

AIMA News

AIMA'S MONTHLY E-MAGAZINE

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

FEBRUARY 2016



Dear Readers,

It gives me great pleasure to present the February issue of AIMA News. It has now been three years since we launched the e-version of AIMA News, as part of our endeavour to give back to the environment in which we operate, and I would like to take this opportunity to thank you for the support you extended to this initiative.

The last month saw AIMA celebrate its 60th Foundation Day & 10th National Management Day in New Delhi on 20 February 2016. The occasion was graced by eminent speakers including General Bikram Singh, PVSM, UYSM, AVSM, SM, VSM (Retired) Former Chief of the Indian Army & Chairman Chiefs of Staff; Dr Omkar Goswami, Economist and Founder of CERG Services; Mr Sunil Kant Munjal, Joint Managing Director, Hero MotoCorp Ltd & Chairman, Hero Corporate Service Ltd; Mr Vineet Nayar, former CEO of HCL Technologies and founder of Sampark Foundation amongst others, who shared their thoughts at the various sessions.

The AIMA Foundation Day was followed closely by the 2nd National Leadership Conclave which brought together several political leaders, The Conclave was chaired by Mr Sanjiv Goenka, Chairman, RP-Sanjiv Goenka Group. CEOs and thought leaders to deliberate on the theme 'Making India a Creative Superpower' over a two day event. Some of the ministers who graced the occasion included Mr Piyush Goyal, Minister of State (IC) for Power, Coal and New & Renewable Energy; Mr Jayant Sinha, Minister of State for Finance; Mr Rajiv Pratap Rudy, Minister of State (IC) of Skill Development & Entrepreneurship and Minister of State of Parliamentary Affairs; Mr Jairam Ramesh, Senior Leader, Indian National Congress, Member of Parliament, (Rajya Sabha); Mr Shashi Tharoor, Member of Parliament, Lok Sabha and Chairman, Parliamentary Standing Committee on External Affairs; Mr N. K. Singh, Former Member (Rajya Sabha), Economist and Senior Member, BJP; Mr Sunil Kant Munjal, Joint Managing Director, Hero MotoCorp Ltd. and Chairman, Hero Corporate Service Pvt. Ltd.; Mr S Ramadorai, Chairman, National Skill Development Agency & National Skill Development Corporation; Mr R C Bhargava, Non-Executive Chairman of the Board, Maruti Suzuki India Limited; Mr D Shivakumar, Chairman and CEO, PepsiCo India Holdings Pvt. Ltd. amongst others.

On this occasion, we had the honour of conferring the AIMA Life Time Achievement Award for Management for the Year 2015 to Mr Rahul Bajaj, Chairman, Bajaj Auto Limited, India and Head, Bajaj Group. The AIMA-JRD Tata Corporate Leadership Award for the Year 2015 was presented to Mr Uday Kotak, Executive Vice Chairman and Managing Director, Kotak Mahindra Bank, and Mr Amitabh Kant, CEO, NITI Aayog, received the AIMA Public Service Excellence Award for the Year 2015. You will find more details inside.

In this edition, you will also find updates from our Training Programmes, Interactive Sessions and in company Business Simulation Programmes conducted during the period. Several LMAs joined AIMA in celebrating National Management Day across the nation last month, you will find their brief reports inside along with some interesting articles on management.

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

Warm regards,

Rekha Sethi
Director General

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Published by

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60th Foundation Day & 10th National Management Day



(L-R) Rekha Sethi, Director General, AIMA; Firdose Vandrevala, President, AIMA; General Bikram Singh, PVSM, UYSM, AVSM, SM, VSM (Retired), Former Chief of the Indian Army & Chairman Chiefs of Staff and Sunil Kant Munjal, Sr Vice President, AIMA and Jt Managing Director, Hero MotoCorp Ltd & Chairman, Hero Corporate Service Pvt Ltd

AIMA held its 60th Foundation Day & 10th National Management Day on 20th February 2016 on the theme 'Smart India'. Mr Firdose Vandrevala, President, All India Management Association welcomed the guests and elaborated the theme of the day.

Speaking on the occasion, the Chief Guest, General Bikram Singh, PVSM, UYSM, AVSM, SM, VSM (Retired) Former Chief of the Indian Army & Chairman Chiefs of Staff said that to become a smart economy, India needed to pay attention to securing its economy from potential threats to India's interests. "We need

to invest in R&D to develop Indian software for governance and business," he said, adding that India simultaneously needed to invest in education and skill development to build a smart workforce as well.

On the occasion the AIMA - Dr J S Juneja Award for Creativity and Innovation for Micro Small & Medium Enterprises was presented to Mr Vijay Gupta, Chairman, CEO & Founder, SoftTech Engineers Pvt. Ltd. Mr Kevin Freitas, Director-Human Resources, InMobi and team received the AIMA-Dr Ram Tarneja Award for Best Article in Indian Management.

A souvenir was also released by the chief guest on the occasion.

In his concluding remarks of the inaugural session, Mr Sunil Kant Munjal, Sr Vice President, AIMA and Jt Managing Director, Hero MotoCorp Ltd & Chairman, Hero Corporate Service Ltd thanked all the awardees as well as the chief guest.

In a separate session on 'The Economics People Don't Wish to Know' Economist and founder of CERG Services, Dr Omkar Goswami, said that one in five Indians in the age group of 18-29 years was illiterate and the prospects of such young people were extremely poor. He further said that though there had been visible



Firdose Vandrevala, President, AIMA and Omkar Goswami, Chairman, CERG Advisory Services

improvements in electricity and mobile phone connectivity, there had not been a significant change in India's key development indicators, such as education, sanitation, water and housing.



(L-R) Pranjal Sharma, Host - The Appointment, Zee Network; Vineet Nayar, Former CEO, HCL Technologies and Founder, Sampark Foundation; R Mukundan, Managing Director, Tata Chemicals Ltd and Richard Rekhy, Chief Executive Officer, KPMG in India



Vijay Gupta, Chairman, CEO & Founder, SoftTech Engineers Pvt. Ltd., receiving the AIMA - Dr J S Juneja Award for Creativity and Innovation for Micro Small & Medium Enterprises from General Bikram Singh, PVSM, UYSM, AVSM, SM, VSM (Retired), Former Chief of the Indian Army & Chairman, Chiefs of Staff. (L-R) Dr J S Juneja, Past President, AIMA, and Chairman, Global Projects & Services (P) Ltd. and Sunil Kant Munjal, Sr Vice President, AIMA and Jt Managing Director, Hero MotoCorp Ltd. & Chairman, Hero Corporate Service Pvt. Ltd.

In another session, talking about 'Building Investment Momentum' Mr Vineet Nayar, former CEO of HCL Technologies and founder

of Sampark Foundation, argued that India's present problem was not weak supply, rather it was weak demand. The government needed to boost domestic demand and Indian enterprises needed to grow their exports through disruptive innovations, he argued.



Kevin Freitas, Director-Human Resources, InMobi receiving the AIMA-Dr Ram Tarneja Award for Best Article in Indian Management from General Bikram Singh, PVSM, UYSM, AVSM, SM, VSM (Retired), Former Chief of the Indian Army & Chairman, Chiefs of Staff as Firdose Vandrevala, President, AIMA looks on

The other speakers included Mr Richard Rekhy, Chief Executive Officer, KPMG in India; Mr R Mukundan, Managing Director, Tata Chemicals Ltd and Mr Pranjal Sharma, Host - The Appointment, Zee Network.

The event witnessed a participation of over 400 and was very well received

2nd National Leadership Conclave



(L-R) Rekha Sethi, Director General, AIMA; Firdose Vandrevala, President, AIMA; Jayant Sinha, Minister of State for Finance, Government of India; Sanjiv Goenka, Conclave Chairman & Chairman, RP-Sanjiv Goenka Group; and Sudhir Jalan, Chairman, Neo Foods Pvt. Ltd.

AIMA held its 2nd National Leadership Conclave (NLC) on 3rd & 4th March 2016 on the theme 'Making India a Creative Superpower' at New Delhi. Delivering the keynote address, Mr Piyush Goyal, Minister of State (IC) for Power, Coal and New & Renewable Energy, Government of India, reaffirmed his hope that all the un-electrified villages will be electrified by the end of 2017 and the government is committed to providing 24x7 affordable power to every home in India by 2019. The villages are being electrified under Deen Dayal Upadhyaya Gram Jyoti Yojna (DDUGJY).



Sanjiv Goenka, Conclave Chairman & Chairman, RP-Sanjiv Goenka Group and Piyush Goyal, Minister of State (IC) for Power, Coal and New & Renewable Energy, Government of India



(L-R) Sanjiv Goenka, Conclave Chairman & Chairman, RP-Sanjiv Goenka Group; Rajiv Pratap Rudy, Minister of State (IC) of Skill Development & Entrepreneurship and Minister of State of Parliamentary Affairs, Government of India and Firdose Vandrevala, President, AIMA

A special session was dedicated to the Union Budget 2016. Mr Jayant Sinha, Minister of State for Finance, Government of India, discussed key budget proposals and their implications in detail. He stressed that not only have they tried to strike a balance between rural economy and the 21st century modern and globalised economy this year, but have also tried to build a bridge between the two economies. He said that this year's budget will be remembered for three main initiatives – public investment, social security and transforming tax ecosystem.

On the occasion, the AIMA Life Time Achievement Award for Management for the Year 2015 was awarded to Mr

Rahul Bajaj, Chairman, Bajaj Auto Limited, India and Head, Bajaj Group. The AIMA-JRD Tata Corporate Leadership Award for the Year 2015 was presented to Mr Uday Kotak, Executive Vice Chairman and Managing Director, Kotak Mahindra Bank. Mr Amitabh Kant, CEO, NITI Aayog, received the AIMA Public Service Excellence Award for the Year 2015.

Mr Firdose Vandrevala, President, AIMA delivered the welcome address; Mr Sanjiv Goenka, Conclave Chairman, and Chairman, RP-Sanjiv Goenka Group, gave a special address and the concluding remarks were made by Mr Sudhir Jalan, Chairman, Neo Foods Pvt. Ltd.

