

AIMA News

AIMA'S MONTHLY E-MAGAZINE

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

JULY 2022



Dear Readers,

I am pleased to present yet another issue of AIMA News.

With your constant support and encouragement, AIMA continued to strive to build management capability through its various initiatives and programmes.

Continuing its focus on Corporate Social Responsibility, AIMA organised the 9th edition of its 'Business Responsibility Summit (BRS) and Project Excellence Contest & Recognition'. AIMA firmly believes that corporates play a pivotal role in empowering and enabling the marginalised segment of the society. The summit recognised organisations which displayed exceptional implementation of CSR projects. Dr Bhaskar Chatterjee, Advisor AIMA BRS & CEO, Anil Agarwal Foundation delivered the theme address, and Mr CK Ranganathan, President, AIMA & Chairman & Managing Director, Cavinkare delivered the inaugural address. Smt Rajashree Birla, Chairperson, Aditya Birla Centre for Community Initiatives and Rural Development gave a special address through a recorded message. The programme focused on the pivotal role played by PSUs and corporates in executing CSR projects and witnessed active participation across online and social media platforms.

AIMA's hugely popular Leaderspeak series has featured some very prominent names from various fields over the last two years. July witnessed the roll out of the 58th and 59th editions with some iconic names from India Inc - Mr Alok Bansal, Co-founder & Executive Vice Chairman, PB Fintech Limited and Ms Vinita Bali, Independent Director on Global Boards and Former Managing Director, Britannia.

Mr Bansal spoke at length about the intriguing journey of Policy Bazaar and how it transformed over the years to become one of the India's largest players in the insurance sector. He highlighted the growth potential of the sector and how the middle class will be the major growth driver. The 59th LeaderSpeak Session was on 'Strengthening Leadership', where Ms Bali spoke about how leadership has evolved over the years and especially in the past two years due to the disruption caused by the COVID 19 pandemic. Both the editions received great response and with strong participation across AIMA's social media platforms. Brief reports are carried inside.

Extending its emphasis on training and development, AIMA conducted trainings on Technical Writing and Effective Presentation Skills. AIMA trainings and workshops prove extremely beneficial to practicing managers and professionals and cover an array of relevant topics and areas, and can also be customised to suit an organisation's current needs.

AIMA YLC continued to reach out to India's future leaders and change makers through its online programmes and initiatives. The Council organised a captivating session on 'Enlightened Corporate Intervention for sustaining the Current World Order'. Mr Ravi Thapar, Former Indian Ambassador to Lebanon, New Zealand and Panama, Costa Rica & Nicaragua was the guest speaker for the session.

Brief reports can be found in this issue along with the latest developments from the Local Management Associations and some interesting articles on management and industry trends.

Warm Regards

Rekha Sethi
Director General

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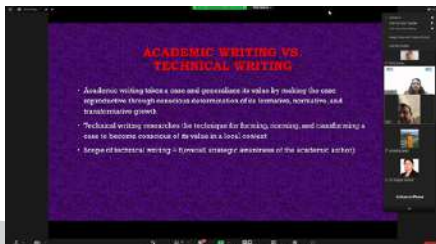
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#SuccessHasNoGender

9th Business Responsibility Summit



From Top (L-R): Smt Rajashree Birla, Chairperson, Aditya Birla; Mr CK Ranganathan, President, AIMA & Chairman & Managing Director, Cavinkare Pvt Ltd; Ms Rekha Sethi, Director General, AIMA and Dr Bhaskar Chatterjee, Advisor AIMA BRS

AIMA organised the 9th Business Responsibility Summit and Project Excellence Contest & Recognition on 4th August 2022 in digital mode. Dr Bhaskar Chatterjee, Advisor AIMA BRS & CEO, Anil Agarwal Foundation delivered the theme address, and the inaugural address was delivered by Mr CK Ranganathan, President, AIMA & Chairman & Managing Director, Cavinkare Pvt Ltd. Ms Rekha Sethi, Director General, AIMA delivered the welcome address. A special address was given by

Smt Rajashree Birla, Chairperson, Aditya Birla Centre for Community Initiatives and Rural Development through a recorded message.

The Summit focused on the stellar role that PSUs and corporates have played in executing CSR projects. Some of the other eminent leaders who addressed the Summit included Mr Vinay Ranjan, Director Personnel & IR, Coal India Ltd; Ms Vandana Chanana, Former Executive Director, GAIL India Ltd; Mr Vinod Pande, Advisor CSR, PTC Financial

Services Ltd; Ms Amrita Ganguly, Head Partnerships, Tata Steel Foundation; Ms Bhomik Shah, Founder & CEO, CSRBox; Mr Sandeep Saxena, Country Director, Communications & Strategic Outreach, Eye Foundation of America; Dr Divya Rajput, President, Association for Women in Business & CEO, JSS Science & Technology Entrepreneurs Park.

The Summit also recognised PSUs and Private Sector companies who have done outstanding

work and showcased exceptional CSR projects in 2 categories based on project value. The winner in the PSU Segment was Indian Oil in both the categories, while Bosch won in the Private Sector Category 1 and Talwandi Sabo Power Ltd won in Private Sector Category 2. Coal India and NTPC were the other winners in PSU Segment. Tata Steel Long Products and Schneider Electric were the remaining winners in the Private Sector Segment.

Training Programme

AIMA successfully conducted a virtual training program on 'Effective Presentation Skills for Cracking Business Deals' on 26 July 2022. The objective of the programme was to build presentations that create maximum impact. Participants learnt a series of techniques through practical activities to develop presenting skills and enhance confidence to expand

the potential of the individual. They also learnt how to adopt a presenting style that suits them as well as covering more general components such as how to engage with the audience. All senior people from different corporates have participated in this programme. The session was very well received and appreciated by all the participants.

SHAPING YOUNG MINDS PROGRAMME

26th August 2022

Timing: 8:30 AM onwards

ABOUT THE PROGRAMME

AIMA has been running a very unique programme for young people called the "Shaping Young Minds Programme" (SYMP). The programme provides a platform for young professionals and management students to interact with iconic leaders from various fields, where these leaders talk about their lives, their successes and more importantly – their failures. There are no speeches – just stories and anecdotes from life! This helps young people synchronise personal and career goals through exposure to experience and wisdom of successful people. The idea is to facilitate students get an opportunity to interact with achievers whom they would not have otherwise got an opportunity to interact with, learn from the experiences of those who have been there and done that.

In 2021, AIMA organised an online version of the Shaping Young Programme called the National Shaping Young Minds Programme in collaboration with our Local Management Associations. The online mode allowed us to make this event really big and reach out to all our LMAs to contribute delegates instead of just from just one region / state. The programme saw overwhelming participation from students and young managers from across the country. The second online version of the National SYMP scheduled on 26th August 2022, it is planned to be a half day event.

SPEAKERS



Dr K Radhakrishnan
Former Chairman, Space Commission/
Secretary Department of Space &
Chairman, ISRO



Mr D Shivakumar
Group Executive President
Strategy and Business Development
Aditya Birla Group & Past President, AIMA



Ms Shereen Bhan
Managing Editor
CNBC-TV18



Mr Sanjiv Mehta
CEO and Managing Director
Hindustan Unilever Limited

SESSION CHAIR



Chanakya Chaudhary
Vice President, Corporate Services
Tata Steel & President, Jamshedpur
Management Association



Pranjal Sharma
Author, Economic Analyst &
Columnist



Shrinivas Dempo
Chairman, Dempo Group of Companies &
Senior Vice President
All India Management Association



Nikhil Sawhney
Vice Chairman and Managing Director
Triveni Turbine Limited, Director, Triveni Engineering
and Industries Limited & Vice President, AIMA

KEY TAKEAWAYS

- > A big idea that influenced
- > Life's teachings
- > Managing stress
- > Mistakes made and lessons learnt
- > Learnings from career
- > Managing ambition.

Please note that there is no participation fee, however pre-registration is mandatory.

Confirm participation on <https://www.aima.in/registration-form/symp> or write to : aseghal@aima.in

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LeaderSpeak Sessions



Mr C K Ranganathan, President, AIMA and Chairman & Managing Director, CavinKare Pvt Ltd and Mr Alok Bansal, Co-founder & Executive Vice Chairman, PB Fintech Limited

58 LeaderSpeak session

The fifty eighth LeaderSpeak session was held on 20th July 2022 with Mr Alok Bansal, Co-founder & Executive Vice Chairman, PB Fintech Limited as the speaker. The theme of the session was 'Policybazaar: Platform to player'. The session was moderated by Mr C K Ranganathan, President, AIMA and Chairman & Managing Director, CavinKare Pvt Ltd. Ms Rekha Sethi, Director General, AIMA, welcomed the speaker and the session chair. Mr Alok Bansal, a pioneer in India's digital finance sector, shared how he has worked on redefined buying and selling insurance and created a formidable insurance platform. Policybazaar.com has been listed on the

stock market and is growing rapidly both in terms of expansion and acquisition. It has evolved into a key intermediary in the insurance market and has also become a tough competitor for Insurance companies. Mr Alok Bansal said that the company is adding new products including, Pet Insurance, Cyber Insurance, and more. However, their target customers will always mostly be the middle class who would access the new innovations that the company will leverage in the future. The session received very good response with the participation of over 700 on various platforms of AIMA.

59 LeaderSpeak session

The fifty Ninth LeaderSpeak session was conducted on 28th July 2022 with Ms Vinita Bali, Independent Director on Global Boards and Former Managing Director, Britannia. The theme of the session was ‘Strengthening Leadership’. The session was moderated by Mr Shrinivas V Dempo, Senior Vice President, AIMA & Chairman, Dempo Group of Companies. Ms. Vinita Bali an outstanding business leader and a role model for many aspiring CEOs, a high flyer, and has worked in several countries with great success; shared how her career exposed her to diverse leadership cultures and allowed her to interact with leaders of the world, and how

leadership has come under sharp focus in recent years, especially due to the severe disruption caused by the Covid pandemic and other uncertainties. Ms Bali said that the top qualities for a corporate leader to have are authenticity, a mindset of excellence and zeal for solving problems. She also said that the world has to now look beyond genders and focus on the diversity of competence. A quota should not determine a woman leader for being in the boardroom, but the qualifications and the experience she has earned. The session received a very good response with participation of over 750 on various platforms of AIMA.



(L-R) Ms Rekha Sethi, Director General, AIMA; Ms Vinita Bali, Independent Director on Global Boards and Former Managing Director, Britannia and Mr Shrinivas V Dempo, Senior Vice President, AIMA & Chairman, Dempo Group of Companies

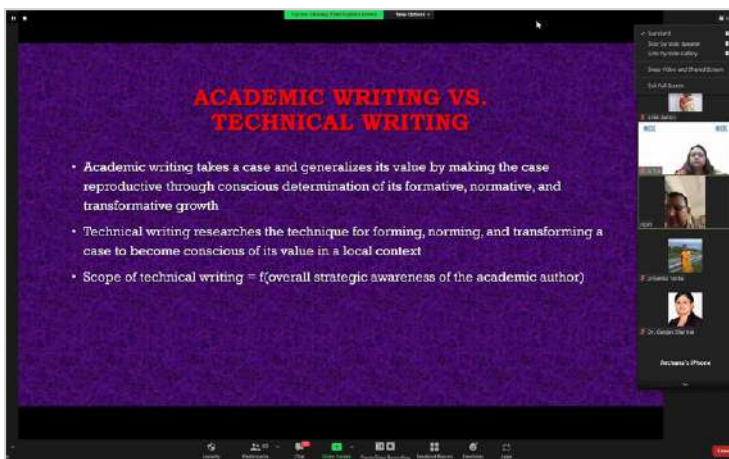
YLC SESSION



(L-R): Dr Himanshu Talwar, AIMA YLC, Delhi & NCR Chapter Chairman, TEDx Speaker; Mr Ravi Thapar, Professor and Executive Dean & Former Ambassador; Mr Kartik Sharma, AIMA YLC, National Chairman, Director Agnitio & Co Founder Dcode AI

AIMA-Young Leaders Council (YLC) organised a physical session on the theme ‘Enlightened Corporate Intervention for sustaining the Current World Order’ on 29th July 2022. Mr Ravi Thapar, Former Indian Ambassador to Lebanon, New Zealand and Panama, Costa Rica & Nicaragua was the guest speaker for the session. The programme was moderated by Dr. Himanshu Talwar, AIMA YLC, Delhi & NCR Chapter Chairman and Mr Kartik Sharma, National Chairman – AIMA Young Leaders Council and Director - Agnitio & Co-Founder DcodeAI. The session was very well received by the participants.

