

AIMA News

AIMA'S MONTHLY E-MAGAZINE

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

JULY 2021



Dear Readers,

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

The past few weeks have been busy at AIMA as the organisation continued to reach out to aspiring and practicing managers through its various services and programmes, not just in India but overseas as well.

AIMA was one of the Partners of the annual Horasis India Meeting held virtually, which witnessed a gathering of 400 senior leaders and professionals from all over the world. AIMA contributed to the discussions with a high profile delegation of speakers. In a first, AIMA hosted a special digital plenary session on 'India's Health Emergency - Delivering Vaccines to All, and Now' chaired by Mr Sunil Kant Munjal and also addressed by Mr Harsh Pati Singhania, Dr Naresh Trehan, Ms Preetha Reddy and myself. Introduced 13 years ago, the Horasis India Meeting has become key annual gathering of Indian business leaders and their global counterparts.

AIMA also supported the India - Singapore Mediation Summit 2021, which explored ideas around mediation as a mainstream form of Dispute Resolution. This landmark event was addressed by the Chief Justice of India - Mr N V Ramana and Mr Sundaresh Menon - Chief Justice of Singapore; Mr Edwin Tong, SC, Minister of Culture, Community and Youth and Second Minister for Law; Mr Amitabh Kant, CEO of Niti Ayog and many other distinguished panellist who discussed the role of mediation in reducing pendency in India. Further details are carried inside.

AIMA's hugely popular LeaderSpeak Series continued to gain traction with the roll out of two more sessions this month. Dr Mrityunjay B Athreya, Indian author, Educationist and Management Advisor addressed the 46th LeaderSpeak session on the theme 'The China Challenge to Indian Management'; while Dr Gagandeep Kang (FRS), Professor, The Wellcome Trust Research Laboratory, Christian Medical College, Vellore shared some important insights on 'Measuring what matters in Public Health and Pandemics' in a separate session. Mr Harsh Pati Singhania and Mr Sunil Kant Munjal were the moderators of the 46th and 47th LeaderSpeak sessions respectively. Both programmes witnessed participation in large numbers with viewers joining through Zoom, Facebook, Twitter and YouTube.

In addition, AIMA organised an online version of its 8th Business Responsibility Summit and Project Excellence Contest & Awards recently. Dr Bhaskar Chatterjee, Secretary-General, Indian Steel Association delivered the theme address and the inaugural address was given by Mr Harsh Pati Singhania. The Summit focused on the stellar role that corporates and civil society have played in executing CSR projects, and also honoured companies and civil society organisations for outstanding CSR work.

Continuing its tradition of providing platforms to showcase and highlight accomplishments, AIMA organised another edition of its women centric programme Pragati - Celebrating Achievements of Women on the theme 'Choose to Challenge-Scale Heights', chaired by Ms Veena Swarup, Former Director HR, EIL. The inaugural address was delivered by Dr Tessa Thomas, Distinguished Scientist & Director General, (Aeronautical Systems), Defence Research & Development Organisation, while the keynote address was given by Mr Harsh Pati Singhania. The programme also included a Best Practices Competition on the theme 'The New Workplace - Best Practices' as well as a National level Women's Quiz.

Brief reports can be found inside along with updates from AIMA and the Local Management Associations, as well as some interesting articles on management.

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

Warm Regards

Rekha Sethi
Director General

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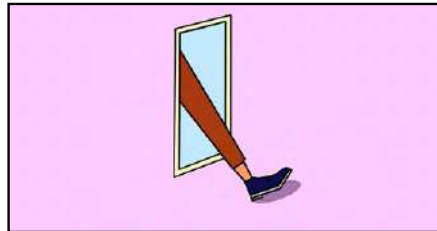
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AIMA

ALL INDIA MANAGEMENT ASSOCIATION

48th National Management Convention

Beyond Recovery: New Rules of the Game

22-23 September, 2021- ONLINE

SPEAKERS

Sanjay Kirloskar
Convention Chairman & Chairman & Managing Director, Kirloskar Brothers Ltd

General MM Naravane
PVSM, AVSM, SM, VSM, ADC Chief of the Army Staff, Indian Army

Piyush Goyal
Minister of Commerce & Industry, Consumer Affairs & Food & Public Distribution and Textiles, Government of India and Leader of House, Rajya Sabha

Shaktikanta Das
Governor, Reserve Bank of India

Harsh Pati Singhania
President, AIMA & Vice Chairman & Managing Director, JK Paper Ltd

(Alphabetical order, first name wise)

Azad Moopen
Founder Chairman and Managing Director Aster DM Healthcare

C K Ranganathan
Senior Vice President, AIMA and Chairman & Managing Director, CavinKare Pvt Ltd

Devendra Chawla
Managing Director & CEO Spencer's Retail and Nature's Basket

Devi Prasad Shetty
Chairman and Executive Director, Narayana Health

Kabir Bedi
Indian Film Actor

K Srinath Reddy
President, Public Health Foundation of India

Nikhil Meswani
Executive Director, Reliance Industries Ltd

Nikhil Sawhney
Vice Chairman & Managing Director, Triveni Turbine Ltd

Nitin Nohria
Distinguished Service University Professor, Harvard University and Former Dean, Harvard Business School

Pranjal Sharma
Economic Analyst, Advisor and Writer & Author-India Automated

Puneet Chhatwal
Managing Director & CEO The Indian Hotels Company Ltd

Rekha Sethi
Director General, AIMA

Shabana Azmi
Indian Film Actor

Shrinivas Dempo
Vice President, AIMA and Chairman Dempo Group of Companies

Sudhir Jalan
Chairman & Managing Director, Meenakshi Tea Co Ltd

Suneeta Reddy
Managing Director Apollo Hospitals Group

Sunil Kant Munjal
Chairman, Hero Enterprise

Vikram Chandra
Founder, Editorji Technologies

Registration Details

- The participation is through "Invitation only". There is no fee for participation.
- Pre-registration and confirmation is MUST for participation.

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Horasis India Meeting

AIMA hosted a special digital plenary session on 'India's Health Emergency - Delivering Vaccine to All, and Now'



(L-R) Mr Sunil Kant Munjal, Chairman, Hero Corporate Services; Mr Harsh Pati Singhania, President, AIMA and Vice Chairman and Managing Director, JK Paper; Dr Naresh Trehan, Founder, Medanta; Ms Preetha Reddy, Vice Chairperson, Apollo Hospitals and Ms Rekha Sethi, Director General, AIMA

AIMA was one of the Partners of the annual Horasis India Meeting held on 24 July 2021. The meeting was held virtually using Horasis digital conferencing platform, with a gathering of 400 of the most senior members of the Horasis Visions Community. The meeting discussed how to overcome the Covid-19 crisis and how to inspire India's future. AIMA contributed to the discussions with a high profile delegation of speakers.

AIMA hosted a special digital plenary session on 'India's Health Emergency - Delivering Vaccine to All, and Now' chaired by Mr Sunil Kant Munjal, Chairman, Hero Corporate Services. Speaking at the session Mr Munjal shared with the delegates that India hopes to have vaccinated 950 million by the end of 2021, but

it is an ambitious and challenging programme. India needs to boost its rural health care capacity including training and using technology, he opined. Mr Harsh Pati Singhania, President, AIMA and Vice Chairman and Managing Director, JK Paper observed that there was a huge learning curve during India's second Covid wave, and it is now seen that India needs a better link between the Central and States governments in these matters.

Dr Naresh Trehan, Founder, Medanta emphasised that the virus is unpredictable, and that there was an ongoing race between the virus mutation and vaccination of the population. Ms Preetha Reddy,

Vice Chairperson, Apollo Hospitals stated that while they didn't initially have enough action nodes in their system to fight the pandemic, their Hospitals have now ramped-up and others have also increased capacity. Delivering the introductory remarks, Ms Rekha Sethi, Director General, AIMA shared that the government's decision to increase orders for vaccines and permit vaccine imports should improve its supply; while the availability of more kinds of vaccines through multiple channels should speed up vaccination in India.

Introduced 13 years ago, the Horasis India Meeting has become the foremost annual gathering of Indian business leaders and their global counterparts. With this meeting, Horasis offers business and government to discuss a wide range of issues related to the Indian economy. The location of the meeting rotates annually, and has been held in Munich (2009), Madrid (2010), Naples (2011), Antwerp (2012), Belfast (2013), Liverpool (2014), Interlaken (2015), Cascais (2016), Interlaken (2017), Malaga (2018) and Segovia (2019), and virtually in 2020.

India-Singapore Mediation Summit 2021

AIMA extended support as Event Partner at the India - Singapore Mediation Summit 2021, to explore ideas around mediation as a mainstream form of Dispute Resolution held on 17th July. This landmark event was addressed by the Chief Justice of India Mr NV Ramana; Chief Justice of Singapore Mr Sundaresh Menon; Mr Edwin Tong, SC, Minister of Culture, Community

and Youth and Second Minister for Law; Mr Amitabh Kant, CEO of Niti Ayog and many other distinguished panellist who discussed the role of mediation in reducing pendency in India, and in improving the ease of doing business across borders. The Summit was a real success with over 3000 participants from all over the globe.



(L-R) Mr N V Ramana, Chief Justice of India; Mr Amitabh Kant, CEO of Niti Ayog; Mr Edwin Tong, SC, Minister of Culture, Community and Youth and Second Minister for Law and Mr Sundaresh Menon, Chief Justice of Singapore

LeaderSpeak Sessions

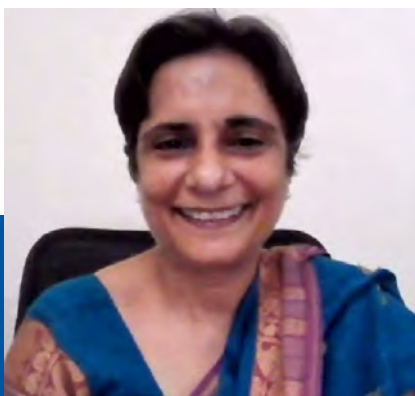


(L-R) Mr Harsh Pati Singhania, President AIMA and Vice Chairman & Managing Director, JK Paper Ltd.; Dr Mrityunjay B Athreya, Indian author, Educationist and Management Advisor and Ms Rekha Sethi, Director General, AIMA

The forty-sixth AIMA LeaderSpeak session was held on 13th July 2021 with Dr Mrityunjay B Athreya, Indian author, Educationist and Management Advisor. The theme of the session was 'The China Challenge to Indian Management' and the session was moderated by Mr Harsh Pati Singhania, President AIMA and Vice Chairman & Managing Director, JK Paper Ltd. Ms Rekha Sethi, Director General, AIMA, introduced the speaker

and the session. Dr Athreya emphasised how China's rise as a military and economic superpower is casting a shadow on India. The Indian management today is in a dilemma in resetting its values and practices to adjust to the new economic compulsions and opportunities.

Another session was held on 05th August 2021 on the theme 'Measuring what matters in Public Health and Pandemics'. Dr Gagandeep Kang (FRS), Professor,



(L-R) Dr Gagandeep Kang (FRS), Professor, The Wellcome Trust Research Laboratory, Christian Medical College, Vellore and Mr Sunil Kant Munjal, Past President, AIMA and Chairman, Hero Enterprise

The Wellcome Trust Research Laboratory, Christian Medical College, Vellore was the speaker. Mr Sunil Kant Munjal, Past President, AIMA and Chairman, Hero Enterprise moderated the session. Dr Gagandeep Kang emphasised on how since the beginning of Covid 19, people are often not very clear about vaccines relationship with mask and social distancing and also not clear on what is working and what is not working. Today we need to think about universal healthcare and that can be achieved only if everyone has an access to healthcare. To solve the problem of Covid 19, we need

to work on the factors that influence the decision of people on taking vaccination - We need to convince people on the safety aspect as well as communicate effectively to build trust in the community. There is a strong need to stop the spread of misinformation and also educate people on the risk-benefit ratio of taking the vaccine. Promoting awareness on how getting vaccinated tremendously reduces the possibility of getting a severe disease is very important. The session was very well received by the participants.

AIMA - UNESCO MGIEP - International Day of Kindness



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

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

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

may also be shared by filling separate forms.

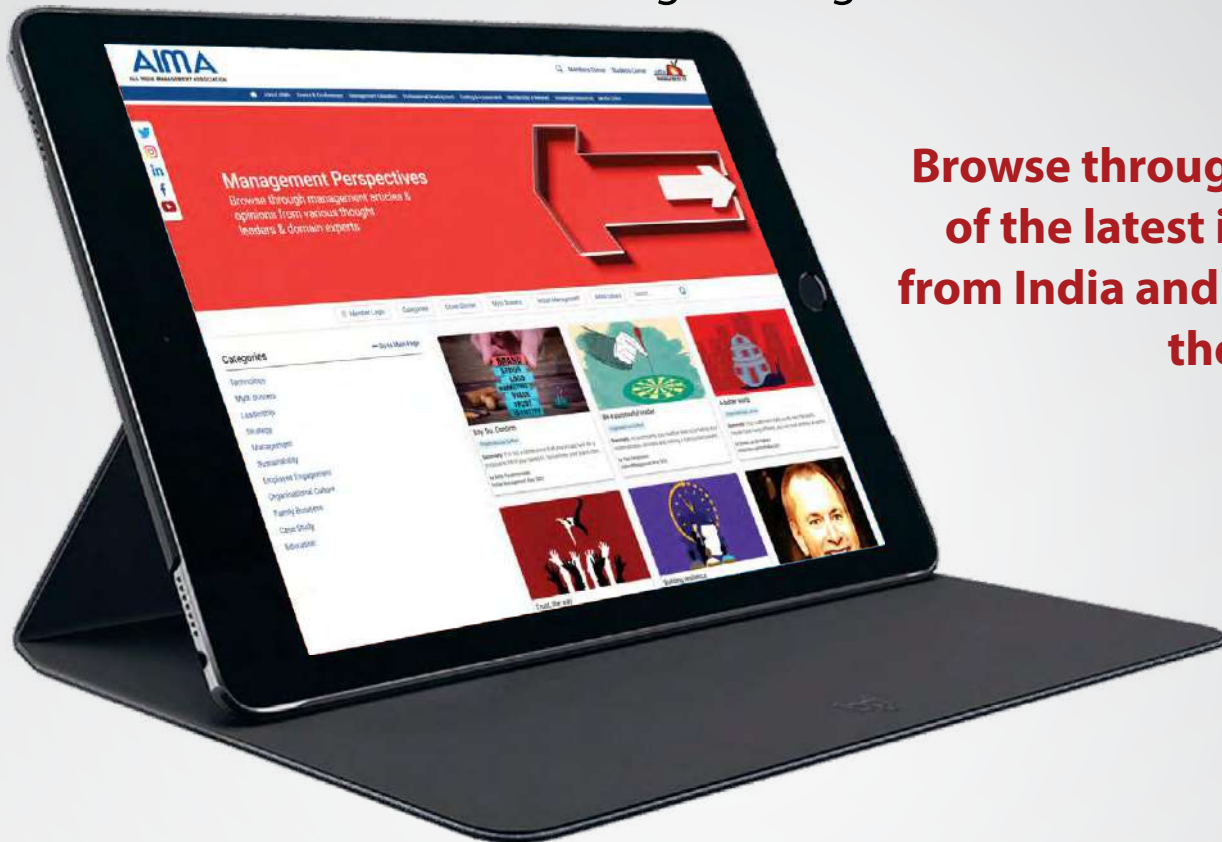
The story may please be shared in about 500 words through the web form link

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

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

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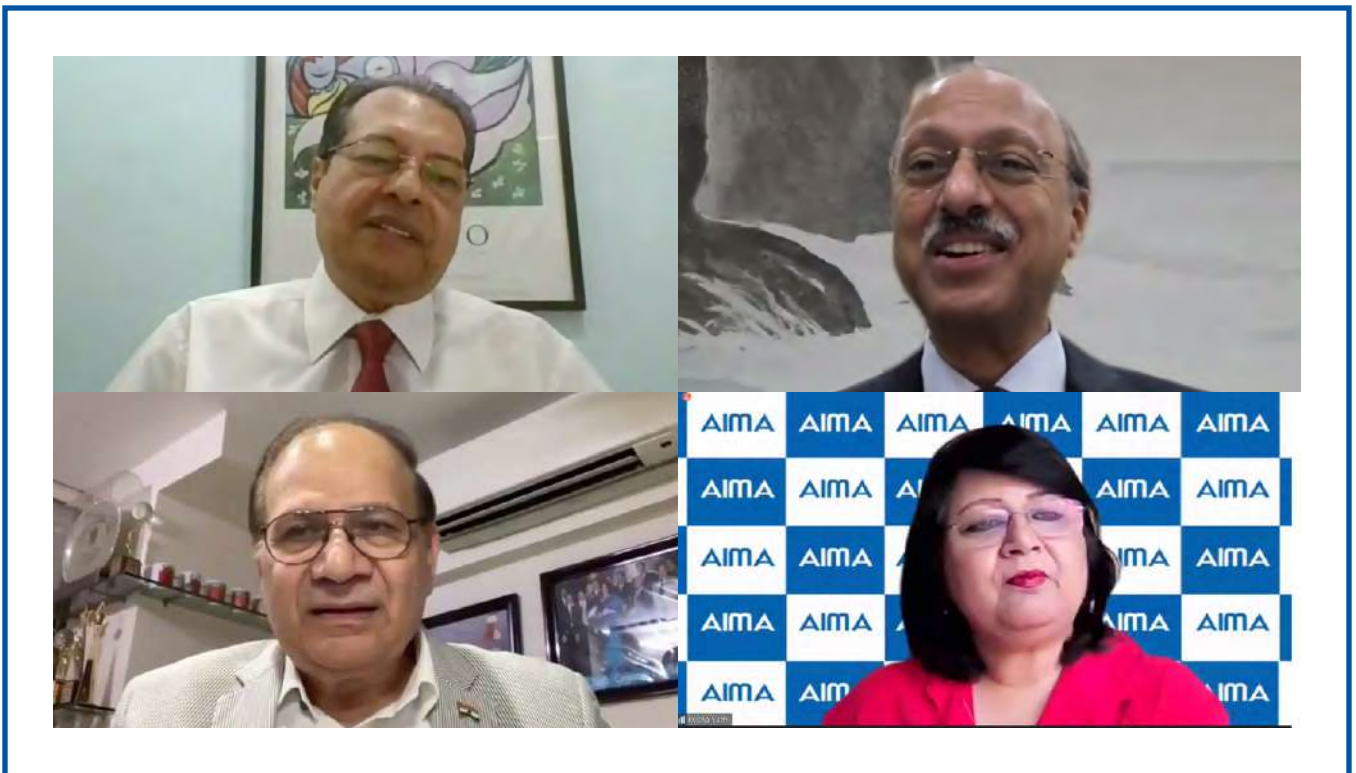
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8th Business Responsibility Summit



(L-R) Dr Bhaskar Chatterjee, Secretary General, Indian Steel Association; Mr Harsh Pati Singhania, President, AIMA & Vice Chairman & Managing Director, JK Paper Ltd; Mr RS Sharma, Former Chairman, ONGC and Ms Rekha Sethi, Director General, AIMA

AIMA organised the 8th Business Responsibility Summit and Project Excellence Contest & Awards on 5th-6th August 2021. Dr Bhaskar Chatterjee, Secretary-General, Indian Steel Association delivered the theme address and the inaugural address was given by Mr Harsh Pati Singhania, President, AIMA & Vice Chairman & Managing Director, JK Paper Ltd. Ms Rekha Sethi, Director General, AIMA delivered the welcome address. The Summit focused on the stellar role that corporates and civil society have played in executing CSR projects.