“We need to integrate both skills and entrepreneurship right from the school stage”, said Mr Rajiv Pratap Rudy, Minister of State (IC) of Skill Development & Entrepreneurship



Shashi Tharoor, Member of Parliament, Lok Sabha and Chairman, Parliamentary Standing Committee on External Affairs



(L-R) Uday Kotak, Executive Vice Chairman and MD, Kotak Mahindra Bank, recipient of the AIMA–JRD Tata Corporate Leadership Award for the Year 2015; Amitabh Kant, CEO, NITI Aayog, recipient of the AIMA Public Service Excellence Award for the Year 2015; and Rahul Bajaj, Chairman, Bajaj Auto Limited, India, and Head, Bajaj Group, recipient of the AIMA Life Time Achievement Award for Management for the Year 2015

and Minister of State of Parliamentary Affairs, Government of India, during his valedictory address on the second day. He shared, “In the last so many years the whole system has evolved around getting degrees. To come out of this mindset is the biggest challenge. The industry has to come forward and partner to remove the backlog created in so many years”.

Some of the other senior leaders who addressed the NLC included Mr Jairam Ramesh, Senior Leader, Indian National Congress, Member of Parliament, (Rajya Sabha) and Mr Shashi Tharoor, Member of Parliament, Lok Sabha and Chairman, Parliamentary Standing Committee on External Affairs.

In another session Mr Sunil Kant Munjal,

Senior Vice President, AIMA and Joint Managing Director, Hero MotoCorp Ltd. and Chairman, Hero Corporate Service Pvt. Ltd.; Mr N. K. Singh, Former Member (Rajya Sabha), Economist and Senior Member, BJP; Mr Shubhashis



T. K. Arun, Editor, The Economic Times and Jairam Ramesh, Senior Leader, Indian National Congress, Member of Parliament, (Rajya Sabha)



(L-R) N.K. Singh, Former Member (Rajya Sabha), Economist and Senior Member, BJP; Supriya Shrinete, Chief Editor-News, ET NOW, The Economic Times Channel, The Times of India Group; Sunil Kant Munjal, Senior Vice President, AIMA and Joint Managing Director, Hero MotoCorp Ltd. and Chairman, Hero Corporate Service Pot. Ltd; and Shubhashis Gangopadhyay, Managing Trustee and Research Director, India Development Foundation

Gangopadhyay, Managing Trustee and Research Director, India Development Foundation; and Mr Sudhir Jalan, Chairman, Neo Foods Pvt. Ltd., discussed key budget proposals and felt that they would have a long-term positive impact on the Indian economy.

Some of the other speakers who attended the two day conclave included, Mr Rahul Bajaj, Chairman, Bajaj Auto Limited, India and Head, Bajaj Group; Mr R C Bhargava, Non-Executive Chairman of the Board, Maruti Suzuki India Limited; Mr S Ramadorai, Chairman, National Skill Development Agency & National Skill Development Corporation; Mr Vineet Nayar, Former CEO of HCL Technologies and Founder of Sampark Foundation; Mr D Shivakumar, Chairman and CEO, PepsiCo India Holdings Pvt

Ltd; Mr Santosh Desai, Managing Director & CEO of Futurebrands India Ltd and Author, Columnist, Social Commentator; Ms Supriya Shrinete, Chief Editor-News, ET NOW, The Economic Times Channel, The Times of India Group; Mr T K Arun, Editor, The Economic Times; Mr Pranjal Sharma, Host, The Appointment, Zee Network; Mr Patu Keswani, Chairman and Managing Director, Lemon Tree Hotels Ltd; Mr Rajesh Magow, Co-Founder & CEO – India, MakeMyTrip India Pvt. Ltd; Mr Raaja Kanwar, Vice Chairman & Managing Director, Apollo International Limited; Mr Vivek Wadhwa, Fellow, Arthur & Toni Rembe Rock Center for Corporate Governance, Stanford University and Mr CP Gurnani, CEO and Managing Director, Tech Mahindra

1. (L-R) S Ramadorai, Chairman, National Skill Development Agency & National Skill Development Corporation; Sunil Kant Munjal, Senior Vice President, AIMA and Joint Managing Director, Hero Motocorp Ltd and Chairman, Hero Corporate Service Pvt Ltd and Vineet Nayar, Former CEO of HCL Technologies and Founder of Sampark Foundation
2. (L-R) D. Shivakumar, Chairman and CEO, PepsiCo India Holdings Pvt. Ltd; Supriya Shrinete, Chief Editor-News, ET NOW, The Economic Times Channel, The Times of India Group; and Santosh Desai, MD & CEO, Futurebrands India Ltd, and Author, Columnist, Social Commentator



3. (L-R) R.C. Bhargava, Non-Executive Chairman of the Board, Maruti Suzuki India Limited; Sudhir Jalan, Chairman, Neo Foods Pvt. Ltd.; and Rahul Bajaj, Chairman, Bajaj Auto Limited, India and Head, Bajaj Group
4. (L-R) Uddesh Kohli, Past President, AIMA; Shekhar Bajaj, Chairman & MD, Bajaj Electricals Ltd; Raaja Kanwar, Vice Chairman & MD, Apollo International Ltd; Rekha Sethi, Director General, AIMA; Rahul Bajaj, Chairman, Bajaj Auto Ltd, India, and Head, Bajaj Group; Johannes Berchtold, COO, St Gallen Foundation for International Studies; Krishan Kalra, K.L. Chugh and J.S. Juneja, Past Presidents, AIMA





5. (L-R) Sudhir Jalan, Chairman, Neo Foods Pvt. Ltd.; Sanjiv Goenka, Conclave Chairman and Chairman, RP-Sanjiv Goenka Group; and Sanjeev Bikhchandani, Founder and Vice Chairman, Naukri.com

6. Vivek Wadhwa, Fellow, Arthur & Toni Rembe Rock Centre for Corporate Governance, Stanford University; and C.P. Gurnani, CEO and MD, Tech Mahindra



7. Sunil Kant Munjal, Senior Vice President, AIMA, and Joint Managing Director, Hero MotoCorp Ltd. and Chairman, Hero Corporate Service Pvt. Ltd.



8. (L-R) Raaja Kanwar, Vice Chairman & Managing Director, Apollo International Limited; Rajesh Magow, Co-Founder & CEO – India, MakeMyTrip India Pvt. Ltd; Pranjal Sharma, Host, The Appointment, Zee Network; and Patu Keswani, Chairman and Managing Director, Lemon Tree Hotels Ltd.

10th

National Research Conference

AIMA
ALL INDIA MANAGEMENT ASSOCIATION



Integrating Technology in Management Education

28 - 29 March 2016

India International Centre,
Lodhi Road, New Delhi, India

For further details/Research Paper Submission / Registration, please contact:

Dr. Anuja Pandey - Conference Director

All India Management Association, Centre for Management Education

Management House, 14 Institutional Area, Lodhi Road, New Delhi - 110003, Tel No.: 24645100/43128100 – Ext. 709;

Fax: 24626689, 24643035; Email: nrc@aima.in; sjames@aima.in; Website: www.aima.in

Interactive Session on 'What is Maturity in Life and Corporates'



Mr Rajiv Khurana, CEO and Founder, The Personnel Lab Management Consultants and Mr Anil Kumar Khaitan, Chairman – SNK Group

All India Management Association organised an Interactive Session on 'What is Maturity in Life and Corporates' with Mr Anil Kumar Khaitan, Chairman – SNK Group on 24th February 2016. Mr Khaitan shared real life examples, both from his personal and corporate life, as to how people exercised maturity or immaturity and what consequences they faced. The session was chaired by Mr Rajiv Khurana, CEO and Founder, The Personnel Lab Management Consultants.

Chanakya

AIMA in collaboration with Lucknow Management Association organised a two day workshop of Business Simulation Game 'Chanakya' on 3rd and 4th February 2016 at lucknow. Business Simulation 'Chanakya' is a unique platform where participants come

together to run their virtual companies. It is an exposure to real-time strategy, finance, production and marketing for the participants. The event witnessed over 40 people from B-schools and Business Houses

Training Programme



Participants of the training programme

AIMA organised a two days training programme on Behavioural Skills for Executive Assistants/ Secretaries on 25th-26th February 2016 at New Delhi. The training programme was for administrative professionals, including Executive Assistants, Office Secretary and Executive PA, Secretaries or other members of the administrative support staff who need to expand their skills so they can better support their manager/s and organisation.

This programme was especially designed in view of the continuous requests from the industry. The training provided an opportunity to review and develop interpersonal and behavioural skills of the participants to maximise their effectiveness.

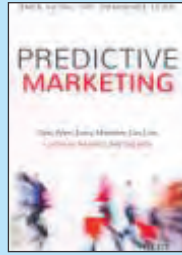
The two day training covered topics like Stress Management, Managing Human Relations, Communicating and Maintaining Confidentiality. The training was very well received by the participants.

New Additions in AIMA Library



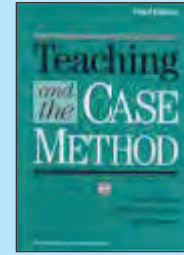
Ravi Arora

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Omer Artun

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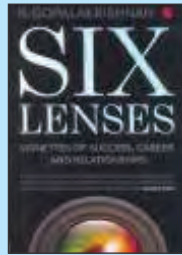
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Sean V Bradley

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R. Gopalakrishnan

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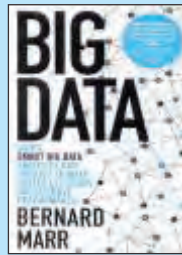
Harvard business essentials

Coaching and mentoring ;how to develop top top talent and achieve stronger performance Boston:Harvard Business School Press,2004, P 155.



Harvard business essentials

Marketer's toolkit; the 10 strategies you need to succeed. Boston: Harvard Business School Press,2006, P 230



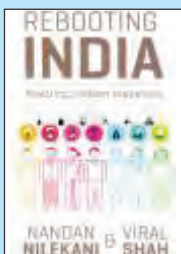
Bernard Marr

Big data: using smart big data analytics and metrics to make better decisions and improve performance. New Delhi: Wiley India Pvt. Ltd., 2015, P246.



