Bajoria
Chairperson
Nicco Cables Ltd

In an attempt to encourage and enable women professionals and experts go beyond perceived boundaries, AIMA has launched a Women's Council – 'AIMA Aspire' – with the overarching objective of 'Strengthening Women Leaders'.

Recognising the growing importance and relevance of women professionals and experts, AIMA has created several women centric platforms over the years and AIMA Aspire is another major step in that direction.

This special Council will act as a platform to inspire and advance women's leadership, through best practice sharing, networking, mentoring, and growth. The overall mission and vision of the Council

will be to encourage emerging women achievers of today to become exemplary leaders of tomorrow.

Ms Preetha Reddy, Executive Vice Chairperson of Apollo Hospitals Enterprise Limited is currently spearheading the Council as its Chairperson; while Ms Vinita Bajoria, Chairperson, Nicco Cables Ltd will be driving it forward as the Co- Chairperson. A Core Committee of eminent woman leaders and experts, including Ms Pallavi Dempo, Executive Director, Dempo Industries Ltd; Ms Pavitra Singh, CHRO, PepsiCo India; Ms Anusha Shetty, Chairperson and Group CEO, Grey Autumn; Ms Aarti Kelshikar, Intercultural Consultant and Author; Ms Madhavika Bajoria, Chief of Staff and Senior Partnerships

Core Committee Members

(In alphabetical order)



Ms Aarti Kelshikar
Intercultural Coach, Founder 3A
Consulting, Author of How India Works



Ms Anusha Shetty
Chairperson & Group CEO, Grey Group



Ms Madhavika Bajoria
Chief of Staff and Senior Partnerships
Manager, AVPN



Ms Pallavi Dempo
Executive Director of Dempo Industries Pvt
Ltd & Trustee - Dempo Charities Trust



Ms Pavitra Singh
CHRO, PepsiCo India



Dr Vishalli Dongrie
Partner, Head - People & Change Advisory,
KPMG in India

Manager, AVPN and Ms Vishalli Dongrie, Partner & Head Human Capital Consulting (Organisation, People & Change) KPMG has also been set up to assist in building and developing AIMA Aspire.

In order to gain a better understanding of the changing needs and interests of women professionals, a survey was recently successfully conducted to identify some key focus areas for the Council. Key areas identified included enabling women to rise to leadership roles, encouraging entrepreneurship amongst women, enhancing financial literacy, focussing on upskilling working women, increasing the scope of work of women in organisations, amongst others. AIMA Aspire will be building its initiatives around these key focus areas, and also explore new and emerging themes in line with the evolving business environment.

To help augment the personal and professional development of its members, AIMA Aspire will organise special programmes, sessions, workshops focussed around relevant areas based on current and future needs of women professionals. These programmes will be organised in both large scale and focus group formats and will be led by renowned women achievers and seasoned industry experts.

AIMA Aspire membership is open to all women professionals, entrepreneurs and experts; at a nominal annual membership fee of Rs 5000 + taxes. To become a member please [CLICK HERE](#)

For any additional information or query, please write to womencouncil@aima.in or sshahi@aima.in

Joint Programme with Indian Army

A platform to learn and imbibe the Armed Forces' exceptional leadership and management skills



Delegation with HQ 114 Infantry Brigade Officer

AIMA is proud to be associated with the Indian Army for a Joint Management Programme, for exchange of knowledge. The second programme under this series was organised from 18th - 25th June, 2022 in the Ladakh region.

It provided a platform for delegates from India Inc to learn and imbibe the Armed Forces' exceptional leadership and management skills. The participants interacted with officers and jawans and learnt from the Army's way of handling crisis with attention to minute details and intricate planning. The

participants also got a first-hand experience of the challenges faced by our armed forces in hostile terrains and climatic conditions. The programme provided insights to both the Indian Army and India Inc. to collaborate, work and find solutions for some of the challenges/problems army is facing particularly in the hostile front posts.

It was an 8 day programme which started on 18th June from Leh . Delegates visited and met the various brigades at Leh, Pratapur, Tangste, Karu, and Kargil. At Leh, they had an interaction at Supply



Delegation at Rezangla War Memorial

Company and Ordnance Company. The special session was also held with De – Inducted unit from Siachen Glacier. The programme also included a visit to the Hall of Fame, Rezangla War Memorial and Kargil War Memorial. The programme concluded on 25th June 2022.

The programme was attended by senior executives from Larsen & Toubro Defense, Shiva Taxyarn, TCI Supply Chain Solutions, Choksi Labs, DCM Shriram, and CavinKare Private Ltd.

31st National Management Games

The 31st National Management Games (NMG) popularly known as 'Chanakya' is a National Competition for Corporates, organised by the All India Management Association. AIMA has been conducting this competition for the last 29 years in the country. Regional rounds 1 & 2 of the 31st NMG were held from 14th -17th June and 28th June – 1st July respectively with active participation from the public and private sectors.

Teams from Tata Group Companies, SAIL, NTPC, IOCL, BPCL, HPCL, Critical Log, Amrita Business School, POSOCO and HDFC Bank amongst others participated in the regional rounds. In regional round 01, the team from HPCL emerged as the winner, whereas NTPC was the second runner-up. In regional Round 2 NTPC Ltd bagged both the winners and runners up positions.

The winning teams will now battle it out at the National to be Finals held on 20th August with the other regional finalists.

YLC Online Sessions



(L-R) Mr Kartik Sharma, National Chairman – Young Leaders Council, AIMA and Director Agnitio & Co-Founder DcodeAI; Mr S K Sharma, Advocate & Founder SLCI, Member – CBT, Government of India and Mr Siddharth Macker, Advocate & Senior Legal Counsel, SLCI

AIMA-YLC organised a virtual session on the theme ‘5 Secrets of Labour Law Compliances’ on 17th June 2022. Mr S K Sharma, Advocate & Founder SLCI, Member – CBT, Government of India and Mr Siddharth Macker, Advocate & Senior Legal Counsel, SLCI were the speakers of the session. The programme was moderated by Mr Kartik Sharma, Founder, DecodeAI, Agnitio & National Chairman, Young Leaders Council.

Another interesting virtual session on ‘Starting Early: Young Leaders of Tomorrow’ was conducted on 12th July 2022. Ms Vinusha MK, Founder & Chief Baking officer - Four Seasons Pastry, started her initiative ‘Four

Seasons Pastry’ in September 2019 at the age of 12; Ms Mahati Subramaniam, Young Singer, Songwriter and a fourth generation musician, who gave her first vocal performance at the Siddhivinayak Temple in Mumbai at the age of 3, and Master Kautilya Katariya, Associate Member - Masason Foundation - Guinness World Record Holder for World’s Youngest Python Programmer were the speakers of the session. Mr Kartik Sharma, National Chairman – Young Leaders Council, AIMA and Director Agnitio & Co-Founder DcodeAI was the moderator of the programme. The session was very well received by the participants.



(L-R) Master Kautilya Katariya, Associate Member - Masason Foundation - Guinness World Record Holder for World’s Youngest Python; Ms Vinusha MK, Founder & Chief Baking officer - Four Seasons Pastry and Ms Mahati Subramaniam, Young Singer, Songwriter

Workshop on Contractual Dispute Resolution



(L-R) Dr Gurbandini Kaur, Associate Professor, AIMA; Mr Shanker Lal, Lead Procurement Specialist, The World Bank; Mr Sanjay Aggarwal, Advisor, PPD, Department of Expenditure, Ministry of Finance; Dr Raj Agrawal, Director-CME, AIMA

AIMA with technical support of the World Bank, organised a workshop on Contractual Dispute Resolution on behalf of the Public Procurement Division, Ministry of Finance on 7th June 2022 in New Delhi. The objective of the training programme was to impart the required knowledge and skills to understand contract interpretation and management, common disputes in the contracts and methods of alternate dispute resolution. Some of the eminent speakers of the workshop included

Mr Sanjay Aggarwal, Advisor, PPD, Department of Expenditure, Ministry of Finance; Mr Ananya Kumar, Partner, JSagar Associated; Dr C L Bansal, Contract Management Expert and Mr Nirmal Goel from CPWD. NBCC, WAPCOS Ltd., Coal India Ltd., ONGC, HPCL, GeM, Airports Authority of India and DMRC were some of the companies from which officials were nominated. The workshop was attended by more than 50 participants from government departments, PSUs, ministries etc.

Training programme on MSME



Dr JS Juneja, Chairman, MSME Committee and Past President, AIMA addressing the session

AIMA organised a one-day training programme on MSME Business Resurgence: The Way to Accelerate Funds in MSME on 24th June 2022. Dr JS Juneja,

Chairman, MSME Committee and Past President, AIMA was the speaker of the session. Some of the other faculty members included Mr Pradeep Sharma, AGM- Consultancy Cell State Bank of India who spoke on the Innovative Financing for MSMEs; Dr Manoranjan Sharma, Chief Economist, Infomercs Ratings, Delhi Former General Manager, Canara Bank who covered topics like Adequacy of Credit and Timeliness and cost of Credit and Mr Ajayan Kavungal Anat, Managing Partner VRDDHI Consulting & Training Services who shared his views on Collateral Requirement of MSMEs funding. The programme was attended by 60 participants and was very well received.

Training Programme on Government e-Marketplace

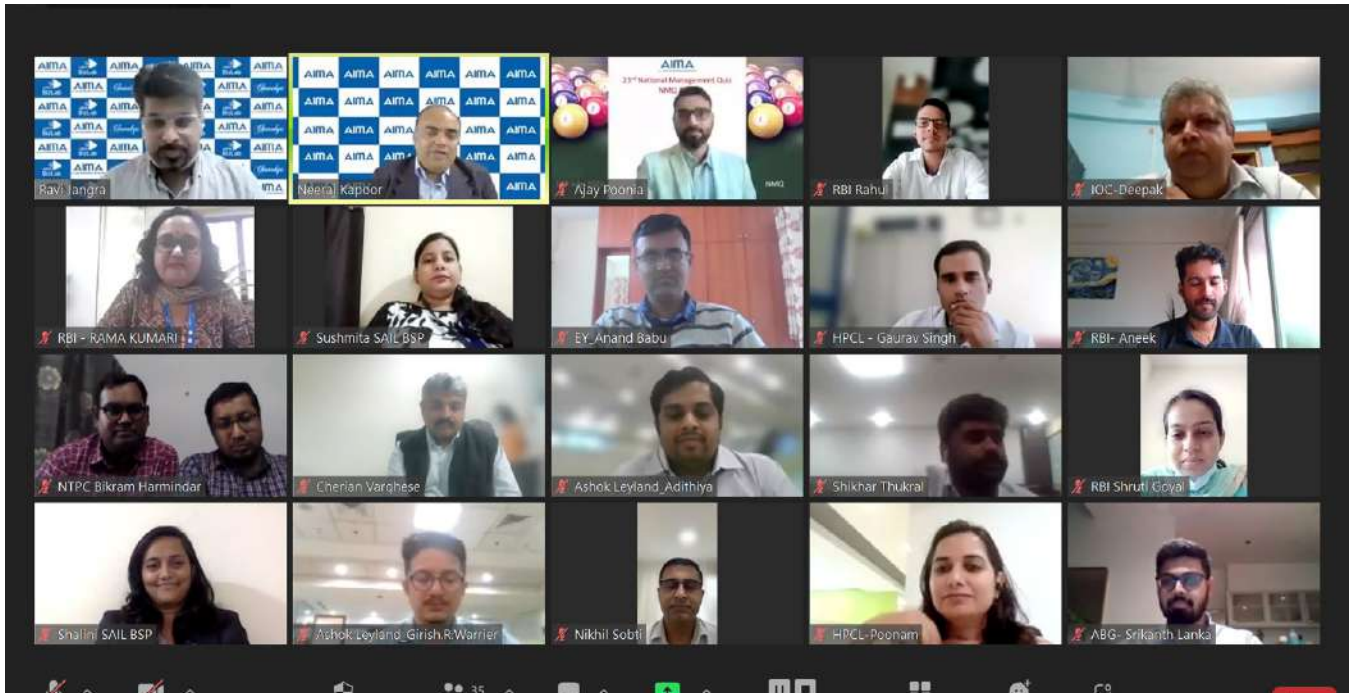


Mr Suraj Sharma, GeM Trainer presenting a certificate to a participant

AIMA, an official training partner of Government e-Marketplace, organised a training programme on GeM on 9-10 June 2022 in New Delhi. The objective of the training programme was to keep users updated about new changes in the system and to apprise them about the new benefits the system has to offer.

Participants from various government organisations and bodies including RECL, Powergrid Corporation of India Ltd., Dholera Industrial City Development Limited, IACS, BBJ Constructions, NECTAR, IASSST attended the programme. The training programme was very well received by the participants.