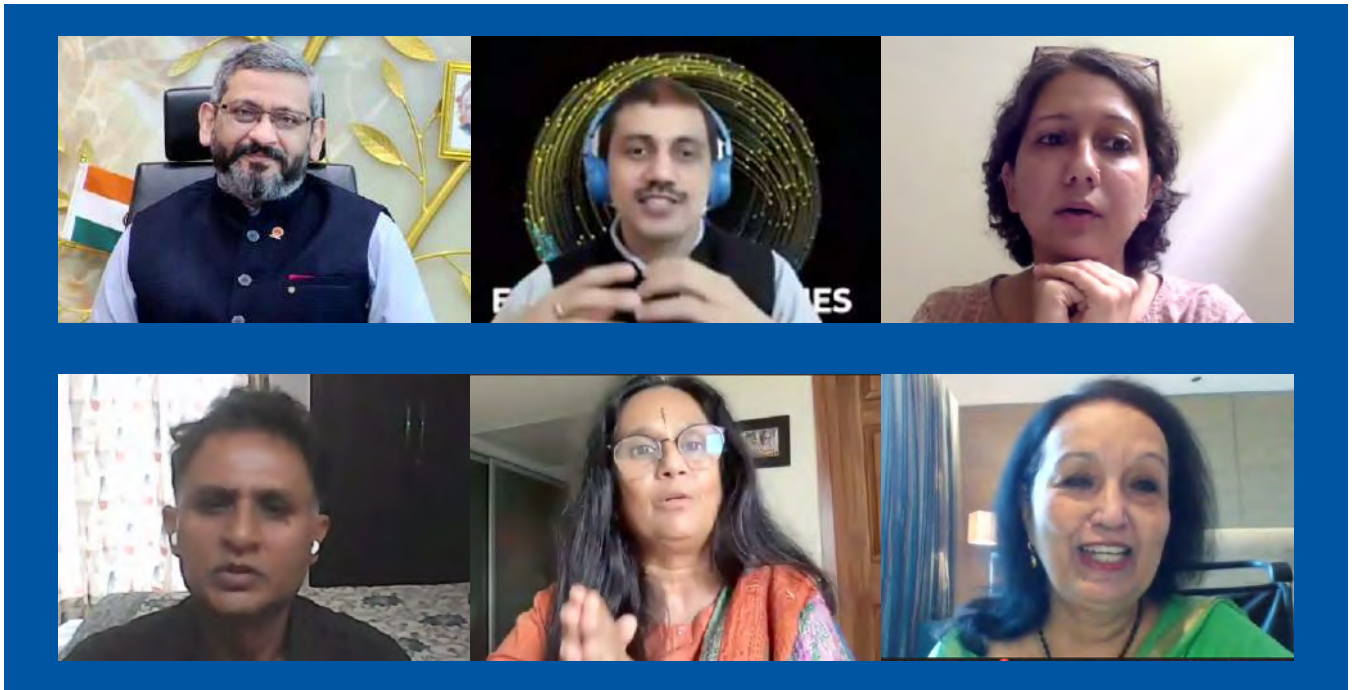
Eminent leaders who addressed the Summit included Mr RS Sharma, Former Chairman, ONGC; Ms Mohini

Daljeet Singh, Trustee & Advisor, Max India Foundation; Mr Atul Bagai, Country Head, United Nations Environment Programme, India Office; Ms Syna Dehnugara, Chief Brand Officer, LetsVenture; Ms Alka Mittal, Director HR, ONGC; Mr Ramashankar Pande, MD, Hella India Lighting Ltd; Ms Neelam Gupta, Founder President & CEO, AROH Foundation & Mr Nikhil Pant, CEO, REACHA. This was followed by a fireside chat session between Mr Ranjan Kumar Mohapatra, Director HR, Indian Oil Corp & Ms Mohini Daljeet Singh.

The Summit also honoured companies and civil society organisations who have done outstanding work and

showcased exceptional Covid and non-Covid related CSR projects. The winner in the Covid Category was Unilever, and ONGC won in the non-Covid category. Indian Oil Corp and Tech Mahindra Foundation were

1st Runner up and 2nd Runner up in the Covid category respectively. In the non-Covid category, NTPC was the 1st Runner up, and Odisha Mining Corporation & Schneider Electric shared the 2nd Runner up position.



(L-R) Mr Ranjan Kumar Mohapatra, Director HR, Indian Oil Corp; Mr Ramashankar Pande, MD, Hella India Lighting Ltd; Ms Syna Dehnugara, Chief Brand Officer, LetsVenture; Mr Nikhil Pant, CEO, REACHA; Ms Neelam Gupta, Founder President & CEO, AROH Foundation and Ms Mohini Daljeet Singh, Trustee & Advisor, Max India Foundation President & CEO, AROH Foundation

Pragati - Celebrating Achievements of Women



(L-R) Mr Harsh Pati Singhania, President, AIMA and Vice Chairman & Managing Director, JK Paper Ltd; Dr Tessy Thomas, Distinguished Scientist & Director General, (Aeronautical Systems), Defence Research & Development Organisation; Ms Veena Swarup, Former Director HR, EIL; Ms Rekha Sethi, Director General, AIMA and Mr Neeraj Kapoor, Director, AIMA

AIMA organised Pragati - Celebrating Achievements of Women virtually on the theme 'Choose to Challenge-Scale Heights' on 8th & 9th July 2021 on the digital platform. Dr Tessy Thomas, Distinguished Scientist & Director General, (Aeronautical Systems), Defence Research & Development Organisation delivered the Inaugural address and Mr Harsh Pati Singhania, President, AIMA and Vice Chairman & Managing Director, JK Paper Ltd was the Keynote speaker for the conference. Ms Veena Swarup, Former Director HR, EIL was the Conference Chairperson. The introductory remarks were delivered by Ms Rekha Sethi, Director General, AIMA and Mr Neeraj Kapoor, Director, AIMA delivered the concluding remarks.

Some of the other prominent speakers who addressed the conference included Ms Shweta Rajpal Kohli, Chief Public Policy Officer, Sequoia Capital India, Dr Monica Khanna, Director and Marketing Professor, K J Somaiya Institute of Management; Ms Kalpana Jain, Partner, Deloitte, India; Ms Suparna Tandon, General Manager, NABARD, Mary Rupa Tete, Vice President, USHA Social Services; Mr Jaijit Bhattacharya, Founder, CEO, Zerone Microsystems; Mr Ritesh Tiwari, Partner, KPMG in India; Ms Pavithra Ravishankar, Release Train Engineer, Robert Bosch Engineering & Business Solutions; Ms Gunjan Tandon, Manager-Project Engineering- C&I, NTPC Ltd; Ms Simran Kodesia, Marketing & Communications

Lead, Airbnb India & South East Asia; Ms Charu Agarwal, Technical advisor to Project Her&Now GIZ; Mr Shantanu Saha, Founder & CEO - The Recruiters; Dr Shikha Sharma, Founder and Managing Director, Nutriwel Health; Mr Kartik Sharma, Co-Founder, DcodeAI and Ms Sanchita Mukherji, Co-Founder and Partner, BLUE EDGE.

This Pragati included the Best Practices competition on the theme 'The New Workplace - Best Practices' & National level -Women Quiz. Both the competitions received an over whelming response with 30 Best

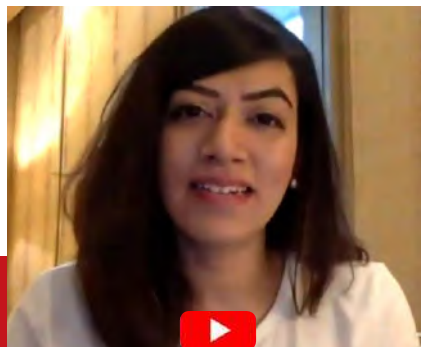
Practices cases and 60+ quiz teams registered from both PSU & Private sector organisations

Superpro emerged as the Champion whereas ONGC and Pernod Ricard were declared runners up I & runners up II respectively for the Best Practices competition. The top 3 Best Practices were presented in the conference. AIMA's National level only-Women Quiz was conducted by the quiz master Mr Ajay Poonia. Reserve Bank of India was declared as the Champion, followed by SAIL – Bokaro and GAIL India as the 1st Runners-up and 2nd Runners-up respectively.

YLC Online Sessions



Mr Amit Mookim, Managing Director; IQVIA South Asia



Ms Tanya Singh, YLC Member



Dr Marcus Ranney, Founder & CEO of Human Edge and Senior Fellow to the Atlantic Council

AIMA YLC organised a session on 9th July 2021 on the theme 'Reimagining Digital Healthcare'. Mr Amit Mookim, Managing Director, IQVIA South Asia and Dr Marcus Ranney, Founder and CEO of Human Edge, Senior Fellow to the Atlantic Council were the speakers

of the session and Ms Tanya Singh, YLC Member was the moderator. COVID has tested healthcare systems globally and has exposed the gaps in the entirety of functioning in turn opening up opportunities to grow and Innovate. The healthcare fraternity is coming

forward and ideating on a new initiative to cover up these areas of negligence not just for the short term but also to prepare for the future. Dr Marcus brought in the importance of behavioural science in preventative measures.

Another interesting session on the media and entertainment industry was held on 30th July 2021 on the theme 'New Frontier for Media Tech: Landscape & Opportunities'. Mr Vivek Jain, Head Market Partnerships APAC, Stripe, Ex COOTimes Internet; Mr Vinit Karnik,

Business Head, ESP Properties and Mr Tarun Katial, Ex CEO, Zee 5, Co-Founder & Investor, Serendipity Media Technology Pte were the speaker of the session and moderated by Ms Syna Dehnugara, CBO LetsVenture & YLC Co-Chair Tech Startup. The speakers gave insights into how the industry has accepted digital platforms as mainstream. Startups in the tech industry are leading the way in being the influencers of the OTT industry. The content has massively shifted in the way advertisers are looking at endorsements. Social commerce, creators economy, Gaming are the game changers.



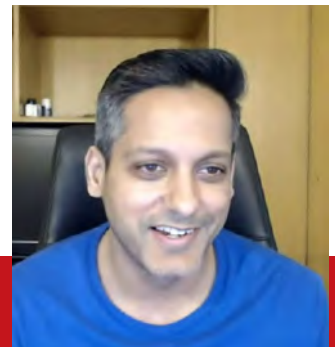
Mr Tarun Katial, Ex CEO, Zee 5, Co-Founder & Investor, Serendipity Media Technology Pte



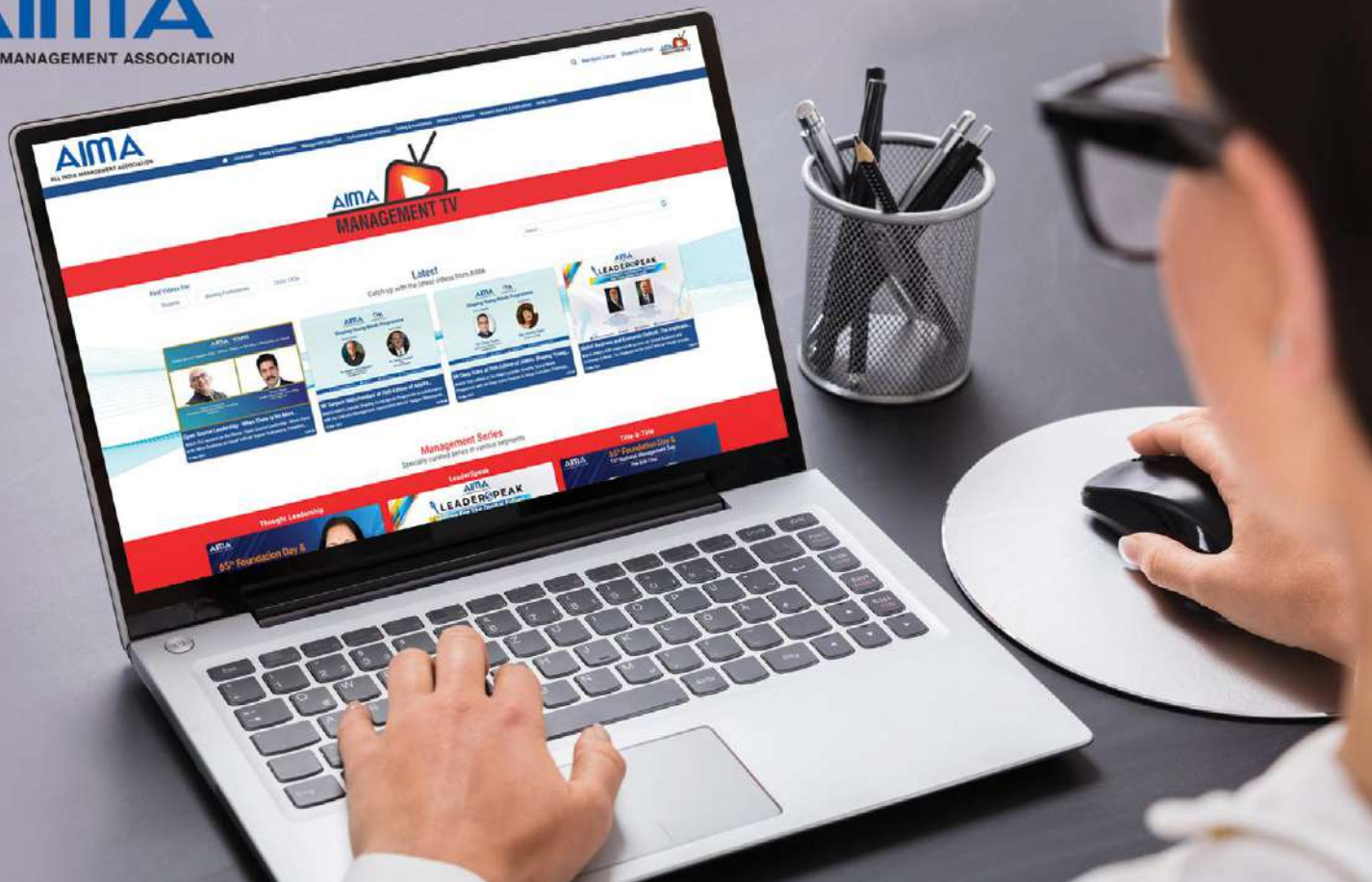
Mr Vinit Karnik, Business Head at ESP Properties



Ms Syna Dehnugara, CBO LetsVenture & YLC Co-Chair Tech Startup



Mr Vivek Jain, Head Market Partnerships APAC, Stripe, Ex COO, Times Internet



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No Danish delicacy, this!

Before proceeding on a trip to Europe, I called my friend - the Indian ambassador to the land of the Mermaid- to ask if he needed anything from home. Agra-ka-petha was his simple and inexpensive request. Promptly the delicacy was arranged through friendly couriers on the Taj Express. I packed it up in my suitcase, having taken care that the stuff was dry - not the juicy variety - and that everything was heat-sealed in double poly bags.

The carousel at Copenhagen kept going round and round. There were all sorts of bags on it but not mine. "It's happened again," I muttered to myself, cursing the airline cargo handlers, as I made my way to the 'Lost and Found' counter, to present my baggage tag. After much excited and unintelligible chatter, and yet another visit to the now empty carousel. I was told that my bag must still be at Frankfurt. Of course, they would try to get it asap. "Don't worry sir, it would be delivered at your hotel," I was assured.

As far as my immediate need like that of a change of clothes was concerned, I was given a disposable toilet kit and allowed to pick up items worth 400 Kroner from the airport shops. Now, this sum is normally enough for just one shirt; so I reconciled to the idea of wearing dirty underwear and socks. But luckily my friendly SAS escort spotted a 'Sale' going on in one of the shops and I managed to get a shirt, socks, and even underwear within the royal ransom amount. "You are lucky" the young lady added, as she picked up the tab rather grandly.