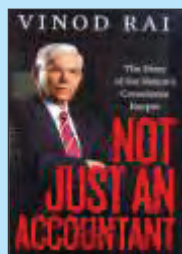
Morgan W. McCall

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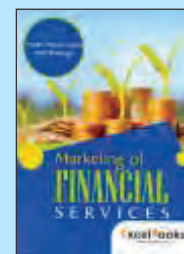
Nandan Nilekani

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Vinod Rai

Not just an accountant :the diary of the Nation's conscience keeper. New Delhi: Rupa Publications India Pvt. Ltd.,2014, P267.



Swami Prasad Saxena

Marketing of financial services/Swami Prasad Saxena, Amit Bhatnagar. Delhi: Excel Books, 2015, P 358



Suhel Seth

Mantras for success: India's greatest CEOs tell you how to win. New Delhi: Rupa Publications India Pvt. Ltd.,2015. P 259.

To Stay Relevant, Your Company and Employees Must Keep Learning

By Pat Wadors



This past year, I have spoken with a number of career centers in universities. The most common question I get from them is, “How do we best prepare our students for the ‘real world’?” That’s a great question (and one that many fine minds are trying to figure out), but for those of us running large organizations in today’s digital economy, it’s the wrong one.

It’s not about learning a set of skills and then being “prepared” for life. It’s about learning to continuously learn over the course of your whole career. As AT&T CEO and Chair Randall Stephenson, recently told the New York Times, “There is a need to retool yourself, and you should not expect to stop... People who do not spend five to 10 hours a week in online learning

will obsolete themselves with the technology.”

This is a challenge for corporations as well as educators. The only way for organizations to ensure their workforces are fully productive and able to achieve business goals is to make sure employees are continuously learning, so that they are driving the business forward. So the question we should be asking is, how do we not only embrace this need for learning but provide venues for our employees to take advantage of learning opportunities?

My hypothesis, and Stephenson agrees, is that for organizations to win in the market, they must help their employees stay relevant in their skills. They also need to prepare the workforce to be agile and to adapt quickly to changes in the market.

Here at LinkedIn, we think that this is going to be the number one management issue of our time (and it is part of the motivation for integrating Lynda.com into our company). My colleague Tanya Staples, senior director of content and production for Lynda.com at LinkedIn, and I talk a lot about the ways that leaders can best approach learning in a digital world. Here’s advice based on what we’ve seen work here at LinkedIn and at the many companies who subscribe to Lynda.com:

- As a leader, when you’re hiring, look for lifelong learners. Look for talent who has demonstrated the ability to learn new skills to advance their career, which shows they have the ability to learn. It means they can learn new skills — which they will need to do continuously to be successful. If they can’t show their ability to learn something new, they may not have the interest or desire, which means they might have the relevant skills today but won’t be able to acquire the skills they need tomorrow to stay relevant.

- Provide access to relevant, up-to-date learning for your employees. Don’t wait for your employees to tell you they need to learn something — by then it’s already too late. Instead, look to services that specialize in providing up-to-date, relevant content on a wide variety of topics.
- Once you’ve provided the resources, don’t worry about what your employees are learning and if it directly relates to their work. We often see customers become concerned their employees are learning something not related to their job. Don’t sweat it. Learning is a skill that requires practice, just like anything else. By learning something new, no matter what it is, your employees are practicing the skill of learning, which is invaluable. Plus, you never know how learning an unrelated skill can help down the road.
- As department leaders and managers, take an active role in partnering with your employees to figure out the skills they need to develop based on business goals. For example, one of our customers noticed that SEO traffic was down on a major product last year. The manager assigned an SEO course to the product manager responsible for that product. After watching the SEO course and implementing some of the best practices it highlighted, SEO traffic increased over 75%.
- Help your people be more agile and adapt quickly to changes by encouraging and rewarding those who demonstrate quick adaptive learning cycles. Hire leaders who provide clarity of goals and freedom for employees to figure out the best way to achieve success, thereby encouraging creativity.

Again, AT&T is a great example. With its new business



strategy, by 2020 it should be well on its way to transforming both the company and its workforce. It sees itself as a computing company that manages all sorts of digital things: phones, satellite television, and huge volumes of data, all sorted through software managed in the cloud. It is in the eye of the digital evolution.

To ensure it is an important player in that evolution, AT&T has launched a program that combines online and classroom-based course work in subjects like digital networking and data science, and looks at old skills that can be transferred to new careers. It started this program in 2012. The demand for learning hasn't

stopped, and based on the development life cycle of new digital technologies, which has sped up, the learning cycle will only get faster.

Preparing people for change isn't only the job of universities. Leaders in today's organizations now have to figure out the best ways to identify, reward, and motivate top agile talent while supporting the constant need to learn. To atrophy is to lose in the market. As professionals, we also play a role in ensuring we can ride the digital wave while helping our companies succeed. Neither the company nor the employee can stand still. We must both evolve to stay competitive and fulfill our dreams.

About Author:

Pat Wadors is the senior vice president of global talent organization at LinkedIn.

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AIMA and The World Bank offers Professional Diploma in Public Procurement (PDPP)

PDPP caters to procurement practices across the globe and the endeavor is to enable anyone interested in Public Procurement to get an overview of the field and to understand the rationale behind Public Procurement decisions.

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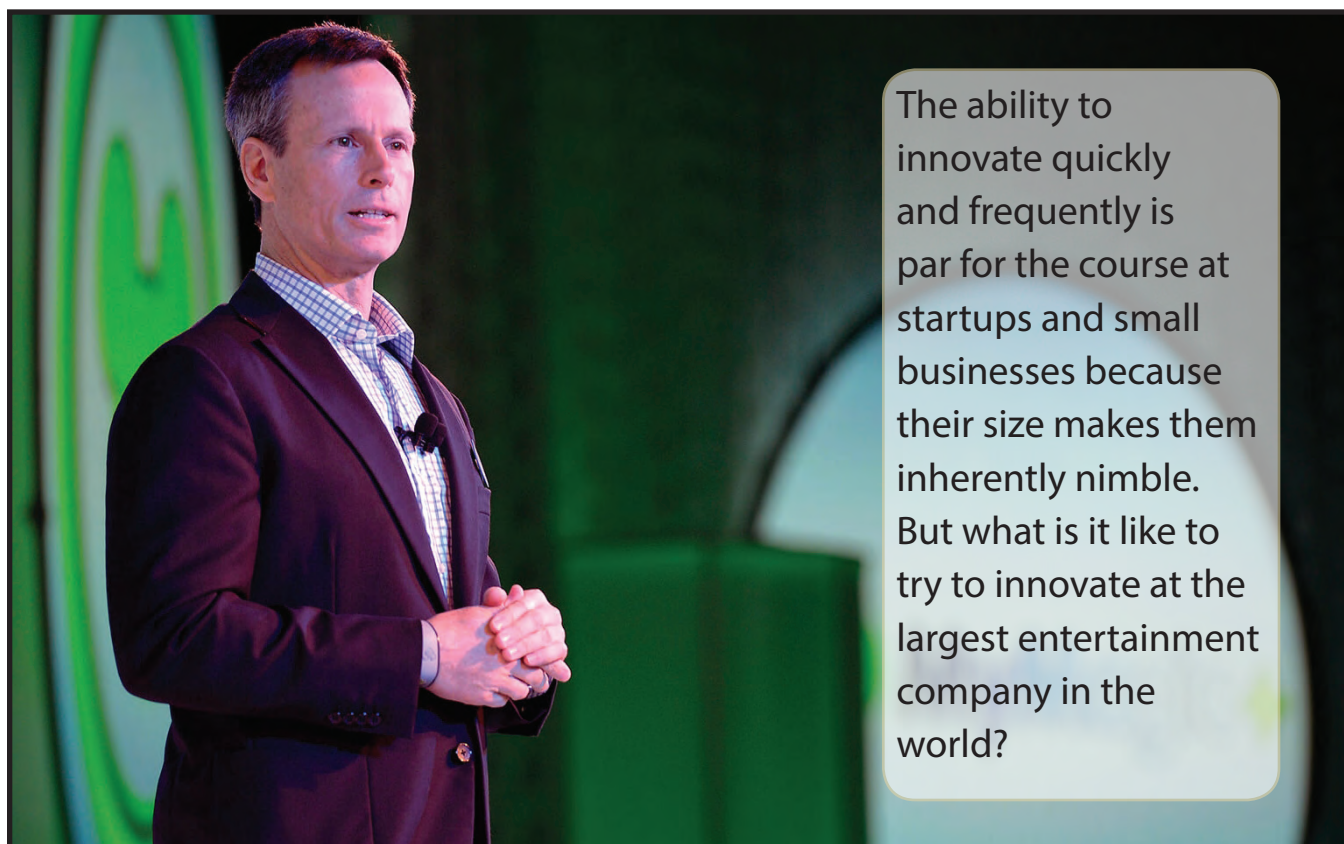
Key Features

- Certification by premier institute like AIMA and the World Bank
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- Blended learning/ Actionable learning
- Opportunity to get AIMA's library membership
- User friendly & easy to use technology interface
- Benefit from strong AIMA industry connect and networking
- Student membership of AIMA with all privileges like subscription to Indian Management Journal

How a 93-Year-Old Media Company Keeps the Magic Alive

The COO of Walt Disney Company focuses on customer experience to inspire innovation.

by Eilene Zimmerman



The ability to innovate quickly and frequently is par for the course at startups and small businesses because their size makes them inherently nimble. But what is it like to try to innovate at the largest entertainment company in the world?

At the Walt Disney Company, innovation has been part of the DNA since the early days, when Walt Disney was using animation in ways it had never

been used before and inventing the modern-day theme park.

“At the most basic level innovation has played a role in the competitive advantage of this company throughout its history,” says Disney Chief Operating Officer Tom Staggs, MBA ’87. “And innovation is critical to extending it.”

Staggs, a 25-year veteran of the Walt Disney Company, became its COO in February 2015. He was chief financial officer for 12 years and, in 2010, became chairman of Disney Parks and Resorts. During his tenure, Staggs more than doubled theme park profit, growing it from \$1.4 billion in 2009 to more than \$3 billion in 2015, and he spearheaded ambitious, innovative changes.

