

AIMA News

AIMA'S MONTHLY E-MAGAZINE

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

JANUARY 2019



Dear Readers,

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

With your support and encouragement AIMA continued to strive to build management capability through its various initiatives and programmes over the month.

AIMA in collaboration with the National Institute for Micro, Small and Medium Enterprises and Ministry of MSME, organised the 2nd phase of Indo-US Training Programme on 'Business Intelligence, Artificial Intelligence and Economic Data Modelling for MSMEs'. Several national and international thought leaders and academicians addressed the five day programme which was very well received.

Continuing its close association with the St Gallen Symposium, Switzerland; AIMA organised a joint session at the capital recently. Mr Sunil Kant Munjal, Chairman, The Hero Enterprise & Past President, AIMA delivered the keynote address where he spoke on the Symposium's theme of the year, 'Capital for Purpose'; while Mr Florin Muller, Head, Economics & Commercial Section, Embassy of Switzerland in India, gave brief remarks on the Indo-Swiss relationship. More details are carried inside.

AIMA also worked closely with the Local Management Associations during the period. Mr Sanjay Kirloskar, Senior Vice President, AIMA, Chairman and Managing Director, Kirloskar Brothers Ltd, addressed Indore Management Association's 28th International Management Conclave. Many AIMA Council members also addressed the Conclave. In addition, AIMA organised the 69th Shaping Young Minds Programme in collaboration with Tarapur Management Association which witnessed a participation of over 700 students.

As a new initiative, AIMA organised its 1st Corporate Management Olympiad at New Delhi recently. The goal of Corporate Olympiad is to create a platform for managers to congregate and exchange thoughts, ideas and skills in a spirit of healthy competition. More than 100 teams from various organisations participated. You will find brief reports in this issue.

Another of AIMA's nascent initiative, the Young Leaders Council continued to reach out to young leaders and achievers from varied fields. The YLC's Delhi-NCR chapter organised an Integration Meet for members to familiarise them with the objectives of the Young Leaders Council and interact with fellow members. The YLC led by Mr Vineet Agarwal, Managing Director, Transport Corporation of India Ltd, now has close to 100 young leaders from across India and growing.

AIMA continued to offer its workshops, education and training programmes to both aspiring and practicing managers during the period. More details are carried inside along with updates from the Local Management Associations and some interesting articles on management.

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

Warm Regards

Rekha Sethi
Director General

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Ms Rekha Sethi

Published by

AIMA, Management House,
14, Institutional Area,
Lodhi Road, New Delhi-110003

Tel : 01124645100

Fax : 01124626689

E-mail : dlma@aima.in

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

Managing Editor
Ms Smita Das

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16th Global Advanced Management Programme

AIMA
ALL INDIA MANAGEMENT ASSOCIATION

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23 June to 29 June, 2019
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Programme Director

Solomon N Darwin

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

Programme Objectives

- Insights into the latest models and frameworks for understanding business problems
- Strategies for identifying new opportunities and capitalising on them
- Rethinking business models and management approaches as a global leader
- Deeper understanding of organisational dynamics to improve implementation of new initiatives/ideas

Programme Framework

- Class Room Lectures and Interactions
- Keynotes by Silicon Valley Startups and CEOs
- Visits to and interaction with the top management teams of companies and institutes like Intel, Cisco Systems, Wells Fargo Bank, Standard Chartered Bank, PayPal Inc, IBM Research, VISA, GE Co-Innovation Lab, Fujitsu Open Innovation Center, UC Berkeley Campus amongst others.

Participation Fee

Delegate Fee per participant: INR equivalent of USD 9000 per Participant

Inaugural Discount: USD 750 per participant for registrations received along with participation fee by 31st March, 2019.

Early Bird Discount: after 31st March, 2019 a discount of USD 500 per participant available for registrations received along with participation fee by 05th May, 2019.

GST: 18% as applicable on the date of fee payment will be charged on the participation fee.

AIMA GSTIN No. 07AAATA1644A1ZH AIMA PAN no.: AAATA 1644 A

Online registration available, please visit www.aima.in

Bijoy Philip

All India Management Association, Management House, 14 Institutional Area, Lodhi Road, New Delhi - 110003
Tel: +91 (11) 43128100, 24645100, Extn.-524, Mob: +91 9818977980 | Fax: +91 (11) 24608503 | Email id: bphilip@aima.in
Website: www.aima.in

St Gallen Symposium Session



(L-R) Florin Muller, Head, Economics & Commercial Section, Embassy of Switzerland in India; Rekha Sethi, Director General, AIMA, Sunil Kant Munjal, Chairman, The Hero Enterprise & Past President, AIMA and Beat Moser, Person Responsible for India, St. Gallen Symposium

All India Management Association and St. Gallen Symposium, jointly organised a session on St Gallen Symposium's theme of the year – 'Capital with Purpose' on 22nd January 2019 at AIMA, Lajpat Nagar.

Mr Sunil Kant Munjal, Chairman, The Hero Enterprise & Past President, AIMA delivered the keynote address and talked about creating 'Capital for Purpose' by addressing underserved population, creating entrepreneurs, empowering artisans & craftsmen, and using technology as a tool for productivity. "What we've done is good but it isn't enough. There's a role for all of us to play, as individuals, organisations and associations. It doesn't matter how advanced you're unless you can't take care

of all of your people. Be good, do good." he said.

Mr Florin Muller, Head, Economics & Commercial Section, Embassy of Switzerland in India, gave brief remarks on Swiss-India Relationship. Mr Beat Moser, Person Responsible for India, St. Gallen Symposium delivered welcome remarks and set the context. He thanked AIMA, the official Indian partner of St. Gallen Symposium, and Embassy of Switzerland; and talked about how St. Gallen is leading initiative for intergenerational debates on economic, political, and social developments.

The programme was well attended by professionals and academicians and was very well received.

Indo-US Training Programme for MSMEs



(L-R) Dr Raj Agarwal, Director, AIMA; Dr. JS Juneja, Chairman, AIMA SME Committee & Chairman, Global Projects; Dr. Harsha V Singh, former DDG, WTO; Prof. Hiam Levkowitz, Chair, Department of Computer Science, University of Massachusetts Lowell and Dr. Sanjeev Chaturvedi, Director, NI-MSME, Ministry of MSME

AIMA in collaboration with the National Institute for Micro, Small and Medium Enterprises (NI-MSME) and Ministry of MSME, organised the 2nd phase of 'Indo-US Training Programme on the Business Intelligence, Artificial Intelligence and Economic Data Modelling for MSMEs', from 14th-18th January 2019 at New Delhi.

The 1st phase called the Immersion Phase covered the subjects of Artificial Intelligence and Machine Learning; Business Intelligence and Digital Marketing; Economic Data Modeling; the story of Israel-the Startup nation; Artificial Intelligence and Govt. policy; Techno startups-the Indian experience; Open Innovation policy; Big Data challenge amongst others.

Some of eminent speakers who addressed five day programme included Dr. Harsha V Singh, former DDG, WTO; Dr. JS Juneja, Chairman, AIMA

SME Committee & Chairman, Global Projects; Prof. Hiam Levkowitz, Chair, Department of Computer Science, University of Massachusetts Lowell; Dr. Badri Narayan, Founder, Infinite Sum Modeling, USA; Prof. David Vanzetti, Fellow, Crawford School of Public Policy, Australian National University, Canberra; Dr. Subhjit Chakrabarty, Adjunct Faculty, Data Sciences, University of Massachusetts Lowell; Dr. Sanjeev Chaturvedi, Director, NI-MSME, Ministry of MSME; Dr. Jayan Jose, Associate Professor, IIT Delhi; Prof. Ridhima Sodhi, Associate Research Scientist, NYU Centre for Urban Science and Progress; Prof. Jamal Farooque, Professor, Quantitative Techniques & Statistics, Aligarh Muslim University; Dr. Sourabh Paul, Asst. Professor Economics, IIT, Delhi, amongst others. The programme was well received and attended by 35 participants.

International Management Conclave 2019 - Indore



Unveiling of Commemorative Issue of Indore Manager

Mr Sanjay Kirloskar, Senior Vice President, AIMA, Chairman and Managing Director, Kirloskar Brothers Ltd, addressed Indore Management Association’s 28th International Management Conclave 2019 on 18th January. While delivering the inaugural address he compared the theme of the Conclave, ‘India 4.0: Rethink. Redesign. Rebuild’ to the theory of disruption. He further stated that trying to push solutions through the channels is not the only thing required; instead go for finding the right solutions. “Digitisation is central to innovation and industrial revolution. India 4.0 is similar to disrupting the mindset and disrupting the market” he shared.

Dr. Y K Hamied was presented the Life Time Achievement Award for his undeniable contribution to the pharmaceutical industry,

and the commemorative issue of Indore Manager Magazine was also unveiled.



Sanjay Kirloskar, Senior Vice President, AIMA, Chairman and Managing Director, Kirloskar Brothers Ltd addressing

69th Shaping Young Minds Programme



Raghunath Medge of Nutan Mumbai Tiffin Box, Mumbai Dabbawala's



Firdose Vandrevala, Former Executive Vice Chairman, Essar Steel India Ltd & Past President, AIMA

All India Management Association in collaboration with Tarapur Management Association organised the 69th Shaping Young Minds Programme at Tarapur on 19th January 2019. The speakers who addressed the participant included Mr R Gopalakrishnan, Corporate Advisor, The Mindworks, Former Director, Tata Sons & Past President, All India Management Association; Mr Firdose

Vandrevala, Former Executive Vice Chairman, Essar Steel India Ltd & Past President, All India Management Association, Lt Gen Rajendra Ramrao Nimbhorkar, PVSM, UYSM, AVSM, SM**, VSM, Former Officer of the Indian Army, Master General Ordnance and Mr Raghunath Medge of Nutan Mumbai Tiffin Box, Mumbai Dabbawala's. The programme was very well attended by over 700 students.