Webinar



Webinar on ‘Technical writing’

AIMA-ICRC conducted a webinar on ‘Technical Writing’ on 20th July 2022. The objective of the webinar was to impart practical knowledge and experience to enhance technical writing skills. The

session was conducted by Dr. Vipin Gupta, a professor of management, and co-director of the Center for Global Management at the Jack H. Brown College of Business and Public Administration, California State University, San Bernardino. The webinar covered the following topics-introduction to Technical Writing; Understanding its purpose; Types of Reports; Research proposal, Research report; Data collection and processing; Fundamentals of technical reporting; Planning, Research, Structure, Editing, and Conveying information with graphics; Document presentation and the business perspective. The participants of the workshop were mostly senior professors, research scholars and students who are pursuing PhD.

49th National Management Convention

Advantage India: Thriving in the New World Order

20 - 21 September 2022, Hotel Taj Palace, New Delhi

AIMA's flagship event - is a mega two-day programme that addresses a topical theme of national importance every year. The Convention is addressed by eminent speakers, including Ministers, CEOs and Thought Leaders from different spheres of life.

The Convention attracts delegates from Industry, Government, Media and Academia from across the country, several AIMA awards and fellowships are also presented on the occasion. AIMA's National Management Convention has been rightly termed as the most important management event of the country.

SPEAKERS

C K Ranganathan
President, AIMA and Chairman & MD, CavinKare Pvt Ltd

Jyotiraditya M Scindia
Minister of Civil Aviation; Steel Government of India

Admiral R Hari Kumar, PVSM, AVSM, VSM, ADC
Chief of the Naval Staff

V Anantha Nageswaran
Chief Economic Advisor (CEA), Government of India

Amitabh Kant
India's Sherpa for the G20

Rishad Premji
Executive Chairman Wipro Limited

Kartik Sharma
Director Agnitio & Co-Founder, DcodeAI

Vinita Bajoria
Chairperson, Nicco Cables Ltd

Sanjay Kirloskar
Chairman and Managing Director, Kirloskar Brothers Ltd

Rekha Sethi
Director General, AIMA

Harshvaradhan Neotia
Chairman, Ambuja Neotia Holdings Pvt Ltd

Pranjal Sharma
Economic Analyst, Advisor and Author

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

Rahul Garg
Founde, Moglix

T V Narendran
CEO & MD, Tata Steel Ltd

Milan Vohra
Author, Harper Collins Publishers

Sanjeev Bikhchandani
Founder and Executive Vice Chairman, Info Edge (India) Limited

Tessy Thomas
Distinguished Scientist & Director General (Aeronautical Systems), DRDO

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Co-Chairman Rieter India Pvt Ltd

Suneeta Reddy
Managing Director, Apollo Hospitals Enterprise Ltd.

Nikhil Sawhney
Vice President, AIMA and Vice Chairman & Managing Director, Triveni Turbine Ltd

Saurabh Mukherjea
Founder and Chief Investment Officer, Marcellus Investment Managers

T V Mohandas Pai
Chairman, Manipal Global Education Services Pvt Ltd

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

Siddarth Pai
Founding Partner 3one4 Capital

DELEGATE FEE PER PARTICIPANT FOR NATIONAL MANAGEMENT CONVENTION

No of Delegates	Registration Fee (per participant)
1 - 3 Delegates	INR 15,000 + GST per person
4 - 6 Delegates	INR 12,500 + GST per person
6 + Delegates	INR 10,000 + GST per person

*GST @18% applicable extra as per Govt norms

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The Discovery of Rekha Ganesan

Rekha is a common Indian name. It is also a word meaning 'a line'. Perhaps the oldest reference to the word is in the Ramayana - the 'Lakshman Rekha', the line drawn around the hut that Sita was not to cross. In the event, she did, and the rest, as we all know, is history. Of course, here I am talking about the name Rekha and not lines and circles. That's stuff for kids in a geometry class.

And again, there are Rekhas and Rekhas! For now, let me concentrate on the one and only, the seemingly ageless screen goddess, and how I met her.

I think it was 1988; I was returning from a business trip and had boarded the Air India flight at JFK airport in New York. I had an aisle seat in the last row of the 747's upper deck. As a habit, I don't drink or eat much on flights. Flying east, it's even more important to get some rest because one loses so much time. So, it's a pretty set routine - get rid of the jacket, tie, shoes, 'Do not disturb' sticker on the backrest, mask over the eyes, cotton wool in the ears. Get a little shut-eye.

When I woke up, the German in the next seat was getting ready to disembark - we had reached London. The hostess announced that transit passengers were to stay on board. Unwittingly I shifted to the window seat and went back to sleep.

Suddenly there was a commotion. A smart young woman had come in and the hostesses were fussing over her, falling over each other in escorting her to the seat. She came and stood by my seat, surveyed the entire cabin as an empress would survey her subjects. "Do you mind shifting? I prefer the window seat." She appeared to address no one in particular. I could've ignored her, but I didn't. I was in the wrong seat anyway. So I complied and she sat down, looking more out of the window than at the crowd courting her. She seemed lost in her own thoughts. Finally, the hangers-on left after enquiring a hundred times if she needed anything.

I was wondering who she was. The face was familiar and yet I couldn't recall the name. I kept glancing sideways and her presence bothered me because I couldn't recognize her. Even she turned her head several times and smiled vaguely. Obviously, she was waiting to be recognized. May be it bothered her too. Without her admirers, she looked so vulnerable.

Soon the seat-belt sign went off. Again there was a row of callers, some just saying hello, others asking for autographs. Several times I had to get up so someone could have a picture taken with the queen. I could've asked who she was but didn't want to show my ignorance. Obviously, she was important. I sneaked a look at the signatures being doled out. It was only a scrawl. God, what was happening? Half the passengers in the aircraft knew this gorgeous woman, and here was this country hick, sitting next to her, who didn't even know her name.

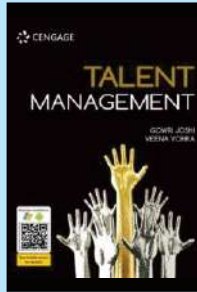
The meal service started. I couldn't concentrate on food. She seemed to be enjoying her rice and chicken curry, eating with her fingers like a native South Indian. How could I be so naïve? She was none other than the famous film star Rekha Ganesan. Still not sure of my great discovery, I asked very tentatively, "Aren't you Rekha?" "Indeed, I am" she laughed heartily, "I was beginning to get a complex; I thought you'll never recognize me. You know, for us filmi folk, this is very important. We might say we dread it; secretly we love it. We revel in the adulation."

Rest of the flight was really enjoyable. Suddenly she was a new person; no aloofness, no hauteur; just a normal, sensitive human being. This candid superstar turned out to be an excellent conversationalist and she found a good listener in the next seat.

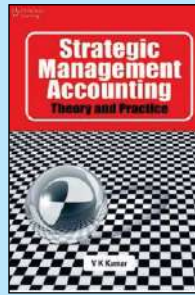


*by Krishan Kalra
Past President, AIMA*

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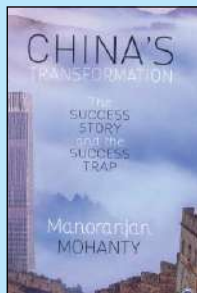
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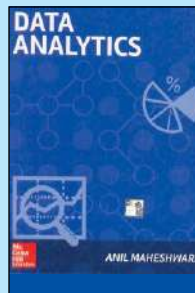
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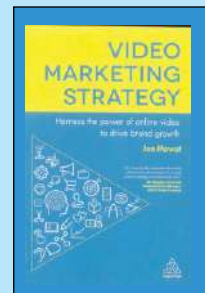
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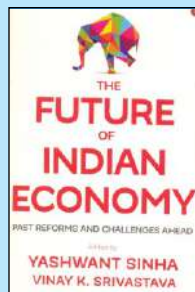
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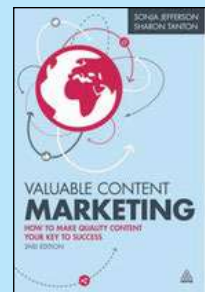
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With a vision to be a leader in Management Development AIMA facilitates individuals and organisations to realise their potential. And in its endeavour to shape the management destiny of the new age India, AIMA has constituted **YOUNG LEADERS COUNCIL**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



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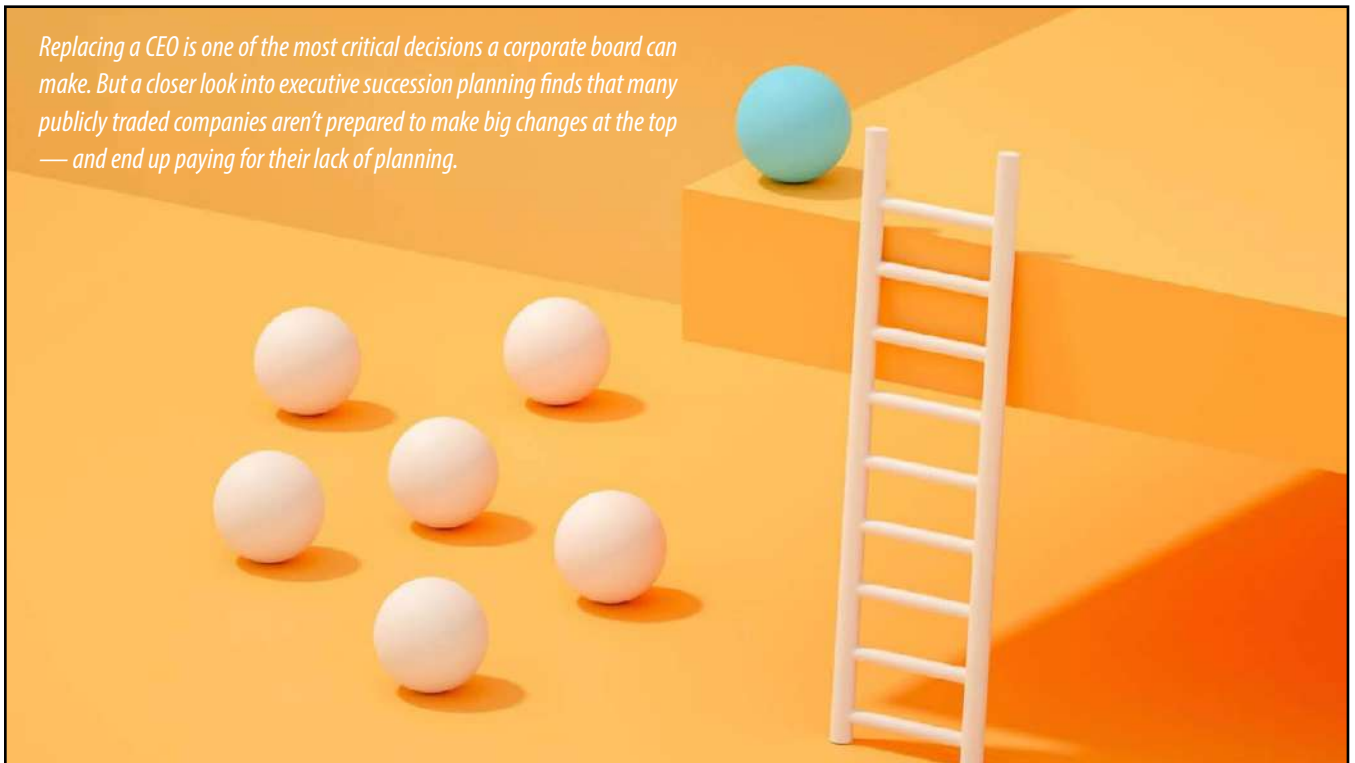
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Many Companies Aren't Prepared to Replace Underperforming CEOs

Boards often don't think about shaking up the C-suite until it's too late.

August 08, 2022 | by Seb Murray

Replacing a CEO is one of the most critical decisions a corporate board can make. But a closer look into executive succession planning finds that many publicly traded companies aren't prepared to make big changes at the top — and end up paying for their lack of planning.