One currently underway is the creation of an addition to Disney’s Animal Kingdom theme park based on the film Avatar. In early discussions, Staggs and Disney CEO Bob Iger suggested to Avatar’s producer Jon Landau and director James Cameron that they create an entirely immersive experience for visitors because the material on which they were basing it was so rich — the mystical, elaborately beautiful world of Pandora. In 2014, the company began construction on the project. “Creating an entire land that allows people to visit the fictional Pandora and ride on a banshee taps directly into how we think about innovation,” says Staggs, “as something critical for staying relevant to audiences.”

If you’re feeling really comfortable doing your job, then you’re not pushing yourself enough.

Tom Staggs

Possibly the most game-changing innovation at Disney in recent memory has been the introduction of MyMagic+ in 2014. MyMagic+ is a visitor

management system that lets guests plan in advance the attractions and rides they want to visit and make reservations for them, so they aren’t waiting in long lines or sprinting from one attraction to the next in order to squeeze in as much as they can. “At the end of the day, our product is not the castle, or the tea cups or the physical things we build. Our product is the guest experience,” Staggs says. “That’s what keeps people coming back.”

Yet even if the entire company understands the importance of the guest’s experience, making changes to improve and support it isn’t easy. At a company as massive as Disney and with its entrenched processes, it can be challenging to get people to move beyond their comfort zone, Staggs says. “When you find something that works, the inclination is to repeat it. That translates to doing what we did yesterday, and that’s not the way to succeed,” he says.

In fact, that’s why the team developing MyMagic+ did so in isolation, to a certain extent, so that the fear of — and pushback against — change would not affect their ability to innovate. “We wanted the team to be able to incubate their idea, and when we were satisfied they were onto something we believed could be transformative, then we would tell people about it,” he says.

The way the company was able to implement such a sweeping change, one that impacted more than 74,000 employees and 28,000 acres of land, was by tying it back to the mission. “MyMagic+ was changing the way we had done things for many, many years, and that’s scary for people,” says Staggs. “So we spent a great deal of time relating the changes we were making to how they would positively impact the guest experience.”

As a manager, Staggs has tried to get people to

embrace the notion of “constructive discomfort,” or understanding that pushing one’s own boundaries is part of creativity and innovation. “If you’re feeling really comfortable doing your job, then you’re not pushing yourself enough,” he says. Disney’s leadership encourages employees at every level and in every area to bring forth innovative ideas. Successful innovation is recognized and celebrated in a variety of ways, including annual Disney Innovator and Disney Inventor awards. Staggs says he has also found it important to remind people that innovation happens everywhere in an organization, not just by those in roles defined specifically as “creative.”

The other more important move a manager must make is to put the right people into the right roles, and then give them the freedom to run with their ideas. “Of course, it’s also really critical to set the bar for excellence high because it pushes people in ways that bring out not just their best work, but also satisfaction in their accomplishments,” he says. “And few things are more important than that.”

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Ahmedabad Management Association

AIMA Activity Report for the month of February 2016

The momentum for the month of February was mobilised by Swami Bodhananda Saraswati's discussion on 'Eight Practices of Meditation'. He also delivered a highly insightful lecture series on 'Indian Philosophy for Self-Management and Leadership'.

Dr. Regine Weider, Sr. Lecturer & Researcher addressed a lecture on 'Swissness – an example of Nation Branding and its Benefits for Business'. Young professionals and businessmen highly benefited from the global perspectives and its applications delivered in the lecture. Mr. Jagdish Joshi, renowned Motivational Speaker and Founder of 'Businessman ki Pathashala' addressed two very interesting lectures on 'Your Business is not Tension, It Only Needs Your Attention' and 'The Future of Competition'.

An open seminar on 'Your Lifestyle and Home Medicines: Unique Healthcare Programme for all' was conducted by Dr. Dinesh Pandya, Superintendent, Akhandanand Ayurved College and Mr. Narendra Pandya, Trainer and Author. An interactive and insightful lecture on 'Illness to Wellness & Beyond – New Paradigm in Health' was addressed by Dr. Prasantha Banerjee, PBHF, Kolkata.

The 5th Japan Festival kicked off when Japan unfolded its vibrant colours and splendor and provided a meaningful and fascinating insight into Japanese Art, Culture, Values and Lifestyle. This is the first time that AMA has brought a variety of programmes which provide glimpses of Japanese Culture and Art on stage. The overwhelming response from members and public made the event more popular. Dr. O. P. Kohli, Honorable Governor of Gujarat in presence of Consul-General of Japan in Mumbai, Mr. Yoshiaki Ito, and Ahmedabad Mayor Gautam Shah addressed the inaugural function.



Artists at the 5th Japan Festival

The book launch and talk on 'Six Lenses' was conducted by Mr. R Gopalakrishnan, Author & Corporate Advisor, Mindworks and Former Director, Tata Sons Ltd. His book, Six Lenses, amalgamates management and philosophy.

Mr. Bhaskar Joshi, Management Consultant, Mumbai addressed an interesting discussion on latest Management Book 'No Ordinary Disruption' authored by Richard Dobbs, James Manyika & Jonathan Woetzel. An Open Seminar on Research Forum was addressed by Dr. Paresh Kariya, Director, Business Development, Strategy and J V Co., OTIS Elevators India Ltd.



Ms. Mika Nishimura (on Violin) & Ms. Dichenko Tatiana (on Piano)

AMA organised a Lecture Series on 'Tourism in Gujarat' with special focus on business opportunities addressed by various esteemed speakers for 5 consecutive days covering topics like Major Tourist Locations and its importance, historic sites of Gujarat, festivals of Gujarat, medical tourism and architecture/heritage tourism.

A workshop on ‘Simple, Smart and Sensible Solutions for Swachh Bharat (A Business Perspective)’ was presented through lectures and discussions by a panel of distinguished speakers encompassing topics like dry waste, plastic waste as replacement to bitumen, biogas plants for putrefiable wastes, modern composting, sanitation as business, decentralized waste management as a business model and e-waste. The workshop was very well-received by the participants.



Mr Kirti Thakar addressing on Festivals of Gujarat

Baroda Management Association

Industrial Visit

Baroda Management Association organised an industrial visit to EME Campus, Vadodara on 6th February. The team was welcomed by Brig. Wadhwa, Deputy Commandant and Chief Instructor at the EME School and Col. Rahul Sharma in charge training. The members were shown the three different faculties of EME- the Faculty of Weapon Technology, Faculty of Instrumentation Technology and Faculty of Vehicle Technology.



Participants at the industrial visit

Friday Evening Talk

A Friday Evening Talk on Corporate Social Responsibility was held on 5th February. The FET session was addressed by the students of Navrachana International School. The talk highlighted the different theoretical and practical aspects of Corporate Social Responsibility.



The FET session on Corporate Social Responsibility.



Ms. Gargi Vaishnav addressing the FET session

The Friday Evening Talk held on 12th February on ‘Personal Scorecard’ was addressed by Mr. Vastav Pandya, Regional Head, Human Resources, of HDFC Bank. The talk highlighted the objectives, principals and methodology of creating a score card in an organisation.

The Friday Evening Talk on 26th February was addressed by Ms. Gargi Vaishnav on the topic, 'Consciousness for the Subconscious Mind'. The topic highlighted, fighting your fears, developing self-confidence and improving your day life in both professional and personal aspects.

MDP

A Management Development Programme on 'Presentation Skills' was organised on 9th and 10th February and the speaker was Mr Ojas Bhat.



Business Development Model under the BLING committee

25th AAOYM

The competition for the 25th AAOYM (Annual Awards for Outstanding Young Managers) was held from 26th – 28th February where participants from reputed organisations delivered their presentations on various management topics and were judged by an eminent panel of the Jury. 37 teams participated in the competition. The chief guest for the award ceremony was Mr. G Narayana.

Bharuch Management Association

MDP

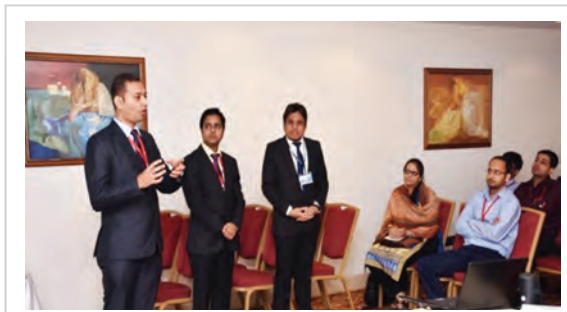
A programme on first aid was organised on 4th February with Dr. H. I. Shah, M.B.B.S., C.I.S., C.F.I.; authorised First Aid Trainer, St. John Ambulance Association, New Delhi. He explained the basics of first aid, aims, diagnosis and how to proceed.



MDP session on 'Presentation Skills'

Business Development Project

Under the BLING committee, school students made presentations on the 'Business Model Project' on 22nd February. The competition was held as a part of their activities under BLING 2015-16. The winning team was Bright School, CBSE Unit, Vasna and the runner up team was Gujarat Public School.



Participants of the 25th AAOYM competition.



Mr. Arvind Joshi, CEO, Focalpoint Management Services, Ahmedabad addressing

A half day programme on 'Law on Prevention of Sexual Harassment for Women' was organised on 24th February with Mr. Arvind Joshi, CEO Focalpoint Management Services. The programme also covered basics of this law, employers' liability, procedure to be followed and formalities to be complied with.

EHS Forum

EHS meet on the topic 'Introduction to Industrial Hygiene' was organised on 20th February with Ms. Pinky Bhatt, Project Manager – India, South East Asia and Middle East, International Safety Systems, Inc. Vadodara. The meet concluded with a Q & A session.

Young Managers' Quiz Competition

Young Managers' Quiz Competition was organised on 21st February where 9 teams from various companies in and around Bharuch competed. The quiz had various rounds like sports, history, currents affair, business etc. At the end of the competition three teams were awarded with the trophies and all the participants were given participation certificates.

Students' Programmes

A programme on 'Winning the Exam Battle' was organised for the school students of class 9,10,11 & 12 on 21st February. The students were given inputs on how they can confidently appear for exams, eliminate exam fear, manage time and get rid of distractions and focus maximum on studies to score good grades in the exams.