R Gopalakrishnan, Corporate Advisor, The Mindworks, Former Director, Tata Sons & Past President, AIMA



*Lt Gen Rajendra Ramrao Nimbhorkar, PVSM, UYSM, AVSM, SM**, VSM, Former Officer of the Indian Army, Master General Ordnance*

Young Leaders Council Integration Meet



Participants of YLC Integration Meet

The Delhi NCR chapter of AIMA’s Young Leaders Council (YLC) organised an Integration Meet on 19th January 2019 for YLC members with an aim to familiarise them with AIMA YLC as well as provide an opportunity to interact and engage with fellow members. The meet kicked

off with the welcome address by Mr Vineet Agarwal, National Chairman Young Leaders Council & Managing Director, Transport Corporation of India Ltd followed by a brief introduction to the objective and vision of YLC by Mr Akshay Munjal, Delhi Chapter Chair & President, BML Munjal University.

An icebreaker activity ‘Personality shield’ was introduced by Mr Ajay Nahar, Member YLC &

Director, E&Y in which members participated enthusiastically; while Mr Nishant Saini, Partner KPMG gave a quick brief on YLC’s proposed National Management Competition. The meet ended with a YLC Forums formation activity moderated by Mr Vineet Agarwal. Over 25 Delhi NCR YLC members participated in the meet.



Vineet Agarwal, National Chairman Young Leaders Council & Managing Director, Transport Corporation of India Ltd



Akshay Munjal, Delhi Chapter Chair & President, BML Munjal University

1st Corporate Management Olympiad



Winners of 1st Corporate Management Olympiad

AIMA organised its 1st Corporate Management Olympiad on 22nd January at New Delhi. The goal of Corporate Olympiad was to create a platform for managers to exchange thoughts, ideas and skills in a spirit of healthy competition. Where individuals and corporates would be recognised and feted for their competencies and achievements and encourage participants to compete for corporate glory.

More than 100 teams showcased their skills and managerial capabilities. Companies like L & T, Robert Bosch, Tata Steel, HPCL, NTPC, Maruti, SAIL Bokaro and Durgapur, GAIL, NBCC, SBI, POSOCO and EIL participated in the Olympiad. Team NTPC emerged as the Champions of AIMA's 1st Corporate Management Olympiad 2018 – 19.

2nd Capability Building Workshop on Case Writing



Participants of 2nd Capability Building Workshop on Case Writing

AIMA India Case Research Centre (ICRC) organised the 2nd Capability Building Workshop on Case Writing for B-school faculty and research scholars on 18-19 January 2019 at New Delhi.

The workshop was conducted by Dr B Bhattacharya, Former Dean -IIFT & Sr. Advisor to the UN Archive; Ms Meeta Sengupta, Eminent Case Writer and Advisor; Dr Raj Agrawal, Director, Centre for Management Education, AIMA and Dr Anuja Pandey, Associate Professor, AIMA. The methodology of the workshop included experiential learning approaches and theories behind developing a good case studies, introducing industry best examples/cases, group discussions and feedback on individual cases.

The objective of the workshop was to equip participants with the skill of case writing and drafting teaching notes in a structured manner so that the cases drafted by them after the workshop can be published in AIMA's Case Journal, the CASEPEDIA and also be used by the B Schools as a teaching aid. The participants will submit their cases which will be reviewed by the ICRC Review committee and the Editors before publishing them in the AIMA's ICRC's Case Journal CASEPEDIA. 30 B-school faculty and research scholars from across India participated in the workshop. The workshop was very well received by the participants.

Training Programme



Participants of Credit Monitoring - Potent Instrument of Tackling NPAs training programme

AIMA organised a one-day training on 'Credit Monitoring - Potent Instrument of Tackling NPAs' on 24th January 2019. The objective of the training programme was to familiarise participants with the simple and easy to use Duration Ratio model; its customisation to suit user needs; and setting ranges of the Duration Ratio for individual loans, and for the aggregates, to indicate situations ranging from mild concern to alarm.

Dr Manorajan Sharma, General Manager & Chief Learning Officer (CLO), Canara Bank; Mr Irfan Khan, Ex-Executive Director, JP Morgan Chase and Prof Rakesh Sah, Professor of Finance, College of Business, Montana State University Billings, Montana, USA were the speakers of the programme. The training was attended by a professionals from financial institutions and faculty of finance, who benefited immensely from the specially designed module.

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For further information, please contact:

15, Link Road, Lajpat Nagar-III, Near Lajpat Nagar Metro Station, New Delhi - 24
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Car Savour

Barry Goldwater - 52, born British, naturalised Australian citizen, senior corporate executive - was preparing to leave office when his secretary brought the fax message from India. Barry wondered why she was grinning. The fax was from Roger Dane, their consultant in New Delhi. First part of the message was simple; Dane had finally succeeded in booking a room at Barry's favourite hotel - The Mauraya Sheraton. But the next line made no sense at all. "A.C. Contessa will be at your service all the time." Now he knew, why the young tart was grinning-in fact, she had a mischievous glint in her eyes. "Who the hell is this Contessa?" Barry snapped at the girl, "And why do I need her services?" He realised, he was unnecessarily loud. He wanted to think about this. "Anyway, we'll find out tomorrow," he left the message on the table and went out quickly.

Alone in the car, Barry felt a sudden surge of excitement. Could it be true? Were the Indians learning fast? Do they want any special favours - after all he was going for a very important audit? Could she be just an interpreter, he considered briefly, but rejected the idea. He didn't need an interpreter in India; everyone spoke English there. What would she be like - young or middle aged, fair or dark, perhaps a long haired brunett... these Indian women were so pretty. Or could she be a European; Contessa was a strange name for an Indian. All sorts of pictures flashed before his eyes.

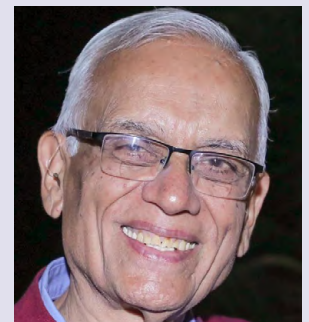
Mentally he made a note to visit his barber for a haircut and a facial; what the hell, he would even get a manicure. He must remember to pick up a small gift too; may be a nice perfume. Involuntarily he straightened the knot of his tie and brushed back some no-existent hair. He glanced in the rear-view mirror and realised he

was blushing. It was going to be a great trip. Already he was looking forward to it.

Back in the office next morning, Barry tried hard to conceal his thoughts. What would they say behind his back? Most important, what if someone told old Betsy - his wife? She would kill him. As it was, he'd found it hard not to mention it last night at dinner. He felt a twinge of guilt. Yet, he mustn't chicken out. It would be so far from home; Betsy would never guess. He must be careful. He had to think of some cover-up story for her; and of course for the scheming secretary too.

"Please get Suresh Mehra on the line." He told the girl on the intercom. "Let me call off this charade about Contessa, whoever she is." A S Suresh - vice president of the company he was going to audit - came on the line, Barry put on his best formal mask, "Suresh who the hell is this 'AC Contessa' and why do I need her help in Delhi. Why should Roger go to all this trouble?" Suresh was laughing. "Barry, old chap, sorry to disappoint you but it's not a woman; it's only a car - an old model but very comfortable. For heaven's sake, don't get ideas! You are visiting India, not Japan."

Barry almost fell from the chair. He was crestfallen. "A car, did you say Suresh; a car with initials?". He sounded incredulous. "Yes sir, it's an air-conditioned Contessa. And now, if you please, can we talk about the audit schedule?"



*by Krishan Kalra
Past President, AIMA*



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Eligibility Criteria

- A two-member team of executives from the same organisation is eligible to participate.
- Organisations/ Institutions are also free to nominate as many as teams as they wish.

Participation Fee

No. of Teams	AIMA / LMA Members	Non- Members	Academician
1 Team	₹ 28,000 (Per Team)	₹ 30,000 (Per Team)	₹ 25,000 (Per Team)
2 - 4 Teams	₹ 25,000 (Per Team)	₹ 26,000 (Per Team)	₹ 22,000 (Per Team)
5 Teams or above	₹ 22,000 (Per Team)	₹ 23,000 (Per Team)	₹ 20,000 (Per Team)

Date of the Competition

Region	Date
Mumbai	February 15, 2019
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GRAND
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Companies Are Failing in Their Efforts to Become Data-Driven

by Randy Bean and Thomas H. Davenport

FEBRUARY 05, 2019



ALEJANDRO ESTEVE/GETTY IMAGES

Becoming “data-driven” has been a commonly professed objective for many firms over the past decade or so. Whether their larger goal is to achieve digital transformation, “compete on analytics,” or become “AI-first,” embracing and successfully managing data in all its forms is an essential prerequisite. Consistent with these goals, companies have attempted to treat data as an important

asset, evolve their cultures in a more data-oriented direction, and adjust their strategies to emphasize data and analytics.

We knew that progress toward these data-oriented goals was painfully slow, but the situation now appears worse. Leading corporations seem to be failing in their efforts to become data-driven. This is a central and alarming finding of NewVantage

Partners' 2019 Big Data and AI Executive Survey, published earlier this month. The survey participants comprised 64 c-level technology and business executives representing very large corporations such as American Express, Ford Motor, General Electric, General Motors, and Johnson & Johnson.

Here are some of the alarming results from the survey:

- 72% of survey participants report that they have yet to forge a data culture
- 69% report that they have not created a data-driven organization
- 53% state that they are not yet treating data as a business asset
- 52% admit that they are not competing on data and analytics.

Further, the percentage of firms identifying themselves as being data-driven has declined in each of the past 3 years – from 37.1% in 2017 to 32.4% in 2018 to 31.0% this year.

These sobering results and declines come in spite of increasing investment in big data and AI initiatives. 92% of survey respondents reported that the pace of their big data and AI investments is accelerating; 88% report a greater urgency to invest in big data and AI; and 75% cite a fear of disruption as a motivating factor for big data/AI investment. In addition, 55% of companies reported that their investments in big data and AI now exceed \$50MM, up from 40% just last year. Further, companies are building organizations to manage their big data/AI initiatives, with a rise in the appointment of Chief Data Officers from 12% in 2012 to 68% of organizations having created and staffed this role in the past 7 years.

Yet critical obstacles still must be overcome before companies begin to see meaningful benefits from

their big data and AI investments. An eye-opening 77% of executives report that business adoption of Big Data/AI initiatives is a major challenge, up from 65% last year. Executives who responded to the survey say that the challenges to successful business adoption do not appear to stem from technology obstacles; only 7.5% of these executives cite technology as the challenge. Rather, 93% of respondents identify people and process issues as the obstacle. Clearly, the difficulty of cultural change has been dramatically underestimated in these leading companies — 40.3% identify lack of organization alignment and 24% cite cultural resistance as the leading factors contributing to this lack of business adoption.