23rd National Management Quiz



23rd AIMA's National Management Quiz winners

The 23rd edition of AIMA's National Management Quiz was conducted across India virtually. The online regional rounds were held from 22nd June to 8th July and the Grand Finale was held on 12th & 13th July 2022. This year's quiz was segregated under five different categories namely NMQ, Academic, HR, Women's and Marketing.

Reserve Bank of India emerged as National Champions in this year's NMQ. Indian Oil Corporation finished as Runner-up I and Bharat Petroleum Corporation Ltd was the Runner up II. Indian Oil Corporation Ltd was crowned champions in the academic quiz. HPCL & NTPC Ltd were the Runners-

up I and II. Ernest & Young emerged as National Champions in HR Quiz. Indian Oil Corporation and Ashok Leyland Ltd were the Runners-up I and II. Reserve Bank of India was the winner of the Women Quiz. Bhilai Steel Plant was the Runner-up I and SAIL Bokaro was the Runner-up II. Indian Oil corporation won the Champions position in Marketing Quiz and Runners-up I and II were Aditya Birla Management Corporation. Pvt Ltd and SAIL Durgapur. The entire quiz was conducted by Quizmaster Mr Ajay Poonia. The programme witnessed the participation of over 200 teams across India comprising of private, PSU companies and educational institutes.

Computer Generation

This happened in a small shop off Oxford Street in London. I had walked in to buy some in-soles and a pair of shoelaces. I picked up the stuff from the shelves and put it on the counter for the salesgirl to print out the cash memo. Just as she'd punched in the three figures, something went wrong with the old cash register. She apologised for the slip, asked me to wait "just a minute" so that she could prepare the bill next door and ran out. Not left with a choice, I waited. One minute, two, five... I was getting late. In the meantime, a young manager had sauntered up to me and was waxing eloquent on the dire necessity of a new computer. I requested him politely that the sum total of my purchases was 4.39 pounds; why couldn't he just accept the money so I could leave. "How did you figure that out" he retorted – amazement writ large on his face – and then, as if to hide his embarrassment, added, "But, sir, there is 17 percent VAT also; it's really complicated. Please wait." "It's still only 5.14 pounds," I told him almost instantaneously. "How do you know? Are you a mathematics professor? I'm sorry, you have to wait." His tone was now gruff. The guy was sure I was trying to cheat him.

Fortunately, the girl came back just then. With profuse apologies for the delay – caused due to big crowds at both the adjoining shops – she presented the bill with a flourish. "Here you are, sir, it's only 5.14 pounds." The manager was astonished. He didn't know what to say. "Very sorry, very sorry, sir, for the inconvenience. But please do tell me

how you worked that out. Do you really teach mathematics?" Then he turned to the girl and said "You know, Sally, the gentleman told me the full amount in less than five seconds, but I didn't think he could be right."

Another time, it was in a big New York store. I was buying some socks and ties. The socks were priced at 4.95 dollars a pair and there was 15 percent off if you bought three pairs. The ties were 35 dollars each with a special five-dollar rebate if you carried their promotional coupons. There was a big crowd at the counter, and everyone was generally hassled. When my turn came, the girl first checked out three pairs of socks: 4.95 plus 12 percent VAT less 15 percent discount = 4.71 x 3, total 14.13. So far so good, but when she came to the ties, she did the same thing 35 + 12 percent VAT less five = 34.20. I told her this was wrong, and she should first deduct dollars five from 35 and then add 12 percent, so it would add up to 33.60 per tie. She wouldn't believe that. "But, for socks, it's the same thing even if I reduce 15 percent first and then add 12 percent, it still comes to 4.71 per pair. So why should it be different for ties?"

It took me half an hour to explain. Perhaps there was merit in the old-fashioned way of learning tables by rote.



*by Krishan Kalra
Past President, AIMA*

TAKE A STEADY STEP INTO THE BUSINESS WORLD



POST GRADUATE DIPLOMA IN MANAGEMENT (Approved by AICTE*)

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

Eligibility

Graduation in any stream from UGC recognised university or equivalent

Course Highlights

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

Duration

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

Programme Delivery

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

* In ODL Mode

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

Programme Manager

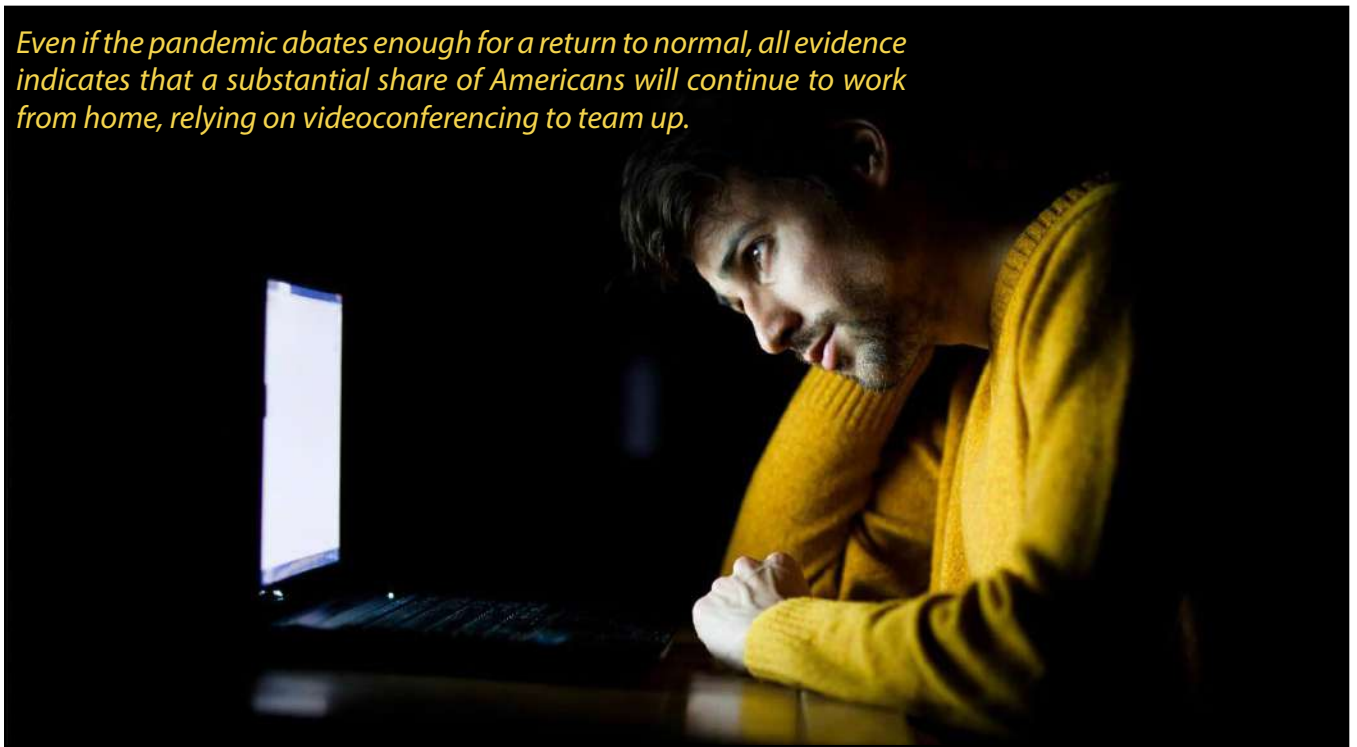
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Thinking Inside the Box: Why Virtual Meetings Generate Fewer Ideas

For creative collaboration, sometimes you can't beat a face-to-face meeting.

June 29, 2022 | by Edmund L. Andrews

Even if the pandemic abates enough for a return to normal, all evidence indicates that a substantial share of Americans will continue to work from home, relying on videoconferencing to team up.



"If your visual field is narrow, then your cognition is likely to be as well," says Jonathan Levav. | iStock/Klubovy

Yet while the ease of gathering virtually has made the shift to widespread remote work possible, a new study finds that on-screen meetings have a significant drawback: They hinder creative collaboration.

The study, coauthored by Jonathan Levav of Stanford Graduate School of Business and Melanie Brucks of Columbia Business School, finds that in-person teams generated more ideas than remote teams working on the same problem.

In a laboratory experiment conducted at Stanford, half the teams worked together in person and half did so online. The in-person teams generated 15% to 20% more ideas than their virtual counterparts. In a separate experiment involving almost 1,500 engineers at a multinational corporation, in-person teams came up with more ideas, and those ideas received higher ratings for originality.

The researchers say they've identified a reason online meetings generated fewer good ideas: When people focus on the narrow field of vision of a screen, their thinking becomes narrower as well. "If your visual field is narrow, then your cognition is likely to be as well," Levav says. "For creative idea generation, narrowed focus is a problem."

In contrast, people who meet in person get creative stimulation by visually wandering around the space they're in, which makes them more likely to cognitively wander as well. "In a video interaction, you need to fix your gaze at the screen because otherwise you're projecting to your partner that you're looking at something else and distracted," Levav says. But that distraction is actually useful when it comes to sparking ideas. "If you think about disruptive ideas, they come from putting together broad concepts that are seemingly unrelated."

Levav, a professor of marketing who has studied how environmental cues affect people's choices, cautions that these findings don't mean that virtual meetings have no value. His study also found that teams meeting online did as well and possibly better than in-person teams when it came to selecting the best ideas.

Reading the Room

The real lesson, Levav says, is that the costs and benefits of working remotely are more nuanced and less understood than most people realize.

"The shift to working more from home is here," he says. "But the pandemic happened without giving us a chance to think about how to do remote working right. If we're going to maintain this transition, we need to be deliberate about how we manage the process. That's going to be the managerial challenge of the next several years."

"You want to generate ideas that can be structured like a sprawling oak tree, not a tall and narrow cypress. In the video interactions, the idea structures look more like cypresses".

Jonathan Levav

Levav and Brucks, then a PhD student at Stanford GSB, initiated their study well before COVID arrived. They began with a lab experiment in which participants teamed up to generate novel uses for frisbees and bubble wrap, a common task in the academic literature on creativity. The participants were placed in offices that contained the same assortment of objects, from filing cabinets and folders to more offbeat items like a bowl of lemons, a yoga ball box, and a poster with a skeleton on it.

The researchers monitored the participants by video, tracking their eye movements and language as well as the ideas they generated. Overall, the in-person teams generated between 15% and 20% more ideas than those that met over video. The in-person participants also observed more and remembered more about their surroundings, and that increased recall correlated with more creativity.

The researchers then carried out a similar experiment in real life, enlisting 1,490 engineers at a multinational company spread across five countries in Europe and Asia. In contrast to the lab experiment, the engineers had genuine incentives to come up with good ideas because they could potentially evolve into new business ventures.

Once again, the in-person teams generated about 15% more ideas. They were also more likely to jump off in novel directions, generating ideas that were very different from each other rather than being just minor variations on the same theme. “You want to generate ideas that can be structured like a sprawling oak tree, not a tall and narrow cypress,” Levav says. “In the video interactions, the idea structures look more like cypresses.”

Interestingly, Levav and Brucks found that virtual meetings didn’t seem to hinder how well the participants got along. Using semantic analysis of

how participants spoke to each other, they found that the virtual and in-person teams showed the same amount of mutual trust and social connection.

As remote work remains a fixture of many people’s lives, Levav says it would be worth exploring how virtual meetings work in other contexts, such as job interviews and larger group collaborations. But for now, he says, “We don’t yet know enough to make strident judgments about the superiority of working remotely versus in person. What our research shows is that there’s subtlety.” In other words, it’s too soon to zoom to conclusions.