Trainer Apurva Pandya addressing the students.

An inter-college competition on 'Effective Public Speaking' was organised on 22nd February in which students shared their views on topics like 'Are roads more important than trees?', 'Fast Food – Good, Bad or Ugly?' & 'Face?' Book or Face to Face'.

An inter-college competition was also organised in which students from various colleges gave power point presentations on the topic 'Lessons Learnt from Movies'.



Ms. Pinky Bhatt explaining about the various types of respirators and their utility in times of emergency.

An inter-college poster competition on the topic 'World Peace' was organised on 22nd February in which students beautifully portrayed messages on 'World Peace' through their posters.



Judges, Guest of Honour, Senior Executive Head of BDMA, participants and winners of 'Effective Public Speaking Competition'.

CEO Think Tank Forum

CEO Think Tank Forum was organised by BDMA on 23rd February where the participants were made aware about arbitration as an option for redressing commercial disputes.



Students from colleges engrossed in making posters on the topic of 'World Peace'.



C.A. Manish Baxi (Promoter of IDAC India) explaining the various aspects of arbitration as an option for redressing commercial disputes.

The speaker, CA Manish Baxi, Promoter of IDAC India, also shared his valuable inputs on Arbitration, Essentials of Arbitration, Arbitration and Conciliation Act, Effects of Amendments, and who can refer disputes of Arbitration and Contemporary issues of Fairness in Arbitration.

Bhubaneswar Metropolis Management Association

Bhubaneswar Metropolis Management Association held a seminar on 20th February on 'Wildlife Management & Administration in Odisha - Special Reference to Elephants'. The speakers were Dr. Binoy K Behera, IPS, DGP (HG&FS) Odisha; Mr. SS Srivastava, IFS, Principal CCF, Odisha and Mr. Sidhanta Das, IFS, PCCF (Wildlife) Odisha. Mr. Syed Maqbool Ali, Working President welcomed the delegates, Mr. BB Mishra, Past President chaired the Seminar and Prof. Gopal Nayak, Executive Vice President (Org,) proposed the vote of thanks.



Panelists and speakers at the session

Calcutta Management Association

CMA organises a workshop for working women every year, which forms a part of CMA's annual calendar of events. This year on 5th February, CMA organised a workshop 'Life Skills Programme for Women'. The event was attended by a large number of participants from varied fields of experience and different corporates.



Mr Tapan Roy, the faculty for the programme with the participants.

CMA's newly designed event, 'The Student Education Programme: A Financial Literacy Initiative', continued in the month of February too with a huge number of students and Institutes participating and inviting CMA to organise the event at their campuses.

Calicut Management Association

Presentation

CMA organised a presentation by Mr. K.T. Thomas, Managing Director, MILMA and Vice President of CMA on 2nd February on 'Milma Peda : A success story of Product Conceiving, Evolution and Development'. It was well attended by more than 50 participants.



(L-R) Mr P K Pradhan, AGM, United Bank of India; Mr Sanat Bhardwaj, Faculty, Calcutta Stock Exchange; Ms Madhumita Basu, Sr VP - Sales & Marketing, Lafarge India & Past President CMA; Mr Gautam Ray, Executive Director, CESC Ltd & President CMA and Mr Ramen Barua, Director, CMA.

On 26th February, CMA organised a new programme, 'A Guide to Project Management', under its umbrella. The event was well received and appreciated by the participants from different organisations.



Student Education Programme organised by CMA



Mr. K. T. Thomas addressing CMA Members

Annual Management Convention

CMA's 19th Annual Management Convention was held on 13th & 14th February on the theme 'Smart & Happy Kozhikode – Way Ahead'. Padma Vibhushan Dr. E. Sreedharan, Principal Consultant, DMRC inaugurated the Convention and delivered the Keynote Address. Hon. Mayor of Kozhikode was the Guest of Honour. CA. Sathish Kumar M, President of CMA delivered the Presidential Address. Mr. Sanjay Grover, Director AIMA, Mr. Pradeep Kumar, MLA and Dr. VKS Menon, founder president offered felicitations. Dr. Sreedharan gave away CMA awards to individuals who have shown their mettle in various categories.

Some of the other speakers included Mr. Raj B R, Head, Smart City Consulting, WIPRO; Mr. Abdul Malik, Regional Town Planner, Calicut; Mr. Prasad Unnikrishnan, Associate Director, KPMG Tvm; Dr. P. Vinod Bhattathiripad, International Cyber Forensic Consultant; Dr. D. Atmadev, Director, Centre for Samskar Re-engineering, Mrs. Indira Krishnakumar, Membership Secretary (Retd.), Dept of Posts, Gol. The valedictory session was chaired by Dr. Suresh Menon, a renowned neuro physician from Canada.



Dr.E.Sreedharan, Principal Consultant, DMRC inaugurating 19th Annual Management Convention of CMA



Dr. E. Sreedharan & CMA President CA. Sathish Kumar with Award Winners

Chandigarh Management Association

Chandigarh Management Association (CMA) organised a Foundation Day function and Seminar on 'Investors Awareness Programme on Financial Services and Portfolio Management' on 26th February. Mr S Harbinder Singh Sokhi, from Bombay Stock Exchange of India Ltd, was the keynote speaker. Col. (Dr) P K Vasudeva, Senior Past President CMA was the Chief Guest of the function. The programme witnessed a record gathering of more than 150 including Past Presidents, CMA members, guests, and media. The event concluded with the vote of thanks by Vice President of CMA, Dr Aneet Bedi.



Chandigarh Management Association's Foundation Day

Coimbatore Management Association

Coimbatore Management Association celebrated the National Management Day on 22nd February. Every year, on this occasion, CMA recognises and presents awards to the Best Entrepreneur, Best SME Entrepreneur, Best Woman Entrepreneur, Best Manager and Best Management Teacher etc. in and around Coimbatore. This year the Best Startup award was also introduced.



Mr. S. Madhavan addressing the gathering

The Chief Guest on the occasion was Mr. S. Madhavan, CEO, Cognizant Foundation, Chennai. Mr. S. Madhavan addressed the gathering on the theme 'Smart India: Powering Growth With Prowess'. Nearly 150 people attended the function.

CMA also conducted 'Brands of Coimbatore' on 5th February at PSG Tech. Nearly 700 students attended the programme.



Mr. S. Ramamurthy addressing the gathering

Delhi Management Association

Workshop

An interactive workshop on 'Profit Leadership' was organised by DMA on 10th February. Mr. Rajan Pandhi, Director, DMA welcomed the programme facilitator, Mr. Arvind K Shukla, a certified trainer and the participants. The participants highly appreciated the contents of the workshop.

Interactive Session

DMA organised a session on 'Imperatives for Career Excitement' with Mr. Rajiv Khurana, International Management Trainer, Consultant, Coach, Author, Venture Mentor, Social Entrepreneur, Digital Expressionist, Haiku Enthusiast on 25th February.

Mr. Khurana emphasized that it is imperative to seek happiness in everything one does, and then choose a career that is exciting enough to keep one happy.



Mr. Rajiv Khurana addressing the participants.

Expert Talk

DMA in collaboration with APE Communication organised its 7th CSR Expert talk on ‘Leveraging CSR for National Development’ on 26th February.

The speakers were Mr. Sanjay Nagi, Managing Director, Tomorrow’s Market Innovators; Prof. S N S Nagra, CEO, Nihal Software & Chief Advisor, Nihal Foundation and Ms. Rachna Sharma, Founder CEO, The Rachna Sharma Foundation.

Mr. Raj Pathak, President, APE Communication shared the brief profile of the speakers the programme was well received by the participants.



Speakers at the CSR Expert Talk

Ghaziabad Management Association

Ghaziabad Management Association organised a two day workshop of AIMA’s Management Simulation Business Game ‘Chanakya’ on 24th & 25th February at AKGIM campus. The programme was conducted by AIMA.

Mr Vinay Gupta, ED, GMA welcomed the guests and the participants and explained the importance of organising such an event. The game was steered by Mr Vijay Singh and Mr D K Gupta from the Games division of AIMA.

Dr. R K Agarwal, President, GMA and Director AKGEC, was present as Chief Guest and gave the winner and runner up trophies to the participants. Dr. Tripurari Pandey, Director AKGIM and Mr. Vinay Gupta Executive Director, GMA were also present on the occasion. This event was widely appreciated and enjoyed by all the participants.



NTPC, Dadri – Chanakya Winners receiving the trophy

Goa Management Association

Interaction

Mr. D Kumar Pillai, Chairman, GMA along with other GMA office bearers met Mr. Sunil Kant Munjal, Sr. Vice President, AIMA and Ms. Rekha Sethi, Director General, AIMA on 6th February. Mr Pillai gave a brief about the various activities conducted by GMA and the upcoming activities of GMA.



GMA Officials with Mr. Sunil Kant Munjal, Sr. Vice President, AIMA and Ms. Rekha Sethi, Director General, AIMA

National Management Day

Goa Management Association in collaboration with SSPEs's Goa Multi-Faculty College celebrated the National Management Day on 19th February. The day long programme comprised plenary sessions, panel discussions and a presentation contest for students. Two eminent speakers, Mr. Santosh Kenkre, Vice Chairman, EDC Ltd and Mr. Rajesh Mehrotra, CEO, Berger Becker Coatings Pvt Ltd, spoke on the theme 'Smart India: Powering Growth with Prowess'. There were around 150 academicians, industry personnel, BBA coordinators and students of BBA colleges present on the occasion.



Goa Management Association celebrated Management Day in association with SSPEs's Goa Multi-Faculty College, Dharbandora, Goa.

Guwahati Management Association

Foundation Day

Guwahati Management Association (GMA) observed the 60th AIMA Foundation Day on 24th February under the Presidency of Mr D.N. Barua. Er. Hareswar Talukdar spoke on theme 'Smart India: Powering Growth with Prowess'. The event was also addressed by Mr Sandip Chanda, an IT engineer with start-up experience and Mr. Santikam Hazarika, the founder director of Assam Institute of Management. The programme was very well received.



(L-R) Mr Shantikam Hazarika, ex Seba Chief; Mr D N Barua President GMA & Mr D Gohain, Hony Gen Secretary, GMA at the programme.