Executive searches can be time-consuming, expensive, and high-stakes. | iStock/akinbostanci

In a recent paper, David Larcker, a professor emeritus of accounting at Stanford Graduate School of Business; Brian Tayan, a researcher at the GSB's Corporate Governance Research Initiative; and Edward Wattsopen in new window, PhD '20, of the Yale School of Management, find that many companies are slow to terminate underperforming bosses, get caught flat-footed when a CEO suddenly departs, and often fail to appoint a viable or permanent successor.

Succession planning is a taboo subject that tends to be neglected in many companies, Larcker says. One reason is that directors may feel awkward about broaching the subject with CEOs, as it suggests dissatisfaction with their performance. "It's like coming home from school with a bad report card and explaining it to your parents," Larcker says. "It's not a fun thing to do." And personal tiesopen in new window can make directors go easier on the CEO.

One of the most striking findings unearthed by the paper was that 4 out of 10 CEOs retain their jobs despite five years of worst-in-class performance based on return on assets.

Larcker puts this down to risk aversion. A CEO search can be time-consuming and expensive, and the stakes are high. One study^{open in new window} estimates the cost of appointing the wrong leader at more than \$100 billion. Bad picks can cause stock price drops along with stalled momentum, lost customer goodwill, and diminished trust within the organization. “There’s a reluctance to do it,” Larcker says.

Big Shoes to Fill

One indicator of a board’s preparedness for succession is whether it names a permanent or interim boss. A 2010 survey by the Rock Center for Corporate Governance and Heidrick & Struggles, an executive search firm, found that only half of directors felt ready to name a long-term successor if they had to, with 39% admitting they had zero internal candidates. They said it would take them 90 days, on average, to find a permanent replacement.

“To start the search for a replacement once you get rid of a CEO is too late,” Larcker says. “Companies with a really good succession plan should be able to appoint a permanent successor almost immediately.”

The paper shows that interim leaders are negatively associated with firm performance and increase a company’s long-term risk of failure. In addition, the longer it takes to find a permanent successor, the worse the operating results. “If you appoint a caretaker, that is indicative of the fact that you may not have talked about succession planning,” Larcker says.

Companies with a really good succession plan should be able to appoint a permanent successor almost immediately.

David Larcker **Jonathan Levav**

These findings chime with a recent string of CEO shake-outs. This summer, for example, Gap Inc. fired Sonia Syngal^{open in new window} after just two and a half years in the job without naming a permanent successor. Her predecessor, Art Peck, had been ousted in 2019; an interim leader replaced him until Syngal’s arrival. The company’s share price has plunged around 45% since Peck’s abrupt exit.

Another important aspect of succession planning is whether the replacement comes from inside or outside the firm. Outside CEOs are a riskier bet than internal candidates, Larcker says. Shareholders may see the appointment of an external CEO as evidence of far-reaching strategic, structural, or cultural problems. It also suggests a weak talent development program and a lack of qualified internal candidates. Larcker found that about half of all underperforming CEOs who are forced to resign are replaced by external candidates, suggesting that their companies did not take succession planning as seriously as they could have.

What “Stepped Down” Really Means

Another central question for shareholders is whether the incumbent CEO was fired. This information is helpful for assessing the quality of board governance. But Larcker and his coauthors found that the ambiguous language used to describe CEO departures makes it difficult to determine the truth.

Firms usually say that CEOs have “retired,” “resigned,” or “stepped down” when they have in fact been forced out.

A tool for reading between the lines is the Push-Out Score, developed by financial journalist Daniel Schaubert, which examines the circumstances of a CEO’s exit to determine the likelihood that they were pressured to leave. Larcker and his colleagues examined Push-Out Scores from nearly 1,400 turnover events at Russell 3000 companies between 2017 and 2021. They found that 29% earned a high score, suggesting an involuntary departure, while only 23% had a low score indicative of a voluntary exit.

This suggests boards may be more likely than initially thought to hold CEOs to account. But most CEO exits tend to fall in the middle of the spectrum between a termination and a friendly split.

The research also finds a strong correlation between stock price performance and the likelihood a leader was pressured to quit. Former CEOs with low Push-Out Scores delivered shareholder returns of around 8% in the three years leading up to their departure announcements, compared with -42% for those with scores indicating they were fired.

This is because voluntary separations almost always involve the naming of a permanent CEO, while involuntary exits involve a higher number of interim successors, who are associated with worse financial

performance. The paper suggests that boards that appoint an interim leader usually do so because they fired the incumbent, not because of an unexpected resignation. Those boards may not have a long-term succession plan even though they instigated the turnover event.

Larcker adds that some top executives may be reluctant to step down because they aren’t prepared for what comes next. “The succession event works a lot better when that person knows what he or she will do with their life going forward.” Bosses who are forced out are more likely to join other ventures as a CEO, executive, investor, consultant, or founder. Those who step down voluntarily are more likely to retire or join the board.

What incentives would convince directors to increase their readiness for succession events? Larcker says dissatisfied shareholders can vote against board members when they come up for re-election. Another incentive is the reputational damage associated with a poorly managed succession event. “It’s a lot of work, and it’s embarrassing when it’s discussed in the press,” he says.

Board members can incentivize the CEO to play a more active role in talent development and succession planning by tying these two factors to their bonus packages. “The best companies,” Tayan says, “seem to be those who take talent development and mentoring at the board level seriously and continuously” — long before there’s an empty corner office.

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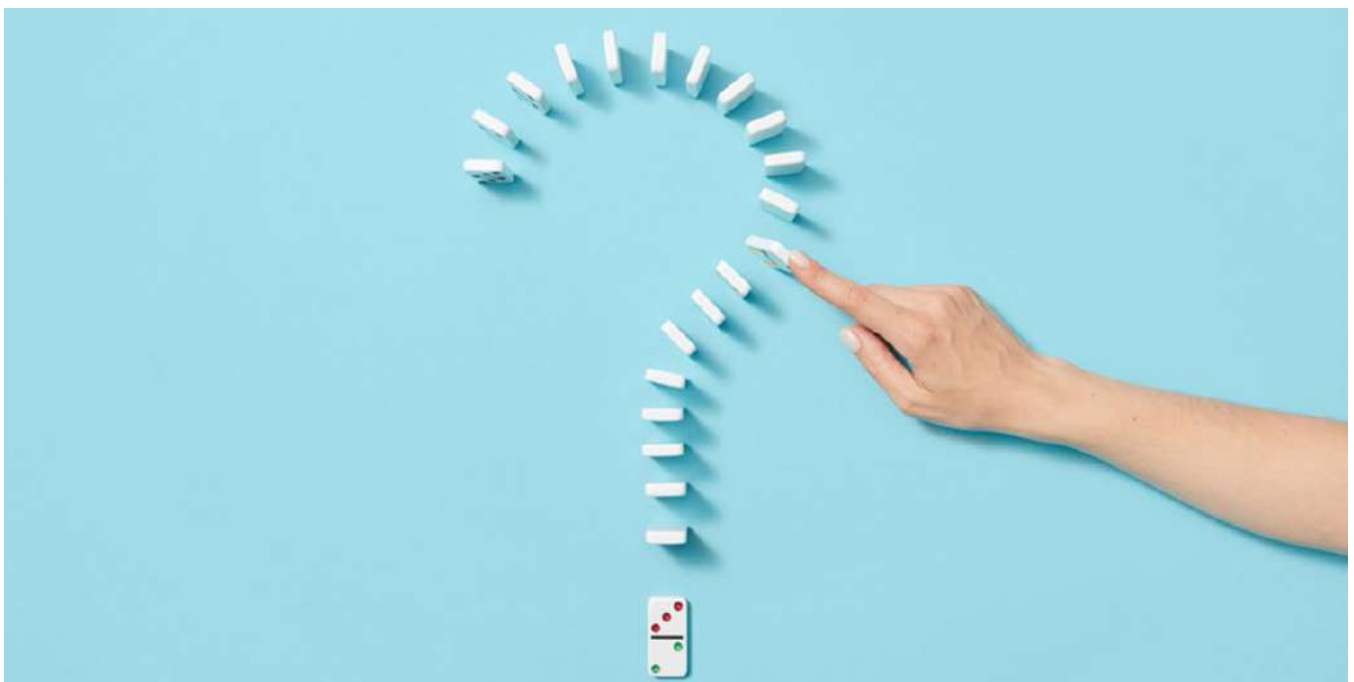
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What Are Your Decision-Making Strengths and Blind Spots?

by Cheryl Strauss Einhorn | August 09, 2022



Yaroslav Danylchenko/Stocksy

Summary.

Many of us approach decision making from the same perspective over and over. We use the same tools and habits every time, even if the decisions are vastly different. But following the same strategy for every problem limits your abilities. To make better decisions, you need to break out of these patterns and see things differently, even if it is uncomfortable.

First, you need to understand your own decision-making strengths and your blind spots. You must identify the mental mistakes or cognitive biases that tend to get in your way. Once you do that, you can better check and challenge those biases, adjust your approach, and bring out a more holistic understanding of a situation, better ensuring that you are solving the whole problem.

What do you do when you face an important but complicated decision? Do you turn to experts? Dig for data? Ask trusted friends and colleagues? Go with your gut?

The truth is many of us approach decision making from the same perspective over and over. We use

the same tools and habits every time, even if the decisions are vastly different. But following the same strategy for every problem limits your abilities. To make better decisions, you need to break out of these patterns and see things differently, even if it is uncomfortable.

First, you need to understand your own decision-making strengths and your blind spots: What is the psychology of your decision making? What is your typical approach? What mental mistakes or cognitive biases tend to get in your way? Looking inward to what you value can illuminate why you make decisions the way you do — and how you might be shortchanging yourself with your approach. From there, you can disrupt your traditional processes.

The Problem Solver Profiles

Through my research and work in decision making, I have identified five different decision-making archetypes, which I call Problem Solver Profiles (PSPs). As I describe in my book *Problem Solver: Maximizing Your Strengths to Make Better Decisions*, these PSPs are personal approaches to decision making that are built from our individual strengths and weaknesses. Each have their own specific cognitive biases that reveal habits and patterns of behavior that drive our choices. They aren't proscriptive; once we gain awareness of what we tend to do, we can take steps to become more dynamic, flexible decision makers.

Below are brief descriptions of the five PSPs. Read through them to see if you recognize your own habits in one of these profiles. (You can also take the full PSP assessment at app.areamethod.com.)

- **Adventurer:** You make decisions quickly and trust your gut. When faced with a challenge, big or small, you'd rather do what feels right than spend your valuable time thinking through all the choices. You know who you are and what you want — so you aren't afraid to go get it.
- **Detective:** You value information and are always looking for facts and data. You don't decide based on how you feel — you want to see what the evidence says. You believe that the more you learn and soak in the details, the better you'll do.

- **Listener:** You've got a whole village of people in your life whom you trust and who support you. When you are faced with a challenging situation or a complex decision, you rely on these people, asking for their input and opinions. You feel comfortable knowing you don't have to decide by yourself.
- **Thinker:** You are thoughtful, resisting the pressure to make quick decisions. You carefully weigh options, wanting to understand the positives and negatives of each. You don't need a lot of data, but you do need the time and headspace to feel like you have both a reason for the choice you're making and a rationale for why it makes sense. Speed is not your goal; process is.
- **Visionary:** You don't want to settle for the ordinary, and you like to go your own way. When faced with a clear set of options, you're more interested in finding a different one, preferably one that hasn't yet occurred to others. You keep everyone guessing — and often, you surprise those around you with your decisions.

Which of these profiles do you identify with? Most of us can be more than one type of problem solver, although we almost always have one dominant approach that we lean on. Once you've identified the style or styles that best represents your approach, you can then learn how to better work within and outside of it.

Cognitive Biases and PSPs

There's no question that each of these archetypes comes with great strengths — but strengths and weaknesses are two sides of the same coin. Each PSP is also associated with a set of cognitive biases that can impede effective decision making. Fortunately, you can avoid these pitfalls. Here's how.

Adventurer

Your optimism bias makes you feel unstoppable, which can lead you into danger. Because you like to move quickly, and are optimistic about most everything, you don't always have an accurate sense of how long something really takes. This can lead to a planning bias, where you run the risk of falling behind schedule and not accomplishing everything you want to.