Disclaimer:

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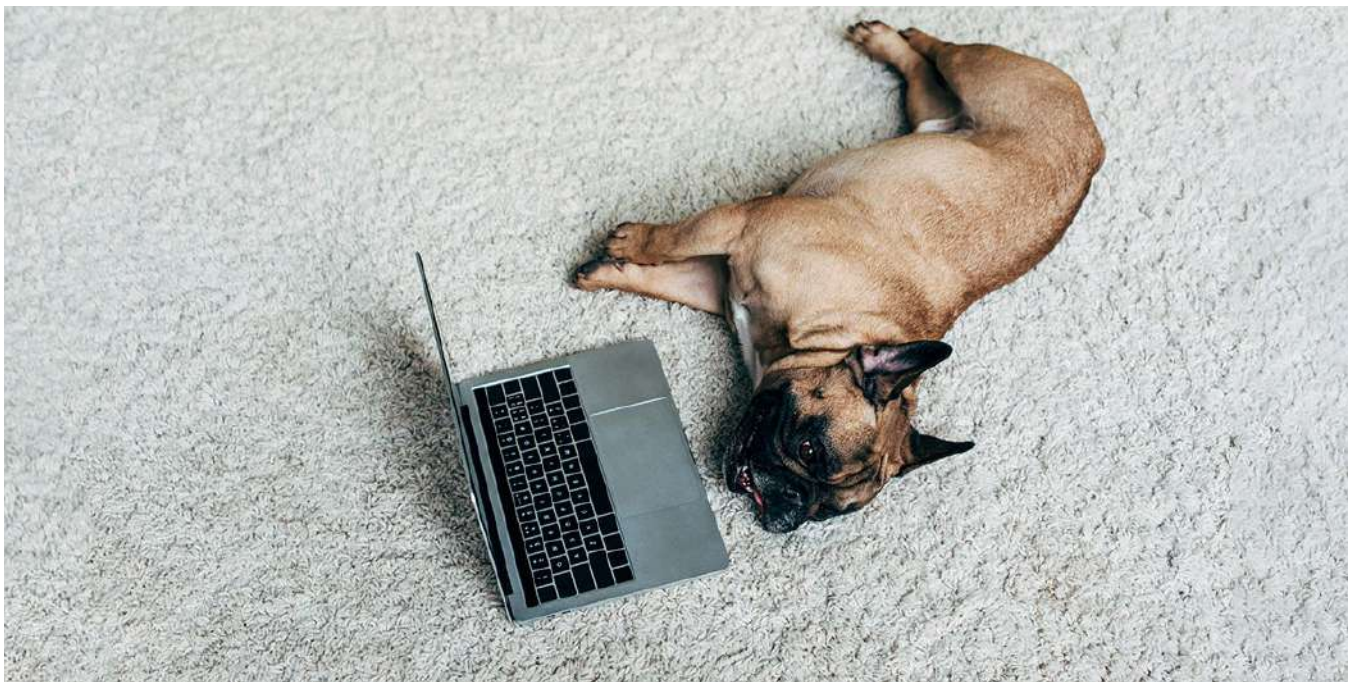
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How to Recover from Work Stress, According to Science

by Alyson Meister, Bonnie Hayden Cheng, Nele Dael, and Franciska Krings | July 05, 2022



LightFieldStudios/Getty Images

Summary.

To combat stress and burnout, employers are increasingly offering benefits like virtual mental health support, spontaneous days or even weeks off, meeting-free days, and flexible work scheduling. Despite these efforts and the increasing number of employees buying into the importance of wellness, the effort is lost if you don't actually recover. So, if you feel like you're burning out, what works when it comes to recovering from stress? The authors discuss the "recovery paradox" — that when our bodies and minds need to recover and reset the most, we're the least likely and able to do something about it — and present five research-backed strategies for recovering from stress at work.

he workforce is tired. While sustainable job performance requires us to thrive at work, only 32% of employees across the globe say they're thriving. With 43% reporting high levels of daily stress, it's no surprise that a wealth of employees feel like they're on the edge of burnout, with some reports suggesting that up to 61% of U.S. professionals feel

like they're burning out at any moment in time. Those who feel tense or stressed out during the workday are more than three times as likely to seek employment elsewhere.

Because of this, employees increasingly demand mental health support, and more employers have

responded by offering benefits like virtual mental health support, spontaneous days or even weeks off, meeting-free days, and flexible work scheduling. Despite these efforts and the increasing number of employees buying into the importance of wellness, the effort is lost if you don't actually recover. So, if you feel like you're burning out, what works when it comes to recovering from stress?

Understanding stress recovery

Recovery is the process of restoring symptoms of work stress (anxiety, exhaustion, and elevated levels of the stress hormone cortisol) back to pre-stressor levels. We refer to recovery as a skill, because knowing how and when you can best recover from stress requires both knowledge (of what works for you) and practice (actually doing it).

The skill of recovery is well known in fields that require performance under extreme pressure or are characterized by the need for prolonged periods of intense concentration, where errors can be costly or even deadly. Consider a pilot on a critical mission or an athlete who has their entire career hanging on a single performance. These people learn quickly that physical and mental recovery is crucial for achieving and sustaining high performance under pressure. Pilots are even officially required to recover for defined time periods during and between duty in order to maintain safety standards, and a wealth of research explores how athletes can best recover.

Importantly, recovery in these fields doesn't just happen when individuals feel depleted or burned out — it's an essential part of the training and performance strategy. Effectively recovering from periods of stress, performance, or concentration is important for emotions, moods, energy, learning integration and growth, and ultimately performance, mental and physical health, and relationships.

The paradox of recovery

The process of recovery introduces a paradox. Research shows that when our bodies and minds need to recover and reset the most (i.e., when we're most depleted), we're the least likely — and able — to do something about it. For example, when work is demanding and we're feeling overwhelmed, we quickly slide into a negative cycle of working longer hours and taking fewer breaks. During those stressful times, we also tend to eat less healthily, even though adequate nutrition and hydration are important to replenishing energy levels. Further depleted, we have less energy and motivation to take time out to relax or engage in exercise, leading to low recovery and in turn further exhaustion the next day. Rinse and repeat. Organizational cultures that celebrate working on little sleep or that work in a constant state of emergency can exacerbate this, because despite your body begging to recover, there's an underlying assumption that you can (and should) push through it.

To overcome this paradox, you must learn what works best for you and devise a recovery plan. It's important to note that what actually works for stress recovery is not always as intuitive as you think. Here are five ways to make recovery work for you based on industry- and research-based insights.

1. Detach psychologically from work.

"It sounds silly, but after a long, intense surgery, what I do to relax is play some video games to disconnect before I go home," described an orthopedic surgeon participating in an executive class on stress management. Regardless of your preferred recovery activity (reading, running, video games, cooking, etc.), it's important that you mentally disconnect or "switch off" your thoughts of work (or the particular stressor at hand). Workday stress accumulates

throughout the day, meaning that we ruminate about work well into the evening. You may be physically present at an exercise class, but your mind is replaying the events of an earlier client meeting. Research shows that even thinking about work detracts from your ability to recover from it, and the mere presence of your mobile phone distracts you, leaving you unable to detach from “the office.”

As recovery can only occur when our minds return to pre-stressor levels, we need to facilitate that process by cognitively withdrawing from thoughts of work, essentially giving our minds a break. Detachment leads to better recovery and even improvements in work-related outcomes, such as performance and engagement. This is counterintuitive to the notion that more time spent working leads to better performance.

To harness this principle, dedicate a fixed (and if needed, short) time each day when you can fully devote attention to a non-work-related activity. Even starting with a few minutes will reap benefits for recovery. Practicing mindfulness as a supplementary activity helps with this — over time, you’re training your brain (and its tendency to ruminate) to focus on the present moment. Learn which triggers prevent you from psychologically detaching from work. If, for instance, the presence of your phone prompts you to check work emails during off hours or breaks, turn it off or shut off notifications temporarily.

2. Harness the power of micro-breaks during the workday.

“During the work week, I set my phone alarm to ring once every two hours as a needed reminder to step away from my computer, stretch, walk around, and get a drink of water,” an EVP of a multinational technology company recounted. Contrary to common assumptions that recovery can only happen

after work or during a long holiday, research shows that micro-breaks — short breaks of approximately 10 minutes — taken during the workday are surprisingly effective for recovering from daily work stress and various job demands. For example, short moments of meditation or relaxing, taking time to eat a nutritious snack, enjoyable social interactions, or activities that require some degree of cognitive attention (such as reading) are strategies that can improve motivation and concentration, shape your mood, and sustain your energy during the day. Also, taking longer breaks in combination with more frequent short breaks can provide more energy, motivation, and concentration than infrequent short breaks. Interestingly, micro-breaks taken earlier in the workday contribute to greater recovery.

It’s important to resist the urge to push through the day assuming that it will be easier to recover later, or to “save up” your recovery for the weekend or even for that holiday that’s still months ahead. To maximize your recovery, ensure you have a recovery plan that you can enact on a daily basis through the use of micro-breaks that you can schedule into your busy workflow with dedicated smartphone apps.

3. Consider your preference for recovery activity.

“I used to partake in my partner’s hobby during my free time so that we could spend quality time together. Then I realized I dreaded going to guitar lessons. Now, we do our own hobbies: I do my gardening while my partner learns guitar, and we carve out time to spend together afterwards.”

Although having a choice over your recovery activity sounds like common sense, this experience, described by the CFO of a global events company, highlights the challenges of applying this principle. Perhaps you’ve felt pressured into going to a group

exercise class, or maybe your company organized a group wellness activity during the weekend when you really just wanted to be at home with your family.

Not having a choice in your own recovery can sometimes do more harm than good. For example, one study showed that when workers wanted to sit with coworkers and chat over the lunch break, it boosted their stress recovery. On the other hand, when workers were less keen about socializing over lunch but did so anyway (perhaps due to peer pressure or norms of the particular company culture), they found their energy highly depleted at the end of the day. The same pattern of depletion was also identified for working lunches. For most people, working over lunch is draining. Yet, if you personally choose to stay in a productive workflow during lunchtime (and get energized by accomplishing important tasks), there can be recovery benefits. Just keep in mind that relaxing is an important recovery activity that affords benefits, even when it's not your most preferred lunch break activity.

In sum, be mindful about how you use your lunch breaks. If you feel pressured to socialize or continue working, talk to your manager about how you can get more autonomy over how you schedule and use your break. Then, spend those free slots doing recovery activities that you prefer.

4. Prioritize high-effort recovery activities.

"I may not be rah-rah about it ahead of time, but there has never been a gym session I've regretted afterwards," proclaimed a senior executive of a multinational health care company. While it may seem that relaxing, watching TV, or other "passive" or "low-effort" activities are best for recovery, on the contrary, research shows that more active activities can be even more effective for recovery. If you don't enjoy going to the gym or playing team sports, find

a type of exercise that you do enjoy, such as a fast walk, a hike, or a swim.

Beyond exercise, other activities that work well for recovery are engaging in effortful activities, or "mastery experiences." Mastery experiences require high levels of dedication, focus, and time — resources that usually zap you of energy during the workday. While it seems counterintuitive that further drawing on these resources during non-work periods will benefit your recovery, mastery experiences such as pursuing a hobby (learning a new language, learning to play the violin, volunteering, etc.) helps you generate new skills and replenishes depleted resources that can be applied back to your work, thereby approaching recovery from a different, productive, angle.

Beyond the "standard" recovery activities like exercise or yoga and meditation, it may be time to add a new tool to your recovery toolkit. Why not sign up for that kickboxing class? Or maybe it's time to dust off that old guitar.

5. Shape your environment for optimal recovery.

One underrated, critical element of recovery is your surrounding environment. Some companies have caught on and are building direct and indirect exposure to natural elements into the workplace. Indeed, research on direct exposure to nature, such as through park walks during workday lunch breaks, shows that it can enhance your recovery from stress in as little as 10 minutes. In addition to short-term effects, being exposed to nature at work contributes positively to your well-being and lowers the likelihood of burnout. Exposure to daylight and having a window view or indoor greenery at the workplace have been shown to have a positive impact on your sleep quality, perceived stress, and overall health. Interestingly, indirect exposure to

nature (for example, even looking at nature scenes on a screen) can also have benefits for recovery. In a nutshell, getting some nature into your workplace makes you more happy and energized at work.

No need to book a trip to the mountains. You can try to stay connected to nature while at work by using any outdoor facilities your employer provides (like cafeteria terraces or green spaces at the building entries), opening windows regularly to bring in fresh air, taking short walks in a nearby park during your micro-breaks, and even suggesting outdoor walking meetings when possible. If all else fails, try to get some exposure through nature photography or videos.

The benefits of devising and enacting an intentional recovery plan are clear: Recovery can sustain your energy, well-being, positive moods, and motivation and boost cognitive and physical performance and your overall life satisfaction. However, when you most need to recover is when you're least likely to actually engage in recovery activities. By following these strategies for recovery, you can better create and enact an intentional recovery plan to help sustain your energy and performance over time.

About Author:

Alyson Meister is a professor of leadership and organizational behavior at IMD Business School in Lausanne, Switzerland. Specializing in the development of globally oriented, adaptive, and inclusive organizations, she leads IMD's workplace well-being initiative. In 2021, she was recognized as a Thinkers50 Radar thought leader, and she serves as chair of the scientific advisory committee of OneMind at Work. Follow her on Twitter: @alymeister.

Bonnie Hayden Cheng is an associate professor of management and strategy and the MBA program director at HKU Business School, University of Hong Kong. She is the chief resilience officer of Human at Work and serves as a scientific advisor of OneMind at Work. She works with senior executives of companies ranging from startups to Fortune 500, transforming corporate cultures by incorporating wellness into their business strategy.