There are a variety of other possible explanations for the failure of large firms to achieve the goal of data-driven organization. Perhaps the pursuit of short-term financial goals pushes longer-term objectives like data-based cultures to the back burner. It may also be that the failure of some high-profile digital transformations has led company leaders to be wary of transformational initiatives. Many business executives that we speak with have shared their frustrations that they are hoping to see greater agility from the technology organizations that support them. In response, many firms have established hybrid organizations, which include centers of excellence, analytic sandboxes, or innovation labs in efforts to derive benefits more rapidly from their data investments. A number of leading organizations are constructing these new functions with a combined team of business leaders, data scientists, and data engineers/architects, operating as internal “swat” teams to drive rapid results.

At a recent executive breakfast that we organized and hosted to discuss the survey results, chief data and analytics officers from many of the participating

companies commented that senior leaders who strongly advocate for data and analytics within their organizations are incredibly valuable, but more the exception than the rule. Several steps to address the issue were mentioned by the executives in attendance. One suggestion was not to focus on overall data-driven transformation in a large enterprise, but rather to identify specific projects and business initiatives that move a company in the right direction. Another executive indicated that he had built a “Data Science University” with 400 students. This executive was undertaking a variety of communication initiatives to promote the successes of the program. Another was trying to implement agile methods in key programs, while avoiding terms like “data governance” that have a negative connotation for many executives. In spite of these efforts, none of the executives at the breakfast expected that these efforts would deliver rapid improvements in their firms’ data cultures.

Whatever the reasons for the failure to achieve transformational results from data initiatives, the amount of data continues to rise in business and society. Analytical decisions and actions continue to be generally superior to those based on intuition and experience. The companies in the survey are investing heavily in big data and analytics. In short, the need for data-driven organizations and cultures isn’t going away. Firms need to take a hard look at why these initiatives are failing to gain business traction, and what actions must be taken to reduce the cultural barriers to business adoption. Many companies have invested heavily in technology as a first step toward becoming data-oriented, but this alone clearly isn’t enough. Firms must become much more serious and creative about addressing the human side of data if they truly expect to derive meaningful business benefits.

Randy Bean is CEO and managing partner of consultancy NewVantage Partners. You can follow him at @RandyBeanNVP.

Thomas H. Davenport is the President’s Distinguished Professor in Management and Information Technology at Babson College, a research fellow at the MIT Initiative on the Digital Economy, and a senior adviser at Deloitte Analytics. He is the author of over a dozen management books, most recently *Only Humans Need Apply: Winners and Losers in the Age of Smart Machines* and *The AI Advantage*.

Disclaimer:

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What's the Value of Labor When It's a Labor of Love?

Artisans who find meaning in their masterpieces are more likely to charge less to connoisseurs.

December 11, 2018 | by Katia Savchuk



When Aruna Ranganathan began touring handicraft markets in India seven years ago to prepare for her dissertation research, she noticed a puzzling paradox: Even though she was visiting from abroad, artisans offered her deep discounts on their wares. Meanwhile, her assistant, who was a local, usually paid more for the same goods.

What's the economic impact when artisans feel an emotional and spiritual connection to their work? | iStock/Aluxum

What explained these peculiar pricing decisions? Ranganathan, now an assistant professor of organizational behavior at Stanford Graduate School of Business, spent a year figuring out the answer.

Her conclusion: Audience matters. When artisans met buyers who understood and appreciated their work, they cared less about financial rewards. When they dealt with shoppers whom they considered less discerning, they prioritized monetary gains.

In Ranganathan's case, for example, the vendors noticed that she wore handcrafted jewelry and clothes, whereas her assistant typically wore mass-produced clothing and plastic jewelry.

The driving force behind this behavior, which Ranganathan describes in a recent paper in *Administrative Science Quarterly*, is something she calls "product attachment."

“These artists develop deep love and affection for their work products and begin to anthropomorphize them and consider them their ‘babies,’” she says. Since a discerning buyer is more likely to take good care of the item, she argues, the craftsperson is willing to charge less if it means their masterpiece will find a good home.

“The More I Sweat, the More I Love”

To study this phenomenon, Ranganathan conducted research in Channapatna, a city in southern India known for its traditional wooden jewelry and toys. First, she spent eight months interviewing and observing artisans and traders. Her fieldwork confirmed that artisans identified strongly with their work, while traders — who sold the same products but weren’t involved in their creation — did not.

Next, she trained six women, all in their early 20s, to buy standard pairs of bangles from nearly 80 artisans and traders. Two of the buyers were locals wearing handmade products, two were foreigners in Western clothing, and two sported plastic jewelry and synthetic handbags. Based on more than 450 transactions, she found that artisans offered well-below market prices to foreigners and those wearing handmade products, who were seen as more knowledgeable, while charging the third group above-market prices. Traders, on the other hand, charged everyone based on their perception of what the buyer could pay.

“These artists develop deep love and affection for their work products and begin to anthropomorphize them.”

Aruna Ranganathan

Finally, Ranganathan surveyed nearly 100 artisans and traders to learn more about how product

attachment works. She found that attachment grows depending on the extent of artists’ involvement in the production process, which for some woodworkers involved several steps, such as cutting and seasoning the wood, shaping it on a lathe, then sanding and assembling the finished pieces. The attachment was particularly strong for those whose craftsmanship included the more artistic processes of lacquering and painting.

“The more I sweat, the more I love,” one craftsperson told her.

She also noted that many artisans go so far as to “deify” their craft by becoming “emotionally and spiritually connected” to the effort. As one of them told her, “Work is god for us.” Some craftspeople made offerings of flowers and incense to their tools.

Most artisans were even willing to sacrifice personal safety out of respect for their work. Despite sawdust and wood splinters on the floor, every artisan she met went barefoot because it was sacrilegious to wear shoes in a place of worship. And almost none wore safety glasses to protect their eyes from splinters and wood chips — not for lack of access or knowledge, but because it blocked them from observing their work as closely.

Lessons for Policymakers

Ranganathan’s findings have significant implications for labor market policy. Artisans are the second-largest occupational category in India, and globally more than 40% of workers are in the “creative class,” according to urban studies scholar Richard Florida.

Government programs that assume low-income workers only prioritize economic rewards could miss the mark, Ranganathan cautions. One example she cites is a proposal among Indian policymakers to increase tourism to far-flung artisan locales in order to increase local incomes.

“What my research shows is that just increasing tourism might not necessarily help artisans, since they might consider them discerning audiences and sell at discounted prices,” she says. “Policymakers should think carefully about what drives low-income workers, without assuming it’s always economic, in

order to design policy solutions that artisans would actually benefit from.”

Her research holds a good lesson for travelers as well: Buy directly from the artist, and you just might get a good deal.

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Ahmedabad Management Association

Industries Commissionerate, GoG in collaboration with AMA organised the Conference on 'Increasing Exports from Gujarat (Top Ten Sectors)' from 8th to 12th January. This series of workshops showcased the State's strengths and opportunities in ten globally competitive sectors like Auto Components, Plastics, Processed Food, Engineering, Technical Textiles, Organic Products, Specialty Chemicals, Medical Devices, Castor Oil & Derivatives and IT Services. The conference was attended by a large number of exporters, merchants and manufacturers representing small, medium and large enterprises from these sectors.

The 12th Annual Intellectual Property Summit 2019 was organised on 23rd January. The Summit incorporated interesting and intriguing discussions on various topics like Artificial Intelligence, Block Chain, IP Portfolio Management, Publishing in India, Industrial Revolution 4.0, IoT and IP Challenges in Entertainment Industry.



Ms Milee Ashwarya addressing the 12th Annual IP Summit 2019



Dr Anand Srivastava delivering 40th Vikram Sarabhai Memorial Lecture

The 40th Vikram Sarabhai Memorial Lecture on 'Innovation in Regenerative Medicines' was conducted on 29th January. Dr Anand Srivastava, Founder-Chairman, Global Institute of Stem Cell Research, California delivered the talk which was well-appreciated by the audience.

Ms Anju Sharma, IAS addressed on 'Corporate Monk: A Journey from Wealth to Wisdom' on 12th January. The book of the same title authored by Ms Sharma was released by Mr O P Kohli, Hon'ble Governor, Gujarat. The other guests of honour included Mr Bhupendrasinh Chudasama, Hon. Minister for Education, GoG; Dr J N Singh, IAS, Chief Secretary, GoG and Swami Nikhileshwarananda, Head, Shri Ramakrishna Mission, Rajkot.



Book Release Function of 'Corporate Monk: A Journey from Wealth to Wisdom'

The Vibrant Shopping Festival Organising Federation in collaboration with AMA organised Knowledge Series Programme specially designed for traders and retail shop owners from 18th to 28th January. These seminars encompassed subjects like Communication, Building Trust for Customer Development, Sourcing and Information and Supply Chain Management etc. Mr Vikas Chawda, Mr Achal Rangaswamy, Mr N K Swamy, Mr Snehal Desai and Mr B N Dastoor conducted these seminars in Gujarati and Hindi languages.

Mr Chintan Shah, Director of Operations, BIC Inc. Toronto, Canada addressed on 'Employment Opportunities in North America' on 4th January. Prof. Jagdish Sheth, Charles H Kellstadt, Professor of Marketing, Goizueta Business School, Emory University delivered a talk on 'India's Decade of Destination – Why the Rise of India is Inevitable' on 7th January. Mr Ashok Kumar Bhatia, Sri Aurobindo Centre for Advanced Research, Pondicherry addressed on 'Management Lessons from Movies' on 16th January. Mr Abhishek Nayak, Asst. Professor in Marketing, Amsterdam Business School, University of Amsterdam addressed on 'Developing a Global Mindset' on 18th January. Dr Pares M Kariya, Director, Otis Elevators Co. Ltd addressed on 'Top Skills Required in 2020' on 19th January. Mr Harsh Mehta, Google AI, California addressed on 'Artificial Intelligence' on 23rd January. Mr Abhimanyu Mathur, Executive Vice President, Lowe Lintas addressed on 'Commodities to Brands' on 25th January. Mr J K Dadoo, Sr. IAS Officer (Retd.) addressed on '100 Ideas to Improve Governance in India' on 31st January.