To avoid this, pay attention to your first inclination. What is your gut suggesting you do? Then consider how that's worked out in the past for this particular type of decision. Your adventurer spirit might be great for some decisions but not for others. Working with the other stakeholders involved in your decision will help as well. But be careful: Are you running roughshod over them? Do you understand their goals and objectives — and are you taking those into account? Make sure to listen to them without judgment and note any concerns that something can't be done on time.

Detective

Your frame blindness can mean that you miss the bigger picture, leading to situations where you solve for the wrong problem (or only part of one). More information does not always make for a better decision; it may just put you further in the weeds. Detectives can also fall prey to confirmation bias, cherry-picking through reams of data to support a favored hypothesis. More information is not always unbiased information, especially if you're only collecting it to prove that you're right, and published research (which detectives favor) is not the only type of information out there.

Instead, recognize that other voices are valuable. All information doesn't come as data — some comes from people. Go beyond the data to speak

to knowledgeable sources. Lean on coworkers to help you see the forest and the trees. Use their knowledge and expertise to put the data you have into perspective.

Listener

Being a listener means that you may rely too heavily on other people to make decisions for you, whether they are family, friends, or coworkers. You can fall victim to authority bias, being swayed by the opinions of people in positions of power. You're loyal to those you trust, sometimes making decisions based on what — or whom — you like, which is called liking bias. While others may be well intended in their advice, they may not be aligned with your inner voice, especially if you have not listened to it yourself.

Recognize that your inner voice is valuable: Before getting input from others, sit with yourself and identify what is important to you in the outcome of your decision. Only after you do this should you reach out to others for their thoughts and perspectives. And remember, just because listeners naturally include others doesn't necessarily mean that those people will have divergent viewpoints. When discussing a problem with others, listen not only for opinions, but for differences of opinion. If your go-to group doesn't provide that perspective, look for others who could play devil's advocate.

Thinker

Because you are so cautious, you may fall prey to loss aversion, avoiding failure by picking a safe option rather than the best one. And because you like to compare and weigh options, relativity bias may keep you from seeing things as they actually are. Instead, you may be inclined to compare the situation to something else, which may frame a problem too narrowly.

Recognize when you are stuck in your own head. Your time is valuable. Set a decision-making deadline before you begin your process to limit how long — and how often — you can ruminate. Whether working alone or with a team, thinkers benefit from creating a vision of success first to identify success metrics and invert the problem. By working backward and focusing on the solution, you will have an easier time staying on track and working with others.

Visionary

With your propensity for being drawn to exciting ideas, you may experience saliency bias, getting attached to the most prominent solution or boldest idea, even if it isn't ultimately the best option. You also overvalue originality because it's rare, a form of scarcity bias that devalues what is common or plentiful, which can lead you to invest in being different rather than making the smartest choice.

Recognize the value of the ordinary: By communicating your (precious) vision to others clearly and then collecting data to test it out, you'll have a better sense of which inspirational ideas to pursue and which ones to shelve — for now. Actively

solicit feedback from your colleagues, asking others not only what they've heard, but also what they've understood. Is the idea feasible? Are there gaps that need to be closed for everyone to be aligned? Do team members know where their responsibility lies? Their answers will help you to hone your thinking.

Decision Dynamism

There is no "perfect" PSP. While some decisions — or even stages of a decision — might be better made by certain PSPs, a truly successful decision benefits from combining different thinking processes. By breaking away from your standard approach and learning about the other PSPs, you can better check and challenge your biases and bring out a more holistic understanding of a situation, better ensuring that you are solving the whole problem.

More dynamic decision making begins with knowing more about yourself, so you can sidestep potential bias and gain new perspectives about a problem. While it's not always easy to think outside your own box, remember that you're building both strength and flexibility in the decision-making muscles you need to make your big decisions better.

A version of this article also appears in the HBR Guide to Critical Thinking, which is forthcoming from Harvard Business Review Press in January 2023.

About Author:

Cheryl Strauss Einhorn is the founder and CEO of Decisive, a decision sciences company using her AREA Method decision-making system for individuals, companies, and nonprofits looking to solve complex problems. Decisive offers digital tools and in-person training, workshops, coaching and consulting. Cheryl has taught for years at Columbia Business School and Cornell and has won several journalism awards for her investigative news stories. She's authored two books on complex problem solving, *Problem Solved* for personal and professional decisions, and *Investing In Financial Research* about business, financial and investment decisions. She is currently working on a book about different decision-making approaches called *How You Decide*. For more information please watch Cheryl's TED talk and visit areamethod.com.

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Allahabad Management Association

MDP

Allahabad Management Association signed an MoU on 4th July with United University, Rawatpur, Allahabad to conduct joint Management Development Programmes in industries around Allahabad. Dr Raj Laxmi Srivastava, HOD, MBA was nominated as chief coordinator for the project. The team also included Dr. Anand Srivastava and Dr. Lovely Srivastava from United University and Mr. Ravi Prakash, President, AMA along with Mr. Vibhav Bajpai, Past President, AMA.



Mr Ravi Prakash presenting a memento to the Chief Guest at the AGM



Committee members at the AGM and Annual Day Celebrations

AGM and Annual Day Celebrations

Allahabad Management Association organised its 34th Annual General Meeting and Annual Day Celebrations on 17th July. Mr. Ravi Prakash was elected as President of the association for the second year in succession. Mr Arun Kumar, GM, Central Organisation for Railway Electrification was the chief guest. The event started with a presentation by the Secretary, Mr. O. P. Goel highlighting the activities of the association in the year 2021-2022. The President, Mr. Ravi Prakash in his address highlighted the importance of

management and the increasing role of the association in the society and announced the new office bearers for 2022-2023. The President, Mr Ravi Prakash introduced the chief guest, and the secretary proposed the vote of thanks. 105 members were present on the occasion.

Bharuch District Management Association

CEO Think Tank Forum

BDMA organised a physical meet on the topic 'Contemporary Trade Policy Changes and Shifts - Key Perspectives' on 1st July through its CEO Think Tank Forum. Dr. Rajiv Arora, Additional Director General, Directorate General of Trade Remedies, Ministry of Commerce and Industry, New Delhi and Dr. Rahul Singh, Joint Director General of Foreign Trade, Vadodara were the esteemed speakers for the meet. They both discussed various points on trade policy changes and shifts through various case studies. The session was well received by around 35 participants.



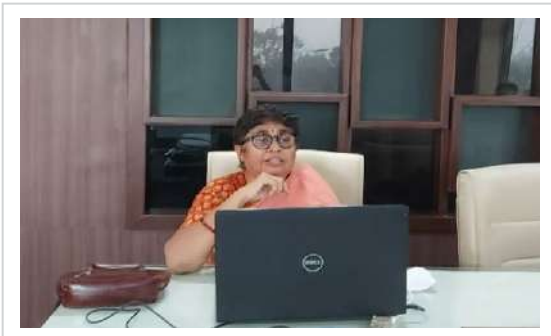
Guest Speakers, Dr. Rajiv Arora, and Dr. Rahul Singh addressing the CEO Think Tank Forum Meet

MDP

A Management Development Programme was organised on 7th July on the topic 'Asset Integrity Management.' Mr. Paresh Haribhakti was the esteemed facilitator who discussed how to do risk based Inspection and highlighted various points like introduction to AiOM- Asset integrity and optimization management, Remaining life assessment and fit- for- service, FMEA- Failure modes and effects analysis etc. The programme was attended by 14 employees from various industries.



Mr. Paresh Haribhakti addressing the participants



Ms. Minal Dave addressing the Women's Forum Meet

Women's Forum

BDMA's Women's Forum organised its meet in a hybrid mode on 9th July on the topic 'Mera Bharuch Pyara Bharuch' with speaker Ms. Minal Dave, Associate Professor at Shree Jayendrapuri Arts and Science College, Bharuch. She discussed in detail about history of various places to visit in Bharuch (one of the oldest cities) through stories. It was attended by around 25 participants virtually and 15 participants physically at BDMA premises.

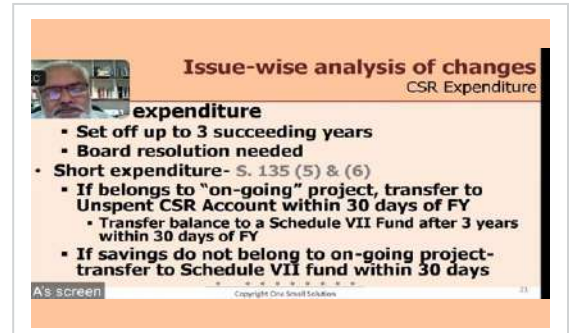
Women's Forum Meet was organised in a hybrid mode on 21st July on the topic 'Women's Health' by Dr. Vandana Dammani, Ayurved and Panchkarma practioner. She discussed in detail about various ayurvedic remedies that can be used at home by women for good health. It was a knowledge filled session and was well appreciated by around 16 participants physically at BDMA premises and 15 participants virtually.



Dr. Vandana Dammani addressing the participants

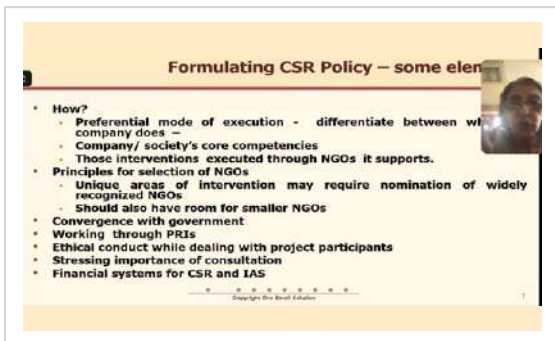
Webinar on CSR

BDMA organised a two-day webinar on 14th and 15th July on the topic 'Changes in CSR rules and it's impact on companies' through virtual platform. The facilitators were from One Small Solution – Ms. Sarojini Thakur, IAS (Retd.), Chief Consultant; Ms. Sharmitha Choudhury, Concurrent Head – Training; and Mr. Anand Mohan Tiwari, Chairperson – Shroff Foundation. They discussed in detail about CSR rules and how it impacts companies to do CSR projects within their respective areas. It was a noteworthy session and was well appreciated by around 45 participants.



Mr. Anand Mohan Tiwari, Chairperson – Shroff Foundation sharing a presentation

Workshop on Finance and Taxation



Ms. Sarojini Thakur, IAS (Retd.), Chief Consultant sharing a presentation



Ms. Sharmitha Choudhury, Concurrent Head – Training

BDMA organised a one day workshop on 23rd July on Finance and Taxation, with Founder and CVO, ShareYourHR. The workshop was well received and attended by around 82 participants.



Various dignitaries at the workshop for the Finance & Taxation Forum



Various dignitaries along with participants at 67th HR Forum Meet

67th HR Forum

67th HR Forum Meet was held on 25th July on the topic 'Round Table on Engaging HR Professionals in the District' by President, Mr. Harish Joshi; Chief Executive, Mr. Jayesh Trivedi;

Forum Chair, Dr. Sunil Bhatt and Forum Co-Chair, Mr. Manthan Joshi where discussions were held on various training programmes and webinars which can be conducted in future. They also distributed certificates for the XLRI certified course on 'Redefining Employee Relation in context to New Labour codes'. The session was well applauded by all and attended by around 20 participants.

21st CSR Forum

BDMA organised its 21st CSR Forum Meet on 28th July on the topic 'Vidyasaarathi - An Online Scholarship Portal' with speakers Mr. Ashish Gupta and Mr. Rajdeep Mukherjee. They discussed how Vidyasaarathi helps students through its CSR scholarships. The session was well received and appreciated by 15 participants.



Mr. Ashish Gupta sharing a presentation during the 21st CSR Forum Meet

EHS Forum

EHS Forum Meet was held on 28th July in a hybrid mode on the topic 'Learning from Mistakes and Disaster' and 'Innovations in Early Gas Detection for Fire and Life Safety'. Mr. Alak Jha was the Guest speaker and Mr. D. C. Chowdhary was the keynote speaker. They discussed how one can learn from mistakes and disasters at industries and also about early safety measures to detect gas leakage. The session was well received and appreciated by 7 participants physically at BDMA and 100 participants virtually.