Nele Dael is a senior behavior scientist studying emotion, personality, and social skills in organizational contexts. She is leading research projects at IMD Lausanne with E4S partners on workplace well-being, focusing on stress and recovery. Nele is particularly tuned into new technologies for the benefit of research and application in human interaction. Her work has been published in several leading journals in the field.

Franciska Krings is professor of organizational behavior at HEC Lausanne, University of Lausanne. Her research interests include workforce diversity and discrimination, work-family balance, impression management, and (non)ethical behaviors. Her work has been published regularly in leading journals in the field.

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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

Core Committee Meeting

Allahabad Management Association organised a special core committee meeting on 15th June to discuss about the physical AGM of the association and the agenda which included finalising of the chief guest and the venue.

Management Workshop

Allahabad Management Association organised a Management Workshop on 18th June on 'Employability Skills 5.0' at UPTEC Allahabad for the final year students. The speaker was Mr Ravi Prakash, Chairman Big Skills and President, AMA. Mr. Ravi Prakash deliberated upon the changed corporate scenario post covid pandemic. He laid emphasis on multitaskers, problem solvers, who are digitally sound and have a flexible approach. The session was well received by 128 students and Mr. Ratnesh Dixit Centre Manager, UPTEC presented a memento to the speaker.



Mr Ravi Prakash, President, AMA addressing the students of UPTEC



The chief guest, Dr. Ranjeet Sharma receiving a memento from Mr. Ravi Prakash, President, AMA

Wellness Workshop

AMA organised a Wellness Workshop on 21st June to celebrate International Yoga Day. The speaker was Dr. Ranjeet Sharma, MD (Ayurvedic Medicine), who spoke in detail on the digestive problems in elderly and the subsequent remedies. Dr. Sharma deliberated upon the causes of digestive problems, the myths associated with the digestive system and informed that Ayurveda can give instant and fast results. The session was well received by 58 members who graced the event. Mr OP Goel, Secretary conducted the proceedings while Mr Ravi Prakash, President, AMA presented a memento to the chief guest.

Bhopal Management Association

Short Term Certificate Training Course

Bhopal Management Association successfully conducted a five day Short Term Training Course for the staff of DK Insulation Industries, Govindpura, Bhopal under the Chairmanship of Mr. Suneel Bhargava, Chairman, Training Committee, BMA. Mr. Peeyush Gupta took the session on Leadership; Mr. Shailendra Ojha on Positive Attitude;

Dr. Aditya Gupta on Communication Skills and Mr. Mahendra Joshi on Team Building. In the concluding session, the certificates were distributed by Mr. Pradeep Karambelkar, Chairman, BMA; Mr. Suneel Bhargava, Chairman, Training Committee, BMA and Mr. Ajay Kumar Verma, Hon. Secretary, BMA. The programme was coordinated by Mr. Aamir Khan, Manager, BMA.



(L-R) Mr. Shailendra Ojha and Dr. Aditya Gupta addressing the participants

Celebration of International Yoga Day

Bhopal Management Association successfully celebrated International Yoga Day by conducting a programme on 'Physical and Emotional Well Being' on 21st June. Dr. Pawan Guru, Yogacharya, Writer and Social Worker was the Guest speaker. The programme was presided by Mr. Pradeep Karambelkar, Chairman, BMA. 30 distinguished guests along with Prof. R.G. Chouksey, Pro Vice Chancellor, LNCT University, Bhopal, and Mr. Dev Kumar Verma, Retd. CGM, BSNL attended the programme. It was moderated by Ms. Archana Jain, Member, BMA.

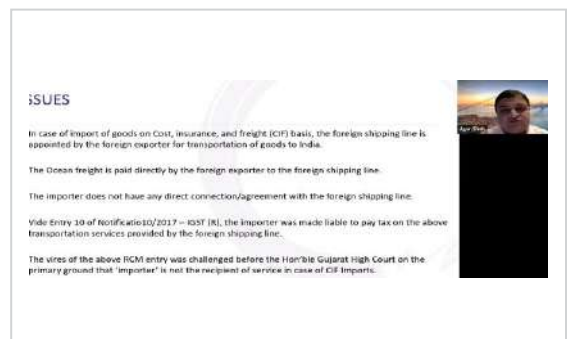


(L-R) Ms. Archana Jain; Mr. Pradeep Karambelkar; Dr. Pawan Guru and Ms. Mamta Guru

Bharuch District Management Association

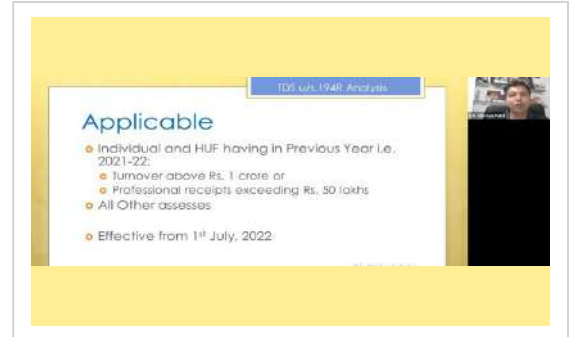
Finance and Taxation Forum

BDMA's Finance and Taxation Forum organised a webinar on 4th June on the topic 'Recent Decisions in GST' with Mr. Jigar Shah, Partner, Lakshmikumaran and Sridharan Attorney – Ahmedabad. He discussed various points on judgments given by court relating to amendments in GST. The session was well received by around 40 participants.



Mr. Jigar Shah addressing the Finance and Taxation Forum

On 25th June, Finance and Taxation Forum Meet was organised on the topic 'TDS (on benefits or perquisites) under section 194R as effective from 1st July, 2022'. Mr. Chintan Patel, Partner – Naresh J Patel and Company, Chartered Accountants was the Guest speaker. He deliberated on the requirement of new provision, guidelines provided by CBDT circular dated 16th June 2022, TDS requirements in various scenarios and so on. It was all knowledge filled session and was well appreciated by 44 participants.



Mr. Chintan Patel addressing the Finance and Taxation Forum



Dr. H L Kaila with the participants at BBS training

MDP

A Management Development programme was organised on 11th June on the topic 'Behaviour Based Safety'. Dr. H L Kaila, BBS Expert, Director – BeSafe from Mumbai was the esteemed facilitator. He discussed as how one can develop capability to implement BBS in their responsible organisations and keep doing observation daily for spot-correction of at-risk Behaviours. The programme was attended by 42 employees from various industries.

Art and Culture Forum

On 21st June, BDMA's Art and Culture Forum conducted 'Mehfil' -celebrating World Music Day by getting various young artists from the world of music together. Mr. Viraj Bhavsar, Ms. Mansi Desai, Ms. Khushi Solanki, Ms. Bhakti Mehta, Ms. Sanjana Mehta, Ms. Bhavya Joshi, Mr. Manan Trivedi, Mr. Vraj Joshi, Mr. Riddhish Patel, Mr. Alaap Kapadia, Mr. Shlok Nandurbarkar, Ms. Kruti Bhatt, Ms. Pratibha Khuman, Ms. Heli Barot and Ms. Bansari Bhatt were the eminent artists who graced the event. Ms. Maurika Leuva Banker and Mr. Ankur Banker moderated the event. It was attended by more than 75 participants and was highly appreciated by all.



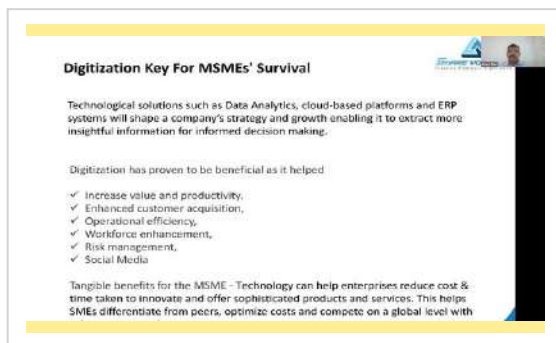
Art and Culture Forum Meet

Training Programme

BDMA organised a two-day training programme on 22nd and 23rd June on the topic 'Process Safety Management'. Mr. Shobhan Mehta, with almost 30 years experience in Operations, Technical, Safety Training etc. was the facilitator. He spoke in detail about process safety, safety contact and understanding the hazards and 14 PSM elements. It was a notable session and was well appreciated by the participants.



Mr. Shobhan Mehta along with participants



Mr. Kevin Dias sharing his presentation

MSME Forum Meet

BDMA conducted its 5th MSME Forum Meet on 27th June on the topic 'Digitisation and HR Analytics for business growth' by Mr. Kevin Dias, Founder and CVO, ShareYourHR. He spoke at length about the importance of 'digitisation,' and how to plan digitisation, how to analyse employee data and how to use it to build people strategy. The meeting was attended by around 25 participants and well received by all.

20th CSR Forum Meet

BDMA organised its 20th CSR Forum Meet on 28th June on the topic 'Unleashing the Potential for Sustainable Development' with Ms. Nida Sutaria, Director and Co-Founder, Aasmaan Foundation. She discussed about how Aasmaan Foundation helps underprivileged children by providing basic facilities in terms of education through sponsorships, helps them score better in their exams, and motivates them to aspire to succeed in their career path. The session was attended by around 25 participants and was very well received.



Ms. Nida Sutaria sharing her presentation

Business Excellence Forum Meet

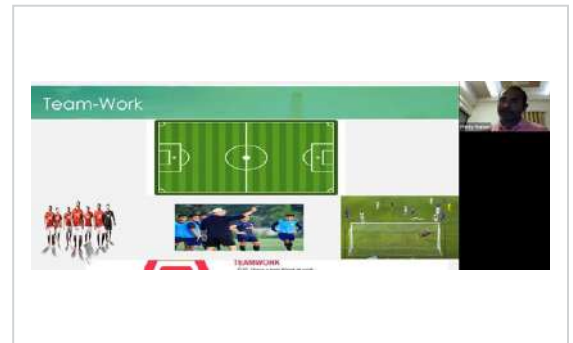
BDMA organised its Business Excellence Forum Meet on 29th June on the topic 'Shop Floor Excellence.' Mr. Nital Zaveri and Mr. Sushil Macwan, Directors, Concept Business Excellence, Vadodara were the esteemed Guest speakers. They highlighted how organisations can achieve excellence to enhance the business. They also underlined various key areas that bring shop floor excellence to life like standardised work, routine accountability habits etc. The session was well received and appreciated by 30 participants.



Mr. Nital Zaveri, Director – Concept Business Excellence addressing BE Forum Meet

66th HR Forum Meet

66th HR Forum Meet was held on 30th June on the topic 'Employee Engagement and Motivation @ Deepak Phenolics' by Mr. Pristy Kurian, Plant Lead – HR, Deepak Phenolics, who discussed how HR keeps employees motivated through employee engagement by identifying their needs, rewards and recognition, fun activities and team work excellence to enhance the skills leading to promotions and increase in payscale at Deepak Phenolics. The session was well received and appreciated by 35 participants.



Speaker, Mr. Pristy Kurian sharing his presentation

Bombay Management Association

Webinar

BMA conducted Friday Fundamentals on 3rd June for an online session with Mr. Nikhil Desai on 'In Pursuit of Excellence – Unleashing the Potential in You and Your Organisation'. Mr. Desai engaged with the audience through his presentation and shared his views and insights on motivation. The participants gave excellent feedback about the programme.



Mr. Nikhil Desai addressing the participants

Academic Awards Ceremony

BMA Annual Academic Awards function along with announcement of Innothon 3.0 winners and release of E-Ambit was held on 11th June. Professors were felicitated for their efforts and hard work. President, Dr. Kavita Laghate thanked them for their contribution to the welfare of management. BMA took this opportunity to thank its sponsors and donors for their wholehearted support and trust in BMA endeavours. Bajaj Electricals, Dr. K.S. Basu Trust, ACC Ltd, TCS, Excel Industries, LIC, SBI Life, SBI General, Star Di-chi Life Insurance, USV and many others received felicitation during the ceremony.



Awardees during the Academic Awards ceremony



Speaker, Mr. Prem Singh

BMA conducted a webinar on 17th June on the topic 'Emerging Role of HR in Business Transformation' with speaker Mr. Prem Singh, who presented a detailed presentation and cited many examples. Mr. Rajesh Sharma, BMA President welcomed all and anchored the webinar. The audience thanked BMA for bringing in relevant topics for its members on the online platform.

68th Annual General Meeting

BMA held its 68th AGM on 11th June in phygital format where the current office bearers with the incoming committee members, Past Presidents and election scrutineers came in person while many members joined through Zoom. The meeting began with Hon. Secretary, Ms. Prashanthi Reddy, giving the opening remarks and setting the agenda of the meeting. President, Dr. Kavita Laghate in her speech gave an overview of the year. She congratulated and welcomed the new committee and assured that it is going to be a great year for BMA. The incoming President, Mr. Rajesh Sharma spoke about his journey with BMA for the past 4 years and said that it is his privilege to be part of such a reputed management association in India. Dr. Kiran Yadav, Hon Treasurer gave a brief presentation on the financial highlights and answered questions asked by the members. BMA members applauded the efforts made by the committee which resulted in a great financial year.