The Danes were true to their word. By the time I returned to the hotel after a late dinner, my suitcase was already in my room. A closer look, however, revealed a broken lock. Quickly, I opened the case to check the contents. Everything seemed alright, except that a million pieces of 'Petha' were floating all over, merrily rubbing sugar on my

clothes. I dialed the SAS 24-hour number and told them, in very unambiguous terms, what I thought about their much touted service. "Pray tell me", I demanded. "What do I wear now?"

The guy at the other end was obviously not amused. "It's all your fault sir," he retorted, tackling the easier part first. "You should've left the key with us. The Customs insisted on opening your bag, so we were forced to break the lock." As for the sugar coating, he replied rather curtly, "We just couldn't figure out the whitish cubes in the sealed poly bags. We were wondering if you were into drugs." He went on. "Even our snuffer dogs were of no help, so we put it back in and sent your bag to the hotel."

Sheepishly, he added that the rubber band must have come off. "But SAS would compensate for the lock."

He also didn't forget to add that I had no business carrying foodstuff in the 'checked-in' baggage; indeed, I shouldn't have carried it at all, I was admonished politely. "Of course, SAS would also pay for cleaning of the clothes," was his magnanimous offer. Before disconnecting, he added. "Now, if you please you may wash a shirt for the morning and go to sleep - without any clothes - in your nice, warm room, Goodnight. Enjoy your stay in Denmark."

I did precisely that. Of course there was no choice-the next morning, dressed in my two-day old suit, one day old socks, and underwear, and an un-ironed shirt, I handed over all my clothes to a surprised valet. And then, I handed over the blessed Petha to my dear friend, along with some of the choicest of curses.



*by Krishan Kalra
Past President, AIMA*

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THE NEP and Management Education

By Prof J. Philip



The Kasturirangan Report on education (NEP) is an effort of great moment which has also received massive support in the country. Students, teachers, administrators and most political parties have welcomed the report.

This massive endorsement was basically because there were a number of progressive and futuristic measures proposed in the Policy Document. There have been a large number of articles and favourable commentaries on the report. It was almost like a

national euphoria. And there were reasons for it.

- Abolition of the outdated affiliation system.
- The prospect of every quality-driven college turning itself into a University.
- And the possibility of witnessing a sight of 15000 such freshly minted and agile Universities.
- A tenure track for teachers.
- Giving muscle and respectability to the vocational education system.

- Students get flexibility in courses and credits
- And also flexibility in number of years at the U.G. level
- There were many such epoch-making initiatives.

And we believe that the Government is fully committed to the implementation of the major innovations suggested by the report.

It is now nearly an year since the submission of the report to the government. We may assume that the bulk of the recommendations will get implemented. And all those who are worried about the free fall in the quality of India's education will be happy with most of these changes. But all the same, there are certain unintended consequences which ought to be revisited.

One of the strongest recommendations of the Report is that there will be no single-disciplinary University, i.e., IITs and IIMs cannot operate the way they did all these years. They must become multi-disciplinary. Elaborating on the multi-disciplinary aspect, the report lists a number of disciplines/courses, such as:

11.7 Departments in Languages, Literature, Music, Philosophy, Indology, Art, Dance, Theatre, Education, Mathematics, Statistics, Pure and Applied Sciences, Sociology, Economics, Sports, Translation and Interpretation, and other such subjects needed for a multidisciplinary, stimulating Indian education and environment will be established and strengthened at all HEIs.

The suggestion is to add a number of these subjects to the existing programmes and thus convert the institutions conducting them into multidisciplinary ones.

The Committee seems to have been hugely enamoured of the concept of multidisciplinary

Universities. In its enthusiasm for the concept, it has strongly argued for the abolition of single-discipline universities, specialized Universities, sectoral Universities, and stand-alone institutions. All of them must be swept away and replaced with a number of multidisciplinary Universities. Having adopted a very professional definition of what a University is, the Committee envisions for the future only such multidisciplinary Universities, apart from two minor variants - which are Degree Granting Autonomous Colleges and College clusters. The case for primacy of such Universities is cogently argued out in the report. But a closer rapport with this magic wand, however, will in reality take us backward by about 30-40 years.

During these early years, Indian Universities were as a rule multidisciplinary. Law Colleges, Medical Colleges, Engineering Colleges and Arts and Science Colleges were all affiliated to the same university and in many cases constituent parts of the University. But frustrating experience with such multidisciplinary universities led eventually to a policy change resulting in the emergence of separate Engineering Universities, Medical Universities and Agricultural Universities. In effect what the Kasturirangan Committee is saying is that we go back to that old system much as it was found to be unworkable.

Now, what was our experience with these so called multidisciplinary Universities in the past? In one word, 'disappointment'. Look at it from another angle: Did any of these multidisciplinary Universities bring to India any great name, fame or ranks? Did any of our Universities make it to the top leagues in the global educational field? No! These Universities perhaps had succeeded in bringing us down by a few notches. If that is history, why are we not learning from the painful past?

It is this kind of disappointment that had made the then Government to declare as a matter of policy that IITs, IIMs and AIIMS should be outside the traditional University system. Thus, these prime and prestigious institutions were made into stand-alone, single disciplinary institutions. But they also became in course of time the institutions which gave us name, fame and recognition in the global field of education. The world took note of India because of IIMs, IITs, ISIs and, in recent years, National Law University, etc. and not because of any multidisciplinary University! In fact, they don't even figure in most world rankings of Universities. But IIMs and IITs do!

Let us put it this way: IITs, IIMs, ISIs, National Law University, etc. were India's true innovations in terms of structure, processes and autonomy. Must we water them down by adding to their scope or brand philosophy, history, arts, music, literature and such other subjects? Do we bring them down to the level of our standard Universities? One is reminded of the old saying "Throwing the baby out with the bathwater".

This massive push for multi-disciplinary Universities begs a question. In the world of Internet, digitalization and Business Analytics, is it necessary that the Music Academy or the School of Literature should be under one roof with Engineering, Technology or Management? Didn't we see a Physicist from the U.S. and another one from the U.K. sharing the Nobel Prize for their joint work? Or for that matter, a U.S. psychologist and a Swedish sociologist coming out with a new theory on national cultures or human behaviour?

Peter Drucker has famously said that Universities as we understand today will vanish in 30 years' time which actually happens to be now. In fact, our IIMs,

IITs and even the PGDM Schools (in Management), have clearly shown us how these institutions, structured outside the University system, came to beat conventional Universities and University Depts. clearly and convincingly. What we are saying is simply this: Pick the best that multidisciplinary University system can offer. At the same time, don't throw away our innovations in education of which India can rightly be proud of.

From Adam Smith onwards we are wedded to the concept of specialization for efficiency. Thousands of successful organizations are premised on the same concept. In fact, organizational theories teach us the same. For example, the conglomerates of the 60's have all but vanished. It is in their place that powerful arguments such as 'Core Competency' (Prahalad) or 'Stick to the Knitting' (Peters and Waterman) came to the fore in a continuing evolution of organizational structures and strategies.

We are not status-quoists – but strong pro changers. What we are really suggesting is a purposefully crafted blend of tradition with modernity – coexistence of both old and new structures, drawing on the diversity of institutional learning that can only be a source of enduring strength to the higher education system of a vast nation like ours, with its own legacy of differentiated academic theory and praxis. Let as many good colleges be turned into Universities with the kind of disciplines and specializations that would fit into their genius and genre. Don't have a standard approach to University formation. Let us revisit the old maxim: 'one cap doesn't fit all'.

In sum, let IITs stay as they are with the addition of areas closely related to their core competencies. The same can be said about IIMs. They could perhaps add Economics, Psychology, Data Science,

Law and kindred subjects. We will argue the same for the post graduate diploma in management [PGDM] schools of the country, but let them have their diploma re-designated as MBA to conform to the universal pattern. Let us also give priority to PGDM institutions for accreditation by the National Board of Accreditation. Above all, since the Kasturirangan report for some inscrutable reason has given little attention to management education in which India leads by the sheer number of post-graduate business schools in the country, it is most important that a panel of our leading management educationists should be associated with the reforms to be introduced in that area of higher education.

Like the IIMs, PGDM schools could also add disciplines which fit into their core competencies and preferences. We would make a similar argument in defence of Law Universities, Medical Universities or Engineering Institutions of global standing. Along with them, let us have ten or fifteen thousand Universities of the conventional kind. Repair what is broken and sharpen what is already working well. If Americans can have a GeorgiaTech, Caltech or MIT, we could have a number of IITs further sharpened and energised. Don't confuse them with the addition of a plethora of liberal Arts courses.

While we are on these issues, we feel constrained to argue strongly against establishing a monolithic regulatory body like the Higher Education Commission of India. It is a remedy worse than the identified disease. Managing, leading, facilitating, supporting and even disciplining, when needed, 40,000 institutions in India is going to be a Herculean task and thus unworkable. We turn out more engineers than China (700,000); and it is much the same with management – nearly 3½ lakhs MBAs while even the US produces only 1½ lakhs. Of late, we must have overtaken the US in legal education too. Add to the above nearly 30,000 Arts and Science Colleges. It is too vast an ocean of institutions to be brought under the sway of an authority of the kind envisaged.

Even as devolution or decentralization is the governing principle in every field, we seem to be going diametrically opposite in the field of education towards centralization. Don't allow it to be another failed experiment! When it comes to implementation of the NEP, let there be a special body to think of the autonomy and structure of our higher educational institutions and their regulatory system. It is worth repeating, 'one cap doesn't fit all'!

The opinion expressed is personal.

About Author:

Prof J. Philip is the Chairman, XIME and former Director of IIM-B



INTERNET MARKETING

AIMA

ALL INDIA MANAGEMENT ASSOCIATION

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

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

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

*in ODL mode

For more details, please contact: Ekta Nayyar

All India Management Association – Centre for Management Education

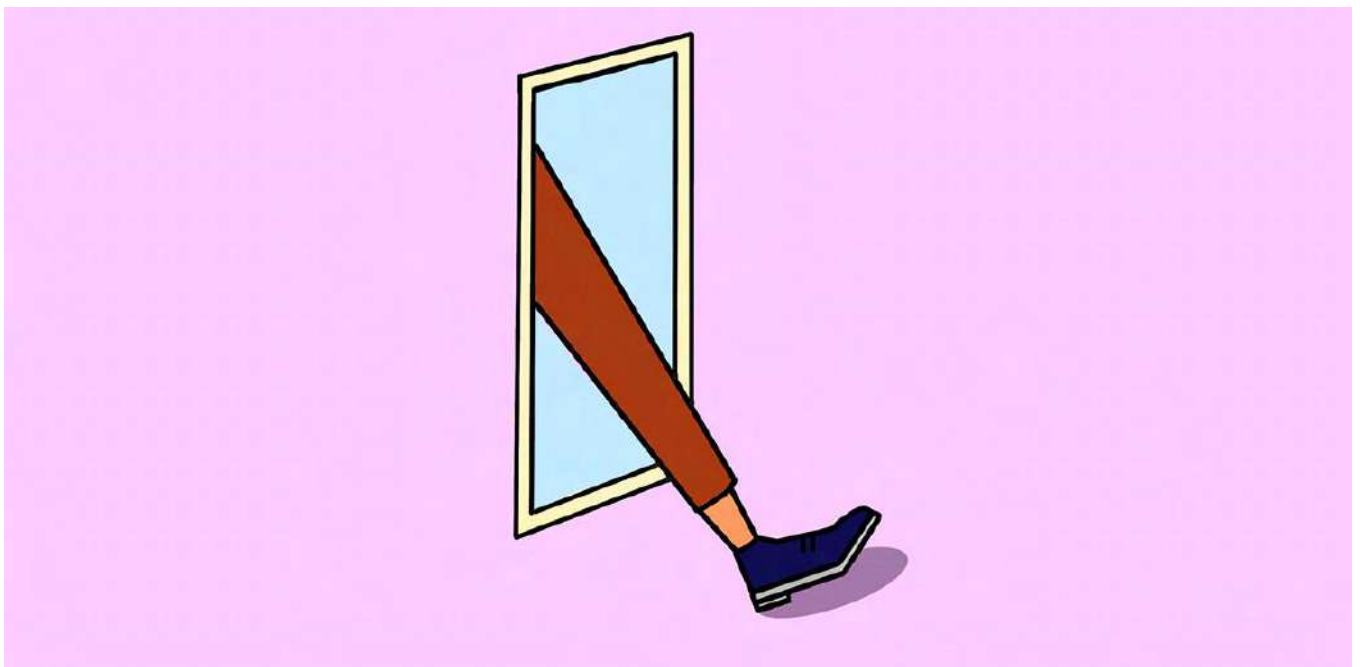
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The 3 Phases of Making a Major Life Change

by Herminia Ibarra | August 06, 2021



HBR Staff

Summary.

The lockdown that we've all just lived through created a period during which a lot of people had the opportunity to reflect on plans for a career change. But reflection alone doesn't get people very far. Those who are mostly likely to act during this kind of period are those who actively engage in a three-part cycle of transition — one that consists of separation, liminality and reintegration. The author explains how to make the most of each of these stages to effect real change.

Many of us believe that unexpected events or shocks create fertile conditions for major life and career changes by sparking us to reflect about our desires and priorities. That holds true for the coronavirus pandemic. A bit over a year ago, when I asked people in an online poll to tell me how the pandemic had affected their plans for career change, 49% chose this response: "It has given me downtime to rest and/or think."

That's a good start. But if there is one thing I have learned from decades of studying successful career change, it's that thinking on its own is far from sufficient. We rarely think our way into a new way of acting. Rather, we act our way into new ways of thinking — and being.

Yes, events that disrupt our habitual routines have the potential to catalyze real change. They give us a chance to experiment with new activities

and to create and renew connections. Even in the seemingly “unproductive” time we spend away from our everyday work lives, we conduct important inner business — asking the big existential questions, remembering what makes us happy, shoring up the strength to make difficult choices, consolidating our sense of self, and more.

Enough has happened during this past year to make many of us keenly aware of what we no longer want. But the problem is this: More appealing, feasible alternatives have yet to materialize. So we’re stuck in limbo between old and new. And now, with most Covid restrictions at last falling away and a return to the office imminent, we confront a real danger: getting sucked back into our former jobs and ways of working.

How can those of us who want to make a career transition avoid that? How can we make progress toward our goals by building on what we’ve learned this past year?

Research on the transformative potential of a catalyzing event like the coronavirus pandemic suggests that we are more likely to make lasting change when we actively engage in a three-part cycle of transition — one that gets us to focus on separation, liminality, and reintegration. Let’s consider each of those parts of the cycle in detail.

The Benefits of Separation

“I spent lockdown in this idyllic, secluded environment,” I was told by John, a businessman whose last executive role came to an end around the onset of the pandemic, enabling him to move out into the country. “I got to see the spring come and go,” he said. “I got to see a lot of nature. It was just an amazingly peaceful backdrop. I got married last year, so my wife and I had an enormous amount of time

together. My son, from whom I’d been estranged, came to stay with us. So I got to know him again, which was a great experience. This was a very blessed period.”

John’s experience wasn’t unique. Research on how moving can facilitate behavior change suggests that people who found a new and different place to live during the pandemic may now have better chances of making life changes that stick. Why? Because of what’s known as “habit discontinuity.” We are all more malleable when separated from the people and places that trigger old habits and old selves.

Change always starts with separation. Even in some of the ultimate forms of identity change — brainwashing, de-indoctrinating terrorists, or rehabilitating substance abusers — the standard operating practice is to separate subjects from everybody who knew them previously, and to deprive them of a grounding in their old identities. This separation dynamic explains why young adults change when they go away to college.

My recent research has shown how much our work networks are prone to the “narcissistic and lazy” bias. The idea is this: We are drawn spontaneously to, and maintain contact with, people who are similar to us (we’re narcissistic), and we get to know and like people whose proximity makes it easy for us to get to know and like them (we’re lazy).

The pandemic disrupted at least physical proximity for most of us. But that might not be enough — particularly as we rush back into our offices, travel schedules and social lives — to mitigate the powerful similarities that the narcissistic and lazy bias create for us at work. That’s why maintaining some degree of separation from the network of relationships that defined our former professional lives can be vital to our reinvention.

Tammy English, of Washington University, and Laura Carstensen, of Stanford University, found that the size of people's networks shrank after the age of 60, not because these people had fewer opportunities to connect but because, increasingly, they perceived time as being limited, which made them more selective. Quite possibly many of our experiences of the pandemic, like John's, will foster our reinvention by encouraging greater selectivity in how and with whom we spend our limited time.

Liminal Learnings

When the pandemic hit, Sophie, a former lawyer, was transitioning out of a two-decade career and found herself wanting to explore a range of new work possibilities, among them documentary filmmaking, journalism, non-executive board roles, and sustainability consulting. Lockdown created a liminal time and space, a "betwixt and between" zone, in which the normal rules that governed Sophie's professional life were temporarily lifted, and she felt able to experiment with all sorts of work and leisure pursuits without committing to any of them. She made the most of that period — taking several courses, working on start-up ideas, doing freelance consulting, joining a nonprofit board, and producing two of her first short films.

Taking advantage of liminal interludes allows us to experiment — to do new and different things with new and different people. In turn, that affords us rare opportunities to learn about ourselves and to cultivate new knowledge, skills, resources and relationships. But these interludes don't last forever. At some point, we have to cull learning from our experiments and use it to take some informed next steps in our plans for career change. What is worth pursuing further? What new interest has cropped

up that's worth a look? What will you drop having learned that it's not so appealing after all? What do you keep, but only as a hobby?

When Sophie took stock, she was surprised to realize that she hadn't grown in her board role as much as she had expected, whereas she had very quickly started to build meaningful connections linked to the film industry. These were vital recognitions for her to make before she committed herself to next steps in her transition plan.

Reintegration: A Time for New Beginnings

Most of the executives and professionals with whom I have exchanged pandemic experiences tell me that they do not want to return to hectic travel schedules or long hours that sacrifice time with their families — but are nonetheless worried that they will.