Mr J K Dadoo delivering talk on '100 Ideas to Improve Governance in India'

A Panel Discussion on 'Making Sci-Fi Movies – Challenges & Opportunities' was organised on 17th January with the team of Gujarati language movie 'Short-Circuit' featuring RJ Dhvanit (Radio Mirchi, Ahmedabad). The panel discussion was coordinated by Mr Sanjay Chakraborty, Marketing Communication Advisor.



Panel Discussion on 'Making Sci-Fi Movies - Challenges & Opportunities'

AMA organised the programme on 'Mann Ki Baat: Taking it Forward' on 5th January. Excerpts from the recent episodes of Mann Ki Baat were showcased in this interactive programme. Mr Narendra Pandya and Mr Francis Lobo coordinated the programme.

The Final Presentation Function of 'New Business & Self Employment Ideas Contest' was held on 18th January and was coordinated by Mr Suresh Pandit, HRD-OD Productivity Consultant.

During the month, 3 Forum Meetings were conducted. Mr B N Dastoor conducted the Learners' Forum on 'Crafting a Combat Ready Culture' on 6th January. Mr Bhaskar Joshi, Corporate Consultant conducted the Book Forum on the book '21 Lessons for the 21st Century' by Yuval Noah Harari on 11th January. The Speakers' Forum was coordinated by Mr Suresh Mashruwala on the topic 'Employee to Entrepreneur' on 19th January.

AMA conducted 40 MDPs and 13 In-Company Programmes in this month focusing on a variety of subjects. Total 789 participants benefitted from these programmes.

Allahabad Management Association

Release of Vision Document and New Year Calendar

Allahabad Management Association organised the release of vision document and new year calendar by the president AMA, Mr Vibhav Bajpai. The vision document highlights the details of the events to be conducted during the year and the names of the coordination committee members. On this occasion, new year cake was also cut the event was conducted by the secretary Mr. A. K. Prasad and the vote of thanks was proposed by the Mr. Ravi Prakash, Vice-President, AMA. The event was attended by 65 members of AMA.



The office bearers of AMA releasing the Vision Document and New Year Calendar

Orientation Programme

Allahabad Management Association organised a special orientation programme for students of ICAI New Delhi, Allahabad Chapter. The programme was conducted by Mr. Vibhav Bajpai, Director, HP4 and President, AMA. He spoke on presentation etiquettes, dress code, body language and voice modulation via power point presentations. About 50 students and 25 members of AMA attended the programme. ICAI and AMA have earlier signed a MOU for conducting joint programme for the students.



Mr Vibhav Bajpai, President AMA with the students of ICAI New Delhi, Allahabad Chapter

Panel Discussion

Allahabad Management Association in collaboration with Yash Krishi Takniki Ewam Vigyan Kendra, Teliargang, Allahabad organised a special panel discussion on 'Crowd & Health Management' at the Kumbh Mela camp of the Institute on 27th January.

The panel speakers included Mr. Vibhav Bajpai, President, AMA; Dr. S. P Gupta; Mr D.U. Gupta; Mr. Shalabh Kumar; Mr. Ravi Prakash; Dr. Shanti Chaudhri; Dr Mrs Pramila Gupta; Mr Ghoshal and others. The programme was very well received and attended by 68 members.



Workshop on Crowd and Health Management

Baroda Management Association

Management Development Programme

BMA organised a Management Development Programme on 'Frontline leadership for effective productivity' with Mr. Deepak Dhomse on 9th January. The programme was mainly designed to bring an impact on various areas such as ownership at work, accountability and taking initiative at work, problem to solution approach, enhancement in level of employee engagement, learning attitude, self-motivation, etc. Mr. Dhomse connected very well with audience by using daily life examples and various problem solving techniques to make it easier for the audience to understand. The session was interactive classroom training with creative games, effective video clips with interactive discussions.

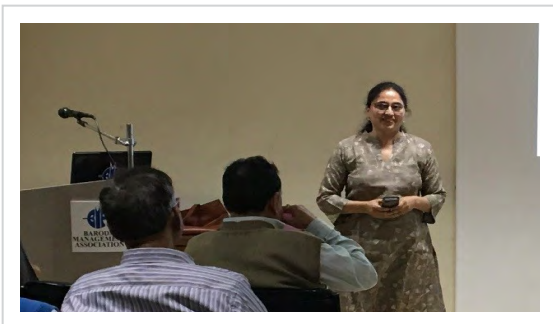


Mr. Deepak Dhomse with the participants

Another Management Development Programme was organised on 'Handwriting Analysis for Better Employee Selection and Development' with Ms. Sheetal Thomas on 11th January. Ms. Thomas taught the participants the analysis of the physical characteristics and patterns of handwriting to identify the writer, indicating psychological state at the time of writing, or evaluating personality characteristics. The session was very well received by the participants.



Ms. Sheetal Thomas with the participants



Dr. Swati Vinchurkar addressing

Friday Evening Talks

Baroda Management Association organised a Friday Evening Talk on 'Parenting for Peace' on 04th January with Dr. Swati Vinchurkar. Dr. Swati shared that the fundamental goal of The Parenting for Peace (P4P) movement is to help parents and other caregivers to develop skills to provide a nurturing and

loving environment to these young minds, which will eventually grow up to be tolerant, strong and peace-loving adults.

Another FET on ‘Effective Performance Management System’ was held on 11th January with Mr. Mahender Singh. Mr. Singh explained the important points to be kept in mind before effective Implementation of Performance Management System, performance management system and Different ingredient or factors contributing to Overall Performance Management.



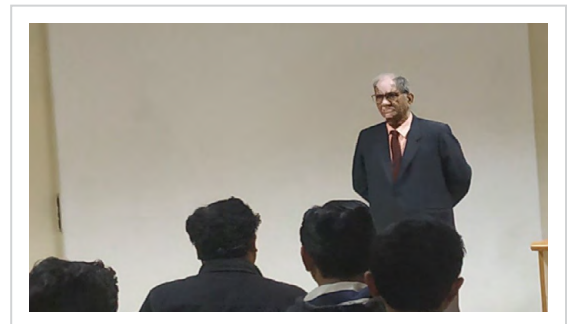
Mr. Mahender Singh addressing

An FET on ‘Preserving the Joints’ was held on 18th January with Dr. Manoj Mehta. Dr. Mehta explained that with our changing lifestyle, it is very important to maintain a good lifestyle with regular exercises, our joints will last longer. Dr. Manoj concluded by saying; “If you can outrun your grandchild you have earned a treasure of lifetime.”



Dr. Manoj Mehta addressing

An FET on ‘5th Pillar of democracy’ was held on 25th January with Mr. Akshaya Lal Prasad. Mr. A L Prasad said that the 5th Pillar of democracy or non - political watch dog is a new forum or body and the members of this body do not belong to any political party and hence do not aspire for power. He explained how he wants to bring about a change in the mindset of the people and people who love democracy should come forward and work for realising the ideals of a democratic society.



Mr. Akshaya Lal Prasad addressing

Bharuch Management Association

Students’ Forum Meet

BDMA has organised Students’ forum meet on the topic ‘Taking the Right Decision’ on 7th January. Mr. Apurva Pandya, a soft skill trainer was the speaker for the meet. He guided the students for taking the right decision for their career. The meet was very fruitful for all the participants.



Students listening to Mr. Apurva Pandya

Another Students' forum meet on the topic 'Good Parenting Practices' was conducted on 20th January. Mr. Sunil Neve was the guest speaker. The meet mainly focused on the parenting practices and its effects on the child. Parents gained a lot from the meet and they learned different ways of good parenting.



Mr Sunil Neve addressing



Prof. Sudhanshu Rai with all the participants.

Business Excellence Forum Meet

BDMA organised its Business Excellence (BE) Forum Meet on 11th January on the Topic 'Managing Innovations'. Prof. Sudhanshu Rai, Copenhagen School, Denmark, was the speaker for the evening.

Women's Forum Meet

BDMA has conducted women's forum meet on the topic 'Natal Fault - The Author's Perspective' on 16th January. Dr. Manisha Saxena was the guest speaker and she gave a brief insight of her novel 'Natal Fault'.

Reliability Centered Maintenance

BDMA organised a two-day technical programme on 'Reliability Centered maintenance' on 18th and 19th of January. Mr. M P Srivastava, Managing Director, IRD Mechanalysis Limited was the trainer for the programme. The programme had in depth study regarding maintenance techniques. The programme was very well appreciated by the participants.



Participants with Mr. M P Srivastava



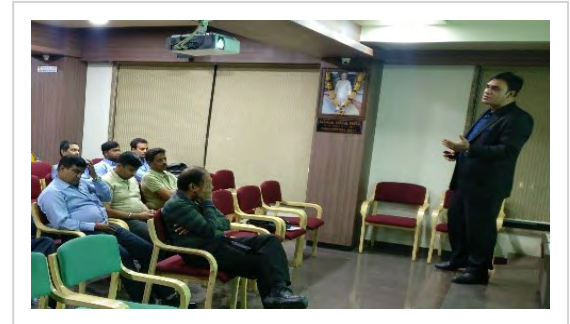
Discussion at the CEO Forum Meet

CEO Forum Meet

BDMA had its CEO forum Meet on 25th January. Mr. Ashok Panjwani was the Guest Speaker and he had a discussion regarding the issues faced by industries and how to overcome those issues. The meet was very well received.

25th HR Forum Meet

BDMA held its 25th HR forum meet on 29th of January. The topic for the meet was ‘Leading Situations’. Mr. Neeraj Bhardwaj, Director, Blue Wisdom Pvt. Ltd., was the Guest Speaker for the meet. Around 25 participants attended the meet.



Mr. Neeraj Bhardwaj sharing his views regarding the topic



Mr. Sanjeev Verma, Chairman - EHS Forum, with the participants at the meet.

EHS Forum Meet

BDMA organised a round table discussion on 30th January under the EHS Forum. The discussion focused on planning the calendar for the EHS Forum activities for the year 2019.