(L-R) Dr. Kavita Laghate Imm. Past President of BMA; Ms. Supriya Sachdeva, Hon. Secretary of BMA; Mr. Rajesh Sharma, President of BMA; Dr. Kiran Yadav, Hon Treasurer of BMA and Mr. Pramod Shah, Hon. Treasurer of BMA during the AGM

BMA conducted a webinar on 24th June on the topic 'Sales Call' by Mr. Ajay Tandon, who explained how important it is to pay attention to minute details and how it can benefit the person on call. The session benefitted the employees from various corporates. All the participants thanked BMA for providing this great opportunity for learning.



(L-R) Mr. Rajesh Sharma and speaker, Mr. Ajay Tandon

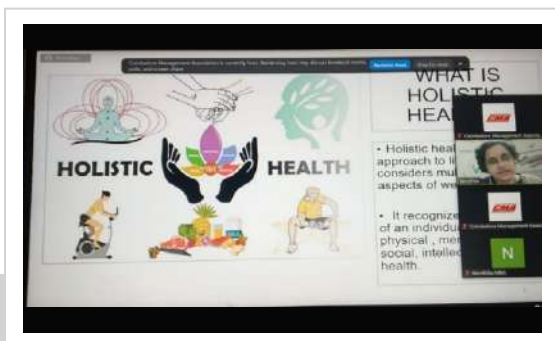
Coimbatore Management Association

Membership Initiative

Coimbatore Management Association arranged an outreach programme on 10th June in Pollachi, which was chaired by Member of Parliament, Shri. Shanmugasundaram. The programme was facilitated by Mr. MKG Anandakumar, Member, CMA Managing Committee. It was well attended by members of Pollachi Business Community, Management Institutions, and professionals. During this interactive event, various advantages and benefits of being a CMA member was highlighted. CMA President, Mr. Jayakumar Ramdass, welcomed the gathering and opined his views on how CMA could benefit organisations in Pollachi and improve their management capabilities.



The speaker and guests addressing during the programme



Ms Sandhya Ajaykumar sharing her presentation

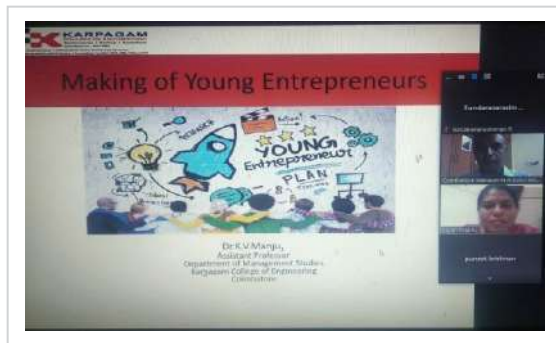
Monday Musings

Coimbatore Management Association organised an interactive Monday Musings session on 6th June with Ms Sandhya Ajaykumar, Founder and COO of Vriddhi Techno Farms Pvt Ltd. Ms Sandhya focused on good health and laid emphasis on a balanced diet for healthy body and mind. The session was inaugurated in the esteemed presence of CMA President, Mr Jayakumar Ramdass and Secretary, Dr Nithyanandan Devaraaj, and Mr Sreeram Nandhi of DJ Academy proposed the vote of thanks.

CMA organised a session on 13th June with Dr V S Ramkumar, a certified POSH (Prevention of Sexual Harassment) Trainer for Corporates. He explained, with a detailed presentation, that though 80% of women employees are aware of the POSH Law, 30% are hesitant to register complaints. The President of CMA, Mr. Jayakumar Ramdass welcomed the speaker and the guests. The faculty and students of KCT College proposed the vote of thanks.



Dr V S Ramkumar sharing his presentation



Presentation by Dr K V Manju

CMA organised Monday Musings session on 20th June with Dr K V Manju, Associate Professor of Finance at Karpagam College of Engineering, Coimbatore. She spoke about the essential qualities required to be a good entrepreneur. The session was moderated by Mr. Sreeram Nandhi of DJ Academy who also welcomed the guests and proposed the vote of thanks in the esteemed presence of CMA President, Mr Jayakumar Ramdass and Secretary, Dr Nithyanandan Devaraaj.

CMA organised a talk on 27th June on the topic 'Corporate Life Cycle of MBA's – Reflections and Learnings' by Mr. Puneet Krishnan, who worked for many major corporates. The experience and wisdom gained from the various corporates was evident in his clear-cut speech and presentation. His talk was a dose of reality of what to expect in the corporate world and expert advice on how to handle it best. The session was inaugurated by Mr. Sivakumar Palaniappan and Secretary of CMA, Dr. Nithyanandan Devaraaj thanked the guest and Treasurer, Dr. Raveendran shared some valuable insights.



Session on 'Corporate Life Cycle of MBA's – Reflections and Learnings'

Faridabad Management Association



FMA organised a session on 'Increase Your Impact through Executive Presence'

Faridabad Management Association conducted a webinar on 4th June on 'Increase Your Impact through Executive Presence' as part of the Kaushal Vriddhi programme of FMA. The event started with a welcome address by Ms. Saloni Kaul, President, FMA and Founder and Chief Executive, It's People. Ms. Kavitha Garla, Founder, Passion and Purpose spoke on the subject. Her focus is on helping individuals as well as businesses

achieve greater heights. Finally, a vote of thanks was proposed by Mr. V. Thyagarajan, Executive Director, FMA.

Faridabad Management Association in collaboration with Shri Vishvakarma Skill University (SVSU) organised a physical event, 'Entrepreneurial Pitch Deck' at Shri Vishvakarma Skill University on 16th June. The event started with lighting of the lamp by the Hon. Vice Chancellor, Mr Raj Nehru along with Ms. Saloni Kaul, President, Faridabad Management Association; Dr. Jyoti Rana, Dean, SFMSR, SVSU; Jury Members Ms. Kaplana Sinha, Co-founder, Business Head in Connect Club; Mr. Jaikumar Tejwani, Founder, Partner, Jaikumar Tejwani and Co LLP; Mr. Shishir , CEO- Kuravitivz Technologies; Mr. Amit Mishra, Trustee – Innoscale Global Foundation, Partner-3to1 Capital; Mr. Aditya, Founder MD at Expedify and Ms. Harshika from Faad Network.



Session on 'Entrepreneurial Pitch Deck'



(L to R) - Brigadier Prof (Dr) Sarbjit Singh, Former Advisor-School of Engineering, Apeejay Stya University and Former Executive Director, Apeejay College of Engineering; Ms. Kalpana Sinha, Cofounder, Business Head in Connect Club; Ms. Saloni Kaul, President, FMA and Founder and Chief Executive -It's People and Dr. Jyoti Rana, Dean Academics, SVSU



Mr. Raj Nehru, Hon. Vice Chancellor, Shri Vishvakarma Skill University addressing the Jury Members, FMA Members and SVSU Faculty

The welcome address was delivered by Prof. Jyoti Rana welcoming the Jury Members and members of FMA. Thereafter, Patron Sh. Raj Nehru, Hon, Vice Chancellor addressed the gathering. Cash prizes were sponsored by Mr. JP Malhotra, President DLF Industries and CMD, Bharatuya Valves Pvt Ltd. The concluding remarks were given by Prof. R. S. Rathore, Registrar, SVSU. Finally, a vote of thanks was delivered by Dr. Shruti Gupta, Skill Associate Professor, SVSU.

Ghaziabad Management Association



(L-R) Mr. Dharmendra Singh and Mr. Vinay Gupta

GMA organised a one day training workshop on 4th June on 'Know your ability to negotiate and manage workplace conflict'. It was a full day paid programme for practicing managers which was attended by 27 participants from 7 industry members of GMA. The programme was inaugurated by Mr. Dharmendra Singh, President, GMA, who emphasised upon the need for such a subject to be worked on because a team is the heart of an organisation. Thereafter, Mr. Vinay Gupta explained in brief, the five modes of dealing with conflicts and how the resolution of these impact the working in an organisation. Dr. R. K. Singhal, Director, IPEM was the facilitator and trainer of the programme. After explaining the nuances of interpersonal relationships and conflicts arising therein, he made the participants do three exercises through which they could evaluate their style of managing conflicts and identify focus areas for improving their performance in this regard. In the end, CA. Mr. Gulshan Thapar, Hony. Treasurer of GMA, distributed participation certificates to the delegates.



CA Mr. Gulshan Thapar, Treasurer distributing the certificates

Goa Management Association

MoU

Goa Management Association signed an MoU with DC.T's S.S. Dempo College of Commerce and Economics, (BBA Department). The objective of signing of the MoU is to bridge the industry-academia divide, share expertise of our members as resource persons with faculty and student members, to provide opportunities to the faculty and students to gain practical exposure, to strengthen the knowledge and skill base of faculty members and enhance the learning experience of students etc.



Signing of MoU with S S Dempo College of Commerce and Economics

Guwahati Management Association

Industrial Visit

Members of Guwahati Management Association along with faculty and Management students of North East Hill University (NEHU) Tura, Meghalaya paid an industrial visit to Chayagaon, AIDC Growth Centre on 11th June. It was a day long programme and students visited M/s. TCPL Packaging Ltd which manufactures folding cartons, printed blanks and outers, litho-lamination, plastic cartons, blister packs and shelf-ready packaging.



GMA members with faculty and MBA students of NEHU at Chayagaon, AIDC, Industrial Growth Center, Dist. Kamrup, Assam



Faculty members of the University and members of GMA

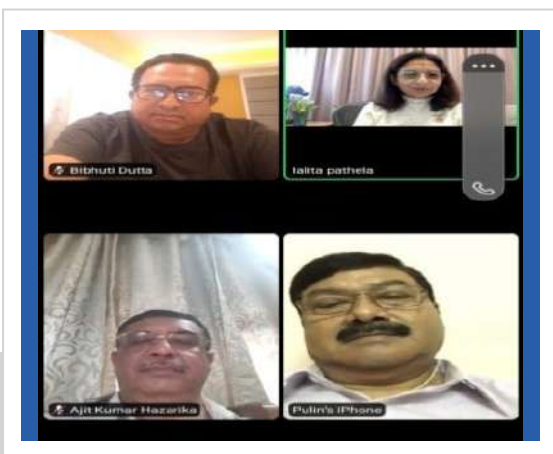
Awareness Programme

Guwahati Management Association along with the Placement and Counselling Cell, NEHU Tura Campus and Dept. of Management organised an awareness programme on 14th June on 'Healthcare in the Northeast: The Current Status and the Road Ahead'. Dr Jeet Patwari, member GMA delivered a presentation on healthcare management in the Northeast, along with Mr. Simanta Goswami, Jt. Secretary GMA with his ice breaking session earlier. Prof G Singaiah, campus-in-charge, NEHU Tura Campus; Prof J.U. Ahmed, Dept of Management; Dr

Tengsil G Momin, CMO, NEHU Health Centre, Tura; Mr. Bhavesh Hazarika, GMA; Mr. Ajit Kr Hazarika, GMA also spoke on the occasion. It ended with some musical notes which made the programme enthralling.

Monthly Meeting

On 25th June, the monthly meeting was chaired by GMA President, Mr. Chiranjit Chaliha followed by welcome address and introduction of speaker Ms. Lalita Pathela by Mr. Bibhuti Dutta, Secretary, GMA. An interactive session



Participants during the virtual meeting

was set in motion by Ms. Lalitha Pathela pertaining to a very interesting topic titled 'Coping with Uncertainties' which states that when unexpected and unknown situations spring upon us, we seem to be totally at their mercy. Mr. Simanta Goswami, Joint Secretary, GMA proposed the vote of thanks.

Hyderabad Management Association

Panel Discussion

Hyderabad Management Association organised a hybrid webinar on 7th June titled 'India's Act East Policy - Possible collaborative modes in Industry and Academia – Japan, Korea, Taiwan – their Sustainability'. The participating experts from Japan, South Korea, Taiwan, and India discussed the potential of India's relations with East Asia in commercial, academic and cultural aspects with special emphasis on the importance of regional languages. The event was supported by SIBM, and Lions Club of Hyderabad. The session was moderated by Mr. V. Srinivasa Rao, Chairman and Managing Director, BT and T Management Constancy Pvt. Ltd, and witnessed participation of Ms. Sujata Kolekar, Senior Director, Capgemini, Pune; Tomio Isogal, Freelance Advisor in Indo-Japanese Relations, and Director Kansai Japan India Cultural Society; Prof. (Retd.) Vyjayanti Raghavan, former Chairperson of the Centre for Korean Studies, Jawaharlal Nehru University, New Delhi; Dr Eunjoo Lim, Director, Indo Korean Centre, Pune, Jennifer Makhecha, Chairperson, Taiwan Chamber of Commerce, Mumbai, Maharashtra, and Ling Ling Wu, Mandarin Teacher Pune. Sankara Venkata Krishna Prasad, CEO and Director, Cito Healthcare Pvt. Ltd., and Convener International desk, HMA. The others who participated in the session representing HMA included Mr. V Ramchander, Vice President, and Prof (Dr.) Ravi Kumar Jain, Secretary.