They are right to be worried, because external shocks rarely produce lasting change. The more typical pattern after we receive some kind of wake-up call is simply to revert back to form once things return to "normal." That's what the Wharton professor Alexandra Michel found in 2016, when she investigated the physical consequences of overwork for four cohorts of investment bankers over a 12-year period. For these people, avoiding unsustainable work habits required more than changing jobs or even occupations. Many of them had physical breakdowns even after moving into organizations that were supposedly less work-intensive. Why? Because they had actually moved into similarly demanding positions, but without taking sufficient time in between roles to convalesce and gain psychological distance from their hard-driving selves.

Our ability to take advantage of habit discontinuity depends on what we do in the narrow window of opportunity that opens up after routine-busting changes. One study has found, for example, that the window of opportunity for engaging in more environmentally sustainable behaviors lasts up to three months after people move house. Similarly, research on the “fresh start” effect shows that while people experience heightened goal-oriented motivation upon after returning to work from a holiday, this motivation peaks on the first day back and declines rapidly thereafter.

The hybrid working environments with which many organizations are currently experimenting represent a possible new window of opportunity for many people hoping to make a career change, one in which the absence of old cues and the need to make conscious choices provides an opportunity to implement new goals and intentions. If you’re one of these people, it’s now up to you to decide whether you will use this period to effect real career change — or whether, instead, you’ll drift back into your old job and patterns as if nothing ever happened.

About Author:

Herminia Ibarra is the Charles Handy Professor of Organizational Behavior at London Business School and the author of *Act Like a Leader, Think Like a Leader* (Harvard Business Review Press, 2015). Follow her on Twitter @Herminialbarra and visit her website.

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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**



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**Best Practice
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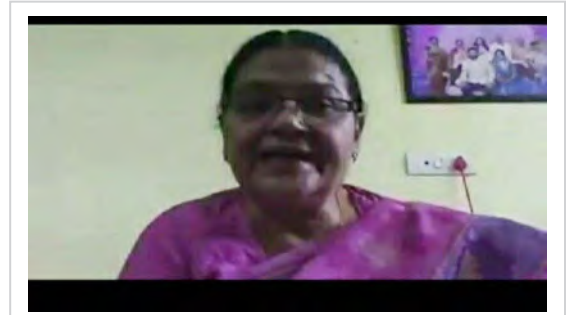


**Be a Young Leaders Council
Member today!**

Allahabad Management Association

International Doctors Day

Allahabad Management Association celebrated International Doctors Day on 1st July at a special virtual session conducted through Zoom for the executive committee members. On this occasion, Dr. Shanti Chaudhri gave an interesting talk and thanked the medical fraternity for their efforts in saving the lives of so many individuals. This day has special significance as it happens to be the birth and death anniversary of the famous physician Dr. B. C. Roy, conferred with Bharat Ratna in 1961. Dr. Chaudhri also paid condolences to the 28 doctors of Allahabad who laid down their lives fighting the deadly virus. The talk was well appreciated by the executive members.



Dr Ms Shanti Chaudhri addressing the members of AMA

Workshop

Allahabad Management Association and Meerut Management Association jointly organised a virtual workshop on 17th July on 'Rebuilding India Post Covid: Disruptions and Opportunities' with the speaker Mr. Ravi Prakash, President AMA and Chairman, Big Skills. Mr. Prakash deliberated about the downslide in economy caused by the Covid pandemic and the disturbances in the organised and unorganised sectors. Consumer behaviour has changed and online marketing is the new trend. Mr Gaurav Jain, President MMA introduced the speaker and Mr Vibhav Bajpai, Past President AMA proposed the vote of thanks. The session was well appreciated and there were requests for more such joint sessions in future.



Speaker - Mr Ravi Prakash, President, AMA

Evening Lecture

AMA organised a special virtual talk on 24th July on 'Managing Change: International Perspective' through the virtual platform. The speaker was Mr. Bala Balachandran, Former HR advisor – Australian Taxation Office, the largest federal body in Australia and former Deputy Director General AIMA and Regional council member, Victorian Multicultural Commission, Australia. Mr. Bala emphasised why change takes place and why it is mandatory. He gave an example from an international perspective and explained how the Australian Taxation Office –the largest federal government agency in Australia innovated in the recent past. Mr Ravi Prakash, President AMA introduced the speaker and Mr AK Prasad, Vice President proposed the vote of thanks. Dr Shanti Chaudhri, Public Relations Officer, AMA helped in coordinating the event. The session followed by an interesting Q/A session which was informative and interactive.



Speaker- Mr Bala Balachandran, Former HR advisor, Australian Taxation Office

Baroda Management Association

Friday Talks

Baroda Management Association organised its evening talk on 2nd July on the topic 'Business with Google' with Mr. Komal Kumar Shah. He spoke on what is Google workspace; how to take the business online and difference between free and paid service of Google.



An evening talk on the topic 'Business with Google'

BMA organised an evening talk on 9th July on the topic 'Leveraging LinkedIn for business and Young Professionals' by Mr. Sagar Amiani. He shared that LinkedIn has 98% organic reach; 71% of senior leaders and decision-makers are available on LinkedIn and if you leverage the power of LinkedIn - you can build your personal and business brand.



Talk by Mr Sagar Amiani

On 16th July, a talk was held on the theme 'Vision a critical to success factor' with Mr. Dilip Pandya. He spoke on what is vision; why vision is a powerful and importance of vision and shared real life examples.



Session on 'Vision a critical to success factor' by Mr Dilip Pandya

BMA conducted another evening talk on 23rd July on the topic 'Breakthrough from Procrastination to increase your Personal Productivity' with Ms. Bharti Naik.



An evening talk by Ms Bharti Naik

World Environment Day

Baroda Management Association organised an environment day celebration on 5th June on a virtual platform. Ms Minaxi Vaishnav, President of BMA welcomed all the speakers and the participants. The speakers were Mr. Deepak Ramchandani, Chief Engineer, Gujarat Water Supply and Sewerage Board and Chief Engineer, Water and Sanitary Mission Organisation; Dr. Subroto Das, Managing Trustee and CEO, Lifeline Foundation Vadodara; Ms. Shalini Agrawal, IAS; Mr. Samir Tuli, Chairman, Paramount Ltd., Vadodara; Mr. Bhavesh Mehta who explained

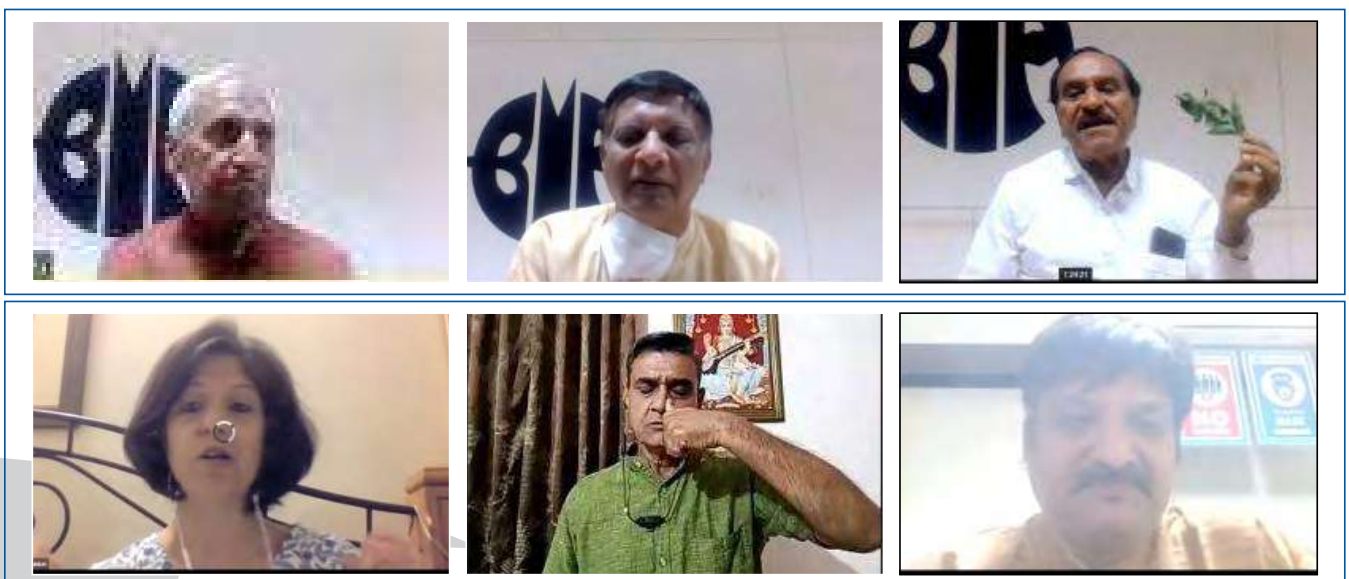
about green and sustainable building and Mr. Rajan Trivedi, Regional Officer, GPCB Vadodara talked about ecosystem restoration, role and responsibilities of industries and citizens. At the end, Mr. Dipak Shah, Chairman of the programme concluded the event and Mr. Kalpesh Shah gave the vote of thanks. There were total 201 participants.



Speakers addressing during the celebration of World Environment Day

World Yoga Day

BMA organised Yoga Day Celebration on 21st June. The MOC, Ms. Shivani Mathur started the event by a quote from Bhagwad Gita that “Yoga is the journey of the self, through the self, to the self” and invited Mr. Dipak Shah, President of BMA to formally welcome the inaugural speaker Yogsevak Shri Sheeshpal. Mr. Kirti Trivedi gave a session on Yoga and Jadibuti. Ms. Poonam Bubber talked about meditation and shared her experience with the participants. Mr. Vinod Sharma gave a solution for instant stress release which is Anulom Vilom. He concluded by showing several acupressure points all over body for stress release. Mr. Dipak Shah, President, BMA and Mr. Nimil Baxi, Vice President, BMA concluded the session by thanking all the speakers for their motivational sessions which will be helpful for being healthy and happy in life. Lastly, Mr. Gaurang Pathak from Heartfulness Foundation gave information about all the facilities available in their headquarters.

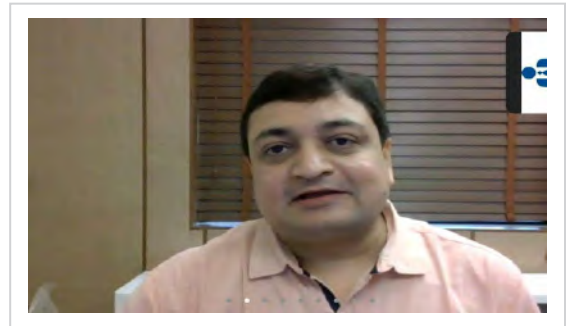


Speakers addressing during the session on 'World Yoga Day'

Bharuch District Management Association

Finance and Taxation Forum

Finance and Taxation Forum organised a webinar on a very important topic 'Classification of Services and Insights on Concepts of Mixed and Composite Supply' on 3rd July with guest speaker Adv. Jigar Shah, Partner, L&S Attorneys who highlighted various points on classification of service and briefed about the concepts of mixed and composite supply. The session was attended by around 25 professionals and received good feedback.



Adv. Jigar Shah addressing



Adv. Manish Jain addressing the webinar

Finance and Taxation Forum organised another webinar on 17th July on 'MOOWR' - Manufacturing and Other Operations in Warehouse by Adv. Manish Jain, Joint Partner, L&S Attorneys. The speaker highlighted how the new warehouse scheme is playing a key part in India's trade. The session was attended by around 50 professionals and received good feedback from all.

Students' Competition

Students' Forum of BDMA organised an online Cartoon and Video Making Competition on 10th July in order to engage students and appreciate their talent. Total 44 students from various schools and colleges of Bharuch District participated in the competition on the topics 'Effect of Pandemic on our Lives' and 'Positivity : The Best Remedy to COVID-19'. The initiative was well attended and appreciated by all the students.



Students receiving Prizes of Achievement



Hon'ble Collector Dr. M.D. Modiya launching the CSR Bulletin

CSR Forum

CSR Forum in its 10th meet on 14th July launched the 1st issue of CSR News Bulletin named as 'Prayatna'. The issue specifically focused on appreciating humanitarian efforts of COVID-19 relief done by various industries of Bharuch District. The bulletin was launched by the august hands of Hon'ble Collector and District Magistrate of Bharuch District, Dr. M. D. Modiya. Around 85 participants attended the event and all appreciated the noble initiative undertaken by BDMA's CSR Bulletin.

CEO Forum

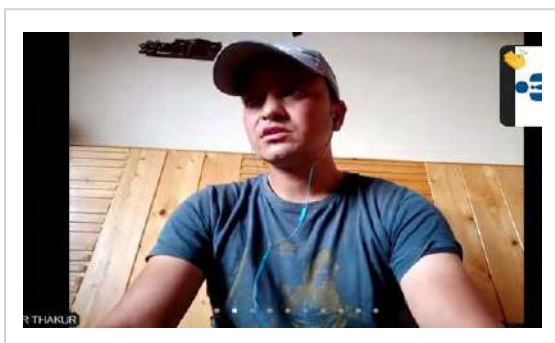
BDMA organised the CEO Think Tank Forum its online meet on 25th July on the topic 'Future of Renewable Energy in India' and 'Borosil Initiatives on Global Competitiveness' by Mr. Pradeep Kumar Kheruka, Executive Chairman of Borosil Renewables Ltd. He highlighted how solar energy will be the future in India and how Borosil launched initiatives of getting various solar energy plants in India and global market. The session was attended by more than 80 top management professionals and received excellent feedback from all.



Mr. Pradeep Kumar Kheruka addressing the CEO Forum meet

Women's Forum

Women's Forum organised the 5th session of 'Talent Unlimited' series on 23rd July. The session was addressed by Mr. Joginder Thakur, Mountaineering and Skiing Course Instructor at Indian Explorers Institute. He shared his experience of breathtaking moments in survival expeditions and many stories of adventures as Mountaineering and Skiing guide and shared tips of survival in snow or lost in forest or so. The session was attended by around 75 participants including students and individuals and received excellent feedback form all attendees.



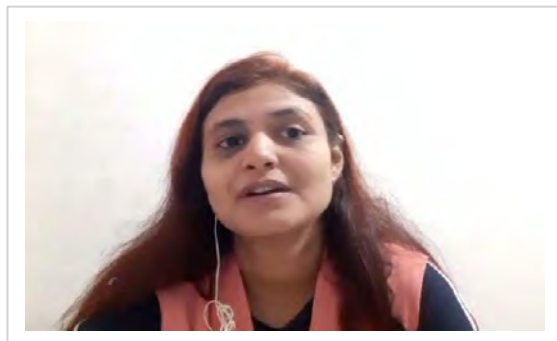
Mr. Joginder Thakur sharing his experiences

IT Forum Meet

IT Forum organised a webinar on 24th July on the topic ‘India is now Digital, Are you Ready?’ by Mr. Jinendra Jain, C.A. and a passionate digital marketer. He shared his in-depth knowledge of ‘Type of Marketing’ and their applicability to various types of business to achieve maximum result. He discussed about various social media platforms available to reach out to one’s target audience in the market. The session was attended by around 35 professionals and received good feedback from all attendees.



Mr. Jinendra Jain addressing the IT Forum meet



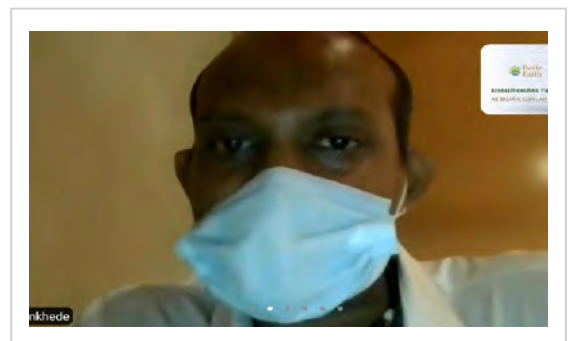
Ms. Deval Dave Joshi addressing

HR Forum Meet

BDMA organised its 55th HR Forum Meet on 29th July on the topic ‘Transformation from ‘Knowledge Era’ to ‘Skill Era’’. The session was addressed by Ms. Deval Dave Joshi, Founder of Deval The Coach, a Training and Consulting Firm. She highlighted how one can use one’s knowledge on practical basis and transform it into skills at workplace and how to check the relevance of various courses offered in today’s time for oneself. Over 25 professionals participated in the event which was well appreciated by all.

EHS Forum Meet

EHS Forum organised a webinar on 31st July on the topic ‘Innovation and Digitalization in Indoor Air Pollution Control’ by guest speaker Mr. Anand Wankhede, Regional Sales Manager, West zone, Devic Earth Pvt. Ltd. He addressed how and what innovations and digitalisation can be used to control air pollution in industrial areas and various solutions offered by his firm. Around 20 EHS professionals attended the event.



Mr. Anand Wankhede addressing the EHS Forum meet

Bhopal Management Association



(L to R) Dr. Sanmriti Mishra and Mr. Pradeep Karambelkar

Bhopal Management Association successfully organised a webinar on 31st July on 'Emotional Intelligence for Mompreneurs' with Guest Speaker Dr. Mrs. Sanmriti Mishra, PhD (Edu. Psychology). The welcome address was given by Mr. Pradeep Karambelkar, Chairman, BMA. Dr. Sangeeta Jauhari, Member, BMA and ProVC, RNT University, Bhopal introduced the speaker and the

programme was coordinated by Ms. Sumana Chhatterjee, Chairperson, Women's Life Enrichment Committee, BMA. The event was moderated by Ms. Drishti Jain and the vote of thanks was given by Dr. Deepthi Maheshwari, Member, BMA and Dean Faculty of Commerce, RNT University, Bhopal. It was very well appreciated by the participants.