(L-R) Mr. Alak Jha and Mr. D. C. Chowdhary at EHS Forum Meet

Bhopal Management Association

Short Term Certificate Training Course

Bhopal Management Association successfully conducted a five day Short Term Training Course for the staff of Vision Invest Tech Pvt. Ltd., Bhopal from 4th July to 8th July under the Chairmanship of Mr. Suneel Bhargava, Chairman, Training Committee, BMA. Dr. Kalpana Teware, Principal, Laxmipati Group of Institutions, Bhopal took the session on Positive Attitude; Mrs. Preeti Khare, speaker and Trainer and a Life Transformation and Relationship Coach on Relationships; Dr. Roopali Bajaj, Ph.D, MBA, B.E on Communication Skills and Dr. Rajeev Agrawal, Industrialist and Motivational speaker on Team Building. In the concluding session, certificates were distributed

by Mr. Pradeep Karambelkar, Chairman, BMA, and Mr. Suneel Bhargava, Chairman, Training Committee, BMA. The programme was well appreciated by the participants.

On 12th July, Bhopal Management Association inaugurated the fifth Student Chapter at LNCT, Bhopal in the presence of Mr. Pradeep Karambelkar, Chairman, BMA; Prof. R.G. Chouksey, Pro VC, LNCT University; Mr. Ajay Kumar Verma, Hon. Secretary, BMA, and Mr. N.K. Chhibbar, EC Member, BMA. Prof. Amitabh Pandey, Director, IIFM, Bhopal was the keynote speaker. The programme was coordinated by Prof. Arvind Singh, Director-MBA, LNCT. Around 200 students registered in the Chapter.



(L-R) Ms. Preeti Khare and Dr. Roopali Bajaj addressing the participants

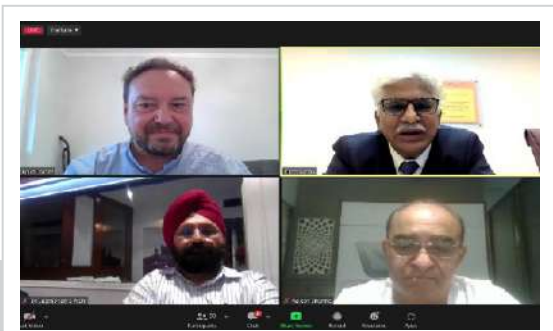
Bombay Management Association

Webinar

BMA conducted Friday Fundamentals on 1st July for an online session with CS Manoj Joshi on 'Compliance Management: An effective and important tool to improve a company's ability to function'. Mr. Joshi engaged with the audience through his presentation and shared his views and insights on compliance management. The participants gave excellent feedback about the programme.



CS Manoj Joshi addressing the BMA participants



Speaker, Mr. Mike Ivanof; Dr. Kiran Yadav; Mr. Rishi Jagmohan Singh and Mr. Rajesh Sharma

BMA conducted a webinar on 8th July on the topic 'Building the 21st Century Corporate Workforce' by Dr. Mike Ivanof, who explained how the world is rapidly shifting in terms of technology, infrastructure, employers' and employees' expectations, global integration, and hyper-competition at a worldwide scale. He involved the participants by constantly interacting and asking questions. All the participants thanked BMA for providing this great opportunity for learning.

BMA conducted a webinar on 15th July on the topic 'HR Professionals, The Essence and Scope, Post Pandemic' by Mr. Amit K. Sanyal. The session benefitted the management students of various institutes. The question lies in an analytical assessment of our strengths and weaknesses, aiming to maximise our position in the global scenario. All the participants thanked BMA for providing this unique opportunity.



Speaker, Mr. Amit Sanyal; Mr. Rajesh Sharma, President of BMA, Dr. Kavita Laghate, Imm. Past President of BMA

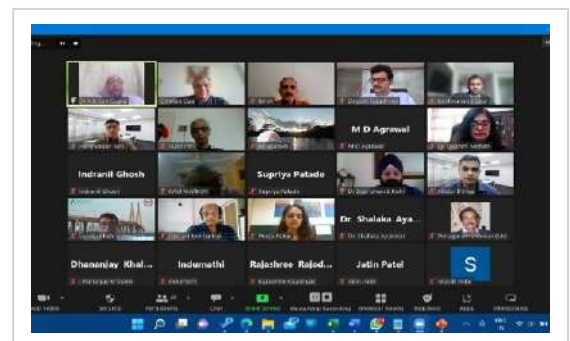


Speaker, Mr. Larry Cummings sharing a presentation

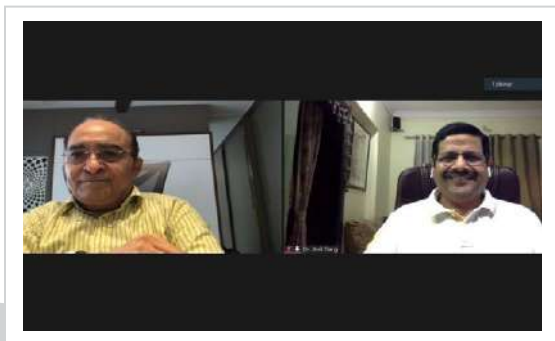
BMA organised a webinar on 22nd July on the topic 'Do You Have the Internal Talent Marketplace?' The distinguished speaker, Mr. Larry Cummings gave a detailed presentation and cited many examples while discussing the topic in detail. Mr. Rishi Jagmohan Singh, BMA EC Member welcomed all and anchored the webinar. He made the session interactive for the audience with a Q/A session. The audience thanked BMA for bringing in relevant topics for its members on the online platform.

Leader's Conclave

On 23rd July, BMA collaborated with TMI Community to conduct the Leader's conclave which highlighted the five most essential trends for competitive advantage and attracting venture investments. All the BMA members along with TMI community enjoyed the interactive session and look forward to more such sessions in the future.



BMA members along with the TMI community attended the interactive session



(L-R) Mr. Rajesh Sharma, BMA President with speaker, Mr. Anil Garg

BMA organised a session on 'A holistic way to stress management in life' on 29th July by Dr. Anil Garg. The programme started with mind mapping exercises and focused on the overall change in attitude and behaviour of the team members. The methodology included Interactive Sessions, Role Plays, Self Exercise, Management Games, Self Learning and Doing Yoga, Breathing techniques and Meditation. Participants gave good feedback on the event.

Chandigarh Management Association

New Executive Council Celebrations

Chandigarh Management Association celebrated its newly elected Executive Council 2022-23 on 10th July with the Past Presidents of CMA. The event was attended by 12 Past Presidents who carried the CMA Flag together with the new President, Mr. S. Gursimran Singh Oberoi. It was attended by close to 70 participants who were well engaged by an event manager with engaging games. The Past Presidents along with the newly elected President and General Secretary discussed the plan for the year and committed their support to the new team.



Past Presidents with the current President and the CMA Flag



Panel engaged in discussion

Panel Discussion

Chandigarh Management Association organised a panel discussion on 16th July on 'White Collar Crime'. The panel included Mr. Jasdeep Singh, PPS, AIG Punjab Police; Mr. Jogeshwar Pratap Singh, Founder Cross check Consultants and Mr. Harjit Singh, Regional Head Fraud Control Unit, Axis Bank, and was moderated by Mr. Abhishek Gupta, the Associate Principal/Director L&T Infotech, and General Secretary of CMA. Mr. Jasdeep Singh shared his vast experience about the various modus operandi adopted by the cyber thieves. Mr. Jogeshwar

Pratap Singh, an ex-Banker shared how volatile the information with a bank customer was and how he ends up sharing it with others inadvertently. Mr. Harjit Singh threw light on the role of the Ombudsman in resolution of financial loss due to a cyber-attack. The event was widely covered by print media including The Tribune and Hindustan Times.

Management Fundas Revisited

On 23rd July, CMA invited Mr. Rahul Narvekar, the real-time 'Slum to CEO'. Mr. Narvekar, in his usual grounded persona shared his story on how his life and revisited various Management Fundas. He strongly believed that 'Logic does not create Magic'. He narrated how he turned around his life despite all odds, including his wife battling a rare cancer which she conquered, much to the surprise of the medical fraternity. His story left the audience of 92 CMA members awestruck.



Speaker, Mr. Rahul Narvekar delivering the talk

CMA Management Quiz

CMA started with a monthly quiz on various management subject with one subject to be covered every month. The subject covered in the month of July was 'Change Management'. The Online Quiz for the month of July was released through google forms and the management got a very good response. CMA announced the winners of the first Monthly Management Quiz on 28th July at CII Chandigarh.



Felicitation of the CMA Management Quiz Winners

Talk

CMA organised a talk on 28th July with two distinguished sportsmen, Ace Hockey players Mr. Prabhjot Singh and Mr. Rajpal Singh Hundal, who is also the Superintendent of Police, Ropar district and kept the members of CMA engaged with their fitness mantras of rising early in the morning and drawing the attention of all to the power of the human mind. The talk was moderated by CMA Executive Member, Mr. Sukhwinder Uppal. The event was widely covered by the print media and local news channels of Punjab.



Moderator and the two speakers in discussion

Coimbatore Management Association

Special Talk

Coimbatore Management Association organised a training session with Dr. Rajeev Puri, a renowned and internationally acclaimed management and motivational speaker. The session was attended by the Committee Members of CMA, and a few special Invitees. Dr. Puri, a prolific and experienced talker, started off the session with a broad definition of leadership and what transforms a leader from being an expected one to an exceptional one. Dr. Puri peppered his speech with examples from all the above fields that made the country proud, by leading from the front.

Mr. Jayakumar Ramdass, President of CMA presided over the event and Dr. Nithyanandan Devaraaj, Secretary of CMA, thanked Dr. Puri for his motivating speech and also thanked the participants and the Office Bearers.



Memento presentation to Dr Rajeev Puri by CMA President, Mr. Jayakumar Ramdass and Secretary, Dr Nithyanandan Devaraaj

Monday Musings

CMA organised Monday Musings session on 4th July with Mr. Ganesh Shankar, Co-Founder and CEO of the US based company RFPIO, which is a leading software for response management, who spoke on 'Get Bitten by the Entrepreneurial Bug'. The knowledge sharing session was moderated by Prof. Sreeraman Nandhi, CMA Student branch counsellor of DJ Academy with valuable inputs and insightful questions by the CMA Secretary, Dr. Nithyanandan Devaraaj and CMA Treasurer, Dr. N. Raveendran.



Talk by Mr. Ganesh Shankar



Talk by Ms. Sathya Priya

CMA Monday Musings programme was held on 11th July, a mental health wellness talk by Ms. N Sathya Priya, a yoga exponent and counsellor. Founder and Director of Dhruva Fitness, Ms Sathya is keen on women empowerment, stress and self-management, Igniting Energies, and won the Best Teacher Award in 2019. The session was an interactive one with over 70 participants actively participating in the Q / A session led by Ms. Priya. The speaker was introduced by Dr. Sreeprabha, CMA Student branch counsellor of GRG School of Management Studies, in the presence of CMA Secretary, Dr. Nithyanandan Devaraaj.

On 18th July, a session was conducted by Mr Vivek, Directorate of EHS and also the EHS Head of CRI Pumps, Coimbatore, who is keen on enhancing EHS awareness and implementation. The eye-opening session was made more informative by interaction from CMA Secretary, Dr. Nithyanandan Devaraaj and AIMA Member, Mr Vijay Kumar. CMA President, Mr. Jayakumar Ramdass also shown keen interest.



Talk by Mr. Vivek



Talk by Dr Kavitha

The 430th episode of Monday Musings saw Dr Kavitha, an accredited Management Teacher of AIMA, talk about the most prolific and cost-effective, marketing strategy in the world today- Email. She meticulously laid out the importance of following legal procedures, use of structural design, well-placed images, campaign objectives, contact list management, good language and data management. The session was moderated by Mr Sreeram Nandhi, with interactions by Mr Puneet Krishnan and Mr Vijay Kumar.