HMA 49th Annual Awards

HMA 49th Annual Awards Ceremony was held on 11th June following all covid norms. Dr. G Satish Reddy, Secretary, Department of Defence R&D and Chairman DRDO was the Chief Guest while Mr. N V S Reddy, Managing Director, Hyderabad Metro Rail Ltd was the Guest of Honour, along with the President, Ms Kavitha Rajesh, the Vice President, Mr. V Ramchander, and Secretary Prof Dr. Ravi Kumar Jain, presided over the event.

The third batch of Industrial Readiness Programme was an all-women batch and three of them received certificates from Mr. B.P Acharya, IAS Retd. and Mr N V S Reddy, IRAS, Managing Director, Hyderabad Metro Rail Ltd.



The Managing Committee and Advisors with Chief Guest and Guest of Honour besides Mr B P Acharya IAS Retd.



Mr B P Acharya IAS (Retd) giving the certificate to one of the successful students of Industry Readiness Programme

57th Election and AGM

HMA elections were held on 30th June and the returning officers for the election was Past President, Gampa Nageshwara Rao and he was assisted by Past Presidents, Mr Harishchandra Prasad and Mr Sravan Kumar Madap. The eligible members voted for their candidates (6nos) contesting for the 5 seats.



President, Kavitha Rajesh welcoming incoming President Mr V. Ramchander

Indore Management Association

Student Chapter Exclusive Session

IMA Student Chapter organised an industrial visit to TATA International Ltd., Dewas for the students of IBMR, IPS Academy, Indore on 1st June.



Industrial visit at TATA International with IBMR, IPS Academy students



Students of IPS Academy during the industrial visit

IMA Student Chapter organised an industrial visit to TATA International Ltd, Dewas for the students of IBMR, IPS Academy, Indore on 2nd June.

IMA Student Chapter organised a session for the students of DAVV, Institute of Management Studies on the topic 'Start-up Success Formula' on 10th May. The speaker of the session was Mr. Rakesh Jain, an Ex CEO - Prestige/ Prime Group and Chairman at Youth Entrepreneurship and Skilling (YES) Cell - MSME and Startup Forum -Bharat.



Mr. Rakesh Jain addressing the session



Mr. Rakesh Jain addressing the session

Exclusive Session

IMA organised an Exclusive Session on Developing Business Mindset for the students of class 10th, 11th and 12th on 7th June on the topic 'How to be an entrepreneur' with Mr. Rakesh Jain, an Entrepreneur, Motivational Speaker, Business and Life Coach, Mentor for Startup, Scale up.

IMA organised a session on Developing Business Mindset for the students of class 10th, 11th and 12th on 8th June on the topic 'How to build a Leadership Attitude' with Mr. Amber Arondekar, a Sales Coach, an Entrepreneurship Trainer and Business Consultant, Indore.



Mr. Amber Arondekar addressing the participants



Mr. Mradul Kanungo along with the participants

IMA organised a session on Developing Business Mindset for the students of class 10th, 11th, and 12th on 9th June on the topic 'Artificial Intelligence'. The speaker of the session was Mr. Mradul Kanungo, a Data Scientist at Softude by Systematix Infotech, Indore.

IMA organised a session on Developing Business Mindset for the students of class 10th, 11th and 12th on 9th June, a contest on the topic 'Share your Business Idea'. The Judges of the contest were Mr. Muddit Thakkar, EC Member IMA; Capt. Jaison Thomas, Motivational speaker, Indore; Ms. Rashika Joshi Maheshwari, a founder of Saras Content Services and Ms. Ritu Kukreja, CEO and Founder of ilearnngrow Learning Solutions Pvt Ltd, Indore.



Participants during the session



Ms. Ritu Kukreja addressing the participants

Diksha- In House

Indore Management Association organised 'Diksha' in-house session at Sapcon Instruments Pvt Ltd., on 11th June on the topic 'Developing Relations with Client' with speaker Ms. Ritu Kukreja, CEO and Founder of ilearnngrow Learning Solutions Pvt Ltd, Indore.

IMA organised 'Diksha' in-house session for Sapcon Instruments Pvt. Ltd., on 26th June on the topic 'Root Cause Analysis' with Mr. Deepak Kumar Sharma, a Certified Six Sigma Expert, Indore.

HR Conclave

IMA supported HR Forum Conclave, which was conducted by IPS Academy, Indore on 17th June on the topic 'Re-BORN: Re-Building Opportunities and Re-Defining Notions'.



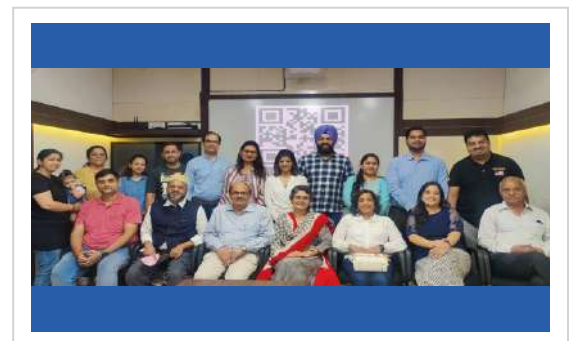
Mr. Deepak Kumar Sharma during the session



(L-R) Speakers addressing during the HR Conclave

Breakfast Couple Meet

Indore Management Association organised Breakfast Couple Meet on 19th June on the topic 'The Ping Pong Game of Relationships' with speaker Ms. Ritu Kukreja, CEO and Founder of ilearnngrow Learning Solutions Pvt Ltd, Indore.



Ms. Ritu Kukreja along with the participants

Skill Development Programme

Indore Management Association organised a three day Skill Development Programme on 23rd-25th June on the topic 'Business Communication'. The facilitator of the session was Ms. Trilekha Pathak, Communication Skills and Language Trainer (British Council) Indore.



Ms. Trilekha Pathak along with the participants



CA Ishani Maheshwari addressing

Reader's Clique

IMA organised Reader's Clique a book review session on the book 'Rework: Change the way you work forever' on 29th June with CA Ishani Maheshwari, a Life and Mindset Trainer, Public Influencer, Cognitive Thinker and Writer, Indore.

Movie Review

IMA organised Movie Review session on the movie 'The Ghost and The Darkness' on 30th June at Shivajirao Kadam Institute of Technology and Management (SKITM), Indore with speaker Dr. Subodh Shrivastava, CEO - Intred Services Pvt. Ltd. Indore.



Dr. Subodh Shrivastava addressing the session

Jamshedpur Management Association

Bake Talk

JMA conducted a session on 7th June for the AI enthusiasts to select it as a career choice. The speaker of the session was Mr. Ravi Teja, Head Manufacturing Practices, Affine. It was a great opportunity for youngsters to learn about AI, its usage and presence in diverse areas and how they can get into that field. JMA received about 50 registrations for the session.



Speaker, Mr. Ravi Teja sharing his presentation

Young Manager's Awards 2022

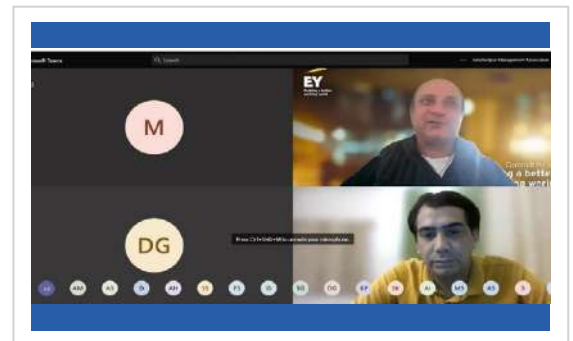
JMA Young Manager's Awards was organised in a virtual mode on 30th June. Total 10 teams from Tata Steel and Tata Motors participated in the competition. The presentations were judged on the basis of substantial

facts with data analysis, innovative approach and applicability of the solution, clarity of thoughts, quality of presentation, communication skills, time management. Mr. Sourabh Bhatnagar, Partner, EY India was the judge for the competition. The session was hosted by Ms. Asmita Salunkhe, Centrehead, JMA and the vote of thanks was presented by Mr. Amitabh Bhattcharjee, Hony. Secretary, JMA.

Employee Motivation Training Programme

JMA organised a training on 3rd June at Bhubaneswar by Mr. Vinaya Nand Pandey, Faculty TMDC. Mr. Pandey focused on areas like self-motivation, stress management, empathy with employees, building up of leadership qualities and learning of new skills. 48 sales executives of Shyam Metalics and Energy Ltd. were present during the training.

Another training was organised on 17th June at Vizag. The key focused areas were planning for active selling, feedbacks, customer satisfaction, steps for achieving sales target and learning new ideas for proper selling. 49 participants attended the training.



Young Manager's Awards 2022-23

Lucknow Management Association

Yoga Session

On the Eve of International Yoga Day, Lucknow Management Association organised a special event at the YSS Meditation Center to experience peace through meditation on the theme 'Feeling of Peace through Meditation' on 19th June by Swami Achuthananda Giri from Ranchi. LMA members were present at the session.



Swami Achuthananda Giri interacting online from Ranchi



Mr. M.A. Khan; Ms. Renu Chaudhary and LMA members on International Day of Yoga

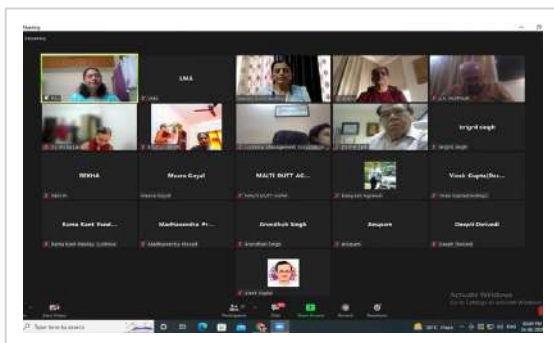
Lucknow Management Association in collaboration with SahajaYoga organised a special 'Sahaja Yoga session' on 21st June by Dr. Suresh Chandra Mittal M.B.B.S., M.D. Mr. Mumtaz Ali Khan, Member of Core Group LMA; Ms. Renu Chaudhary, General Manager and many LMA members were present in the session.

Health Awareness Session

Lucknow Management Association in collaboration with Fortis Memorial Research Institute, Gurugram and Rotary Club organised a healthcare awareness session on 23rd June on 'Knowing About your Blood (Bone Marrow Transplant)' by Dr. Meet Kumar, (Specialist Haematology and BMT). Mr. A.K. Mathur, Vice President, LMA welcomed and introduced the speaker and Mr. Pravin Kumar Dwivedi, Sr Vice President, LMA proposed a formal vote of thanks at end of the session.



(L-R) Mr. A.K. Mathur; Dr. Meet Kumar and Mr. Pravin Kumar Dwivedi



Ms. Ritu Tandon interacting with members

Online Workshop

Women Managers Forum of Lucknow Management Association organised an online workshop on 24th June on 'Mind Management' by Ms. Ritu Tandon, a Life Coach, Consultant trainer and speaker in 'The Art of Living Foundation' by Sri Sri Ravi Shanker. Ms. Renu Chaudhary, General Manager, LMA welcomed and introduced the speaker and proposed a formal vote of thanks.

Outreach Workshop

Lucknow Management Association in association with AWOKe India Foundation and Community Empowerment Lab organised an outreach workshop in Shivgarh block of District Raebareli on 'Developing Successful Farmers Producers Organisations in District Raebareli'. Mr. A. K. Mathur, Vice President; Mr. Ravi Chandra Prakash, Dy. Director Agriculture, Raebareli and Mr. Keshavnand Tripathi, State Head Basic International Agency, also spoke on the occasion.



Mr. A.K. Mathur and Mr. Pravin Dwivedi during the outreach Workshop



Mr. Pravin Dwivedi addressing the session

Lucknow Management Association in collaboration with AWOKe India Foundation and SEBI organised a workshop on 28th June on 'Financial Planning During Uncertain Economic Environment' by Mr. Pravin Dwivedi, Sr Vice President LMA and President, AWOKe India Foundation. Mr. A.K. Mathur, Vice President, LMA welcomed and introduced the speaker and Mr. S. M. Shoeb, General Secretary of AMUOBA proposed a formal vote of thanks on the occasion.