National Productivity Week

GMA & the National Productivity Council celebrated the National Productivity Week through a joint lecture session in Guwahati on the 12th February on the theme 'Ease of Doing Business for Greater Productivity and Sustainable Growth'. Mr S Mallik, Regional Director, NPC, welcomed the guests, highlighting the present business environment in India.

Mr H S Das, IAS (Retired), Ex Addl. Chief Secretary and the Chief Information Commissioner, Assam, inaugurated the session. Mr Shantikam Hazarika, eminent management expert and the founder director of Assam Management Inst. delivered the keynote address. The meeting ended with a vote of thanks offered by Mr S B Sharma, Vice President, GMA.



The Guwahati Management Assn & National Productivity Council celebrated National Productivity Week through a joint lecture session in Guwahati on the 12th Feb' 2016. The theme of the session was "Ease if doing business for greater productivity and sustainable growth'.

Seminar

GMA organised a seminar on ‘Winning Threat of Cyber War’ on 6th February. The seminar was sponsored by the State bank of India, Numaligarh Refineries Ltd, Assam Police, BS L & IndusInd Bank.

Mr Kuladhar Saikia IPS, Assam Police, Prof Gautam Barua, Director, I.I.T. Guwahati and Mr M K Seth C G M, BSNL participated in the inaugural session. Noted management expert Mr Shantikam Hazarika moderated the session. The session was also attended by Mr Mukesh Sahai, Director General Assam Police.

The technical session was addressed by Mr Kinsuk De, Head, Consumer Risk and Security management Services, T C S, Delhi; Dr. Ferdous Ahmed, from IIIT Guwahati; Mr Ashwani Kalita, Cybercrime Lab., Assam Police and Advocate Nilotpal Deka.

The valedictory session was presided over by Dr D N Buragohain, Founder Director, IIT Guwahati. The session formed a committee to compile the recommendation and send the same to concerned authorities.



(L-R) Mr Kuladhar Saikia, IPS Assam Police; Prof Gautam Baruch, Director IIITG; Mr M K Seth, CGM, BSNL, Guwahati & Mr D N Barua, President GMA

Hyderabad Management Association

Hyderabad Management Association conducted a Lecture Meeting on ‘Digital Transformation’ on 18th February with Mr Ramesh Loganathan, Vice President & Managing Director, Progress Software Development Pvt Ltd.

Mr. Ramesh Loganathan shared that the advent of new digital technologies has transformed how business is done. The new mantra is Go Digital or Go Extinct. He said the Digital Technologies have brought new opportunities for new businesses and threat to existing businesses if they do not adapt.



Mr Sravan Kumar Madap, Vice President, HMA presenting a memento to Mr Ramesh Loganathan as Mr Ravi Kumar Peesapati, Secretary, HMA and Mr Kaushik Kathuri, Convenor, Lecture Meetings look on.

Indore Management Association

25th International Management Conclave

Indore Management Association held its 25th Silver Jubilee International Management Conclave on 5th & 6th February on the theme ‘India Inc: Reinventing Growth’. The two day IMA International Management Conclave featured eminent speakers from different walks of life who shared unique ideas from India and all around the globe.

The augural speech was delivered by Mr. R. Gopalakrishnan, Non-Executive Director Tata Sons. Mr T. V. Narendran, MD, Tata Steel spoke on 'Manufacturing leap into digital era'. Mr. Chandra Shekhar Ghosh, Founder Chairman & MD, Bandhan Bank narrated his journey in building Bandhan Bank.

On day two, Minister of State with independent charge of Coal, New and Renewable Energy, Mr. Piyush Goyal appreciated IMA's Management Conclave.

The prestigious Lifetime Achievement Award was awarded to Padmabhushan Mr. Deepak Parikh, Chairman HDFC Ltd.

Some of the other speakers included Mr Pramod Sadar Joshi, Director, Oracle India; Mr. Y. Sudhir Kumar Shetty COO of UAE Exchange; Mr. Dinesh Agarwal, Founder - CEO IndiaMart;

Spiritual Guru H H Gaur Gopal Prabhujji; Dr R. A. Mashelkar; Mr. Milind Kamble, Founder, Dalit Indian Chamber of Commerce and Industry; Mr. Dinesh Agarwal, Founder and CEO IndiaMART.com; Mr. Ashutosh Pandey, Chief Executive Officer, Tata Unistore Limited; Ms. Shalini Girish, Director, India Small & Medium Business at Google.



Lamp Lightning Ceremony by Mr. R. Gopalakrishnan, Non-Executive Director Tata Sons and Mr. T V Narendran, Managing Director, Tata Steel along with Mr. Shiv Singh Mehta - Chairman IMA, Mr. Vijay Goyal – President IMA, Mr. N Mohan - Conclave Chairman & Mr. Utkarsh Trivedi – Conclave Co-Chairman.



Mr. Piyush Goyal, Minister of State with I/C Power, Coal, New and Renewable Energy addressing the International Management Conclave 2016



Mr. T V Narendran, Managing Director, Tata Steel addressing at IMA's 25th Silver Jubilee International Management Conclave 2016

Center Of Excellence

Indore Management Association organised Centre of Excellence on the topic 'How to Prioritise & Make Decisions like a Pro' on 12th February with Mr. Shashank Kasliwal.

Reader's Clique

Indore Management Association organised an IMA Reader's Clique - a book lovers' club, on 'Blue Ocean Strategy' for management professionals and students. The programme



Mr. Shiv Kumar during IMA Reader's Clique

was organised on 17th February and was moderated by Mr. Shiv Kumar, President – Corporate Affairs & Business Innovations at Indore Steel & Iron Mills Ltd.

Evolution of Excellence

IMA organised ‘Evolution of Excellence’, a one-day workshop for corporate professionals on 23rd February on ‘Decision Making - Avoiding Wrong Steps’ with Prof. Siddhartha K Rastogi, Associate Professor, IIM Indore and Mr. Sandeep Atre, Director at CH Edge Makers.

Management Film Show

Indore Management Association organised a Film Show, based on the famous Hollywood movie ‘The Internship’ for management professionals and students on 26th February. The moderator for the session was Mr. Saurabh Singh Mehta.

Training@Doorstep

IMA organised Training@Doorstep, a one day programme on the topic ‘Accepting the Change’ on 26th February at MAN Trucks Pvt Ltd, Pithampur. The facilitator for the session was Mr. Shashank Kasliwal, Director and Founder, Emotional Intelligence Inc.



Mr. Mehta during his session at IMA Management Film Show

Jharia Coalfield Management Association

The Jharia Coalfield Management Association (JCMA) organised two events to mark the National Management Day. The first was a workshop on ‘Stress Management’ for CBI officers that was conducted on 18th February by JCMA president, Dr Pramod Pathak in which some 60 CBI officers including SP, CBI Dhanbad, Mr Pramod Manjhi were present. The workshop was also attended by doctors of Central Hospital and faculty of Department of Management Studies, ISM.



Seminar on ‘Role of Management Science’

On 19th February, a one day seminar on ‘Role of Management Science in promoting sanitation movement’ was organised. The Management Day Lecture was also delivered in the seminar on the same topic by USP Sinha, Controller Sulabh International (Bihar Chapter). The General Secretary, JCMA, Dr Saumya Singh introduced the speaker. President JCMA, Dr Pramod Pathak presided over the programme that was attended by a large number of students, faculty of ISM, research scholars and functionaries of Sulabh international.

Jamshedpur Management Association

Interaction Session

Jamshedpur Management Association (JMA) organised an interactive session with Mr. Pravathessam Kanchinadham, Company Secretary, Tata Steel on the subject of Corporate Governance and Company Act 2013 on 17th February.

JMA Executive Committee members Mr. Ashish Mathur, MD, Jusco; Mr. Sanjay Sabherwal, MD, Metaldyne Industries Limited; Mr. Shubhenjit Choudhary, MD, Tata Pigments; Ms. Rupa Mahanty, RM Associates and Mr. Rabindra Kumar, Head Procurement, Tata Steel were also present during the session. Around 40 participants comprising representatives from Tata Steel, Tata Motors, Jusco, Tata Pigments, ISWP, Adityapur Industries and JMA members attended the programme. The session was conducted by Mr. Rabindra Kumar, Honorary Secretary, JMA.

Session on Innovation

Jamshedpur Management Association organised an interactive session with Mr. Ravi Arora, Vice President, Tata Sons, author of the book 'Making Innovations Happen' on 13th January. Mr Arora is responsible for the Innovation programme at the Tata Group worldwide.

On this occasion the book was formally released in Jamshedpur by JMA Executive Committee members comprising Mr. Neeraj Kant, MD, ISWP; Mr. Sanjay Sabherwal, MD, Metaldyne Industries Limited; Mr. Ramesh Warke, VP Jojobera Steel Plant, Lafarge; Mr. Vishal Badshah, Head- Auto Manufacturing, Tata Motors and Rabindra Kumar, Head Procurement, Tata Steel.

Around 70 participants, including JMA members, representatives of XLRI, CII-Yi and IIMM attended the programme.

Industry Visit

Jamshedpur Management Association organised a visit to Tata Motors as part of their industry tour programme. A 20 member team of JMA visited different facilities of Tata Motors including the world famous testing track. The objective of the session was to understand quality excellence, lean manufacturing, advanced manufacturing process and leading edge R&D of Tata Motors. On this occasion Mr. Vishal Badshah, Head Auto Manufacturing briefed the team about Tata Motors' past achievements and current developments in commercial vehicle segments at Jamshedpur Unit. The visit was coordinated by Mr. Rabindra Kumar, Hony Secretary JMA.



Panelists and speakers at the session



Release of the book 'Making Innovations Happen'



Participants at the industry visit to Tata Motors

Kerala Management Association

Management Week

Kerala Management Association (KMA) organised a Management Week from 16th to 25th February.

Mr. Rajmohan Nair, Past President KMA and Chairman, Management Week Celebration Committee, delivered the welcome address followed by Presidential address by Mr. Prasad K Panicker. Mr. Elias George IAS, Managing Director, Kochi Metro Rail Ltd. was the Chief Guest for the inauguration of the 6th Management Week celebrations of KMA and Mr. Sreeji Gopinathan, South Asia Director/CIO at Reckitt Benckiser delivered the Keynote Address on the topic 'India in Present Global Scenario'.