Memento presentation to the Katomaran Directors by CMA President & Secretary

Business Partnerships Beyond Families

The fifth edition of Coimbatore Management Association - Business Partnerships Beyond Families, showcased a successful Coimbatore based Start-up Katomaran Technologies Pvt Ltd., and was hosted by KCT Business School, Coimbatore on 28th July. CMA President, Mr. Jayakumar Ramdass welcomed the gathering in his usual eloquent style, explaining the rationale behind the series. The Guest speakers of this edition were Co-founders and Directors of Katomaran and its sister concern, Dotworld Technologies Pvt Ltd., an AI/ML based company.

Dr Nithyanandan Devaraaj, Secretary of CMA, summed up and expressed his gratitude to the Directors of Katomaran and Dotworld Team, the Host Institution – KCT Business School, Management, faculty, students and to all others present.

Faridabad Management Association

Talk

Faridabad Management Association conducted a webinar on 'Create your Happiness' on 16th July with a welcome address by Ms. Saloni Kaul, President, FMA and Founder and CEO, It's People. She introduced the speaker Ms. Neha Pant Tiwari, Founder, Success Story, who spoke on the topic 'Create Your Own Happiness'. She said that happiness is a state of mind, and longevity is associated with happiness. The session was very interesting and participated by the industry and academia of Faridabad. Finally, a vote of thanks was proposed by Mr. V. Thyagarajan, Executive Director, FMA.



Session on 'Create Your Own Happiness'



Felicitation of speaker by FMA office bearers and other dignitaries

Faridabad Management Association conducted the inaugural event of Arogyata (series) on 'Health Care' on 21st July at Imperial Auto Industries. In the episode 1 of Arogyata, the topic was 'Sitting is New Smoking'. The event started with a welcome address by Ms. Saloni Kaul, President, FMA and Founder and CEO, It's People. She welcomed the audience and resource person Dr. Hitesh Khurana, Chiropractor and Physio, Anodyne Spine Clinic. He talked about the correct postures to avoid pain and stress and also spoke about lifestyle modification to combat pain and stress. Finally, the concluding remarks were given by Mr. Subhash Jagota, Sr. Vice President, FMA and CEO, Global Business Solutions and Mr. R.N. Dewan. Patron – FMA and CEO, UTE Group. The event was well appreciated and attended by professionals from Imperial Auto and other industry members of FMA.

Goa Management Association

Talk

Goa Management Association and the Goa Institute of Management (GIM), Sanquelim organised a talk by Mr. Atul D Pai Kane, Chairman and Managing Director, Power Engineering (India) Pvt Ltd, Goa on 15th July at the Multiple Purpose House, Goa Institute of Management, for young students admitted for an MBA Course. Mr. Atul Pai Kane who graduated from Harvard Business School also shared his experience of being back to school. The talk was followed by Q/A session and was attended by 450 students. Ms. Sanchita Banerjee Rodrigues member of the Executive Committee introduced the speaker, Prof Venkatesh Naga, Dean (Academics) GIM, moderated the session and CA Rohan Bhandare, Executive Committee Member, GMA, presented the vote of thanks. Dr. Ajit Parulekar, Director, Goa Institute of Management and Mr. Amin Ladak, Chairman, GMA, came up with this idea of inspirational talk to young management students. Dr. Prita D Mallya, a member of the Executive Committee and Principal, VVM's Shree Damodar College of Commerce and Economics and Prof Venkatesh Naga, GIM set up this programme.



GMA team with Mr. Atul Pai Kane

Guwahati Management Association

GMA members handed over a cheque for Rs 1,40,001/- as a contribution to CM Relief Fund for flood affected victims to Chief Minister of Assam, Dr Himanta Biswa Sarmah by President Mr. Chiranjit Chaliha in the presence of Mr. Bibhuti Dutta, Mr. Ajit Kr Hazarika and Mr. Shantanu Choudhuri, Hony General Secretary, Treasurer and Director respectively of GMA besides other government officials. CM appreciated this laudable gesture of GMA.



GMA contribution to CM Relief Fund for flood affected victims



Assam Sahitya Sabha President, Dr. Kuladhar Saikia along with other dignitaries releasing GMA News

Ceremonial Release of GMA News

Guwahati Management Association released its 10th volume of GMA News, an annual publication by chief guest, Assam Sahitya Sabha President, Dr. Kuladhar Saikia in the presence of educationist Dr. Amarjyoti Choudhury, Former Vice Chancellor Guwahati University and Vice Chancellor of Assam down town University on 28th July. During the ceremony, Dr. Kuladhar Saikia spoke about the different aspects of management and shared that creativity and co-curricular activities should

be encouraged in schools to develop better management skills among the students. Dr. Amarjyoti Choudhury appreciated the efforts of the association and editor of GMA News, Mr. Bedabrata Lahkar, also spoke on the occasion.

Monthly Meeting

GMA held its monthly meeting on 30th July, which was chaired by Mr. Bhabesh Hazarika, VP and followed by an interactive session by Dr. Bhaskar Bora from London pertaining to a very interesting topic titled 'Managing oneself and increasing productivity'. The session was followed by Q / A session and Mr. Simanta Goswami, Joint Secretary, GMA proposed the vote of thanks.

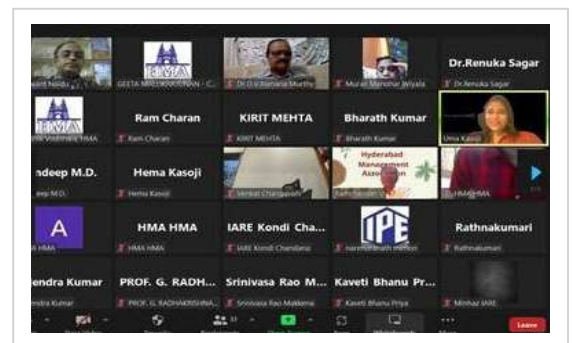
Hyderabad Management Association

Election of Office Bearers

Hyderabad Management Association conducted its election of the new office bearers in its first MC meeting for the year 2022-23 on 5th July. The office bearers were declared by the President, Mr V Ramchander.

Lecture Meeting

HMA organised a session on 28th July with Ms Uma Kasoji, Founder of The Star In Me on the topic 'Personal Branding – How & Why'. Ms Kasoji, who has more than 20 years of experience, brought to the fore the reason why personal branding is important. She stated that recruiters now try to find all they can about the candidates online through Google search engines. She also stated that we are a brand ourselves and how we project ourselves is important. This interesting session was attended by 100 participants.



Session in progress

Indore Management Association

Movie Review

Indore Management Association organised a Movie Review session on 8th July on the movie 'Parmanu: The real story of Pokhran'. The facilitator of the session was Dr. Subodh Shrivastava, CEO - INTRED Services Pvt. Ltd., Indore.



Dr. Subodh Shrivastava along with the participants



Mr. Surjeet Singh Tuteja along with the participants

Learnings from The Life of Legend

IMA organised Learnings from the Life of Legend on 12th July on the First Maharaja of the Sikh Empire 'Maharaja Ranjit Singh' with speaker Mr. Surjeet Singh Tuteja, a Motivational speaker, Indore.

Student Chapter Exclusive Session

IMA Student Chapter organised an industrial visit to Flexituff Ventures International Ltd., Pithampur for the students of SAGE University, Indore on 12th June.



Students of SAGE University during the industrial visit



Students during the industrial visit

IMA Student Chapter organised an industrial visit to CAPCO Industries Pvt. Ltd., Pithampur on 23rd July for the students of Idyllic Institute of Management, Indore.

IMA Student Chapter organised an industrial visit to TATA International Ltd., Dewas on 27th July for the students of SKITM, Indore.



Industrial visit at TATA International Ltd

IMA organised a session on 9th July on 10th Foundation Day and Alumni Meet of SGITS college. The Chief Guest on the occasion was Mr. Akhilesh Rathi, MD, Savitt Universal Ltd., President, IMA, and Guest of Honour was Mr. Manoj Jain, MD Shriram Life Insurance Co. Ltd., Board Member IMA, Indore.



Memento presentation to the chief guest

Indore Management Association organised a full day Skill Development Programme on 30th July on the topic 'Neuro Linguistic Programming (NLP)' with speaker Mr. Chetan Pandharkar, Motivational speaker and NLP Trainer, Owner - Willy cherish Training Solutions, Indore.



Mr. Chetan Pandharkar along with the participants



Mr. Piyush Nagar with participants of the session

IMA Student Chapter organised an Exclusive session on 26th July for the students of Narsee Monjee Institute of Management Studies (NMIMS) Indore on the topic 'Handling Conflicts' with Mr. Piyush Nagar, Training Consultant, Ahmedabad.

IMA Student Chapter organised a Management Film Show on the movie 'The Founder' on 13th July for the students of Govindram Seksaria Institute of Management and Research - [GSIMR] Indore. The facilitator for the session was Dr. Subodh Shrivastava, CEO - INTRED Services Pvt. Ltd. Indore.



Speaker, Dr. Subodh Shrivastava with the students



Speaker, Mr. Jitesh Manwani addressing

Evolution for Excellence

IMA presented Evolution for Excellence on 15th July on 'What is Not Taught in B-School?' by Mr. Jitesh Manwani, a Business Coach and Consultant, Indore.

Indore Management Association organised a two day Skill Development Programme on 22nd and 23rd July on the topic 'Brush up Your Sales Skills' with Mr. Yash Bajaj, a Motivational Trainer and Sales Mentor, Indore.



Mr. Yash Bajaj with participants

Diksha- In House

Indore Management Association organised 'Diksha' in-house session at Innovative Clad Solution Pvt Ltd., on 17th July on the topic '7 QC Tools for Industrial Experts' with speaker Mr. Yogesh Jain, Director, and Chief Consultant, Niche Quality Solutions Pvt Ltd, Indore.



Speaker, Mr. Yogesh Jain addressing



Speaker, Ms. Aroona Acharya

IMA organised 'Diksha' in-house session for Rajratan Global Wires, Pithampur on 20th July on the topic 'POSH - Background and Historical Perspective' with Ms. Aroona Acharya, Founder and HR Consultant at Abhedha Human Capital Solutions, Indore.

IMA organised in-house session at Jaideep Ispat and Alloys Pvt. Ltd., Pithampur on 25th July on the topic 'DISC profile for Manager' with speaker Mr. Piyush Nagar, Training Consultant, Ahmedabad.



Speaker Mr. Piyush Nagar



Capt. Jaison Thomas with the participants

IMA organised 'Diksha' in-house session at Baerlocher India Additives Ltd., Dewas on 29th July on the topic 'Corporate Development Programme' with speaker Capt. Jaison Thomas, Executive Director (Corporate) Genius Temple MD, Traineeds, and Motivational speaker, Indore.

IMA organised 'Diksha' in-house session at Dewas Metal Sections Ltd, Dewas on 30th July on the topic 'Business Communications and General Etiquette'. The speaker for the session was Ms. Trilekha Pathak, Communication Skills and Language Trainer (British Council) Indore.



Speaker, Ms. Trilekha Pathak along with the participants



Mr. Piyush Nagar during the session

HR Forum

Indore Management Association organised HR Forum Meet on 26th July on the topic 'Effective Feedback, Learning session for the HRs'. The facilitator of the session was Mr. Piyush Nagar, a Training Consultant, Ahmedabad.

Reader's Clique

IMA organised Reader's Clique, a book review session on 27th July on the book 'Atomic Habits' by James Clear. The facilitator of the session was Mr. Divyaditya Kothari, Director Renaissance University, Founder Renaicon Advisory and Research LLP, Indore.



Mr. Divyaditya Kothari during the session

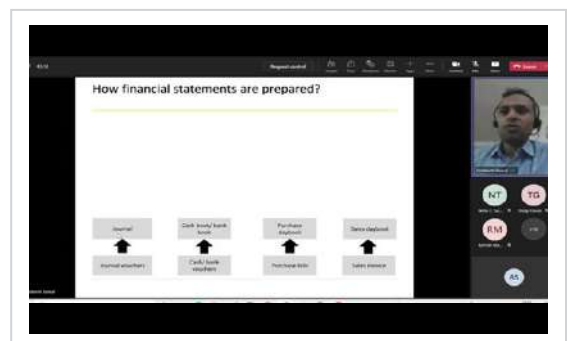
Jamshedpur Management Association

Brain Bytes

JMA conducted an online quiz on 2nd July on the theme 'Yoga and India'. The quiz comprised 20 questions and 10 participants took part in the same. Mr. Ramanu Prabhakara Rao from Tata Motors bagged the first position.