LMA in collaboration with AWOKE India Foundation and Army Public School organised a workshop on 29th June on 'Financial Planning during Uncertain Economic Environment' by Mr. Pravin Dwivedi, Sr Vice President, LMA and President, AWOKE India Foundation. Faculty and teachers of Army Public School were also present in the session.



Mr. Pravin Dwivedi addressing the session



Lt Gen Mr. Vipin Puri during the session

On the eve of Doctors Day, LMA joined AWOKE India Foundation in organising a workshop on 'Financial Management in current Turbulent Environment' for medicos of King Geroges Medical University. Mr. Gagan Wadhwa, DGM, SEBI made a presentation on the investor protection role of SEBI and Lt Gen Vipin Puri, Vice Chancellor, KGMU stressed on the importance of financial management as well as health management, since both have a symbiotic relationship. Mr. Pravin Dwivedi, Sr. Vice President, LMA also spoke on the occasion.

Ludhiana Management Association

Open Conversation

Ludhiana Management Association organised an open conversation on 15th June with P. J Singh, Managing Director, Tynor Orthotics, to share his entrepreneurial journey. Mr. Shobhan Soi, General Secretary, LMA in his welcome address thanked him for addressing the members of LMA. Dr. Singh conducted an organised market survey in many cities on 'Orthopaedic Appliances'. These products were either very poor quality if manufactured in India or very expensive if imported, which convinced him to set up Tynor Orthotics. The session was attended by 160 industrialists, entrepreneurs, and professionals of the region. It was a fruitful session which concluded with the Presidential remarks by Mr. Neeraj Jain, President of Ludhiana Management Association, and the vote of thanks by Ms. Harpreet K. Kang, Sr. Vice President of LMA.



Dr. P.J Singh addressing the participants of LMA

Seminar

Ludhiana Management Association organised a session on 21st June on 'The Art of Influencing Others' by renowned international award winner Dr. Girish Patel, Psychotherapist and Management Trainer from Mumbai. Mr. Shobhan Soi, General Secretary, LMA in his welcome address thanked him for addressing the members of LMA. Dr. Patel explained how you can increase your influence among the people and highlighted the importance of a simple act of appreciating your team members. The session was attended by 150 industrialists, entrepreneurs, and professionals of the region and concluded with a Presidential remark by Mr. Neeraj Jain, President of Ludhiana Management Association. The vote of thanks was given by Ms. Harpreet K. Kang, Sr. Vice President of LMA.



Dr. Girish Patel, Psychotherapist and Management Trainer receiving a memento

Meerut Management Association

World Environment Day

Meerut Management Association organised and celebrated World Environment Day in association with Kotpal Hospital, Meerut on 5th June. Dr. Poonam Devdutt, Mr. SPS Jaggi and Mr. S.P. Singh enlightened the distinguished guests about various aspects of environment protection and spread awareness about the need for eco friendly practices. Mementos were given to the speakers and Ganga Jal was also distributed to all the guests. Dr. Adip Kotpal proposed the vote of thanks.



World Environment Day, 2022

Pala Management Association

Executive Committee Meeting

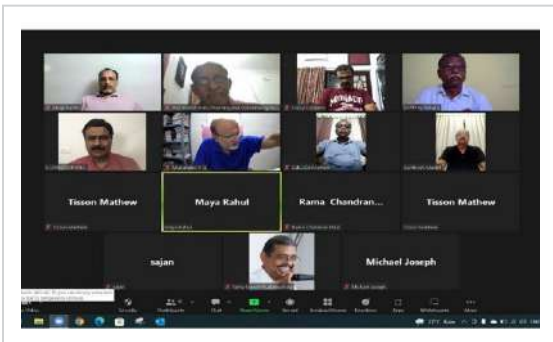
PMA held its executive committee meeting of the newly elected committee, presided by the President, Col KNV Achary on 8th June, and was attended by 15 members. The President congratulated all the new office bearers and wished them good luck.

New Executive Committee Meeting

PMA new executive committee meeting was held on 16th June which was presided over by Mr. Shaji Austin. 12 members including Dr Jubilant as a special invitee participated. Mr. P G Mukundan has been re-elected as the CEO and Mr. Rajendra Prasad and Mr. V S Radhakrishnan as the patrons.



Meeting of the New Executive Committee



Meeting in Progress

Monthly Meeting

PMA monthly meeting was held online on 23rd June, which was attended by 16 members. The meeting commenced with a silent prayer followed by welcome address by Mrs. Maya Rahul, Secretary General. Advocate Jayasooryan, an honourable member of PMA was the Guest speaker, who spoke on the topic 'Farmers Producers Organisation' launched

by the Central Government wherein the farmers organisation can get into the market and earn the right price of their production, without any mediator or loss.

Palghat Management Association

Annual Management Convention

Palghat Management Association celebrated its 38th Annual Management Convention on 21st June on the theme 'Uncertain Future – Opportunities Abundant'. The Chief Guest of the event was Mr. KS Mani, Chairman, Kerala Co-operative Milk Marketing Federation and the Guest of Honour was Mr. Sarath V Raj, CEO of Kerala Institute for Entrepreneurship Development (KIED). The session was well attended and appreciated by PMA members.



Mr. KS Mani, Chairman, Kerala Co-operative Milk Marketing Federation addressing the participants

Annual General Body Meeting

Palghat Management Association convened an Annual General Body Meeting on 27th June and elected new committee members. The new President is Mr. KV John, Vice President and Unit Head of Precot Meridian Ltd; Secretary is CA Vimal Venu, Senior Partner M/s. Vimal Venu and Co Chartered Accountants and Certified Fraud Examiners and Treasurer is CA B Jayarajan, Financial Consultancy and Practising Chartered Account.



Elected committee members of PMA

Patiala Management Association

Wellness Vacation

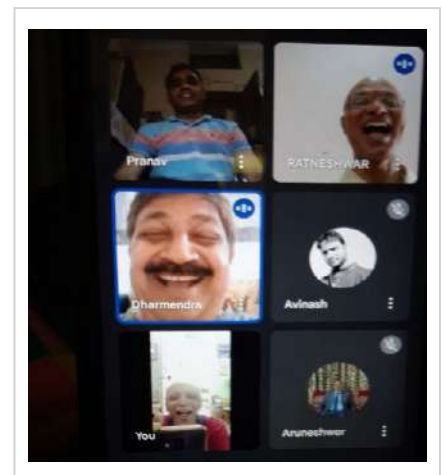
Patiala Management Association organised a session on 19th June on 'Wellness Vacation' by Ms. Jas. K. Shan, an Entrepreneur, Life-coach, and Wellness Expert. General Secretary, Mr. Sanjay Gupta started the session with the introduction of new members and detailing about the PMA activities. Mr. Bhalinder Shah introduced the speaker to the audience. It was an interactive and engrossing session with lot of fun-filled activities. Ms. Shan stressed upon the fact of finding your own happiness quotient w.r.t to health, happiness, and emotional strength. She encouraged the audience to be selfish about their life choices whether it is career or vacations or health. The talk was followed by impromptu dance session, which members heartily enjoyed and participated. In the end, all the participants honoured the speaker with the PMA memento.



Participants during the talk on 'Wellness' on account of Yoga Day

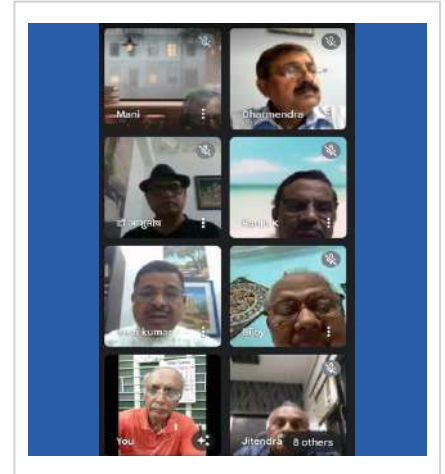
Patna Management Association

Patna Management Association in collaboration with Bihar State Productivity Council celebrated World Environment Day and organised a webinar on 5th June on the topic 'Only One Earth'. The Chief speaker was Mr. A.K. Rath, IAS (Rtd) and Former President, PMA. The other speakers were former V.C, Munger University, Dr. Ranjeet Verma; the Managing Director, Jharkhand Milk Federation, Mr. Sudhir Kumar Singh; Former M. D Mithila Dairy, Mr. D. K. Srivastava; Mr. Ashutosh Upadhyay, Principal Scientist (CAR) and President, PMA, Adv. B.K. Sinha. Dr. Rath pointed out that water and soil stand the risk of disappearing, and a great sense of urgency is needed. Environment must be given top priority.



Participants during the session

Patna Management Association in collaboration with Bihar State Productivity Council organised a Yoga training programme on 21st June. Large number of participants were present from within the country as well as from abroad. Mr. Indrajeet Dutta, a yoga trainer taught various modes of yoga in reference to individual ailments. Members learned the various techniques of yoga and meditation.



Participants during the Yoga session

Rajkot Management Association

Family Business Symposium

Rajkot Management Association along with other organisations like Shapar Veraval Industrial Association (SVIA), Rajkot Engineering Association (REA), and RJC supported a Family Business Symposium organised by Marwadi University on 7th June. The Vice President of the University Mr. Jitubhai Chandrana and all 9 Deans of the University graced the event with their inspiring presence. It was a privilege to listen to the Chief Guest Shri Govind Dholakia, Founder Director, SRK EXIM, as he shared his extraordinary experiences and wisdom of life, family, and business. The event had an august presence of Mr. Deepakbhai Suchde, former Chairman, RMA; Ms. Dhartiben Rathod, VP-Academia, RMA; Mr. Dinkarbhai Desai, Executive Committee, RMA and Mr. Sushilkumar Nayudu, former Executive Committee, RMA. Around 43 participants from corporate and 680 students attended the symposium.



(L to R) Mr. Sushilbhai Nayudu; Ms. Dhartiben Rathod; Mr. Dinkarbhai Desai and Mr. Deepakbhai Suchde

Rohilkhand Management Association

Rohilkhand Management Association organised a symposium on 18th June on 'People's Participation in Environment Protection and Ecological Development'. The symposium was presided by Mr. Santosh Kumar Gangwar, Chairman, Parliamentary Committee on Public Undertakings, M.P., Bareilly and the Chief Guest was Dr. Arun Kumar, Hon'ble Minister of State (Independent Charge), Environment and Forest, Zoological Garden and Climate Change, Government of Uttar Pradesh. The key speaker was Mountain man, Padma Bhushan, Padma Shri Dr. Anil Prakash Joshi, environmentalist, green activist, and the founder of Himalayan Environmental Studies and Conservation Organization (HESCO), a Dehradun-based voluntary organisation developing sustainable technologies that are ecology inclusive economy for ecosystem development. Mr Santosh Kumar

Gangwar and Dr. Arun Kumar emphasised that every citizen must plant a tree at appropriate places with tree guards and ensure its growth. The special guest of honour, Dr. Ghanshyam Khandelwal, Chairman of B.L. Agro Industries Ltd. also shared his views about protection of environment and ecological development and informed that we need to maintain a balance between utilisation of natural resources and returning the same to the nature. Dr. Manish Sharma, President, R.M.A also shared his views on the topic which were received well by the audience. The programme concluded with a pledge by all the participants to protect environment by planting a tree and other necessary ways as suggested by speakers.



(L-R) Mr Qadir Ahmad; Dr. Vinay Khandelwal; Dr. Arun Kumar; Mr Santosh Kumar Gangwar; Dr. Anil Prakash Joshi; Dr. Ghanshyam Khandelwal; Dr. Manish Sharma and Dr. Neeraj Saxena

Thrissur Management Association

Report of Industrial Mentoring

A TMA team comprising of experts in the food processing industry, management consulting, and cost accountancy did a detailed study of the operations, marketing, financials, and labour relationship of Foster foods which was struggling to stay afloat the past few years. The team compiled its recommendations to the owner of Foster foods, Ms. Farseena Anwar, on 3rd June at the District Industries Centre (DIC), Thrissur.



CMA Madhu A P (TMA Industrial Mentoring Committee Member) handing over Report to Foster Foods – MD, Ms. Farseena Anwar

TMA-Aquastar Green Project Award 2022

On 6th June, TMA presented the TMA-Aqua Star Green Project Award to Mr. T S Pattabhiraman, the CMD of Kalyan Silks, for the outstanding cause he undertook cleaning the heavily polluted Vadakkechira pond in the heart of Thrissur town. Mr. V K Raju, Assistant Commissioner of Police and Sub Divisional Police Officer, Thrissur City was the chief guest for the occasion. He admired the efforts of Kalyan group in accomplishing such a project and added that the restoration of the pond to its former glory helped bring a new life to the area.