Bhopal Management Association

Seminar

Telecom Regulatory Authority of India, Regional Office, Bhopal with the support of Bhopal Management Association conducted a seminar on the topic of ‘Women Empowerment Through Digitisation’ on 7th January. The event started with the opening address of Mr. Arvind Sinha, Pr. Advisor, TRAI RO Bhopal and the Chief Guest of the function, Ms Shikha Dubey, IAS, Additional Chief Secretary, Government of MP and Dr. Mahesh Shukla, CGM, BSNL.



Dignitaries on the dais

The other speakers included Ms. Ghazala Faisal, DDG LSA MP DOT; Ms. Roohi Khan, Additional Director, DHS MP; Ms. Mona Purohit, Associate Professor, BU MP; Ms. Archana Bhatnagar, President MAWE Jabalpur MP and Mr. Sudeep Goenka, AIG (Cyber), MP. The event was conducted by Mr. Rakesh Kumar Tiwari, Dy. Advisor, TRAI RO Bhopal and Mr. Manmohan Vyas, SRO, TRAI RO Bhopal. Ms. Archana Ahlawat, Jt. Advisor (IT), TRAI HQ was also present on the occasion. About 200 participants from various organisations/institutes attended the programme.

Awareness Seminar

Bhopal Management Association affiliated to AIMA successfully organised an Awareness Seminar on ‘Investment and Taxation’ at Permali Wallace Pvt. Ltd on 12th January. The keynote speaker, Mr. Munnawar Khan, Marketing Head, Vision Advisory Services, Bhopal spoke on Investment and Savings. Guest Speaker CA Ashu Jain, Jain Ashu & Associates spoke on Taxation. The vote of thanks was given by Mr. Suneel Bhargava, Co-Chairman. BMA gave special thanks to Vision Advisory Services and Permali Wallace for conducting the programme successfully. About 50 BMA members attended the programme.



Mr. Munnawar Khan addressing

Bombay Management Association

MDP

A Management Development Programme (MDP) on ‘Compliance of Labour Laws for Every Entrepreneur’ was held on 11th January. The educative and content intensive session was facilitated by Mr. Ramesh Soni, Management Consultant and Advisor on Labour Laws. The workshop dealt with various acts like Employee Insurance Act, Payment of Bonus Act, Payment of Gratuity Act and so on. 10 plus participants who formed part of the interactive day-long session were fully satisfied with the insightful session on statutory compliances pertaining to Labour Law.



The faculty Mr. Ramesh Soni with the participants

10X Scale Up Conclave

BMA 10X Scale Up Conclave was held as a day-long session on 25th January. The Summit was presided over by Dr. Murtaza Khorakiwala, President BMA, MD Wockhardt and Mr. Rakesh Mehra Conference Chair. The conclave is a pioneering thought by BMA designed for companies ranging from start-ups to SMEs seeking to grow, buy and raise further capital in their journey to large scale success.



Inauguration of the Conclave

Mr. Ashish Kumar Chauhan, CEO, Bombay Stock Exchange, presented his holistic views on 10X Scale up conclave and the way forward followed by the keynote address on Building Innovation. Dr Murtaza Khorakiwala, President BMA and Managing Director, Wockhardt Ltd.; Mr Ashish Kumar Chauhan, CEO, Bombay Stock Exchange; Mr Chandrakant Salunkhe, President, SME Chamber of India; Mr Atul Batra, Chairman, National Product Council of NASSCOM also addressed the Conclave.



Mr. Ashish Vidyarthi addressing the audience

A galaxy of speakers from diverse background of Industry, Manufacturing kept the 250 plus delegates spellbound throughout the conclave followed by inspirational speech by Mr. Ashish Vidyarthi. The Summit created a new benchmark and was hosted by BMA in collaboration with Perfect Harmony Productions Pvt Ltd.

Morning with Expert

BMA Management Development Services on Business Process Management was held in ITM Business School on 12th January. Ms. Duhita Dharwadkar, conducted an engaging session for the members of Navi Mumbai Chapter and students of ITM Kharghar wherein the audience was educated on the importance of BPM principles and how it will strengthen foundations and augment growth. The 100 plus participants actively participated in the interactive session.

Calcutta Management Association

Workshop

CMA organised a full day workshop for the in-house training requirement of BPCL, on Empowering Women on 18th January. The topics varied from how to maintain right work-life balance to Leadership development, from learning about critical issues on Sexual Harassment of Women at Workplace to managing their own finances and how to maintain a good physical and mental health. About 45 participants from all over the east zone attended the workshop.



Participants at the workshop

Annual Get - Together

CMA organised its Annual Get Together on 20th January. This get together is an annual event of CMA, where members come in large numbers to meet and network with fellow members and members of the Executive

Committee. This year the get together was exceptional owing to series of contests and competitions, in which all the members participated. The President, Vice President & Treasurer of CMA, Prof Asok Kumar Banerjee; Mr Amitabha Datta & Mr T V S Shenoy handed over prizes. Also, present were committee members, Mrs Ina Bose, Mr Anil Garg & Mr Vibhor Tandon.

Money Skills

Another more Money Skills – A financial literacy programme was organised in association with Jamshedpur Management Association on 24th January. Mr Sanji Gain, Mgr, MCX India and Mr Diptendu Moulik, spoke about the Commodity Market in details and Mr Siddhartha Chatterjee, former EC Member, CMA and Country Head, Trustline Securities Ltd. told participants how to be smart in making wealth. President, JMA, Mr Bakshi and Mr Amitabh Bhattacharjee, Secy-JMA, were also present. President CMA handed over mementos to the dignitaries and the LMA officials.



Prof Banerjee, President, CMA giving away prizes



Money Skills Programme

Calicut Management Association

Lecture Meetings

Monthly Evening Lecture Meeting of CMA was held on 10th January. Mr. APM Mohammed Hanish IAS, Managing Director, Kochi Metro Rail Ltd, Chairman & Managing Director, Kerala State Shipping & Inland Navigation Corporation (KSINC), Chief Executive Officer, Cochin Smart Mission Limited presented the topic 'Role of Public Transport in Development of Kozhikode City'. The session was very well attended with very good participant interaction. Mr M A Mehaboob Vice President; Capt K K Haridas, Secretary; Mr K A Ajayan President and Dr Saji Kuriakose, Vice President also addressed the participants.



Mr APM Mohammed Hanish, IAS addressing CMA

Dr. S. Rangarajan, a satellite industry veteran with 40+ years of experience in successive leadership roles in the public and private sectors addressed CMA on 26th January. Dr. S. Rangarajan is the Chief Technology Officer at Yazmi, USA, besides being an Advisor to Vignan University. Dr S Rangarajan, presented the topic 'Smart Cities: Challenges And Solutions'. Mr. K A Ajayan, President, presided over the meeting. CA Ramakrishnan V, Treasurer and Mr Anil Balan Secretary addressed the participants.



Dr. S Rangarajan, Director INSAT (Retd) addressing CMA

MDP

CMA in association with Kerala Small Scale Industries Association (KSSIA), Kozhikode held an MDP on Women Entrepreneurship. The event 'UYARUKA' held on 25th January was attended by 50 women entrepreneurs. Ms Chandra Vadana R, Founder & CEO 4Tune factory, Chief Mentor, Prayaana Labs and Dr. Nikitha Hari, Co-Founder of 'Wudi' and UK based firm 'Favalley' handled the sessions during the workshop.



Ms Chandra Vadana addressing

Mr K.A Ajayan, President CMA, inaugurated the programme. Mr A.V Sunilnath, President, KSSIA, Kozhikode; Mr V. P. Haridas, Secretary, KSSIA and Mr PMA Gafoor, IPP, KSSIA also addressed the participants of the workshop.

Student Chapter Lecture Series

CMA had decided to focus on student chapter activities and conduct at least two CMA Student Chapter Lecture Series (SCLS) every month. The sessions were structured to give an introduction to CMA and its activities, entrepreneurial experience sharing by young entrepreneurs and introduction to KSUM and its activities.

The 5th of such lecture series was held at Institute of Engineering & Technology, Calicut University on 10 January. Mr Suresan Pareth, Principal; Dr Saji Kuriakose, Vice President, CMA and Mr Deepak Balachandran, MC member addressed the students. The entrepreneurial talk was given by Mr Nitin Vasanth. He presented his project 'Nano Buds' conceptualised on a brainwave mapping Smart earphone, which can detect brain signals. The session was attended by more than 100 students and it was well received.



Mr Nitin Vasanth making his presentation.

On 25th January CMA conducted CMA Student Chapter Lecture at Malabar Christian College (MCC) in association with the Entrepreneurship Development Club of the college. Ms. Chandra Vadana R, Founder & CEO 4Tune factory, Chief Mentor, Prayaana Labs narrated her entrepreneurial story and Prof. Biju Mathew, faculty, MCC addressed the students. The session was attended by more than 50 students. This was the 6th of the CMA Student Chapter Lecture Series during the year.



Ms Chandra Vadana addressing students at MCC

CMA signs MOU

Mr Rahul Bhatia, Centre for Management Education, AIMA visited Calicut on 16th & 17th of January and interacted with MC members of CMA. Dr. Saji Kuriakose, Director, Feroke Institute of Management Studies; Ms. Usha P T, faculty, SNES and Institute of Management Studies and Research; Ms. Dhanya, Faculty, SMS Kozhikode; Mr Anoop Jayakumar, Faculty, CREST also participated in the meeting. Mr Rahul Bhatia also met and held discussions with members of Calicut Forum for Information Technology (CAFIT), Mr Raviraj, AGM, Malabar Gold and Directors of Bhima Gold. Mr. Rahul Bhatia briefed about the various courses provided by AIMA CME.



Mr. Rahul Bhatia interacting with MC members of CMA

Mr. K A Ajayan, President, CMA; Mr. M A Mehaboob, Vice President, CMA and Er. Ananda Mani, MC Member and Mr Kaushik Sampat, MC Member also participated in the discussions. The MOU for running AIMA education programmes at Calicut Management Association was also signed by AIMA CME and CMA on 16th January. There has been very good response and takers for the courses.

Chandigarh Management Association

Session

CMA organised a session on the topic 'Transform to Perform' by Dr. Rajeev Puri (Expert on the Topic from Mumbai) on 18th January. Dr. Rajeev Puri in his talk highlighted the stages of performances. He explained how a good leader can be a source of motivation for the team members. He took the examples of the famous companies who has been transformed to be



President Mr. Lalit Bajaj honouring the Speaker

performer companies due to the vision of its great visionary leaders. He discussed the cases of TATA & Royal Enfield from the corporate world. In sports he discussed the leadership qualities of Mr. Kapil Dev, how he created the history by defeating world champion West Indies in Cricket World cup 1983. He narrated the example of the Battle of Longewal where Brig. Kuldeep Singh Chandpuri won the war with a few soldiers just on conviction and planning. About 50 members participated in the event.