Webinar

Bhopal Management Association and Indian Oil Corporation Ltd., MP State Office, Bhopal successfully organised a webinar on 15th July on the topic '5-S Japanese method of cleanliness' with guest speaker Mr. Ajay Kumar Verma, General Manager (Retd.), BHEL and Certified Trainer and Mr. Pradeep Karmabelkar, Chairman, BMA attended as a special guest. About 60 employees of IOCL attended the programme.



Mr. Ajay Kumar Verma addressing



(L to R) Mr Aseem Srivastav and Mr Pradeep Karambelkar

National Seminar

BMA organised a seminar on 17th July on the topic 'The Future of Marketing' with guest speaker Mr. Aseem Srivastava, Chief Executive Officer – McNally Sayaji and CMT, TEDx Speaker, ex MD/COO/VP Kirloskar/ L&T /Vardhman. The welcome address was given by Mr. Pradeep Karambelkar, Chairman, BMA and moderated by Ms. Geetika Bhargava, student member, BMA. The vote of thanks was given by Dr. Deepak Motwani, Chairman, National Seminar

Committee and EC Member, BMA. Members of BMA and students from different colleges of Bhopal attended the programme.

Short Term Certificate Training Course

Bhopal Management Association organised its 2nd short term Certificate Training Course from 19th to 24th July for non-teaching staff of Women’s ITI, Bhopal under the leadership of Mr. Suneel Bhargava, Chairman, BMA Training Committee. The key resource persons were Mr. Sudhir Chand Jain, Founder Director, VSIPL, Bhopal; Dr. Kanchan Bhatia, Professor, Department of Media Management of Makhn Lal Chaturvedi National University of Journalism and Communication; Mr. Mahendra Joshi, Founder, Centre for Personality Research and Training and Ms. Gauri Prakash Shripurkar, Soft Skill Trainer and Counselor and Deputy Regional Manager, Marketing and Design at NSL Textiles, Bangalore. The concluding session was addressed by Mr. Suneel Bhargava, Chairman, Training Committee, BMA. Mr. Pradeep Karambelkar, Chairman, BMA congratulated and appreciated the efforts made by BMA. The training certificates were also given to the participants and the session was moderated by Dr. Aditya Gupta, EC Member, BMA. The vote of thanks was given by Mr. Ajay Kumar Verma, Hon. Secretary, BMA.

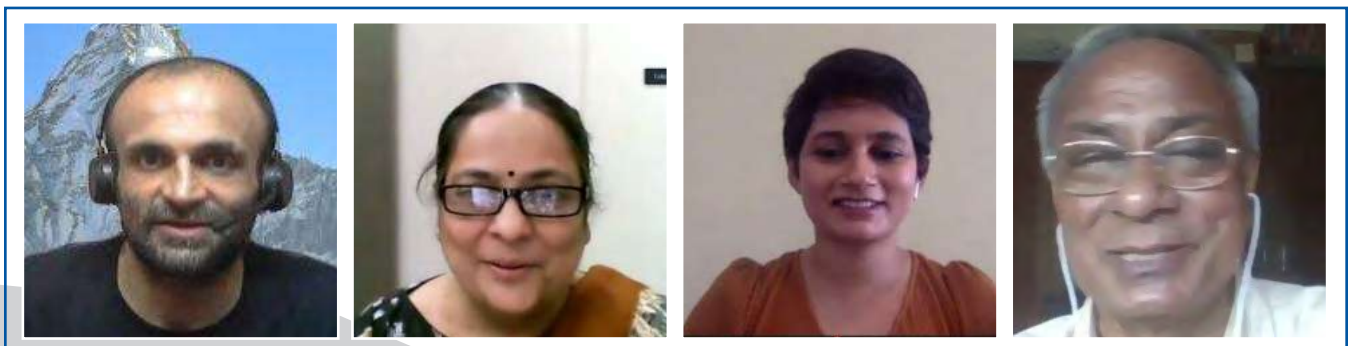


(L to R) Mr Sudhir Chand Jain; Dr. Kanchan Bhatia; Mr Mahendra Joshi and Ms Gauri Prakash Shirpurkar

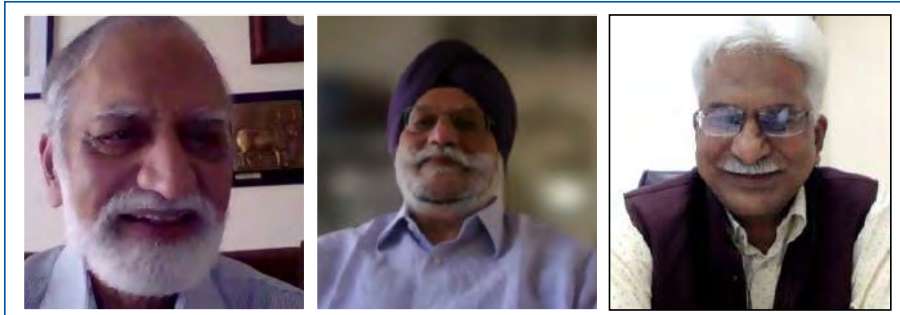
Bombay Management Association

Webinar

Bombay Management Association organised an interactive session on 2nd July with Mr. Kuntal Joisher, India’s first vegan mountaineer to summit Mt. Everest twice who spoke on the topic ‘Moving mountains the Vegan way’. Around 195 participants attended the programme.



(L to R) Mr. Kuntal Joisher; Dr. Kavita Laghate, President BMA & Director of Jannalal Bajaj Institute of Management Studies; Ms. Prashanthi Reddy, Hon. Secretary of BMA and Mr. Indranil Ghosh, EC Member of BMA



(L to R) Mr. Kiran Karnik; Mr. Indrapal Singh, Past President, BMA and Mr. Kiran Yadav, Hon. Treasurer of BMA

BMA conducted an interactive session on 7th July on the book 'Decisive Decade India 2030: Gazelle or Hippo?' by Mr. Kiran Karnik, renowned management professional and the writer of the book, who gave candid answers of questions asked by Mr Indrapal Singh, BMA Past President. Around 65 participants enjoyed the session.



Mr. Shripad Ranade

BMA conducted Friday Fundamentals on 9th July on 'Leading yourself - Going beyond managing yourself' by Mr. Shripad Ranade, who gave an outstanding presentation that skilfully covered all aspects of the topic. Participants thoroughly enjoyed the session and complimented BMA for this programme. 220 professionals attended the enthralling session.

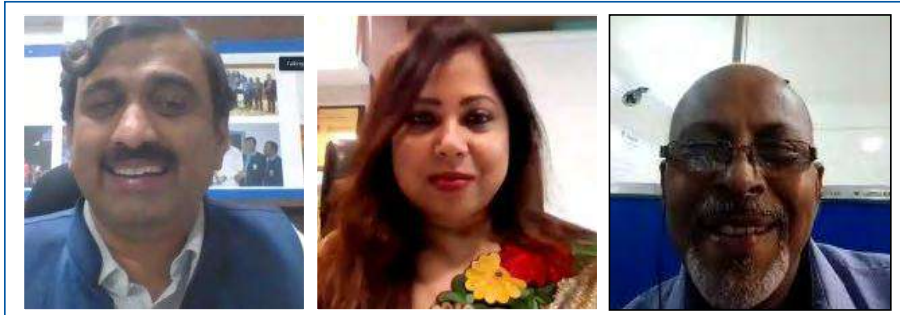
BMA MasterClass was held on 14th July by none other than Prof Philip Kotler, the Guru of Marketing and joined along with him were Prof. Uwe and Prof. Waldemar. They gave insights of their book H2H, which was a great learning for the audience. Corporates, academicians and students, all benefited tremendously from the webinar and attended by more than 1200 participants.



Prof. Philip Kotler addressing the participants



(L-R) Prof. Uwe; Prof. Waldemar; Dr. Kavita Laghate, President BMA and Mr. Jagmohan Singh Rishi, BMA EC member

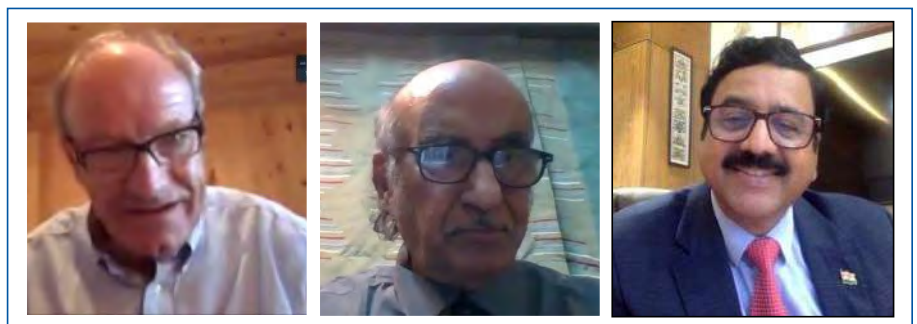


BMA conducted Friday Fundamentals on 16th July on the topic 'Innovation and Compassion in CSR' by Mr. Mahantesh Kivasannavar; Ms Chaitali Das and Mr. Prasenjit Dutta. The topics covered were CSR in animal welfare; bringing light to blind cricket through CSR and Corporate

(L to R) Mr. Mahantesh Kivasannavar; Ms. Chaitali Das and Mr. Prasenjeet Dutta

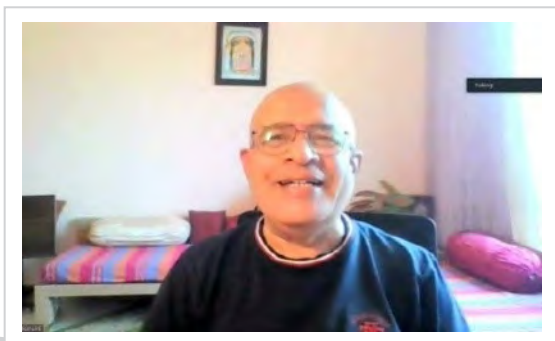
leadership and Social Responsibilities Aligned to Decade of Action- UNSDGS 2030. Around 45 participants attended the programme.

Bombay Management Association in association with Kohinoor Business School conducted a session on 21st July on 'Refresh, Renew and Refocus: In Changing Environment' by Dr. Hugh Munro, an esteemed speaker from Ontario, Canada. The session was very thought-provoking and 289 participants attended the BMA MasterClass.

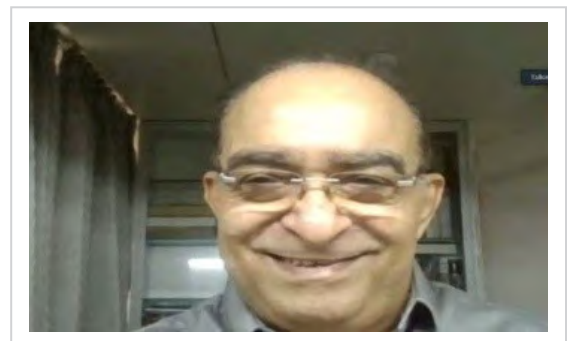


(L to R) Dr. Hugh Munro; Dr. N.M. Kondap, Past President –BMA and Mr. R. Ramakrishnan, Past President – BMA

BMA had a unique and very thought provoking session on 23rd July on 'Management Lessons of Wari -A Spiritual Walkathon for Centuries' by Mr Vivek Paranjpe. Mr. Paranjpe gave an entirely different perspective to look at what was considered as a religious ritual "Wari". His presentation and discussion was full of energy and attended by 198 participants.

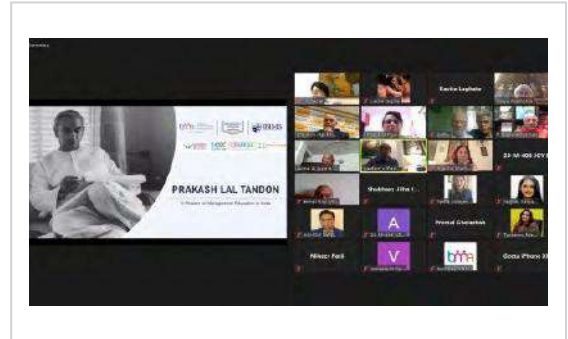


Mr. Vivek Paranjpe



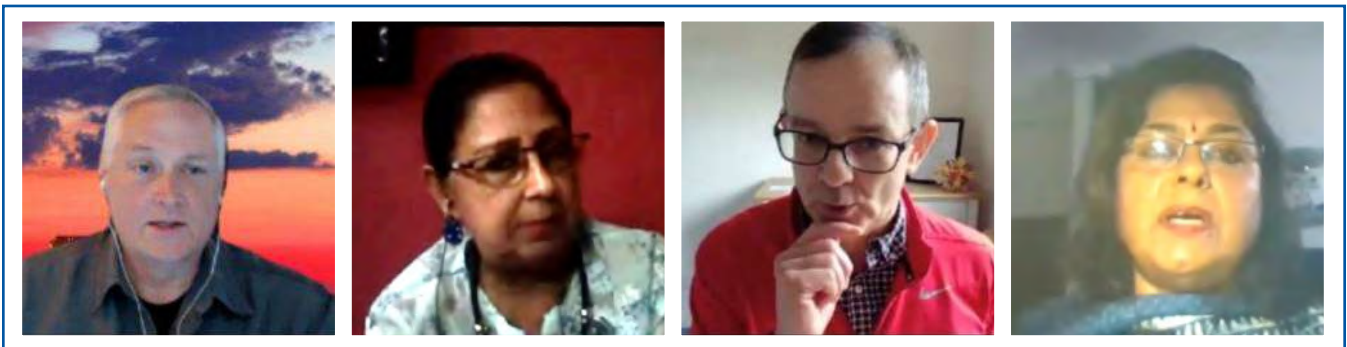
Mr. Rajesh Sharma, Vice President- BMA

On 28th July, in continuation with the series of 'Celebration of Indian Managers- who made a difference', BMA paid a tribute to one such a wonderful personality Mr. Prakash Tandon, a man with great humility and ever enthusiasm to guide and teach people. It was eye-opening to learn about so many aspects of his personality which were earlier not known. The presence of his family members was the highlight of the webinar. Around 158 participants attended the session.



Celebrating Indian Managers; Mr. Prakash Tandon

BMA conducted another Friday Fundamentals on 30th July on 'How to live a meaningful life' with the presence of some renowned national and international speakers. The audience enjoyed the interactive session and speakers answered all the questions with equal enthusiasm. Around 75 participants attended the programme.



(L to R) Mr. Larry Lesaik, Executive Business Coach, USA; Ms. Rashmi Sharma, Mindfulness Teacher and Practitioner, India; Mr. Stuart Foster Hypnotherapist, UK and Ms. Neeru Verma, Health and Wellness Coach

Coimbatore Management Association

Monday Musings

CMA organised a talk on 5th July on 'Nurturing collective approach for personal and Professional development' by Ms. Vijayalakshmi Subramaniam, AVP- HR, Payoda Technologies. Ms. Vijayalakshmi started her session talking about the Gen Z's and how they enjoy being alone in their virtual world as compared to the previous generation of people whose lives were filled with people and social connections in person. The session was attended by a good number of participants including Dr. Nithyanandan Devaraaj, Secretary- CMA; Dr N. Raveendran, Treasurer-CMA and MC members of CMA. Mr. Varadarajan, Vice-President, CMA gave the welcome address and the other Vice-President CMA, Mr. K. Ravi summed up the session and delivered the vote of thanks. Dr. Prashant R. Nair, Joint Secretary, CMA moderated the session.



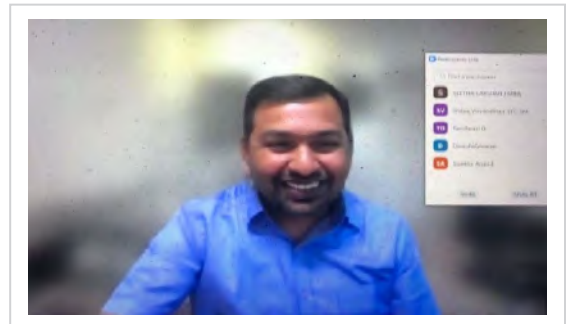
Talk by Ms. Vijayalakshmi Subramaniam



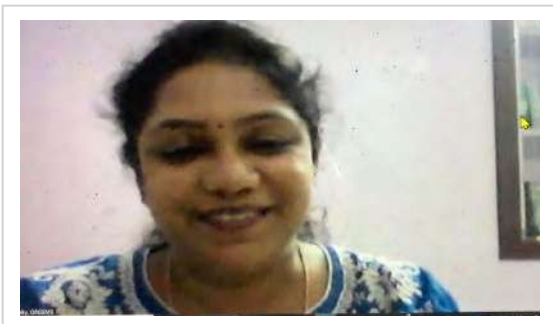
Talk by Mr. Ramesh Chandran

CMA organised a talk on 'The relevance of Social entrepreneurship' in the Monday Musings session on 12th July by Mr. Ramesh Chandran, Founder, Bio Basics. Mr. Ramesh started with explaining how businesses impact society and environment. The speaker switched over to social enterprises and cited few examples like SELCO founded by an IIT alumna, Harish Hande who provided economic solar power to the downtrodden people in and around Bangalore who did not have access to electricity and talked about Fab India, the company which helped revival of livelihoods for artisans across the country by buying their products. Dr. Srividya R., MC Member-CMA gave the welcome address and Dr. Vandana Madhavkumar, MC member-CMA delivered the vote of thanks. The session was moderated by Dr. Prashant R. Nair, Joint Secretary-CMA and Associate Professor, Amrita Vishwa Vidyapeetham, Coimbatore.