The challenges and future of industry 4.0:

JMA organised an online talk by Mr. P. V. Sivaram, Centre of Industry 4.0, for Cummins India under their 'Quality Leadership Development' programme on 6th July. The session was very well received, appreciated, and attended by 30 participants from Pune.



EY Trainer Siddharth Bansal conducting the session

Corporate Council Meeting

The Corporate council meeting was held on 14th July which included an 'Ideation session' on identifying new training topics. HR representatives from Tata motors, TSLP, TSUISL, Tata Power, TSDPL, TCIL, Cummins, ISWP and JCAPCPL participated and pitched their ideas to make the session an engaging and fruitful one.

Visit to Tata Cummins, Jamshedpur

JMA team members, Mr. Satish Agarwal, Director, Corporate relations and Ms. Asmita Salunkhe, Centre Head visited Tata Cummins office on 21st July, to understand the complex interrelations between employers and employees which is important in having a successful IR roadmap. The visit was very effective and open new avenues of learning for both teams.

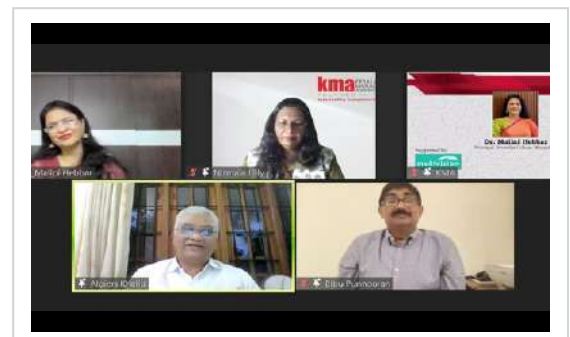
Certification training in Finance for Non finance Professionals:

JMA organised a 4 day training session on 26th, 27th July and 3rd and 4th August on Finance for non-finance professionals. The session was facilitated by Mr. Siddharth Bansal, in collaboration with EY Learning Solutions. 18 participants from ISWP, JCAPCPL, TSUSIL, TCIL registered and found the session to be very useful.

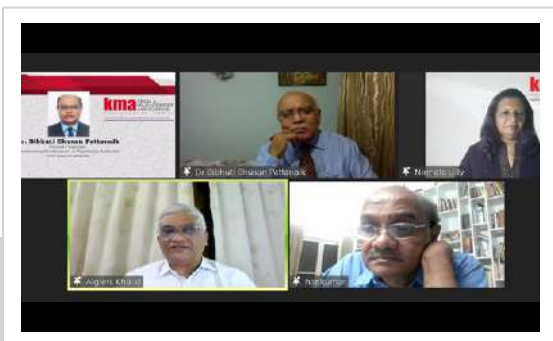
Kerala Management Association

Leader Insight Lecture

KMA conducted its Leader Insight session on 7th July with Dr. Malini Hebbar, Principal, Swastika College Mangalore on the topic 'The Art of Articulation: Creating the wow Factor'. KMA President, Ms. L. Nirmala, presided over the session; Programme Committee Chairman, Mr. Bibu Punnooran welcomed the gathering and Honorary Secretary, Mr. Algiers Khalid proposed the vote of thanks. The session was attended by students and members.



Dr. Malini Hebbar along with the President Ms. L. Nirmala and committee members Mr. Bibu Punnooran and Mr. Algiers Khalid



Dr. Shanila Laiju during her session

KMA conducted a lecture on 28th July on 'Customer experience transformation in health care Industry' and the session was delivered by Dr. Shanila Laiju, Group CEO, Medcare Hospitals and Medical Centres, UAE. The programme was attended by working professionals and students. KMA President, Ms. L. Nirmala chaired the session; Vice President, Mr. Bibu Punnooran, introduced the speaker, and Honorary Secretary, Mr. Algiers Khalid delivered the vote of thanks.



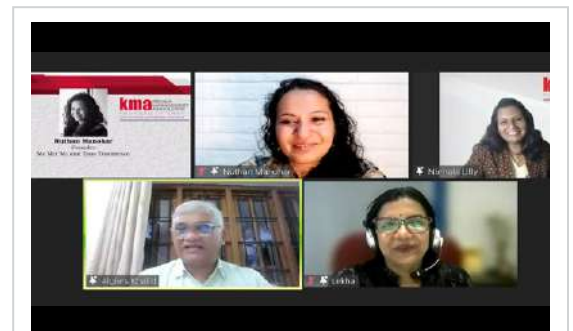
Ms. Nuthan Manohar addressing the KMA members

Women’s Forum

KMA Women Manager Forum organised a session on 14th July on ‘Achieving Peak Performance by Honoring Rest and Recovery’ by Ms. Nuthan Manohar, Founder of Me Met Me and Ease Bioessence. The programme was highly appreciated by its members. KMA President, Ms. L. Nirmala presided the programme; Women Managers Forum Chairperson, Ms. Lekha Balachandran welcomed the gathering and KMA Honorary Secretary, Mr. Algiers Khalid proposed the vote of thanks.

CEO talk

KMA held its CEO talk on the topic ‘Logistics and Supply Chain infrastructure - Key for growth of trade and Industry in Kerala’ by Dr. Bibhuti Bhusan Pattanaik, Former Chairman of Warehousing Development and Regulatory Authority on 21st July. KMA President, Ms. L. Nirmala delivered the presidential address; CEO Forum Chairman, Mr. K. Harikumar welcomed the gathering and Honorary Secretary, Mr. Algiers Khalid proposed the vote of thanks.



Dr. Bibhuti Bhusan Pattanaik during the inauguration of CEO Forum

Lucknow Management Association

Interactive Session

LMA and U.P. Angel Network, a section 8 Company based in Lucknow, jointly organised an interactive session on ‘Decoding Angel Investment’ on 1st July. The scientists of CSIR National Botanical Institute and CSIR Indian Institute of Toxicology Research, several startup companies and investors participated. Mr. L.K. Jhunjhunwala, Chairman, UPAN; Mr. Kiron Chopra, Director, UPAN; Mr. A.K. Mathur, Vice President, LMA, nominated Director UPAN and Dr. S.K. Barik CSIR National Botanical Institute; Mr. Vineet Kumar, IAS Government Nodal Officer for Startups and Special Secretary IT, U.P. Government also participated in the session.



Mr. A.K. Mathur presenting a memento

Workshop

Lucknow Management Association in association with AWOKE India Foundation organised an outreach workshop in District Unnao on 'Developing Successful Farmer Production Organisation in Unnao' on 15th July. There were four sessions in the workshop, 'FPO as Business entity – Arranging Funding for Sustenance and Growth' by Mr. Pravin Dwivedi, President AWOKE India Foundation; 'Ranking and Selection of Sustainable Activities for Developing Business Plan of FPOs' by Ms. Richa Bajpai, DDM Unnao; 'Developing Backward and Forward Marketing Linkages' by Dr Ajay Singh Chauhan, Sr Manager Development, Krishika Sacred River Agri Technologies; 'Formation of FPOs and Managing Mandatory Compliances' by Ms. Mansi Vohra, Company Secretary, AWOKE India Foundation. Mr. Ravindra Kumar, DM Unnao; Dr Mukul Tiwari Dy. Director of Agriculture; Mr. Amrish Srivastava, Senior Manager, Krishika Scared River Technologies; Ms. Renu Chaudhary, General Manager LMA also spoke on the occasion. FPOs from Unnao and Kanpur were present in the workshop.



Mr. Ravindra Kumar addressing the session



(L-R) Ms. Renu Chaudhary; Mr. Anshumali Dwivedi; Mr. Pravin Dwivedi; Mr. Surya Pal Gangwar; Mr. Devesh Chaturvedi and Ms. Riya Kejriwal

LMA with AWOKE India Foundation organised a workshop on Developing Successful Farmer Production Organisation in Lucknow on 29th July. Mr. Devesh Chaturvedi, Additional Chief Secretary, Agriculture, highlighted the new Government policies in respective of FPOs. 'Registration must for all FPOs on Shakti Portal' by Mr. R.K. Singh, Joint Director Agriculture; 'Arranging Funding for Sustenance and Growth' by Mr. Pravin Dwivedi, Sr Vice President LMA; 'Developing Backward and Forward Marketing Linkages' by Mr. Anshumali Dwivedi, Founder Sacred River Agri Technologies; 'Formation of FPOs and Managing Mandatory Compliances' by Ms. Mansi Vohra, Company Secretary, AWOKE India Foundation; Mr. Surya Pal

Gangwar, DM Lucknow; Ms. Riya Kejriwal, CDO; Mr. A.K. Mishra, Dy. Director of Agriculture; Ms. Renu Chaudhary, General Manager LMA also spoken and 62 FPOs from Lucknow, Sitapur, Lakhimpur Kheri Division were present in the workshop.

MoU

Lucknow Management Association and Apollo Clinic Hazratganj, Lucknow signed an MoU on 21st July by Ms Rupali Chandra, Corporate Manager, Apollo clinic and Ms. Renu Chaudhary, General Manager, LMA. Dr. Rishi Agarwal, Managing Director of Apollo clinic was also present. Apollo clinic provides healthcare services to LMA members.



Ms. Renu Chaudhary and Ms. Rupali Chandra with MoU



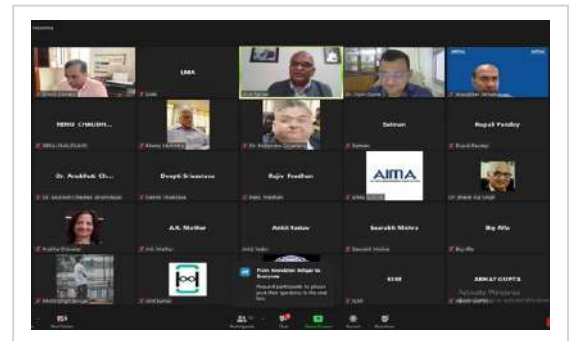
Dr Pooja Dhaon addressing the session

Health Talk

LMA in collaboration with Apollo Clinic Hazratganj, Lucknow organised a visit to Apollo clinic and Health talk on 'Arthritis, Gout and Back Pain' by Dr Pooja Dhaon, Rheumatologist and Dr. Nitnem Singh Sodhi, Psychologist Apollo Clinic, Lucknow on 21st July at Apollo Techno Heritage Clinic, Lucknow. Ms. Rupali Chandra, Corporate Manager, Apollo clinic welcomed and introduced the speaker. Ms. Renu Chaudhary, General Manager LMA proposed a formal vote of thanks on the occasion.

Online Session

Lucknow Management Association in collaboration with All India Management Association, School of Management Sciences (SMS), Integral University and IILM Academy of Higher Learning organised an online session on 'Ancient Indian Wisdom and Modern Science and Management' on 22nd July on digital platform by Dr Vipin Gupta, Professor of Management, and Co-Director of the Centre for Global Management, at the Jack H. Brown College of Business and Public Administration, of California State University San Bernardino. Mr. Alok Ranjan, Former Chief Secretary, UP and Past President LMA moderated the session. Mr. Pravin Kumar Dwivedi, Sr Vice President LMA welcomed and introduced the speaker and proposed a formal vote of thanks at the end of the session.



Mr. Alok Ranjan interacting with members

Meerut Management Association

Meerut Management Association organised a seminar on 12th July on the theme 'ERP and BPR: Role of Technology in Business Management'. The distinguished speaker was CA Manoj Kumar Gupta. MMA Members and guests attended the seminar and were greatly benefited. The seminar was widely appreciated by all attendees. Dr. Manoj Garg welcomed the guest with a bouquet. Mr. Yogesh Garg presented a memento to the eminent speaker and Capt. V.K. Gupta proposed the vote of thanks.



CA Manoj Kumar Gupta addressing the participants

Pala Management Association

Installation of Office Bearers

The Installation ceremony of the new office bearers of Pala Management Association and the formal inauguration of its activities for the year 2022-23 was held on 7th July, and was attended by 45 members and 5 guests. The Chief Guest of the evening, Dr. Sabu Thomas, Vice Chancellor of Mahatma Gandhi University, Kottayam participated virtually. In his speech, the Chief Guest dwelt upon the imperativeness of drawing a plan of action for the year ahead and sticking to it. The team of new office bearers for the year 2022-23 was installed by Col KNV Achary, the outgoing President. In his acceptance speech, Er. Shaji Austin, the new President promised to chalk out a clear plan of action for the year ahead and stressed on the need to make use of the collective wisdom of all the members of PMA.