Presentation of TMA-Aquastar Green Project Award 2022 to Mr. T S Pattabhiraman CMD Kalyan Silks



Managing Committee Meeting

On 8th June, TMA Managing committee reviewed the past activities and discussed the upcoming activities, including the upcoming election for the next year’s committee, and the bye-law amendments required. The meeting was hosted by the President and the Secretary.

(L-R) CA Geo Job, Vice President; Mr. K Paul Thomas, Sr. Vice President; Er Vinod Manjila, President; Er. Francis George, Hon Secretary and CA Jeen Paul, Hon. Treasurer

MDP

TMA organised a session on 9th June with the CEO of TMA, Mr. Joy Joseph who addressed the students of Christ College, Irinjalakuda on the topic ‘Leaping out of the comfort zone’. He spoke about how making bold decisions, especially at a young age, can help one get out of the comfort zone and further one’s career. He emphasised that making mistakes and facing challenges were part of the overall growth of a person. The students were very inspired by the session and demanded more such sessions in the future.



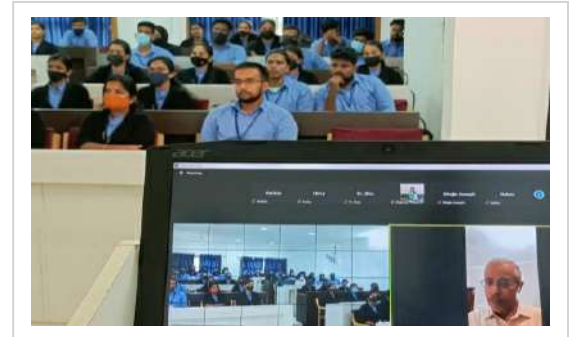
Mr. Joy Joseph, CEO, TMA addressing the participants



TMA organised a session on 15th June with the TMA student chapter coordinator, CMA Madhu A P, who addressed the students of Christ College, Irinjalakuda. He emphasised the need to communicate effectively by saying the right thing to the right person at the right time. He also covered the importance of building leadership qualities during college life, time management to cope up with the ever-changing demands of the environment, and the need to honour social commitments as a good citizen.

MDP by CMA Madhu A P (Coordinator, TMA Students Chapter)

On 17th June, Er. George Paul, the former Executive Director of Bharat Petroleum addressed the TMA student chapter at Sahrdaya Institute of Management Studies (SIMS) on the topic 'My Journey in BPCL'. He spoke about how BPCL took a lot of pride in building great teams of competent individuals, leveraging people and technology, and creating a learning culture. It was a very interactive session for which the participants gave excellent feedback.



Er. George Paul, Former Executive Director, BPCL addressing the student chapter members of Sahrdaya Institute of Management Studies



Er. Francis George, Hon. Secretary, TMA addressing Chapter Members

On 18th June, the Hon. secretary of TMA, Er. Francis George, and the student chapter coordinator, CMA Madhu A P addressed the students of IES Engineering College, Thrissur. Er. Francis George talked about developing a personal growth mindset, and how TMA helps the students in doing that. His session was interlaced with interesting fun-to-watch videos that drove home his points while entertaining the students.

Young Leaders of Thrissur

TMA youth wing, Young Leaders of Thrissur (YLT) organised a session with Mr. Prakash Pattabhiraman, the Managing Director of Kalyan Silks, who spoke passionately from his heart about how bold moves, a clear vision, and a gut feel of the market, among other things, helped grow the Kalyan brand to what it is today. He also touched upon how the Kalyan group instilled a healthy value system in the very core of the family business while developing and executing a growth-oriented vision for the company.



Mr. Prakash Pattabhiraman, Managing Director, Kalyan Silks addressing the participants

On 18th June, TMA youth wing, Young Leaders of Thrissur held a session with Dr. Rajesh Nanarpuzha, Professor at IIM Udaipur, who spoke that people who take risks become successful because that trait (Edgeworks) helps them test the limits and invent and discover new things. He also spoke about how strategies of many companies evolved over a period to address the common anxieties of local people in order to build a brand-connect.



Dr Rajesh Nanarpuzha (Faculty, IIM Udaipur) addressing



Er Vinod Manjila, President TMA inaugurating the Chakravyuh: TMA Student Conclave

TMA Student Conclave

TMA conducted its first ever Students Conclave named 'Chakravyuh' on 24th June at Chirst College, Irinjalakuda. The Conclave was inaugurated by Ms. Niranjana M, the UPSC rank holder who inspired the students by sharing how she accomplished her success by learning from prior failures, and through hard work, determination, and grit.

12th TMA-Hykon Business Plan Contest

TMA launched the 12th TMA-Hykon All-India Business Plan Contest (BPC) on 15th January and was conducted in March and April. 32 teams from all over India participated in the contest. The prizes were distributed during the student's conclave named 'Chakravyuh' held at Christ College, Irinjalakuda on 24th June. During the ceremony, the CMD of Hykon, Er. Christo George inspired the students by sharing his thoughts about entrepreneurship success.



Prize Distribution of 12th TMA-Hykon Business Plan Contest

Best Student Chapter Award Presentation

TMA witnessed unprecedented growth on the student chapter front this year, with 20 student chapters comprising over 1600 members. The student chapters were invited to nominate themselves for the Best Student Chapter Award. A committee carefully evaluated the merits of each nominee against pre-determined criteria and chose Christ College, Irinjalakuda as the winner. The prize was presented at the student chapter conclave (Chakravyuh) on 24th of June.



Presentation of TMA Best Student Chapter Award



Presenting TMA-Beeline Special Achievers Prize to Mr. Sooraj P R

Presentation of TMA-Beeline Special Achievers Prize

On 24th June, TMA presented the TMA-Beeline Special Achiever's Award to Mr. Sooraj P A, who founded 'Ecomade' which engages persons with disabilities in making seed pens which are sold via social media marketing. The award was presented by the TMA Past President, Er. Anand Menon at Christ College, Irinjalakuda.

Webinar

TMA organised a webinar on 29th June along with Indo-American Chamber of Commerce (IACC). The chief guest, Mr. T P Sreenivasan, the former ambassador of India spoke about the roller-coaster relationship that India has historically had with the US and continues to the present day. With his rich experience in diplomatic relations, he gave valuable insights into how the geo-political tensions, changing balance of economic power, covid pandemic, and other factors shape the relationships between various countries.



Mr. T.P. Sreenivasan, IFS (Former Ambassador of India) addressing

Student Chapter Merit Day

TMA President, Er. Vinod Manjila was the chief guest for the Merit Day function on 30th June at Christ College, Irinjalakuda, which is one of the TMA students chapters. In his address, he spoke about the need for today's youth to reposition themselves every three years in order to adjust to the ever-changing environment around.



Er. Vinod Manjila - President, TMA addressing the delegates



ADVANCED CERTIFICATE PROGRAMME IN BUSINESS CONSULTING

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

Eligibility

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

Duration

The duration of the programme is 6 months.

Programme Fees

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

AIMA Events Calendar

Event	Programme Chairman/Director	Venue	Date
58th LeaderSpeak session on Policybazaar: Platform to player	Mr Alok Bansal Co-founder & Executive Vice Chairman, PB Fintech Limited	Online	20 July 2022
59th LeaderSpeak session on Strengthening Leadership	Ms Vinita Bali, Independent Director on Global Boards and former Managing Director – Britannia	Online	28 July 2022
AIMA Leadership Workshop		Online	29 July 2022
9th Business Responsibility Summit 2022		Online	04 August 2022
Online Programme on Consumption & Brands		Online	06 August 2022
PSU Summit		New Delhi	09 August 2022
60th LeaderSpeak session on The Metaverse Conversation	Mr Rajan R Navani, Vice Chairman & Managing Director, Jetline Group of Companies JetSynthesys	Online	18 August 2022
Social and Digital Marketing Retreat		Goa	21-23 August 2022
2nd National Shaping Young Minds Programme		Online	26 August 2022
Programme on Strategy		Online	27 August 2022
1st AIMA Aspire Women Speak Series	Naina Lal Kidwai Indian Banker, Senior Adviser & Board Member, Rothschild & Co India and Former Chairman of HSBC India	Online	01 September 2022
Programme on Consumption & Brands		Online	03 September 2022
AIMA Convocation		New Delhi	09 September 2022

Event	Programme Chairman/Director	Venue	Date
Programme on HR		Online	10 September 2022
3rd Womens Leadership Workshop		Online	16 September 2022
National Management Convention		New Delhi	20-21 September 2022
Boot Camp for Mid-Level Managers		Jim Corbett National Park	29 Sep-01 Oct 2022
2nd AIMA Aspire Women Speak Series	Vanitha Naraynan Independent Director and Former Chairman, IBM India Pvt Ltd	Online	03 October 2022
AIMA CEOs Delegation to Silicon Valley		USA	10-14 October 2022
US India Conference		USA	11 October 2022
Global Advanced Management Programme, USA		USA	27 Nov-03 Dec 2022
Innovation Practitioner's Case Study Competition		Online	December 2022
Senior Leadership Retreat		Goa	20 - 22 December 2022

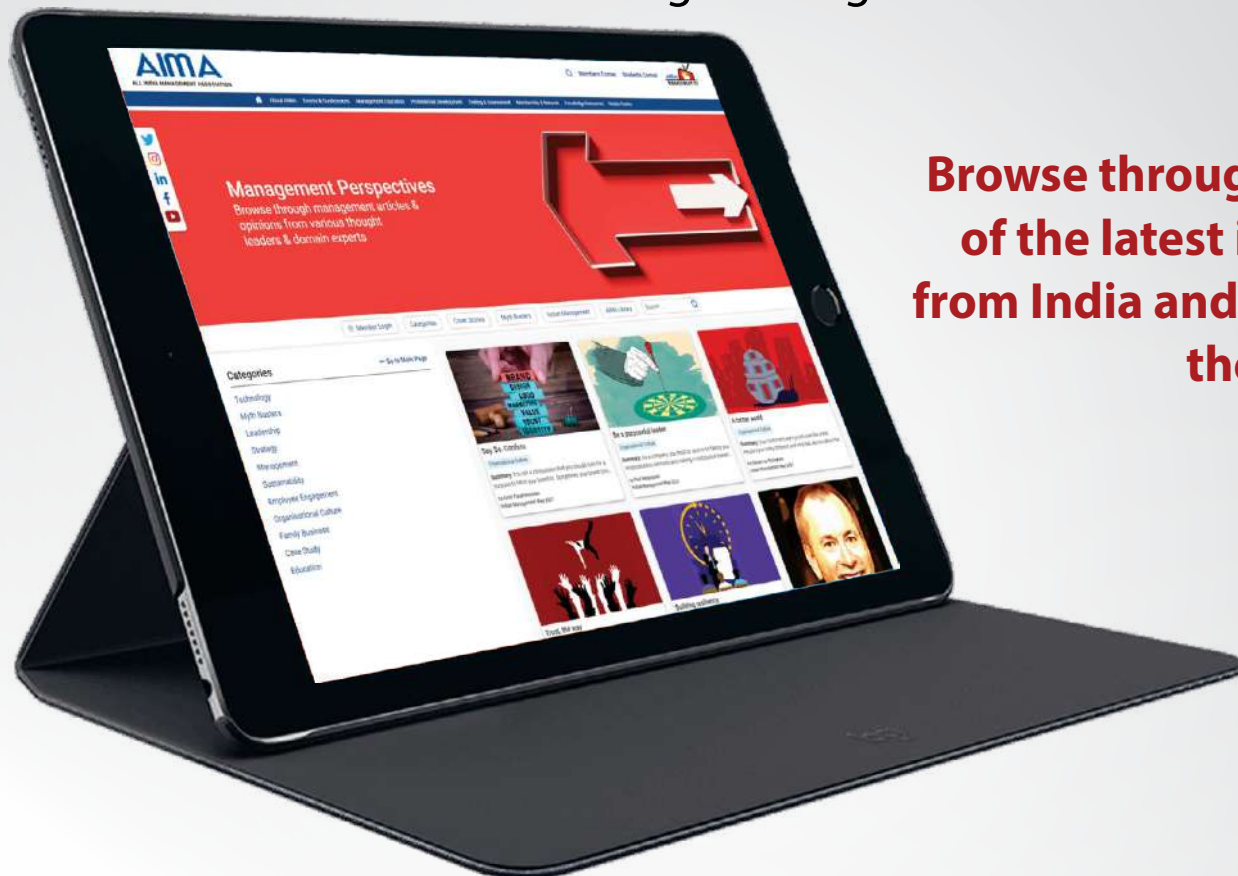
To view full calendar please visit www.aima.in

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

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