Industrial Visit

CMA organised an industrial visit for its delegates to Max Specialty Films Ltd, Ropar (Punjab) Company of MAX INDIA Group on 25th January. The purpose of the visit was to give hands on practical experience about the manufacturing of PVC & BOPP Stretch Films to CMA members. It was a great experience to see the manufacturing of the films, its processes and so on. During the interaction session delegates discussed about the management practices of the company as well.



CMA delegation during the Industrial Visit

Coimbatore Management Association

Coimbatore Management Association organised an Evening Lecture on ‘Total Quality Management’ on 7th January with Mr. A. P. Raghuvaran, B.E., M.B.A., Asst. Prof, TIPS Global Institute, Coimbatore. He elaborated on change in focus as regards the quality of products, as the outlook in manufacturing has deviated from its concentration on building to last, to building for change. It helped the young minds to focus on innovative business strategies and ample opportunities available to become entrepreneurs. The talk was also on various tools and techniques of Total Quality Management.



Mr. A. P. Raghuvaran addressing

Another Evening Lecture on ‘Workplace Wellness’ was held 21st January with Dr. R. Saravanan, Nutrition and Lifestyle Medicine Specialist, Coimbatore. Dr R Saravanan spoke about the lifestyle related health issues faced by most employees and enlightened the audience about how to integrate optimal nutrition, simple exercise and stress management strategies in the daily work schedule to recover from health problems and enhance wellbeing and productivity.



Dr. R. Saravanan addressing

Delhi Management Association

DMA organised its 10th Mega HR Conclave on the theme 'From Engagement to Inspiration' on 31st January under the leadership and guidance of Mr. Rajiv Kapoor, Executive Director-Group HRM, Minda Industries Limited as Conclave Chairperson. The programme was co-ordinated by Dr. Ekta Saxena, Vice President, DMA and Mr. Rajan Pandhi, Director, DMA as Conclave Conveners.



(L to R) Dr. Ekta Saxena; Mr. Rajan Pandhi; Mr. Pranav Kumar Sinha; Mr. Vijay Chadda; Mr. K.S. Bhullar; Mr. Rajiv Kapoor; Mr. K K Muthu, Past President, DMA and Mr. Rakesh Sharma, Past President, DMA



Participants at the conclave

The function began with lighting of ceremonial lamp, welcome address by Mr. Rajiv Kapoor, Executive Director-Group HRM, Minda Industries Limited and keynote address by Mr. K.S. Bhullar, Advisor – Group HR, ANAND Automotive Private Limited. Some of the eminent speakers included Mr. Vijay Chadda, Chief Executive Officer, Bharti Foundation; Mr. Pranav Kumar Sinha, GM & Head (PMI), NTPC Limited; Ms. Ruchira Garg, Director-Employee Experience, Adobe; Mr. Vishal Manchanda, National Head-Learning & Development & Employee Engagement, Indus Towers Limited; Mr. Ahmad Sabih Kidwai, Director Learning Solutions – Greater India, Schneider Electric; Mr. Rajesh Tripathi, Vice President-HR, GHCL Limited; Mr. Kulpreet Sawhney, Head HR Common Functions, MOAI, Ericsson; Ms. Meenakshi Cornelius, Head HR, JLL India IFM and Mr. Yogesh Saigal, Vice President, Talent Acquisition, EBEX (shared services for the Essel Group). The conclave was very well received by the participants.

Ghaziabad Management Association

MDP

Ajay Kumar Garg Institute of Management (AKGIM) and Ghaziabad Management Association (GMA) organised a two-day Management Development Programme on 'New Age QM Dynamics' at AKGIM campus on 11th and 12th January. The programme was inaugurated by Dr. T. R. Pandey, Director AKGIM. A brief address was delivered by Mr. Vinay Gupta, Executive Director, GMA. Sessions on the first day were conducted by Dr Sumit Shandilya and by CA Vikash Sharma.



Participants of the MDP with the faculty and Director AKGIM

On the second day, the resource persons were Mr. Hitanshu Maheshwari and Mr. A.K. Bhargava. All sessions were supplemented with practical examples from industry and case studies. The MDP was concluded with a valedictory session where Dr. TR Pandey, Director AKGIM distributed certificates to all the participants.

29th National Annual Convention

Ghaziabad Management Association held its 29th National Annual Convention on the theme 'Leadership & Talent Management in the Era of Automation & Digitisation'. The welcome address and brief on the theme was delivered by Mr. Amit Agarwal, President- GMA & Deputy Managing Director- Ghaziabad Precision Product Ltd. The keynote speaker, Dr. M P Poonia, Vice Chairman, AICTE, New Delhi discussed about the core changes in developing talent and skill required in changing industrial climate. The Guest of Honour Dr. Prabhat Kumar spoke about the developments in the sphere of Artificial Intelligence and how it is taking over the industrial activities.



Release of the convention souvenir during the 29th National Convention of GMA

The Chief Guest, Mr. Ramesh A Vaswani, Director, INTEX Technologies (India) Ltd emphasised the need to focus on technological developments and continually keep ourselves technologically updated and re skilled for remaining relevant. A souvenir and a book 'Artificial Intelligence – Reshaping Life and Business', authored by Dr. Prabhat Kumar, were also released by the chief guest and other dignitaries.

Some of the other speakers included Mr. Pankaj Dutta, Professor (Management) in INMANTEC; Dr. Shruti Gupta, Dy. Director and Professor (HR), Army Institute of Management & Technology; Dr. Venkatesh Balasubramanian, Professor (Design Engineering), IIT, Madras, Chennai; Dr. DP Sahoo, Professor (HR), IMT Ghaziabad; Dr. Ajay Kumar, Director Management, ITS, Mohan Nagar; Ms. Mala Ghosh Choudhury, Dy. General Manager (HR), NTPC; Ms. Rimy Oberoi, CEO, Oyster Learnings Pvt. Ltd.

At the Valedictory session the welcome address was delivered by CA Rakesh Chharia, Sr. Vice President GMA & Executive Treasurer, IMS Group of Institutions, Ghaziabad. The Chief Guest, Ms. Bhavna Saxena, Special Secretary, Andhra Pradesh Economic Development Board, New Delhi, shared her views on public policy and how it can be made relevant to inclusive development in the ever changing industrial/ business environment.

She then gave away the awards to students who won SCROLLS, a Technical Paper presentation competition conducted by AKGEC in October 2018. Thereafter, she felicitated winners of various competitions organised by GMA. Mr Vinay Gupta, Executive Director, GMA proposed the vote of thanks.

Goa Management Association

Goa Management Association hosted a panel discussion that focused on 'Managing Challenges for Industry in Goa'. The event was presided over by Mr Harshvardhan Bhatkuly, Chairman of GMA. Four eminent representatives of industry shared their views on different aspects that impact Goan industry and suggested means to tackle issues towards turning around the impasse in the state's industrial growth. Mr Sandip Bhandare, President, Goa Chamber of Commerce and Industry; Mr Rajkumar Kamat, President, Goa State Industries Association; Mr Jack Sukhija, Hon Secretary, Travel & Tourism Association of Goa; and Mr Mangirish Salelkar, President, Goa Technology Association participated in the discussion. Noted corporate trainer and academician Dr Pradeep Salgaonkar moderated the panel discussion. There was active participation from the audience which comprised of members from the industry, academia and press, who probed the panel with questions that brought out the flavour of the topic for the event. Mr Amin Ladak, Vice Chairman of GMA, proposed the vote of thanks.



Sandip Bhandare, Rajkumar Kamat, Dr Pradeep Salgaonkar, Harshvardhan Bhatkuly, Jack Sukhija and Mangirish Salelkar

Guwahati Management Association

Industry Visit

A visit to Akshay Patra facilities near Guwahati was facilitated by AIMA Past President Mr Mohandas Pai on 10th January. GMA members were highly impressed how well organised and scientifically managed a philanthropic organisation can be, which prepares 70,000 hot midday meals for school children every day and distributes to all schools within radius of 50 km, hot and hygienic.



President GMA with members at Akshaya Patra facilities near Guwahati

Mr B Gupta, Operation Manager, Akshay Patra explained to the GMA team the working pattern of the organisation, which gets Government aid that covers less than 40% of the expenses and have to depend on donation from public and sponsorship from business and industry to cover the rest. Mr Gupta also took the team around the entire central production facilities.

47th AGM

The 47th AGM for the financial year 2017-18-19 was held under the presidency of Mr D N Barua on 21st January. Hony General Secy, Mr D Gohain presented the Secretarial Report. The AGM elected a new Board of Directors for a two-year term under presidency of Mr S B Sarmah, the earlier VP. The AGM was followed by a General

Meeting where a presentation was given by Mr P D Choudhury, a senior engineer who extensively worked in the oil industry, on Hydrocarbon Scenario 2019—its effect on Indian Economy. In the meeting new GMA members were also felicitated.

Hyderabad Management Association

Management Convention

The Hyderabad Management Association in collaboration with the Symbiosis Institute of Business Management, Hyderabad conducted a Management Convention on 3rd January. Mr. Devendra Surana, Managing Director, Bhagyanagar India Ltd was the Chief Guest and Dr A S Ramashastri, Director – Institute of Development and Research in Banking Technology was the Guest of Honour of the convention. Dr Chandan Chowdhury, Associate Dean, Indian School of Business (ISB) Hyderabad was Keynote Speaker and Mr. K Harishchandra Prasad Past President, HMA was the Chairman of the Session.

A Panel Discussion on Transition to ‘Industry 4.0 – Trends, Challenges and Opportunity’ and ‘Industry 4.0 & the World of Start-ups’ was conducted during the convention. Some of the other eminent speakers included Dr. P. Ravi Kumar Jain, Director, Symbiosis Institute of Business Management; Mr. Pulkit Mittal, General Manager, Digital Transformation, Seed works International Pvt Ltd.; Mr. K Poorna Chandra Rao, Director, S&P Global Hyderabad; Mr. Rama Iyer, President & Chief Product Officer, Eleven 01; Mr. Raghavendra Hunusgi, CMO, Evolutyz Group and Dr Shanta Thoutam, Vice President-Corporate Innovation & BD, T-Hub. Mr Ravi Kumar Peesapati, President, HMA also addressed the Management Convention.