Mr. Elias George IAS delivering the inaugural address



Mr. Sreeji Gopinathan delivering the keynote address

Lecture Meeting

KMA's Evening Lecture Meeting was addressed by Mr. Dan Peterson, Founder, President and Chairman, ePAY Healthcare on the topic 'When to adopt entrepreneurial leadership in organisations?' on 18th February at Management House.

Industrial Visit

As a part of the Management Week celebrations of KMA, Women Managers' Forum organised a trip to Kizhakkambalam to visit the factory of KITEX Garments Ltd. This export oriented unit is currently the 2nd largest producer of childrens' apparel



Industrial visit participants



Justice Cyriac Joseph delivering KT Chandy Memorial lecture

in the world. KITEX is also the largest private sector employer in Kerala. 45 participants attended the programme.

Memorial Lecture

The 6th MKK Nayar Memorial Lecture was addressed by Mr. K. Jayakumar IAS (Retd.), Vice Chancellor, Malayalam University

on the topic 'Redefining the Kerala Model of Development' on 24th February at Renai Cochin.

The 4th KT Chandy Memorial Lecture was addressed by Justice Cyriac Joseph, Chairman, National Human Rights Commissioner on the topic 'Tolerance & Democracy – A Human Rights Perspective' on 25th February.

Lucknow Management Association

Chanakya

LMA has been organising the Business Simulation Management Game 'Chanakya' every year in association with AIMA for the last 10 years. Chanakya 2016 was organised on 3rd & 4th February in which 11 teams from Tata Motors, NTPC, Jaipuria Business School, Dept. of Business Management Lucknow University, Institute of Management Sciences, IISC, JBS Faizabad and Techno Institute of Management Sciences participated. In the Corporate category, NTPC teams won both the winner and runners up prizes. In the Institution category, Jaipuria emerged as the winner and JBS Faizabad as runners up. Mr. S.C. Tyagi and Mr. Vijay Singh of AIMA conducted the game.



Participants of Chanakya

Talk

LMA organised a lecture on 'Technology Based Interventions in Governance of Uttar Pradesh' by Mr. Venkat Changavalli on 10th February. Mr. Changavalli was the Founder CEO of EMRI, then a Satyam Group Company, providing free emergency response services (Dial 108). and is currently an advisor to the U.P. Government.



Lecture on 'Technology Based Interventions in Governance of Uttar Pradesh'

LMA organised a lecture on the twin theme 'Ground Water Depletion and Remedial Measures and Safety of Personnel and Property during Construction of Underground Metros' on 25th February. The speaker was Mr. Amod Gujral Chairman & Managing Director, Encardio-rite who is a master in the field of geo-technical instrumentation.

Industry Visit

LMA organised an industry visit to a factory of Karam Group of Industries on 12th February. Karam is one of country's leading manufacturers of industrial safety equipment with global footprints. IIM Bangalore and San Jose University of California did a case study on Karam which was published in the South Asian Journal of Management.



Participants at the industry visit.

Competitive Colloquium

LMA organised a Competitive Colloquium for young managers on 16th February on the theme of its Annual Convention 2015, 'Developing Smart Cities-Imperatives and Challenges'. Presentations on different aspects of Smart Cities were made by the young managers.

Presentation Competition

LMA jointly with BBD University and TiE Lucknow Chapter organised an Inter B School Presentation Competition on 'Start Ups-The Case Study which Inspired Me Most' on 19th February.

Interactive Session

LMA collaborated with I Care India in organising an interactive session 'Ankuram on Transforming 100 Government Primary Schools in Lucknow with Institutional Collaboration' on 20th February. The panelists included Mr. Jitendra Kumar, Principal Secretary Higher Education UP; Dr U.N. Dwivedi, Pro Vice Chancellor, University of Lucknow; Mr. Raj Shekhar, DM Lucknow; Mr. Anil Singh, Member Executive Council LU; Mr Udai Pratap Singh Chairman, Hindi Sansthan and Mr Anoop Gupta Founder of I Care India. Mr. Atul K. Gupta, Former Chief Secretary UP moderated the session.

Lucknow Management Association collaborated with Lucknow Mavericks Round Table 255 in association with Ficci-FLO for a session with Brahma Kumari's on 'How to balance life, Role of Spirituality & Meditation in Corporate Life' by BK Yogini, National Coordinator Business & Industry wing, Mumbai and BK Radhika, Shri Raj Yoga Teacher, Hyderabad on 27th February.

Management Day

On 20th February, AIMA'S 60th Foundation Day and 10th National Management Day, LMA organised a panel discussion on the designated theme of the year 'Smart India: Powering Growth with Prowess'. The distinguished panel comprised Dr. Arvind Mohan, Professor, University of Lucknow and Director Institute of Management Sciences; Professor Ashraf Rizvi, Director, Jaipuria Institute of Management, Pili and Mr. Kiron Chopra, Chairman & Managing Director, Chopra Retec Rubber Products.



Inter B-School Presentation Competition



The session in progress



Foundation Day panel discussion

Financial Awareness

Young Managers Forum of LMA organised a Workshop on 'Financial Awareness' by Mr. Chandraj Sinha Regional Head – Sales Training, PNB Met Life on 24th February for the young managers of Department of Business Administration, University of Lucknow,

Management Debate Competition

Young Managers Forum of LMA organised a management debate on the topic 'Think Global and Act Local is the Way Forward for India' on 26th February. Nine teams comprising two students each, one speaking for the motion and one against, participated.

Madurai Management Association

Madurai Management Association organised the 60th AIMA Foundation Day and 10th National Management Day Celebration on 20th February. Er. M. Shunmugasundaram, President welcomed the gathering and spoke about the significance of the day. Women CEO Excellence Award was presented to Dr. Rohini Sridhar, Chief Operating Officer, Apollo Hospitals, Madurai in recognition of her distinguished contribution to Medical and Health Care Service Management. Dr. Dheep, Psychiatrist spoke on Emotional Intelligence. A just a minute topic competition was conducted for the management students. Dr. A. Muthumanickam, Registrar, Madurai Kamaraj University distributed the prizes and delivered the valedictory address. The programme was very well received.



Presentation of Women CEO Excellence Award

Navsari Management Association

Workshop

Navsari Management Association organised a one-day Workshop on the topic 'Reading Body Language –As a sales Tool' on 7th February. The speaker for the workshop was Ms. Rama Moondra, a visiting faculty of IIMA, AMA and many other Management Institutions.

Felicitation

NMA jointly with Bruhad Anavil Samaj, Shree Sayaji Vaibhav Library & Anavil Sanskar Trust, organised a felicitation



Ms Rama Moondra addressing the participants

function of Ex-Chairman of ISRO, Dr Shailesh Naik on 14th February. Dr Naik, Ph.D in Geology, gave a very informative and interesting presentation on climate change, weather forecast, earthquakes, space research programmes etc. This was followed by a Q & A session.

60 Foundation Day Celebration

NMA celebrated AIMA's 60th Foundation Day on 21st February exclusively for NMA members. The Chief Guest on the occasion was Mr Alok Desai, President, Baroda Management



Dr. Shailesh Naik addressing the gathering

Association.

This was followed by the presentation of awards for the year 2015-16 for the excellent work done. Announcement of various committees and committee members for the year 2016-17 were also made.

The celebrations concluded with a music programme by renowned artiste Shyamal Saumil and their group.



President Haardik presenting a memento to the Chief Guest, Mr. Alok Desai

Workshop

NMA organised a one day workshop on 'How to Start an Export Business' jointly with Government of Gujarat and Ahmedabad Management Association on 20th February. Mr P V Modi, who is also a permanent faculty for this subject and associated with Ahmedabad Management Association, was the trainer.



Mr. P V Modi addressing the participants

Palghat Management Association

On the occasion of Palghat Management Association's National Management Day Function, held on 23rd February, the Chief Guest, Mr. Venugopal C Govind, Sr. Managing Partner, Varma & Varma Chartered Accountants Kochi, presented the outstanding Edupreneur Award to Dr. Thomas



Dr. Thomas George receiving the Edupreneur Award

George K for his outstanding contribution in the area of Youth Development with Educational Institutions. Dr. Thomas George, is the Chairman of LEAD College of Management, Dhoni, Palakad. Mr. Vinod Manjila, MD of Manjilas Group, graced the occasion as the Guest of Honour.

Quilon Management Association

The Quilon Management Association organised an international conference at Bangkok on 12th February. In the conference, Mr B. Ajay Kumar, Professor and Head, Department of Business Administration, Rajadhani Institute of Engineering and Technology, Trivandrum presented a paper on the subject 'Foreign Direct Investment and Economic Development in India – An Empirical Analysis'.



Mr B Ajaykumar addressing the participants

Mr Sreeraj, QMA Secretary General welcomed the delegates while Mr Rajendra Prasad, QMA President gave the presidential address and introduced the Chief Guest to the participants. Mr K V Aravindakshan presented a memento to Mr B. Ajaykumar and Mr K M Cherian, QMA Treasurer gave the vote of thanks.

Rohilkhand Management Association

Rohilkhand Management Association celebrated 'Management Week' from 15th - 24th February with great enthusiasm and gusto. On 15th February, hoardings and posters with slogans related to entrepreneurship were displayed in Business Schools and at prominent places in the city.



City, RMA President, RMA Secretary, Executive Director, KCMT and others.



(L - R) Dr. Manish Sharma, Dr. Ritesh Saxena, Mr. Suresh Sundrani, Mr. K.K. Damani (RMA President), Mr. Gaurav Dayal (Dist. Magistrate, Bareilly), Mr. Mukesh Gupta, Ms. Ritu Dubey (Key note speaker), Mr. Dinesh Goel, Mr. Qadir Ahmad (Secretary, RMA) and Dr. N.L. Sharma.

In the morning, A 3 km Management Run was also organised which was flagged off by S.P. City, Bareilly. Professionals, practicing managers and professors, faculty and students from all management institutes in Bareilly participated. Mr. Praveen Singh Aron, Ex-M.P, Bareilly was the Chief Guest. At the end of the run a quiz programme was held.