CMA organised a session on 19th July on 'Impact on Financial Management on Physical and Mental wellness' by Mr. Akash V. Mahagoankar, Director- Relativity Management solutions and Co-founder- Opel Q & Tax Bingo. He concluded by quoting "Money is the car but you are the driver, so your life depends on where you drive your car. To be able to drive better, we need to keep ourselves fit physically and mentally to run a lifelong marathon." CA Dr. S.A. Gopalakrishnan, MC member-CMA gave the welcome address and CA Mr. Prabhu, MC member delivered the vote of thanks. Dr. Prashant R. Nair, Joint Secretary-CMA moderated the session.

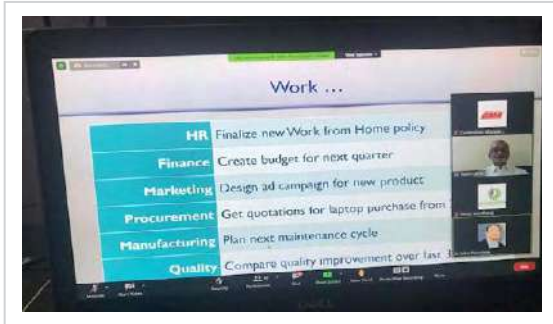


Talk by Mr Akash V. Mahagoankar



Talk by Dr. Vandana

Coimbatore Management Association organised a talk on 26th July by Dr. Vandana Madhavkumar, Associate Professor, G.R.G. school of Management studies, Coimbatore on 'The Power of Assertiveness' in the Monday Musings session. Dr. Vandana described various styles of Communication- passive, assertive, aggressive, manipulative and passively aggressive, implications to others and the beliefs we normally have. The session was very interactive and actively participated by the participants. Mr. M.K.G. Anandakumar, MC member-CMA gave the welcome address and Mr. A.R. Lakshmanen, MC member delivered the vote of thanks. Dr. Prashant R. Nair, Joint Secretary- CMA, moderated the session.



Dr. Nitin Paranjape sharing the presentation

Special Session

CMA organised a special session on 'Maximizing efficiency and data security leveraging IT' on 8th July by Dr. Nitin Paranjape, world-renowned work efficiency transformation expert. The key takeaways of the session included best practices to be followed in the organisations, understand which software tool to be use, how to save 20 minutes every day for every user, learn how to improve efficiency across the organisation and top 10 security action Items. The session was very interactive

with an attendance of 50 participants. Dr. Nithyanandan Devaraj, Secretary-CMA delivered the vote of thanks who also summed up the session. The session was moderated by Dr. Raveendran, Treasurer-CMA.

Delhi Management Association

Webinar

Delhi Management Association hosted a virtual webinar on 22nd July on 'Upcoming ESG based Frameworks of SEBI and BIS' to create awareness and disseminate information about the recently introduced disclosure requirements under business responsibility and sustainability reporting, covering environmental, social and governance perspectives, which will be applicable on the top 1,000 listed entities by market capitalisation. The session was



Speakers addressing during the webinar

chaired and moderated by Dr Neelam Gupta, Chairperson, CSR and Sustainability Committee of DMA and Founder President and CEO of AROH Foundation. The keynote speakers were Mr. Hemant Gupta, MD, BRTSIF and MD and CEO, BSE Samman CSR Ltd; Mr. Mukesh Kumar, Head of the center for E2E in CSR and Business and Human Rights, IICA; Dr Bhaskar Chatterjee, Chairman, MSD 10, BIS standards and Secretary General and Executive Head of Indian Steel Association; Mr. Rajib Kumar Debnath, Convener of Panel P7/MSD10, BIS standards and Managing Partner, Inspired4Accounting and Advisory Services LLP; Ms. Snehlata, Sc F and Head, Management and Systems Department, BIS Standards, Ministry of Consumer Affairs and Public Distribution and Dr R S Dabas, Founder and CEO, Centre for Individual and Organizational Excellence and Vice President, DMA.

Dr. Neelam Gupta opened the session and Mr. Hemant Gupta elucidated on SEBI's upcoming framework pertaining to Social Stock Exchange through an educating presentation. Mr. Mukesh Kumar enlightened the audience on Business Responsibility and Sustainability Reporting through a presentation. Dr. Bhaskar

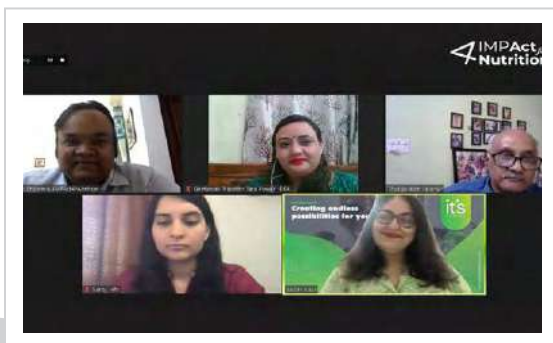
Chatterjee reiterated how the BRSR is an initiative towards ensuring that investors have access to standardised disclosures on ESG parameters and relevant and comparable information will enable investors to identify and assess sustainability-related risks and opportunities of companies and make better investment decisions. Mr. Rajib Kumar put the spotlight on broad importance of The Indian Assurance Engagement Standards through his comprehensive presentation. The webinar had another edifying session by Ms. Snehlata on Standards of BIS and The Indian CSR BLC and ALC Certification Scheme. Dr. R S Dabas thanked the distinguished panelists and the participants in his valedictory remarks for an interactive and stimulating session. The webinar was attended and appreciated by a large number of participants from India and abroad.

Faridabad Management Association

On 10th July, Faridabad Management Association in collaboration with Sushant University conducted a virtual HR Conclave. The panel discussions were held on the themes 'Creating NewGen Engineers Challenges' and 'Remote Working Way of Life Challenges and Opportunities'. The session started with a welcome address by Mr. Abhay Kapoor, President, Faridabad Management Association and the speakers who addressed were Dr. D.N.S. Kumar, Hon Vice Chancellor, Sushant University; Mr. Dharm Rakshit, Head-HR, HeroMoto Corp; Mr. Agniwesh Thakur, Human Capital Management, Accenture; Mr. Sandeep Tyagi, Director- HR, Samsung Electronics; Mr. Rakesh Seth, Chief HR Mentor, REECOSYYS; Mr. Virbjharat, Head-HR Business Partner, Yamaha Motor Solutions; Ms. Nikita Celly, AGM-Corporate-HR, Sunbeam Light weighting Solutions and Mr. G.S. Dahiya, Former CHRO, Indo Autotech Ltd. It was attended by students and faculty of Sushant University and some participants from the industry. The vote of thanks was proposed by Ms. Saloni Kaul, Secretary, FMA, Founder and CEO It's People and Udaan – Its Time to Fly.



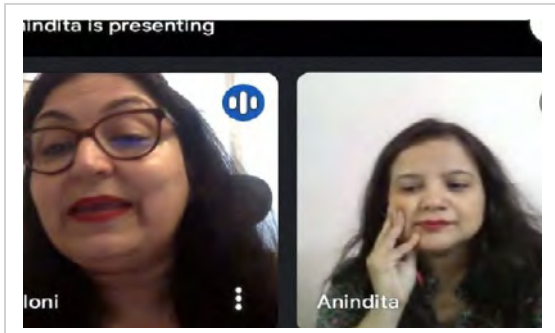
FMA - HR Conclave 2021



Speakers and participants addressing during the session

the vote of thanks was delivered by Mr. V. Thyagarajan, Executive Director- FMA.

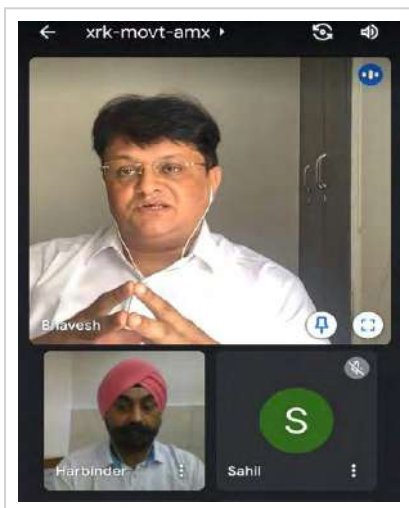
FMA in collaboration with IMPAct4Nutrition hosted a webinar on 17th July on the topic 'Workplace Nutrition and Community Engagement: Improving Employee Productivity'. The event started with a welcome address by Ms. Saloni Kaul, Secretary, FMA, Founder and CEO It's People, and Udaan-Its Time to Fly. The distinguished speakers for the session were Mr. Shubrajyoti Bhowmik, Partnership Officer- UNICHEF ICO; Ms. Geetanjali Tripathi, AGM and HOG- Social Impact Group, TATA Power DDL. The host for the session was Ms. Saroj, Engagement Manager, I4N. It was attended by the participants from the industry and



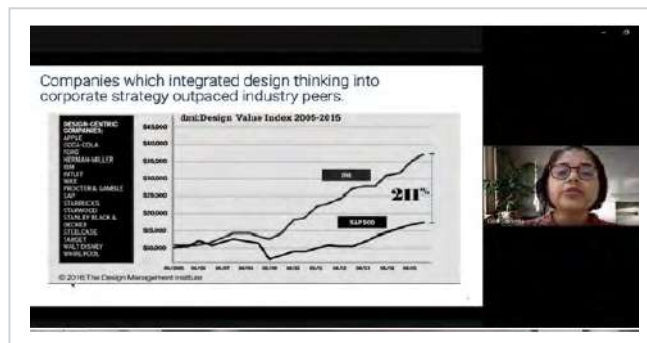
Faridabad Management Association organised a series of Master Class in collaboration with Manav Rachna - MRIIRS-Faculty of Management Studies on 24th, 25th and 31st July. On 24th July, the topic of the virtual Master Class was 'Leadership and Emotional Intelligence'. Dr. Anindita Chatterjee Rao, Professor-FMS, MRIIRS was the host and the guest speaker was Ms. Saloni Kaul, Founder & CEO It's People and Udaan – Its Time to Fly and also Secretary, FMA.

MasterClass series on 'Leadership and Emotional Intelligence'

On 25th July, the session was held on 'Financial Markets' with Security Analysis and Portfolio Management where BSE- Investors Protection Fund was also the partner. The event was hosted by Dr. Bhavesh Joshi, Professor, FMS, MRIIRS and the expert speaker was Mr. Harbinder Singh Sokhi, Manager – BSE- Investors Protection Fund. On 31st July, the Master Class was held on 'Creativity and Design Thinking' and hosted by Dr. Meghna Chhabra. The speaker for the session was Ms. Gitanjali Saxena, Lead Strategist, Lagom Works, Gurgaon. Mr. V. Thyagarajan, Executive Director, FMA thanked the speakers and Manav Rachna-MRIIRS –Faculty of Management Studies.



Speaker- Dr. Bhavesh Joshi and Mr. Harbinder Singh Sokhi



Ms. Gitanjali Saksena, Lead Strategist, Lagom Works, Gurgaon

Ghaziabad Management Association

Webinar

GMA organised an International webinar on 10th July on 'Paradigm Shift in Business and Management: Emerging Trends and Competitive Strategies in Talent Management and HR Analytic' in association with IPEM Group of Institutions over Zoom platform. The distinguished speaker of the session was Dr. Richa N. Agrawal a Corporate

Trainer. The total number of registrations were 445. The major objective and focus of this international webinar was to see the emerging trends and competitive strategies adopted by business and management in Talent Management and HR Analytic.

Annual General Body Meeting

GMA organised its 38th General Body Meeting on 31st July, keeping in view the COVID restrictions and constraints at IMS U C Campus, Ghaziabad. The AGM was relayed live for the benefit of members and attended by about 65 people physically and 393 logged in through Zoom platform. The President, Dr. Chharia welcomed and addressed the members present and shared the activities of the Association and highlighted the major achievements.

Mr. Arun Aggrawal, Member Governing Council and Past President of GMA conducted the elections. Mr. Dharmendra Singh, Dy. Executive Director, Shriram Pistons and Rings Ltd. Ghaziabad has been elected as the President of GMA; Mr. S K Tiwari, General Manager cum Factory Manager of Godfrey Phillips Ltd., Ghaziabad, as Sr. Vice President; Dr. T R Pandey, Director, Ajay Kumar Garg Institute of Management, Ghaziabad, as Hony. Secretary and Mr. Gulshan Thapar, CA and CS, Consultant and Private Practitioner in Ghaziabad, as the Hony. Treasurer.

After the AGM, thanks-giving and felicitation function was organised by Dr. Chharia, the outgoing President. The President individually thanked and felicitated each office bearer appreciating their contribution in taking GMA forward during his tenure. This was followed by the performance by Mr. Vijay Chaudhary, a well-known Stand-up comedian. The event ended with a formal vote of thanks by Dr. Sapna Rakesh, Director, IMS UC Campus.

Guwahati Management Association

Guwahati Management Association organised a virtual monthly meeting on 31st July on the topic 'Oil Industry in Assam - Past, Present and Future' with Mr Dipak Chakraborty, Former Managing Director – NRL, and member, GMA. The meeting was presided over by GMA President, Mr Chiranjit Chaliha and GMA Hony Secretary, Mr Bibhuti Dutta introduced the speaker to the members. Mr Dipak Chakraborty gave an elaborate talk on past, present and future of oil industry in Assam which was enjoyed by all present in the event. The session was interesting and interactive. At the end of the meeting, the vote of thanks was offered by Mr Parag Phukan, Vice President, GMA.

Session on 'Paradigm Shift in Business and Management: Emerging Trends and Competitive Strategies in Talent Management and HR Analytic'

Session on the topic 'Oil Industry in Assam - Past, Present and Future'

Hyderabad Management Association

Election

Hyderabad Management Association conducted the election of the new office bearers on 5th July in its first MC meeting. The office bearers declared by the President, Ms Kavitha Rajesh were Vice President, Mr V Ramchander; Secretary, Dr Ravi Kumar Jain; Treasurer, Mr Jaywant Naidu and Mr. K Chandra Sekhar, Jt Secretary.

Lecture Meeting

HMA and Vedanta Foundation organised a joint lecture meeting on 18th July on the topic 'Live by Choice, Not by Chance' by Philosopher Swami A Parthasarathy. He told the listeners that one has to be the architect of one's life and taught the people the importance of learning how to live one's life without stress and strain and how to live life through thinking and judgement not by feeling and impulses. The session was very enlightening.



Swami A Parthasarathy giving his discourse

Panel discussion

HMA organised a panel discussion on 21st July in collaboration with national stock exchange on what is the advantage for MSME's when they list it on the stock exchange. The resource persons were Mr B Gouri Sankar-Regional Head DD South National Stock Exchange of India Ltd; Mr. Sanjay Banka, Executive Chairman, Banka BioLoo Ltd and Mr. Parth Shah, Director, Shreni Shares Private Ltd. It was a very informative and insightful session which received positive feedback from the participants. Mr Abhishek Goud, NSE Head Marketing moderated the event.



Panel discussion on Listing and Fund Raising for SME Businesses on NSE Emerge

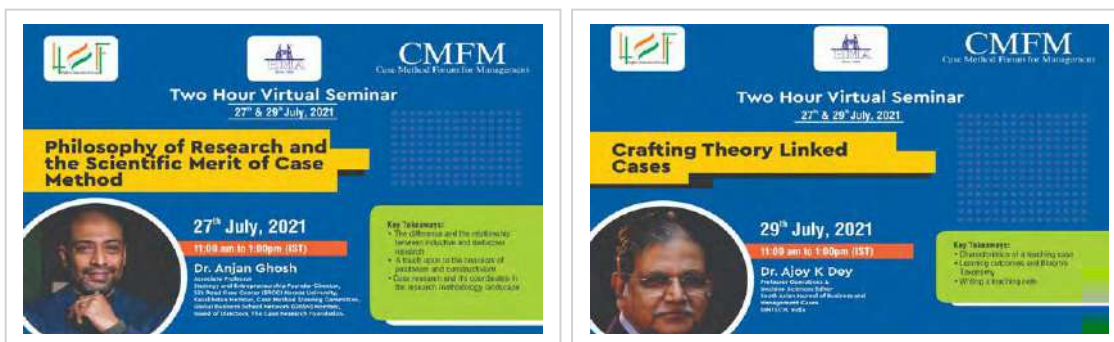
Smart Business panel discussion was held on 22nd July by Business Standard in collaboration with Hyderabad Management Association. The panelists were Mr D Chandra Sekhar, Additional Industrial Adviser and Former Director of MSME-DI (Development Institute) Hyderabad; Mr K E Raghunathan, former President of All India Manufacturers' Organisation and Convenor of the Consortium of Indian Associations; Ms Vanitha Datla, Vice Chairman and Managing Director of Elico Ltd and Managing Director of Elico Healthcare Services Ltd and P Ramesh Kumar, Chairman and Managing Director of Balaji Pressure Vessels Pvt Ltd.



Smart Business panel discussion on 'How to Protect MSMEs in This Pandemic Situation and Sustain'

FDP

Higher education Forum, Case Method Forum for Management and HMA collaborated on 27th and 29th July for the programme Philosophy Research and the Scientific Merit of Case Method and Crafting Theory Linked Cases. The resource persons were Dr Anjan Ghosh – Associate Professor and Dr Ajoy K Dey – Professor of Decision Sciences and Operations Management. 90 participants from different colleges in India and out of this 35 faculty joined the sponsored programme by the Ministry, from Hyderabad. They spoke about the importance of research and case studies in the teaching methodology of higher education.

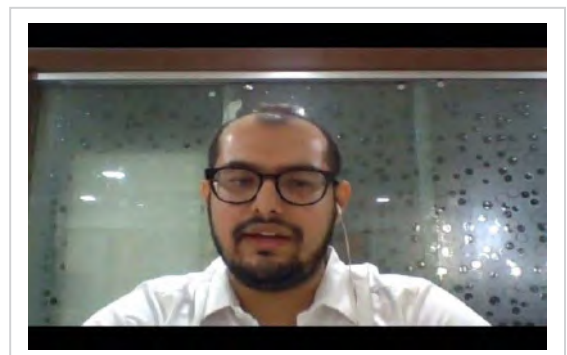


(L to R) Dr Anjan Ghosh – Associate Professor and Dr Ajoy K Dey – Professor of Decision Sciences and Operations Management.