HMA Annual Awards 2017

The Hyderabad Management Association conducted its 45th Annual Awards Function on 3rd January. The prestigious HMA Annual Awards were instituted for recognising Managerial and Entrepreneurial Excellence. The Awards included the Lifetime Achievement Award, Manager of the Year Award, Entrepreneur of the Year Award, Small Scale Entrepreneur of the Year Award, HR Manager of the Year Award, Member of the Year Award.



(L-R) Dr A S Ramashastri, Director – Institute of Development and Research in Banking Technology; Guest of Honour; Dr Ravi Kumar Jain, Director, Professor (Finance) SIBM, Hyderabad; Mr Sanjay Kapoor, Former, Secretary, HMA; Mr Ravi Kumar Peesapati, President, HMA; Keynote Speaker: Dr Chandan Chowdhury, Associate Dean, Indian School of Business; Chief Guest: Mr: Devendra Surana, Managing Director, Bhagyanagar India Ltd and Mr K Harishchandra Prasad, Immediate Past President, HMA



HMA Award Winners with the Chief Guest

The Chief Guest, Justice Mr Challa Kodanda Ram, Judge, High Court of Telangana gave away the awards. Mr Ravi Kumar Peesapati, President, HMA presided over the function.

Panel Discussion

The Hyderabad Management Association & the Dhanwantari Foundation International jointly organised a Panel Discussion on ‘Spirituality & Human Values – The Role of a Leader’ on 9th January. Dr P Kamalakara Sharma, Managing Trustee, DFI, Hyderabad; Dr Mohammed Suleman Siddiqi, Former Vice Chancellor, Osmania University; Dr A Patrick, Senior Assistant Professor of Commerce, Osmania University; Dr Sister Alphonsa Vattoly, Director, St Francis High School & Junior College and Dr K S Ratnakar, Director, Global Hospitals were the panelists of the discussion.



(L-R) Mr. Nagesh Vishwanatham, Vice President, HMA; Dr. Md Suleman Siddiqi Former Vice Chancellor, Osmania University; Dr P Kamalakara Sharma, President, Dhanwantari Institute of Science and Technology; Prof V. Vishwanadham, Chairman IIMC the sponsor of this month newsletter; Mr M Gopalakrishna, IAS (Retd) releasing the HMA 6th Newsletter; Mr. Ravi Kumar Peesapati, President, HMA; Prof K V Achalapathi, Editor of HMA Newsletter; Dr K S Ratnakar, Director, Global Hospitals & Moderator Dr Sister Alphonsa Vattoly, Director, St.Francis High School and Junior Colleges and Dr A Patrick, Senior Assistant Professor of Commerce, Osmania University

Student Chapter

The Hyderabad Management Association in collaboration with Department of Management Studies Geethanjali College of Engineering & Technology inaugurated Student Chapter conducted a Student Development Programme (SDP) on ‘Khulja Sim Sim - a Management Game’ on 23rd January. Dr. Anappindi Shankar, Head - HR, Urban Rise Builders Ltd was the speaker of the session.

Participation at Conference

Mr. Ravi Kumar Peesapati, President, HMA; Prof K.V. Achalapathi, Jt. Secretary, Mr. Harishchandra Prasad, Immediate Past President, HMA; Mr. Vijay Vedantham, Secretary, HMA participated and shared their views at Anurag Group of Institutions’ National Conference on ‘Management Strategies for Business Excellence’ on 24th & 25th January. Dr. Palla Rajeshwar Reddy inaugurated the conference. Mr. Devendra Surana, Managing Director, Surana Group of Industries and Mr. M. Gopalakrishna, Retd IAS participated in the conference as chief guests for Inaugural and Valedictory respectively. 35 faculty members and students from Uttar Pradesh, Karnataka, Tamilnadu, Kerala, Andhra Pradesh and Kerala participated in the conference.



Valedictory Function of National Conference where Mr. Gopalakrishna IAS is being felicitated by the College as Mr. Vijay Vedantam, Secretary, HMA looks on

Indore Management Association

28th International Management Conclave

The 28th edition of the International Management Conclave was held on 18th January. The conclave was on the theme 'INDIA 4.0, Rethink. Redesign. Rebuild.'



Lamp Lighting Ceremony



Dr. Y.K. Hamied, Non, Executive Chairman, Cipla Ltd addressing the audience

The conclave began with the flag hoisting ceremony by Dr. Y. K. Hamied, Non-Executive Chairman, Cipla Ltd; Mr. Sanjay Kirloskar, Chairman and Managing Director, Kirloskar Brothers Ltd and Senior Vice President, AIMA and Committee Members, IMA and a splendid musical performance by 'Ananta Group'. CA. Santosh Muchhal, President IMA welcomed the delegates. Mr. Akhilesh Rathi, Conclave Chairman 2019, spoke on 'India 4.0: Rethink, Redesign, Rebuild'.



Flag Hoisting Ceremony

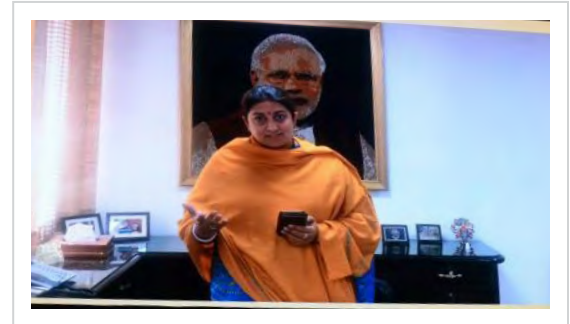
The first speaker of the inaugural session of the conclave was Mr. Sanjay Kirloskar, Chairman and Managing Director, Kirloskar Brothers Ltd. and Senior Vice President AIMA. Dr. Y.K. Hamied was felicitated with the Lifetime achievement award for his undeniable contribution to the Pharmaceutical Industry as a proficient business leader. Dr. Y.K. Hamied said, "Success doesn't depend upon being at the right place at right time but being ready".

IMA also unveiled its commemorative issue of Indore Manager Magazine. The robot hogged the lime light while presenting the books to the Chief Guests for unveiling. IMA was also felicitated with the Golden Books of World Record Certificate for holding the largest management conclave by gathering over 1000 + corporates and 5000 + management students under one roof.



CA. Santosh Muchhal, President IMA

Ms. Smriti Irani, Minister of Textiles, Govt. of India, was unable to reach the Conclave, but addressed the Conclave remotely with the help of technology.



Ms. Smriti Irani, Minister of Textiles, Govt. of India



Mr. Ajey Mehta, Vice President and Country Head, India, HMD Global

Some of the other speakers of day one included Mr. Ajey Mehta, Vice President and Country Head, India, HMD Global; Mr. P. Balaji, Chief Regulatory and Corporate Affairs Officer, Vodafone Idea Ltd; Mr. Nilesh Shah, Managing Director, Kotak AMC Ltd; Mr. Deepak Jain, Partner, Bain and Company, New Delhi; Dr.

Ranjan Banerjee, Dean, SPJIMR; Dr. Amit Kapoor, Honorary Chairman, Institute for Competitiveness; Mr. Ravinder Pal Singh, Director, Cyber Securities and Digital Cities, Health Care (Public Sector), Dell EMC; Mr Vineet Agarwal, MD, Transport Corporation of India Ltd; Pujya Gnanvatsal Swami, BAPS, Akshardham.

The second day of the conclave began with the Flag Hoisting Ceremony with Ms. Latha Venkatesh, Executive Editor, CNBC, TV 18 and Mr. Rajesh Kumar, CGM, LHO Bhopal; Shri Gauranga Das, Director, Govardhan Ecovillage; Mr. Sunil Bhaskaran, CEO and Managing Director, Air Asia India; Prof. Rishikesh T. Krishnan, Professor, Strategy, Indian Institute of Management, Bangalore; Mr. Sohrab Sitaram, Co Founder and Director, Keventers; Mr. Rachin Khanijo, VP, Marketing Eros Digital; Dr. Bhimaraya Metri, Director IIM Trichy; Ms. Bistriti Poddar, Founder, Paperless Postcards; Ms. Veenu Jain Sukhlecha, Director and Admin, Consulting Engineers Group Ltd; Ms. Harshita Jain, Director Business Development, Consulting Engineers Group Ltd; Mr. Yashraj Bharadwaj CEO, Co, Founder, Zenith Vipers Group; Mr. Manoj Muntashir, Indian Lyricist.



Pujya Gnanvatsal Swami, BAPS, Akshardham



Unveiling of Commemorative Issue of Indore Manager



Hygiene Engineers of Indore (Swachta Ke Sepahi)

Awards were presented to winners and runners up of QFL and YMC Competition. A dance performance by Hygiene Engineers (Swachta Ke Sepahi) comprised of the sanitation workers left the audience mesmerised. The conclave concluded by an amazing performance by 'Shrut Band'.

In-house Training

Indore Management Association organised an in-house training on the topic 'Developing Ownership and Accountability Culture' on 22nd January at Cummins Technologies India Pvt Ltd Pithampur. The trainer for this session was Capt. Jaison Thomas, Corporate Trainer.



Capt. Jaison Thomas addressing the participants

Jamshedpur Management Association

Management Challenge 2019

The Jamshedpur Management Association JMA organised Management Challenge 2019 at the Centre for Excellence on 12th January. This is a quiz in which both professional colleges and corporates compete for the trophy. A total around 30 teams from the corporate sector and professional institutes participated in the event. The participation included teams from Tata Steel, Tata Motors, TCIL, ISWP, JUSCO, Bhilai Steel, XLRI, Bokaro Steel, Rourkela Steel etc. The quiz was conducted by Mr. Ajay Poonia, Quiz Master from Delhi. The team from Bhilai Steel Plant won the title and the team from Tata Steel Ltd were the runners up.



Mr. Anand Sen & Mr. Suresh Tripathi with winners from Bhilai Steel Plant

The Chief Guest for the evening were Mr. Anand Sen, President TQM & Steel Business, Tata Steel and Mr. Suresh Dutt Tripathi, VP HRM, Tata Steel and Hony. President, JMA gave away the prizes.