Introduction of new officers



Handing over to the new President

Executive Committee Meeting

PMA held its meeting on 21st July, and was attended by 15 members of the executive. The main points for discussion were conducting next General Body meeting and the one-day seminar to be held at M.A. College Ramapuram. Several administrative decisions including management of PMA, WhatsApp group, starting of PMA Newsletter etc. were taken. It was also decided to send 5 to 6 delegates to the upcoming National Management Convention of AIMA.

Patna Management Association

Patna Management Association and Bihar State Productivity Council in collaboration with Uttarakhand Productivity Council organised a webinar on 31st July on the '4 New Labour Codes -An Overview'. The Chief speaker was Er. S. P. Singh, Secretary, Uttarakhand Productivity Council and the guest speaker was Prof. S. K. Chopra, Vice President, Uttarakhand Productivity Council, Dehradun, who spoke on 'Background of Labour Reforms'. The objective of planning a new labour legislation by the Union Government is to attract foreign investment and help investors, facilitate the ease of doing businesses in India, accelerating growth of industries, generate employment, etc. Sri D.K. Srivastava, President BSPC welcomed the speakers and the participants and President, Patna Management Association Adv. B. K. Sinha gave a brief introduction of the theme. The vote of thanks was given by Er. M.K. Das.

Quilon Management Association

Monthly Meeting

Quilon Management Association conducted a session on 'Only One Earth' on 27th June. The Chief Guest and keynote speaker was Er. Sridhar Radhakrishnan, Engineer, Environmentalist, Researcher (Environment and Climate Concerns). Mr. Jayachandran. G, Secretary General, QMA, welcomed the members. The session was chaired by Er. Franklin Daniel, President, QMA and Prof. Biju. K, Secretary, Programmes, QMA, introduced the chief guest. Er. Sridhar Radhakrishnan explained the changes in Earth and importance of nature friendly living. Dr. R. Madhu, Secretary, Public Relations, QMA made a concluding remarks and proposed the vote of thanks.



Er. Sridhar Radhakrishnan addressing the participants

Rajkot Management Association

Seminar

Rajkot Management Association jointly organised a seminar by IMHAPPY and Department of Psychology, Saurashtra University, Rajkot; Rajkot Engineering Association; Rajkot Chamber of Commerce and Industry; GIDC Lodhika Industrial Association; Shapar Veraval Industrial Association; Saurashtra Kutch HR Forum; Indian Society for Training and Development and Kutch Saurashtra Productivity Council on 23rd July. It was widely attended by more than 80 participants including the representative of various industry associations, business owners, managers, employees and students. The seminar was addressed by Mr. Chetan Bhojani - Leading HR Expert and Director- IMHAPPY and Add Value Consultants; Dr. Gayatri Rathod - Consultant Neuro Psychiatrist, Neuroworld Clinics; Dr. Yogesh Jogsan - Head, Department of Psychology, Saurashtra University; Dr. Dhara Doshi - Professor, Department of Psychology, Saurashtra University and coordinated by Ms. Goral Mankodi - Psychologist and a renowned anchor on Akashwani and Doordarshan. At the conclusion, support was extended to the industries and employees to initiate a Mega Mental Health Screen Drive for the employees.



Organisers, Collaborators and Speakers at the seminar

Rohilkhand Management Association

Meeting

Rohilkhand Management Association held its Programme Committee Meeting on 9th July. It was decided that RMA will organise a grand event - H.R. Summit focussing on New Labour Law Codes. There will be four speakers in the summit, including the Supreme Court Advocate, labour Law Consultant and two HR heads of large scale corporate industry.



(L-R) Dr. Manish Sharma; Mr. Qadir Ahmad; Mr. Rajesh Gupta; Er. K.B. Agarwal; Dr. Vivek Sharma; Dr. A.K. Rai and Dr. Neeraj Saxena

Thrissur Management Association

Project Meeting

TMA launched a contest among young architects and civil engineers of Thrissur in April 2022 to develop a master plan for the popular tourist attraction of Thrissur, Vilangan Hills. The final stakeholder meeting was called by the MLA of Wadakkanchery constituency, Mr. Xavier Chittilappilly at the premises of Kerala Institute of Local Administration on 3rd July.



Er. Vinod Manjila, Imm. Past President addressing the meeting



Presenting Master Plan to Mr. Shabareesh P K, Private Secretary of Hon. Minister Mr. P A Mohamed Riya

TMA submitted a copy of the final master plan 'Vilangan Hills' to the office of the honourable tourism minister, Mr. P A Mohamed Riyas at Thiruvananthapuram on 12th July.



Mr. Pradeep P S, Founder and CEO, Farmers Fresh Zone addressing YLT Members

Young Leaders of Thrissur

TMA's Young Leaders of Thrissur organised a session on 18th July with Mr. Pradeep P S, the founder and CEO of Farmers Fresh Zone, who spoke about the inspiration behind the decision to quit his job in the IT sector and start up on his own. He elaborated on the hard work and challenges involved in fulfilling his dream project, and how invaluable lessons were learned in the process.

Master Plan Project official Handover

TMA officially handed over the final Vilangan master plan to the honourable minister of Kerala Government. Mr. K Radhakrishnan on 24th July in a high-profile function at Vilangan Hills. Mr. Xavier Chittilappilly, the MLA of Wadakkanchery constituency also graced the occasion. The felicitations were offered by various other dignitaries including the MLA, the RDO and Secretary of DTPC, the President of Adat Grama Panchayath.



Vilangan Master Plan Project official handover ceremony

After the handover of the Vilangan master plan to the to the honourable minister of Kerala Government, Mr. K Radhakrishnan, TMA gave prizes to the top two winners of the Vilangan master plan contest - (1) Aihikam Architects, and (2) Beyond Lines Design Studio.



'Aihikam' led by Nikhil K R won the first prize in TMA Vilangan Master Plan Contest



Presenting memento and cash prize to Runner-up Beyond Lines Design Studio

Release of TMA Management Voice

TMA released the fourth and final volume of the year 2021-22 of its quarterly magazine, The Management Voice on 24th July. The Minister for Welfare of Scheduled Castes, Scheduled Tribes, and Backward Classes, Devaswom, Parliamentary Affairs of Government of Kerala, Mr. K Radhakrishnan, released the volume. The volume features an interview of Mr. T S Pattabhiraman, the CMD of Kalyan Silks, upon whom TMA had conferred the TMA-Aqua Star Green Project Award in the month of June 2022.



Release of TMA-Bimonthly Magazine Management



TMA Managing Committee for the year 2022-23

32nd AGM

TMA concluded the year 2021-22 with its 32nd AGM on 25th July. The Secretary for the year 2021-22, Er. Francis George, presented the report of the entire year's activities, and the treasurer, CA. Jeen Paul presented the detailed accounts. A new managing committee was elected for the year 2022-23, and six office bearers were chosen from among the 18 elected members of the managing committee.



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Prabir Kumar Dash, Assistant Director-Membership

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AIMA Events Calendar

Event	Programme Chairman/Director	Venue	Date
60th LeaderSpeak session on The Metaverse Conversation	Mr Rajan R Navani, Vice Chairman & Managing Director, Jetline Group of Companies JetSynthesys	Online	18 August 2022
Social and Digital Marketing Retreat		Goa	21-23 August 2022
48th National Competition for Young Managers		Online	23 August - 17 September
2nd National Shaping Young Minds Programme		Online	26 August 2022
4th Business Unusual Series- Programme on Strategy		Online	27 August 2022
1st AIMA Aspire Women Speak Series	Naina Lal Kidwai Indian Banker, Senior Adviser & Board Member, Rothschild & Co India and Former Chairman of HSBC India	Online	01 September 2022
4th Business Unusual Series- Programme on Consumption & Brands		Online	03 September 2022
AIMA Convocation		New Delhi	09 September 2022
4th Business Unusual Series- Programme on HR		Online	10 September 2022
3rd Womens Leadership Workshop		Online	16 September 2022
National Management Convention		New Delhi	20-21 September 2022
2nd AIMA Aspire Women Speak Series	Vanitha Naraynan Independent Director and Former Chairman, IBM India Pvt Ltd	Online	03 October 2022
AIMA CEOs Delegation to Silicon Valley		USA	10-14 October 2022

Event	Programme Chairman/Director	Venue	Date
US India Conference		USA	11 October 2022
Corporate Management Olympiad		Online	Nov - Dec 2022
Global Advanced Management Programme, USA		USA	27 Nov-03 Dec 2022
Innovation Practitioner's Case Study Competition		Online	December 2022
Senior Leadership Retreat		Goa	20 - 22 December 2022
Young Managers Simulation		Online	December 2022
National Competition for Managers		Online	January - February 2023
Pragati		Online	March 2023

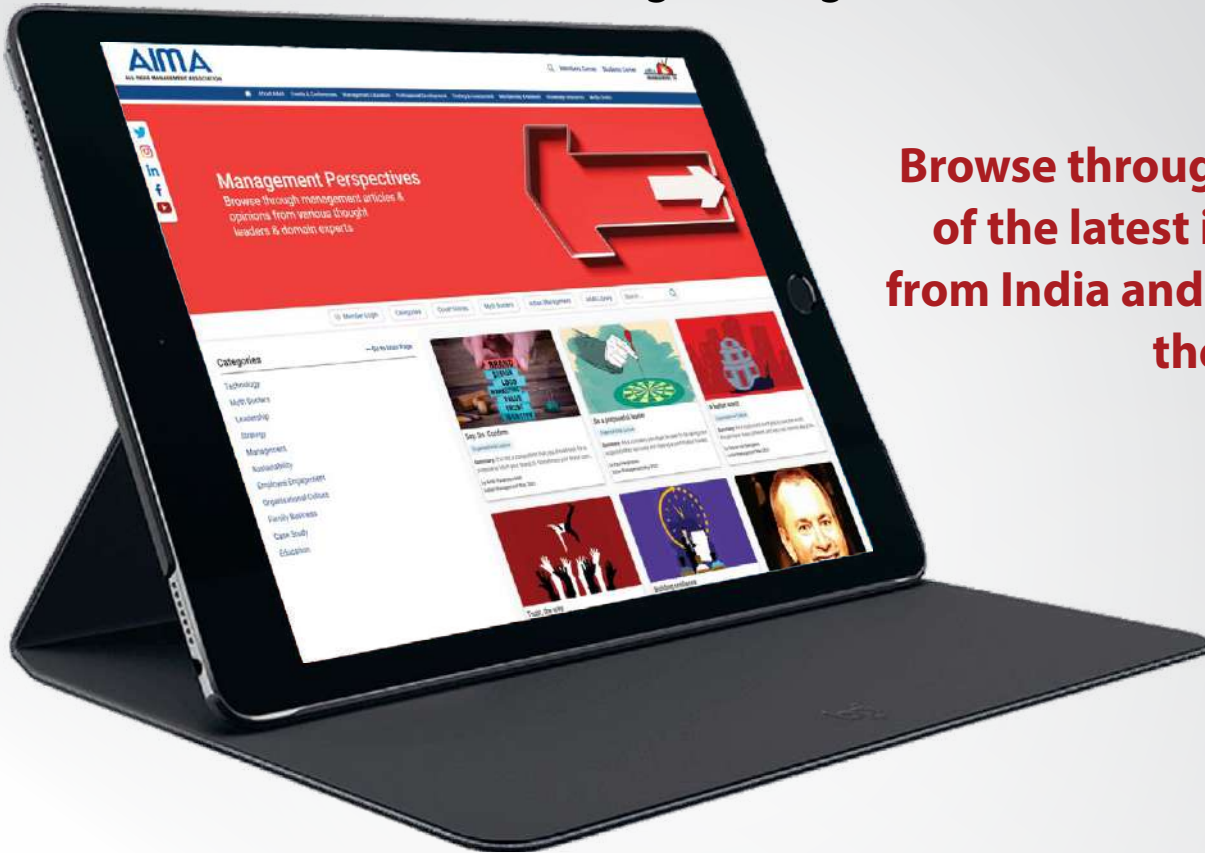
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