On 16th February a Symposium on 'Start up India' was organised where Dist. Magistrate, Bareilly was the Chief Guest. On 17th February a Seminar on 'Social Entrepreneurship' was also organised. Expert speakers presented their thoughts on the topic on both occasions.

On 19th February a competition on the topic ‘New Product Development Game’ was organised at Rakshpal Bahadur Management Institutes. 20 teams from different Management Institutes participated.

On 24th February a seminar on ‘Smart India – Powering Growth with Prowess’ was organised. Dr. I.S. Tomar, Mayor, Bareilly was the Chief Guest. Several eminent professionals and learned professors also addressed the seminar.



Dr. Vivek Sharma, Mr. Qadir Ahmad, Mr. K. K. Damani, Dr. N. L. Sharma, Mr. K. B. Agarwal and Dr. Rajat Mehrotra.



Mr. Qadir Ahmad, Mr. K.B. Agarwal, Mr. K.K. Damani and Er. Navin Mathur.

Rourkela Management Association

AGM

The Annual General Meeting of Management Association Rourkela was held on 18th February during which the new team of office bearers were elected, accounts of previous year were passed and auditor for the current year was appointed. Mr M K Das, ED I/c Rourkela Steel Plant and Chief Patron of MAR was present during the AGM. Mr Subhendra Das, ED (Project) RSP was elected as the President; Mr P Sahoo GM (E&P) RSP and Dr Sumit Datta GM (HRD) as Vice Presidents, Mr B Pradhan DGM I/c RSP as Secretary and Mr R Dhoundiyal Sr (F&A) Projects RSP as Treasurer. Committee Members were elected during the AGM.

Management Day

Management Association, Rourkela celebrated Management Day on 23rd February at CPTI by organising a special talk on the Theme ‘Smart India: Powering Growth through Prowess’. Mr. D.P. Mohapatra, OAS, Commissioner, Rourkela Municipal Corporation was the Guest Speaker on the occasion and addressed the gathering on the subject.



Newly elected office bearers of Rourkela Management association with guests attended the AGM



President MAR Mr Subhendra Das and Key note speaker Mr D P Mohapatra OAS, Rourkela Municipality Commissioner during Management Day celebration

Earlier, Mr. Das welcomed the gathering and the Guest Speaker. Mr. Sagar Mohanty, DGM, CPTI and Committee Member, MAR introduced the Guest Speaker. Mr. Rakesh Dhoundiyal, Senior Manger (F&A) and Treasurer, MAR proposed the programme vote of thanks. Mr. Bhimasen Pradhan, DGM I/c SP-I and Secretary, MAR, coordinated.

Tarapur Management Association

Executive Talent Search

Tarapur Management Association organised its mega event 'Executive Talent Search 2015-16' on 6th February held on the theme 'Inspire – Innovate – Integrate'. The ETS is an inter industry competition wherein the participants from various industries exhibit their projects being implemented in their manufacturing facilities on the main theme of ETS.

AIMA President, Mr Firdose Vandrevale was the Chief Guest for the Inaugural session of ETS 2015-16 and Mr D K Raut, President Tarapur Industrial Manufacturers Association was the Guest of Honour. During Inaugural address Mr Vandrevale shared few success mantras and insights.

Mr Satish Kumar, Chief Operations-Global Wires, TATA Steel & Mr Bhaskar Joshi, Past President, Bombay Management Association were the Chief Guest & Guest of Honour respectively at the Valedictory session. Mr Sanjay Grover, Director LMA Relations AIMA was also present during the Valedictory session of ETS.

National Management Day

On the National Management Day, TMA organised a lecture on the theme set by AIMA 'Smart India- Powering Growth with Prowess' on 20th February. The Guest Speaker for the session was Dr Ajay Desai and the session was well attended by the participants from industries & business schools of the region.



Chief Guest, Mr Firdose Vandrevale addressing the Inaugural session.



Executive members of TMA with the guests at the Valedictory Session



Past President Mr Elangovan Mudaliyar addressing the gathering. Mr Shirish Nadkarni, Programme Coordinator and Guest Speaker, Dr Ajay Desai present on the dais.

Thrissur Management Association



TMA members with Mr G. M. Siddeshwara, Union Minister of State for Heavy Industries

Discussion

TMA organised a pre-budget discussion with Mr G. M. Siddeshwara, Union Minister of State for Heavy Industries and Public Enterprises jointly with Chamber of Commerce Thrissur and CII.

Management Student Chapter

National Management Day Quiz Competitions were held at Kerala Agricultural University as part of the National Day celebration, Six teams took part in the competition.

Monthly Guest Lecture

TMA organised a Guest Lecture with Dr. K.N. Raghavan IRS, who spoke on the topic 'Gold Smuggling and its impact on the economy'. The programme was very well received.



The session in progress



Honouring the Padma Shri awardee Dr. Sundar Menon

National Management Day

TMA held the National Management Day programme and honoured Padmashree Dr. Sundar Menon. The Chief Guest on the occasion was Mr Sidin Sunny Vadukut, Editor & Columnist, Live Mint. TMA e- magazine, 'The Management Voice' for the month of February 2016 was also launched on the occasion.

Trivandrum Management Association

Book Launch

The book launch of 'Six Lenses' authored by Mr. R. Gopalakrishnan, Former President, AIMA and Director, Tata Sons in association with Tata Consultancy Services Limited and Tata Management Training Centre was held on 2nd February. The book was released by Mr. T.P Sreenivasan, Vice Chairman and Executive Head of Kerala

State Higher Education Council & Former Ambassador to the United Nations. The function was well attended by prominent personalities, eminent business leaders, management experts, economists, entrepreneurs etc.

Interactive Session



Mr. Kochouseph Chittilappilly addressing the audience

Managing Director of V-Guard Industries Ltd on 19th February. The programme was well attended and received by the audience.

Management Day

21st February is observed as National Management Day, all over the country. TMA arranged a management walkathon titled 'TMA-KIMS Management Walkathon' and also held a Management Quiz competition afterwards. The walkathon, which saw a participation of more than 100 professional members of TMA; was flagged off by Mr. G. Sparjan Kumar, IPS, DIG and City Commissioner of Police, Thiruvananthapuram.

The quiz programme that followed comprised of four student teams from selected B Schools in Thiruvananthapuram. CET School of Management came first in the quiz, followed by Institute of Management in Kerala.

Visakhapatnam Management Association

Visakhapatnam Management Association (VMA) in collaboration with Department of Commerce and Management Studies (DCMS), Andhra University organised a panel discussion on the occasion of AIMA's 60th Foundation Day & 10th National Management Day on the theme 'Smart India: Powering Growth with Prowess' on 22nd February.

Prof. N. Sambasiva Rao, President VMA presided over the session and explained the activities of AIMA and LMA.



Mr. T.P. Sreenivasan releasing the book. (L-R) Mr. Dinesh P. Thampi, VP & DCH-Kerala, TCS; Mr. R. Gopalakrishnan; Mr. S. Ramnath, President, TMA & CEO, Technopark, Trivandrum; Mr. Shambhu Kumar, TMTC.

Trivandrum Management Association organised a talk and interactive session on 'Social Responsibility' by Mr. Kochouseph Chittilappilly, Founder Chairman and



Mr. G. Sparjan Kumar, IPS, DIG and City Commissioner of Police, TVM, Kerala, guiding the TMA-KIMS Management Walkathon.

Prof. E. A. Narayana, Vice- Chancellor, I/c Andhra University, the Chief Guest stressed the need to acquire skills to be smart. He also mentioned that the technology plays a vital role in developing the people capabilities.

The programme was also addressed by Prof. G. Satyanarayana, Head in charge and Chairman, BOS, DCMS, AU; Dr. Deepak S Madala and Mr M. V. Subba Rao. Participants actively participated in the discussion and Mr. TPS Prasad, Secretary VMA expressed thanks to all the guests and participants. Nearly 100 people participated in the panel discussion.



Chief Guest Prof. E.A. Narayana, Vice-Chancellor i/c, Andhra University addressing the gathering.

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AIMA Events Calendar

Event	Conference Director	Venue	Date
India Conference in UAE		UAE	15 March 2016
Pragati – Women Quiz	Veena Swarup, Director HR, EIL	New Delhi	30 March 2016
SYMP		Thrissur	20 April 2016
Global Procurement Summit 2016		Delhi	21 April 2016
Managing India Awards 2016	Sanjiv Goenka Chairman, RP-Sanjiv Goenka Group	Delhi	28 April 2016
5th HR Leadership Retreat	TV Mohandas Pai Chairman, Manipal Global Education	Goa	17-19 June 2016
National Management Games 2016		Bhubaneswar Bengaluru Mumbai New Delhi Grand Finale New Delhi	05-06 May 2016 12-13 May 2016 19-20 May 2016 24-27 May 2016 27 May 2016
17th National Management Quiz		Bangalore Kolkata Mumbai Delhi & Grand Finale	7 May 16 14 May16 21 May 16 28 May16
Cornell University “Leading for Innovation Program”		New Delhi	24-26 May 2016

Event	Conference Director	Venue	Date
11th Global Advanced Management Programme	Prof Solomon Darwin Executive Director - Center for Corporate Innovation, UC Berkeley-Haas School of Business	USA	26 June-02 July 2016
42nd National Competition for Young Managers		Mumbai Kolkata Bangalore New Delhi Grand Finale New Delhi	15-16 July 2016 22-23 July 2016 29-30 July 2016 05-06 August 2016 13 August 2016
4th Marketing Retreat	D Shivakumar Chairman & CEO- India Region, PepsiCo India Holdings Pvt Ltd	Goa	19-21 August 2016
India Conference - Berkeley, USA	Preetha Reddy Executive Vice Chairperson Apollo Hospitals Enterprise Ltd	Anderson Auditorium, University of California Campus, Berkeley USA	08 July 2016
SYMP		Guwahati	02 September 2016
43rd National Management Convention		New Delhi	21-22 September 2016
SYMP		Lucknow	22 October 2016

To view full calendar please visit www.aima.in

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Published and released by AIMA Corporate Communications.

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