Indore Management Association

Contemporary Learning

Indore Management Association organised a session of Contemporary Learning on 9th July on the topic 'Global Investing Benefits and How to do it'. The speaker for the session was Mr. Omang Khurana, Founder and Chief Wealth Manager, Wealth OK Wealth Management, Indore.



Mr. Omang Khurana during the session



Dr. Varun Kapoor during the session

Open Forum

IMA organised a Student Open Forum on 12th July on the topic 'Awareness the only Tool for Citizen Cyber Security' with Dr. Varun Kapoor, IPS, Additional Director General of Police, M.P. Indore.

Staff Development Programme

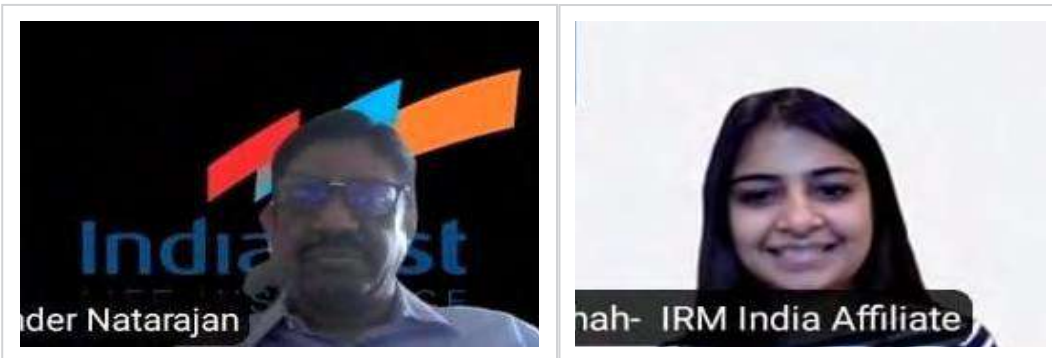
IMA organised its Staff Development Programme on 16th July on the topic 'A Step towards Positivity' with speaker Dr. Ira Bapna, Management Professor and Director at Maharaja Ranjit Singh Group of Institutions, Indore.



Dr. Ira Bapna addressing during the session

Centre of Excellence

IMA organised a Centre of Excellence webinar on 21st July on the topic 'Developing the Right Risk Culture with IRM's Qualification'. The speakers for the session was Ms. Kosha Shah, Head of Academics, IRM India Affiliate and Mr. Sunder Natarajan, CMIRM Chief Risk and Compliance Officer at India first Life Insurance.



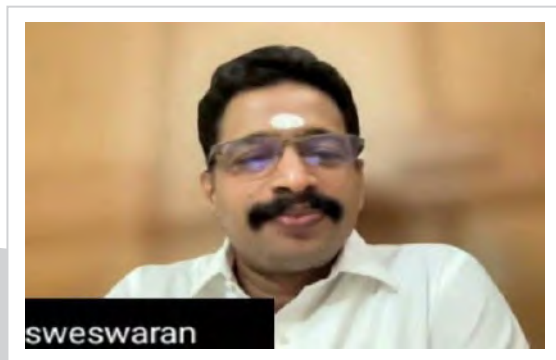
(L to R) Mr. Sunder Natarajan and Ms. Kosha Shah addressing

Student Chapter

IMA Student Chapter organised a Career Guidance Series webinar on 24th July on the topic 'Awareness session on Study Abroad' with Mr. Prashant Hemnani, Director, The Globalizers, Indore.



Mr. Prashant Hemnani during the session



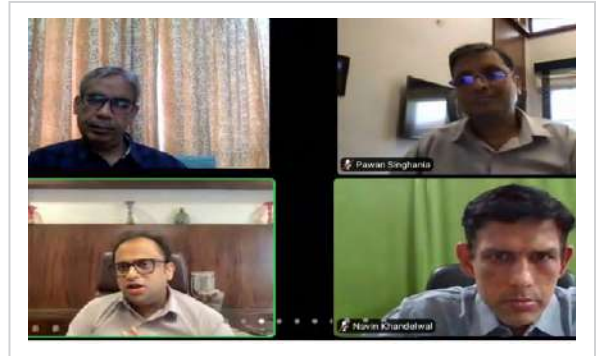
Mr. Visweswaran Sundararaman during the session

Centre of Excellence

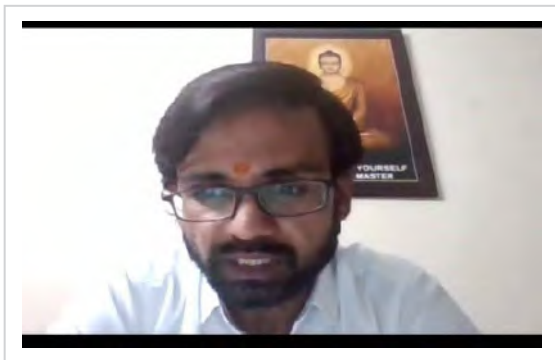
IMA organised a Centre of Excellence on 27th July on the topic 'Theory of Constraints Methodology – An Introduction'. The speaker for the session was Mr. Visweswaran Sundararaman, Principal Consultant, Chennai Goldratt Consulting, Israel.

Open Forum

IMA Student Chapter organised an Open Forum webinar on 29th July on the topic ‘Growth Through Sustained Alignment’. The facilitator for the session was Mr. Anil Sainani, Founder and Managing Partner, BAF Consultant, New Delhi in conversation with Mr. Pawan Singhania, Managing Director of Jaideep Ispat and Alloys Pvt. Ltd and Mr. Avinash Todi Executive Director of Jaideep Ispat and Alloys Pvt. Ltd.



Top (L-R) Mr. Anil Sainani; Mr. Pawan Singhania; Mr. Avinash Todi and CA Navin Khandelwal during the session



Mr. Mridul Dadhich during the session

Student Chapter- COE

IMA Student Chapter organised a Centre of Excellence session on 30th July on the topic ‘Personality – an astrological angle’. The speaker for the session was Mr. Mridul Dadhich, an International Fame Orator, Co- Founder of NGO, Prarambh and Author of “Beyond the Textbook”.

In- House Session ‘Diksha’

Indore Management Association organised an in- house session for the professionals of Jajoo Surgicals Pvt. Ltd on 31st July on the topic ‘How to Keep Motivated a High Impact Team’. The facilitator for the session was Capt. Jaison Thomas, Corporate Trainer and Motivational speaker.

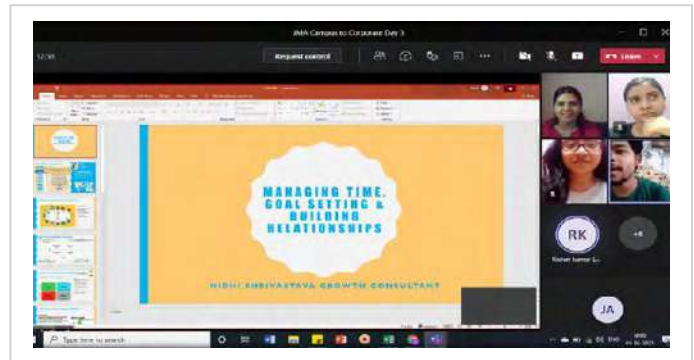


Capt. Jaison Thomas addressing during the session

Jamshedpur Management Association

Campus to Corporate

JMA in collaboration with Arka Jain University organised a programme 'Campus to corporate' for students of management. 17 students were nominated by the college who took part in the three day workshop. Ms Nidhi Shri and Mr. Senthil Kumar were the facilitators for the programme. The workshop provided the students many insights on workplace etiquettes, group discussion, personal interview, time management, interpersonal skills and goal setting. The sessions were well appreciated by the students who were also issued online certificates.



Session in progress



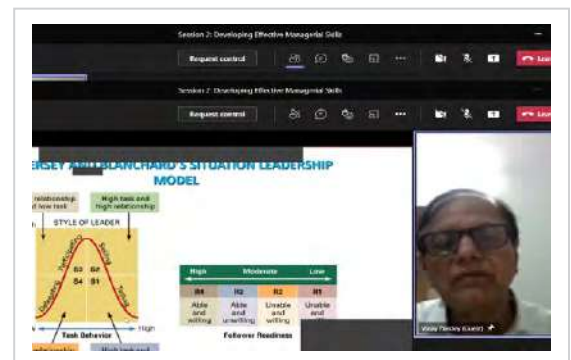
Speaker - Mr. Ravi Gilani, Founder and Managing Consultant, Goldratt India

TOC Master Class

JMA collaborated with Goldratt Institute as a marketing partner and organised a five day master class in 'Theory of Constraints' for the senior leadership of organisations. The facilitator was Mr. Ravi Gilani, Founder and Managing Consultant, Goldratt India introduced TOC to Indian companies in 1998. Two executives from Tata Tubes attended the workshop.

Managerial Development Programme

JMA organised a one day online training on 8th July for the executives of TSUISL and TBSL in developing effective managerial skills. Mr. Vinay Pandey and Prof Durg Dutt Pathak were the facilitators for the training. The session focussed on interpersonal relationships and communication Skills, TQM and customer orientation, time Management and situational leadership. 26 executives attended the training.

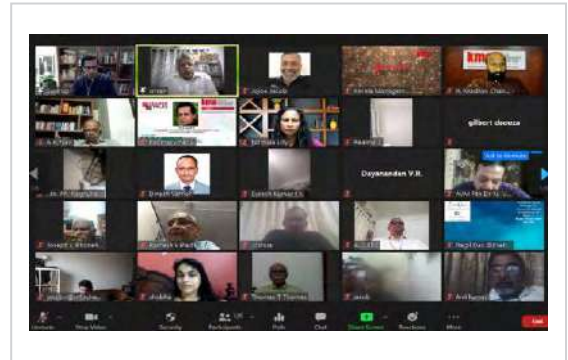


Mr. Vinay Pandey addressing the participants

Kerala Management Association

LeaderTalks Session

KMA organised a talk on 30th June on the theme 'Creating and Nurturing Brands' by Mr. Swarup B R, Co-Founder and Vice Chairman, Stark Communications Pvt. Ltd and Brand Director, BR&S Consultants. The session was presided over by President, Mr. R. Madhav Chandran; Programme Committee Chairman, Mr. S R Nair introduced the speaker and the vote of thanks was proposed by Mr. Jomon K George, Honorary Secretary. The event was attended by 140 delegates.



Mr. Swarup B R during the session



Mr. Sameer Vakil addressing the KMA members

KMA organised a session on 26th July by Mr. Sameer Vakil, Co-Founder and CEO, Global Linker on the topic 'India's SMEs, propelling India to becoming the Global Manufacturing HUB'. The session was attended by over 130 people, which was presided over by President, Mr. R. Madhav Chandran; Programme Committee Chairman, Mr. S R Nair introduced the speaker and Mr. Jomon K George, Honorary Secretary, presented the vote of thanks.

Master Class

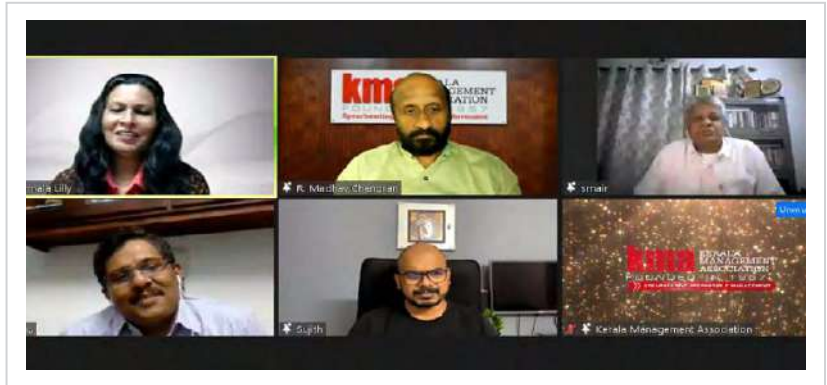
KMA Women Managers Forum organised a Master Class on the 8th of July with Mr. Robin Tomy, Head-TCS Rapid Labs on the topic 'Artificial Intelligence.' The meeting was presided over by President, Mr. R. Madhav Chandran; Ms. R. Rajasree, member of the Women Managers Forum, introduced the speaker and Honorary Secretary, Mr. Jomon K. George expressed the vote of gratitude. Around 160 delegates attended the session.



Mr. Robin Tomy along with the KMA office bearers

StartCon

KMA Startup Conversation was held on 14th July with Mr. Binu Augustin, Co-Founder, Heka Medicals India Pvt Ltd and Mr. Sujit Surendran, Co-Founder, Eightwe Digital Transformations Pvt Ltd. The event was attended by around 80 delegates and presided over by President, Mr. R. Madhav Chandran. The Programme Committee Chairman, Mr. S R Nair, introduced the speakers, and Ms. L. Nirmala, Sr. Vice President gave the vote of gratitude.



Speakers during the session

MSME Workshop

KMA organised a session on 27th July to provide insights and explanations on the Central Government Schemes and Policies to Support MSMEs. Mr. APM Mohammed Hanish, IAS, Principal Secretary, Industries Department, Kerala Government, opened the event, and Mr. G S Prakash, Joint Director, MSME - DI, Thrissur, Ministry of MSME, Government of India, gave the keynote presentation. Mr. R. Madhav Chandran, President, gave the presidential address; Mr. B. Balagopal, Chairman, MSME Forum, gave the welcome address; Mr. Jomon George, Honorary Secretary mediated the session and Mr. Algiers Khalid, MC Member, KMA presented the vote of gratitude.



Mr. APM Mohammed Hanish, IAS and Mr. G S Prakash along with President, Mr. R. Madhav Chandran

Rendezvous with the CEO

On 29th July, the new series 'Rendezvous with the CEO', Mr. Kishor Rungta, Chairman and MD, FACT Ltd, had a conversation with Mr. Prasad K. Panicker, Former President, KMA. Mr. R. Madhav Chandran, President, presided over the meeting, which was attended by around 130 members. Mr. Jomon K George, Honorary Secretary, proposed the vote of gratitude.



Mr. Kishor Rungta during the interactive session

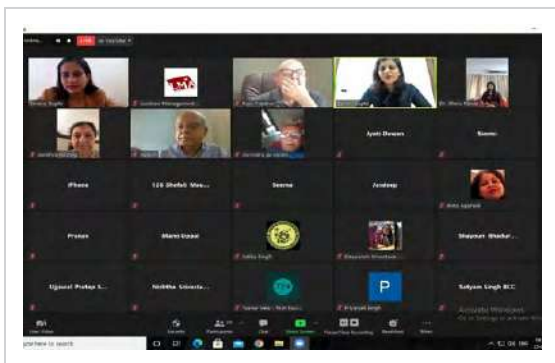
Lucknow Management Association

Success Story Webinar

Young Manager's Forum of Lucknow Management Association started a series on 'Success stories of young Entrepreneurs' and organised its maiden online session on 3rd July featuring Mrs. Simran and Mr. Sachin Sahni, LMA members and promoters of an established Brand of roasted super snack. Ms. Raj Smriti and CA Devesh Agarwal, LMA members were in conversation with them. The speakers shared their success story with members of LMA and young Managers of IILM. Mr. Rajiv Pradhan, Executive Director, LMA welcomed and introduced the speakers and Dr Naela Jamal Rushdi, Director, IILM Academy of Higher Learning proposed a formal vote of thanks on the occasion.



Mrs. Simran and Mr. Sachin Sahni addressing the members of LMA



Speakers and participants during the session

Young Manager's Forum of Lucknow Management Association in collaboration with Shri Ramswaroop Memorial University organised the second online session of series on 'Success stories of young Entrepreneurs' on 23rd July featuring Ms. Sanchi Gupta and Ms. Shreya Gupta, Promoters of an innovative Start up The Tea Saga. Dr Charu Rawat an Educationist, Author, Corporate Trainer, Life Coach and Student's Counselor and LMA member was in conversation with them. The speakers shared their success story with LMA members and young Managers of SRMU. Mr. Rajiv Pradhan, Executive Director, LMA welcomed and introduced the speakers and Prof Jyoti Dewan, Director,

Centre for Innovation, Incubation and Entrepreneurship, Shri Ram Swaroop Memorial University proposed the vote of thanks.

LMA in collaboration with School of Management Science organised the third session of the series on 'Success stories of young Entrepreneurs' on 30th July featuring Mr. Milind Raj, a young passionate creator of World Class Robots and DRONES. Ms. Raj Smriti, LMA member was in conversation with him. Mr. Raj shared his success story with LMA members and budding managers of SMS. Mr. Rajiv Pradhan, Executive Director, LMA welcomed and introduced the speaker and Prof Anurag Srivastava, Academic Coordinator School of Management Science proposed the vote of thanks.



Mr. Milind Raj addressing



Panel discussion on 'Van hi Dhan hai'

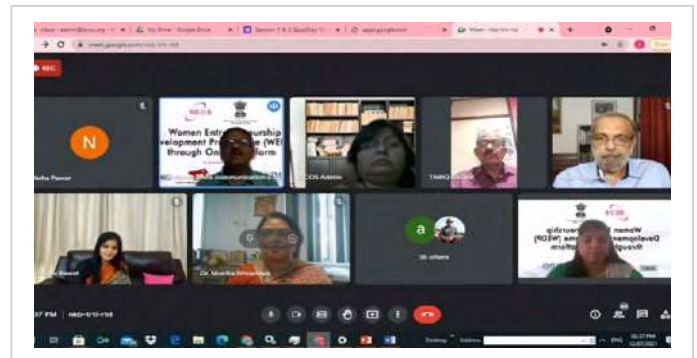
Online Panel Discussion

Lucknow Management Association collaborated with AWOKE India Foundation in organising an online panel discussion on 7th July on the topic 'Van hi Dhan hai' to celebrate Van Mahotsav on Zoom platform. Dr S K Barik, Director, NBRI and CSIR was the Chief Guest and keynote speaker whereas the other panelists were Prof Rajive Kumar IFS (Retd.) Vice President, Amity Foundation for Environment Forest and Climate Change and Dr R.P. Singh, Professor of Environmental Science, Dr B.R. Ambedkar

University. The session was moderated by Mr. Pravin Kumar Dwivedi, President, AWOKE India Foundation and Sr Vice President, LMA. The vote of thanks was proposed by Mr. Rajiv Pradhan, Executive Director, LMA.

Online WEDP

Lucknow Management Association collaborated with Department of Science and Technology, Government of India from 12th July to 5th August for their third three week online Women Entrepreneurship Development Programme. LMA member Mr. Sudhanshu Mani, former General Manager, Indian Rail Coach Factory, Chennai was the Chief Guest and Dr Charu Rawat, Director, Training and Placement, IMRT Business School was the keynote speaker in the inaugural session.



Online Women Entrepreneurship Development Programme



Session on 'Post Covid disorders and remedies'

Well-being Webinar

Lucknow Management Association joined hands with Association of Knowledge Workers Lucknow on 17th July for organising a well-being webinar on 'Post Covid disorders and remedies'. The eminent speakers were Dr. Parinita Srivastava, Homeopathic Physician; Prof. Pankaj Seth, Senior Professor and Scientist Molecular and Cellular Neuroscience, Neurovirology Section National Brain Research Centre, Manesar Haryana; Mr. Birendra Singh, Telecom Professional and Prof. Dr Shailendra

Saxena, FRCP, UK, Professor and Head, Center of Advanced Research, King Georges Medical University, Lucknow and Dr P. K. Seth, LMA member moderated the session.



Session by Mr Sanat Kumar Bharadwaj

Webinar

LMA collaborated with AWOKE India Foundation and National Stock Exchange in organising a webinar on 29th July on 'Family Financial Management' by Mr. Sanat Kumar Bharadwaj, CPE Trainer for NISM, External Communicator on Finance for Stock Exchanges. Mr. Pravin Kumar Dwivedi, Senior Vice President, LMA and President, AWOKE India Foundation moderated the session.

Online Knowledge Sharing Session

Lucknow Management Association in collaboration with Shri Ram Swaroop Memorial Group of Professional Colleges organised an online knowledge sharing session on 31st July on 'Economic Recovery after Second Phase of Pandemic' by CA Jatin Srivastava. Mr. Rajiv Pradhan, Executive Director, LMA welcomed the speaker and the participants.



Session on 'Economic Recovery after Second Phase of Pandemic'

Meerut Management Association

Webinar

A webinar was organised by Meerut Management Association on 2nd July via Zoom in association with MIET Business School on the theme 'Corporate Talk: Entrepreneur – A Journey of Commercial Warrior' with speaker Lt. Col. Manish Sharma, GM Corporate Affairs, Dayal Group, Meerut. Dr Dev Arora, Dean MIET Business School and special invitee MMA was the moderator of the session. MMA members, faculty and students exchanged questions and additional inputs as a part of knowledge sharing session. The webinar was widely appreciated by all attendees.



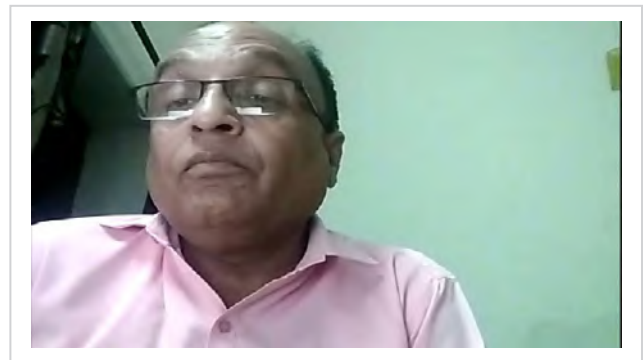
Speaker - Lt. Col. Manish Sharma



Dr. Garima Mathur addressing

MMA organised a webinar on 10th July in association with Gwalior Management Association on the theme 'Managing Emotions while Working from Home during Pandemic' with speaker Dr Garima Mathur, Associate Professor in Management, HR via Zoom. Mr. Manish Jain, Senior Vice President, MMA moderated the event and the vote of thanks was presented by Mr. Mohit Verma from Gwalior Management Association. It was widely appreciated by all attendees.

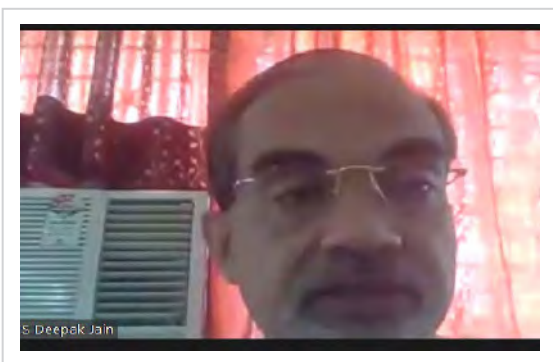
MMA in association with Allahabad Management Association organised a webinar via Zoom on 17th July on the topic 'Rebuilding India Post Covid - Disruptions and Opportunities'. The eminent speaker was Mr. Ravi Prakash, President, Allahabad Management Association. Mr. Ankur Jaggi, Former President, MMA moderated the event and the vote of thanks was presented by Mr. Vibhav Bajpai, Senior Vice President, AMA.



Mr. Ravi Prakash delivering his lecture

Motivational Talk

Meerut Management Association organised its 2nd motivational talk on 'Building Sustainable Happiness in Challenging Times' on 23rd July through Zoom with speaker CS Deepak Jain, Company Secretary and Motivational Speaker, Founder, Vijayash Foundation. Mr. Ankit Singhal, Former President, MMA was the moderator of the webinar. MMA members and guests attended and appreciated the webinar.



CS Deepak Jain addressing

MMA organised a webinar on 31st July via Zoom on the theme 'Avoid 10 Financial Habits To Get Rich' with speaker CA Devendra Arora, Senior Chartered Accountant. Mr. Gaurav Jain, President, MMA was the moderator of the webinar. The webinar was widely appreciated by all attendees.

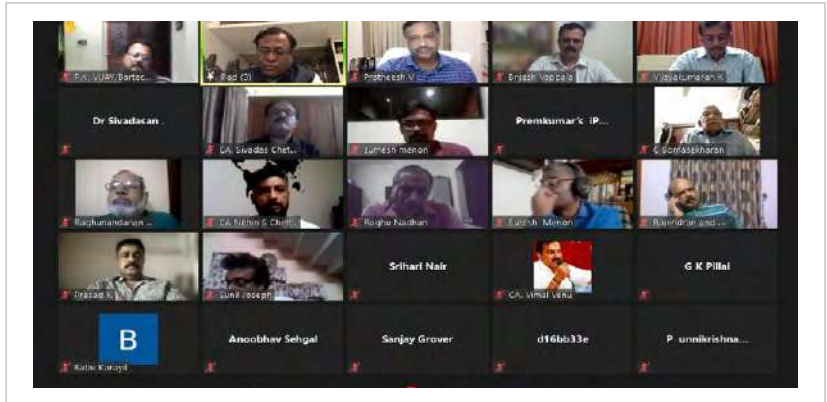


Speaker, CA Devendra Arora addressing the participants

Palghat Management Association

Foundation Day

Palghat Management Association celebrated its 37th Foundation Day on 26th July via Zoom and the theme was 'Importance of Management Associations and how they can act as a catalyst in the society'. The Chief Guest and keynote speaker was Mr. P Dwarakanath, Former Chairman, GSK Consumer Healthcare Ltd and Former Treasurer of AIMA. The session was well attended and appreciated by PMA members.



Speaker and participants addressing during the session

Patiala Management Association

Webinar

Patiala Management Association and Bathinda Management Association jointly organised a webinar on 1st August on the topic 'Be healthy with organic farming and food' with speakers Mr. Umendra Dutt and Dr Amar Singh Azad. They emphasised the role of organic farming and food in our day to life. They said the use of pesticides is maximum in Punjab, due to which various diseases like cancer and other health problems are being diagnosed. We must take seeds, nuts and raw vegetables as salads, home made pickles instead of processed food. It was attended by 35 participants. Mr. Sanjay Gupta, Gen Secretary, PMA introduced the speakers and Mr. Vikasdeep, Gen Secretary, Bathinda Management Association presented the vote of thanks.

Rajkot Management Association

On 2nd July, RMA newly elected President, Dr. Kalpit Sanghvi along with Past Chairman, Mr. Chetan Kothari and other Executive Council members visited the newly appointed Mr. Amit Arora (IAS), Rajkot Municipal Corporation Commissioner. The team discussed how Rajkot Municipal Corporation and RMA can build synergy. In the past, RMA has wonderful partnership with RMC and organised many programmes. The meeting was very fruitful and RMC Commissioner assured to look forward and do some more programmes in future.



RMA visit to Rajkot Municipal Corporation Commissioner

Rohilkhand Management Association

Meeting

RMA executive committee meeting was held on 10th July. It has been decided that Bye Laws of Association will be revised as per AIMA model. Bestowing ceremony was organised to recognise the incredible achievement by RMA members in their respective filed.



Dr. Manish Sharma; Qadir Ahmad; Mr. Umesh Dhirwani; Dr. Neeraj Saxena; Dr. Vivek Sharma; Dr. Swatantra Kumar and Dr. Vinay Khandelwal joined on line



RMA members paying homage

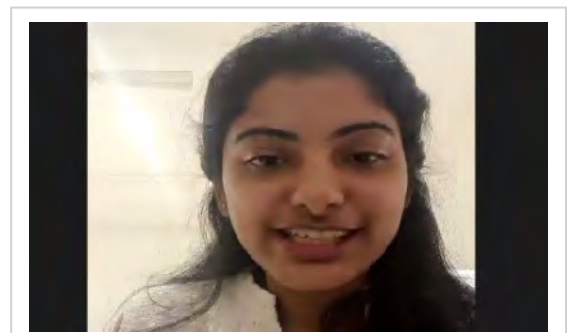
Ceremony to Pay Homage

On 22nd July, Down the Memory Lane ceremony was organised by Rohilkhand Management Association to pay tribute to all those who expired due to corona. Members joined the ceremony and shared their anguish, memory, respect, love, experience and sentiments about the persons who passed away to their heavenly abode and prayed to God to grant their souls eternal peace and courage to the bereaved family to bear irreparable loss.

Thrissur Management Association

Webinar

TMA organised a webinar on 10th July on the topic 'An Entrepreneur's Journey' with chief guest, Ms Maria Kuriakose, Founder, Thenga through Zoom. Dr. V M Xaviour, President of TMA presided over the event and CA Shaji P J, Hon. Treasurer of TMA welcomed all the members and Er. Francis George Hon. Jt. Secretary introduced the chief guest and Mr. Pratap Varkey, Hon. Secretary proposed the vote of thanks.



Ms. Maria Kuriakose, Founder, Thenga interacting with members of TMA



Mr. Benny Joseph addressing during the webinar

International webinar

TMA organised an international webinar on 16th July on the topic 'Humbled by Travel' by Mr. Benny Joseph, Regional Director of Technology Field Services - Australasia Hilton Hotels Group, Sydney. Er. Vinod Manjila welcomed all the participants and Dr. V M Xaviour delivered the presidential address and CA Geo Job proposed the vote of thanks.

TMA Management Voice

TMA released the third volume of Management Voice on 10th July by Dr. V M Xaviour, President, TMA virtually.



Dr. V M Xaviour releasing the TMA Management Voice



(L to R) Dr. Sibichen K Mathew IRS, Commissioner of Income Tax and Smt. Haritha V Kumar IAS, Dist Collector of Thrissur addressing the TMA Awards

TMA Awards 2021

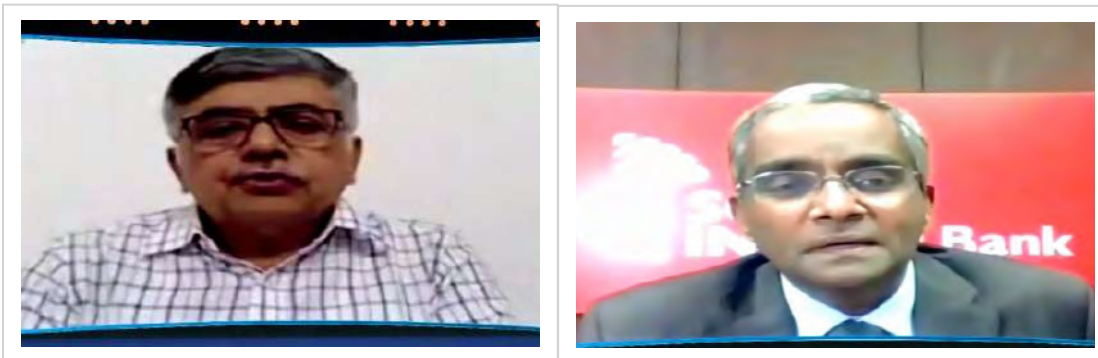
On 27th July, TMA presented its various awards in a special event named TMA Awards Night. The Chief Guest for the event was Smt. Haritha V Kumar IAS, Dist. Collector of Thrissur and the Guest of Honour was Dr. Sibichen K Mathew IRS, Commissioner of Income Tax. Around 180 members attended the programme.



TMA Awards Night 2021

29th Annual Management Convention

29th Annual Management Convention of TMA was held on 28th July through virtual mode on the theme 'Management in the age of new normal'. Er. Vinod Manjila, Senior Vice President, TMA welcomed all the members to the convention, Mr. K Paul Thomas, Vice President, TMA and Mr. V P Joseph, Past President, TMA formally introduced the chief guests. Mr. Bhaskar Bhat, Former MD, Titan, Chief Guest delivered the inaugural address on the topic 'Conducting Business Responsibly: The Tata Way' and Mr. Murali Ramakrishnan, MD and CEO, South Indian Bank, the Guest of Honour spoke about the principles of success. During the session, TMA-Manappuram Group Lifetime Achievement award was presented to Former ISRO Chairman, Padmabhushan Dr. K Radhakrishnan. Mr. Pratap Varkey, Hon. Secretary proposed the vote of thanks. Around 120 members attended the event.



(L to R) Mr. Bhaskar Bhat, Former Titan, MD and Mr. Murali Ramakrishnan, MD and CEO, South Indian Bank addressing during the Convention

Trivandrum Management Association

Enlite Series for B-School Students

Trivandrum Management Association organised a student chapter enlite series for B-School students on 15th July on 'Holistic approach to Life and Career' by Dr. Kate Janik, Co-Author, The Prosperity Factor and Founder, JK European Luxury Products through Zoom. The programme was well received and attended by the HoD, faculty and students of TMA Student Chapter.



Talk on 'Holistic approach to Life and Career'



Webinar

Trivandrum Management Association organised a webinar on 20th July on 'Re-imagining Effective Skilling Post Pandemic' by Mr. Nikhil Jos, State Engagement Officer, Kerala and Lakshadweep, National Skill Development Corporation through Zoom. The programme was well received and attended by members and students.

Session on 'Re-imagining Effective Skilling Post Pandemic'

Vaikom Management Association

VMA organised a monthly talk on 14th July with Prof Samson Thomas, Dean, Marian International Institute of Management, Kuttikkanam on the topic 'Purple Cow', which refers to innovation the field of management. Er A Saifuddin welcomed the participants and Er P Rajendraprsad, President gave the introductory remarks. It was very interesting and well attended by 50 members. Er S Aneesh; Adv. P Venu; Er T Rajendran and Mr V G Krishnakumar also shared their views on the subject while Er P A Sudheeran gave the vote of thanks.

AIMA

ALL INDIA MANAGEMENT ASSOCIATION



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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

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- Minimum work experience of 5 years is desirable

Duration

The duration of the programme is 6 months.

Programme Fees

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

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

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AIMA Events Calendar

Event	Programme Chairman /Director	Venue	Date
3rd BusinessUnusual Series Programme on Business Strategy		Online	14 August 2021
48th LeaderSpeak Session	Mr H V Shringla Foreign Secretary Government of India	Online	20 August 2021
3rd BusinessUnusual Series Programme on HR Leadership and Strategies		Online	21 August 2021
National Shaping Young Minds Programme		Online	25 August 2021
National Competition of Young Managers		East Round South Round West Round North Round Grand Finale	25 August 2021 02 September 2021 07-08 September 2021 14-15 September 2021 17 September 2021
3rd BusinessUnusual Series programme on Social & Digital Marketing		Online	28 August 2021
Healthcare Management Case Study Contest, Awards and Summit		Online	02 - 03 September 2021
Managing India Awards		Online	22 September 2021
48th National Management Convention		Online	22–23 September 2021
PSU Summit		Online	21-22 October 2021

Event	Programme Chairman /Director	Venue	Date
Leadership Workshop	Mr Pranjal Sharma Economic Analyst Advisor & Book Author		13 November 2021
3rd BusinessUnusual Series – Consumption and Branding			20 November 2021
3rd BusinessUnusual Series –Senior Leadership			04 December 2021
10th Innovation Practitioners Case Study Contest, Awards and Summit			14-15 December 2021
HRM Conclave			20-21 January 2022
Leadership Workshop	Mr Harshvendra Soin Global Chief People Officer and Head Marketing, Tech Mahindra		12 February 2022
66th Foundation Day & 16th National Management Day			21 February 2022
Workshop on New Age Manager’s Toolkit			05 March 2022

To view full calendar please visit www.aima.in

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