Money Skills

Jamshedpur Management Association organised symposium on 'Money Skill' in partnership with Calcutta Management Association, MCX & The Telegraph. Mr. Amitava Bakshi, Chief Procurement Officer, Tata Steel & Board Members of JMA welcomed the delegates. Experts from MCX India Mr. Sanjib Galn, Mr. Diptendu Moullk & Mr. Siddhartha Chatterjee, Financial Analyst gave valuable insights on opportunity & risk management in commodity market and investment in capital markets. Prof. Ashok Banerjee, President of Calcutta Management Association concluded the session by sharing his experience. Around 60 professionals attended the session. The programme was well received by the audience.



Mr. Siddhartha Chatterjee, Financial Analyst addressing the audience

Training

Jamshedpur Management Association, JMA, organised a three-day training from 7th to 9th January at Centre for Excellence on higher productivity and better work practices. This training was conducted by Central Labour Institute Mumbai & Regional Labour Institute Kolkata, Govt. of India, Ministry of Labour & Employment). Around 21 SME's from Adityapur Small Industries Association, ASIA, participated in the training.



Mr. Suresh Dutt Tripathi addressing participants at the training programme



Mr. Amitabh Bhattacharjee, Head HRM Improvements & Hony, Secretary JMA, welcoming all the dignitaries and participants on the Higher Productivity & Better Work Practices training programme.

The training was inaugurated by Mr. Suresh Dutt Tripathi, Hony. President JMA and VP HRM Tata Steel, in the presence of Mr. Tarun Daga, MD JUSCO and JMA Board Member; Mr. Bailey Bodhanwala, Tarapore & Company and JMA Board Member; Mr. Neeraj Kant, MD ISWP & JMA Board Member; Mr. Amitabh Bhattcharjee, Hony. Secretary JMA & Head HRM Tata Steel; Mr. Vishal Agarwal, Director CTC, ASIA, & Mr. Praveen Gutgutia, Executive Member ASIA. This training also covered field visit touching the practical aspects. Mr. Suresh Dutt Tripathi stressed the need for a safety culture in the SME industry asked them to become a change agent for the rest. Mr. Neeraj Kant explained how safety can improve morale of the organisation and also helps profitability in long run. Mr. Praveen Gutgutia and Mr. Vishal Agarwal thanked JMA for organising such training in

Jamshedpur. Mr. Amitabh Bhattcharjee committed that JMA will continue to engage and work to meet the needs of the business in Jamshedpur through organising quality training at affordable cost. The training programme was well received by the participants.

Kerala Management Association

Management Education Programme

KMA organised Management Education Programme on the topic 'Be a Sales Warrior' on 4th and 5th January. This one of a kind rigorous programme was custom designed by KMA in association with Mr. Shameem Rafeek, Noted trainer, Lifestyle coach and Author. The core focus of the programme was to enlighten the participants about the new generation methods to convert leads in to successful sales. The programme was well received by the 30 plus participants.



Participants of Management Education Program along with trainer Shameem Rafeek and Managing committee members of Kerala Management Association

M.K.K Nair Memorial Lecture

The 9th M.K.K Nair Memorial Lecture was organised by the Kerala Management Association on 11th January. Dr. Sivathanu Pillai, an Indian scientist who currently serves as Honorary Distinguished Professor at the Indian Space Research Organisation (ISRO) and a Honorary Professor at IIT Delhi in the Department of Mechanical Engineering addressed the gathering. The topic for the evening was 'Inspirational Leadership'.



Dr. Sivathanu Pillai addressing the gathering at M.K.K Nair Memorial Lecture on 11th January

The session also witnessed Mr. Venugopal C. Govind, Past President, KMA and a close confidant of the late M.K.K Nair, commemorate the life of a visionary who was in the true sense the architect of the face of the modern city of Kochi.

The M.K.K Nair Memorial Lecture was presided by Mr Dinesh. P. Thampi, President, Kerala Management Association, the gathering was welcomed by Ms Nirmala Lilly, Chairperson, Memorial lecture committee, the Chief Guest was introduced by Mr K.S Jamestin, Managing Committee Member, and the vote of thanks was delivered by Mr George. V. Antony, Hon. Secretary, KMA.

Kerala Digital Summit- 2019

The Kerala Management Association organised the Kerala Digital Summit 2019 on 17th January at Kochi. The summit featured expert speakers, who conducted panel discussions regarding technology innovations in the near future in the field of IOT, AI, data mining, drones and robotics. Dr. Christy Fernandez, IAS, Chairman, Kerala State Industrial Development Corporation Ltd., inaugurated the Summit. Mr Dinesh. P. Thampi, President, KMA chaired the meeting, Mr C.S. Kartha, Management Committee Member delivered the inaugural address and Mr V. George Antony, Secretary, KMA delivered the vote of thanks.



Dr. Christy Fernandez, IAS, Chairman, KSIDC addressing delegates at the inaugural session of Kerala Digital Summit

Several topics related to digital technology were discussed in sessions in the presence of experts. Ms. Baby Priya, Consultant, Tata Consultancy Services; Mr. S.R. Nair, Managing Director, Mentor Guru; Mr. Davis. D. Parakal, Head Digital Tech, Lulu International Exchange; Dr. Reshmi Promod, Founder and Director, Jeevaniam Trust amongst others participated in the summit.

Evening Lecture

Kerala Management Association conducted an evening lecture on the topic 'Alternate Energy- What, Why, How' on 31st January. Dr. K.P Vijayakumar, Emeritus Professor, Department of Physics, CUSAT, addressed the members. The session was a bird's eye view into the most modern methods of energy harvesting through alternative methods in a greener and cleaner manner.

Mr C.S Kartha, Programme Committee Chairman introduced the speaker and welcomed the gathering and Dr. T.K Raman, Managing Committee Member, proposed the vote of thanks.



Dr. K.P Vijayakumar, Emeritus Professor, Department of Physics, CUSAT, addressing the members

Lucknow Management Association

Book Release

LMA published a book titled 'CASE-in- POINT Selected Business Case Studies'. The book contained nine case studies shortlisted by a five-member Jury out of the cases received in a PAN India Case Study Writing Contest organised by LMA. The book was formally released by Ms. Saloni Narain, Chief General Manager, Local Head Office State Bank of India on 5th January.



LMA publication CASE-in-POINT being released by Ms. Saloni Narain, CGM, SBI

Wellness Programme

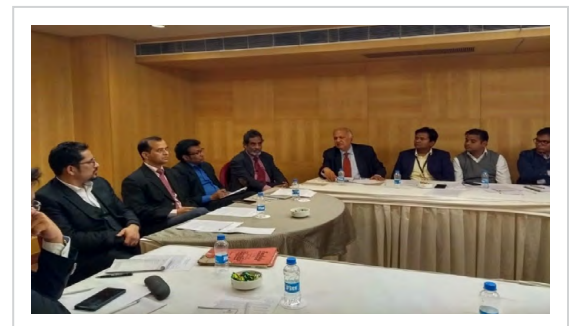
As a part of its Wellness series of programmes, a lecture on 'Chronic Kidney Diseases-Diagnosis an Epidemic and Prevention' was organised jointly with Rotary Club of Lucknow, IIT Roorkee Alumni Association and Club of Lucknow and Clean & Green Environment Society on 10th January. The speaker was Dr. R.K. Sharma, Former Director, Sanjay Gandhi Post Graduate Institute of Medical Sciences, Lucknow and Dr. Ram Manohar Lohia Institute of Medical Sciences, Lucknow. He is currently a Senior Consultant in Medanta Hospital. Dr. Sakshi Manchanda, Consultant Diabetologist, Medanta Hospital was also present in the interactive session.



Wellness Session on Kidney Diseases by Dr. R.K. Sharma Sr. Consultant Medanta Hospital in progress

Interactive Session

Lucknow Management Association organised an interactive session with Board of U.P. Microfinance Association comprising major microfinance companies in India with operations in Uttar Pradesh. The agenda included need for the MF companies to join management movement led by AIMA. The interaction was led by Mr. A.K. Mathur, Sr. Vice President, LMA.



LMA-UPMA interactive session

New LMA Office

LMA shifted to its new premises on 5th January. Poojan was performed by Mr. Anup Chandra Pandey Chief Secretary & President LMA with core group and LMA members present.



Dr. Anup Chandra Pandey Chief Secretary Uttar Pradesh & President LMA performing pooja at new office premises of LMA



LMA-I Care India Walkathon

Walkathon

LMA joined I Care India, a non-profit in the area of improving basic education in a 5 km Walkathon and a 15 km bicycle ride on 12th January. The walkathon was led by Mr. Atul K. Gupta, Former Chief Secretary, U.P.

Lecture Meeting

LMA, Rotary Club of Lucknow, IIT Roorkee Alumni Association and CEGS are collaborated with Sahitya Adda’s Samvad in organising a lecture on ‘Leadership Lessons from Scriptures’ by Professor Bharat Gupt on 16th January. Prof Bharat Gupt a Former Professor in English, University of Delhi is a classicist, theater theorist, sitar and surbahar player, musicologist, cultural analyst, and newspaper columnist. Among those present was Mr. Alok Ranjan, Former Chief Secretary, U.P. & President LMA.



Prof Bharat Gupt speaking on ‘Leadership Lessons from Scriptures’

Workshops

YMF-LMA in association with Netaji Subhash Chandra Bose Govt. Girls’ P.G. College, Lucknow organised a workshop on ‘Memory Management’ on 17th January. The session was facilitated by CA. Devesh Agarwal, Treasurer LMA. Around 100 students participated in the workshop and learnt memory development techniques.



Workshop on ‘Memory Management’

LMA, NHRDN and IILM Academy of Higher Learning in collaboration with Vijayash Foundation New Delhi organised

a day-long workshop on the theme 'Art of Happiness' on 19th January. Mr Deepak Jain, Founder of Vijayash Foundation was the speaker. Mr. Deepak Jain, is a professional Company Secretary and Founder of VIJAYASH Foundation has long and rich corporate experience. The workshop included meditation, fun activities, self-awareness games, video display.

YMF-LMA organised a workshop on 'Career Alternatives in Commerce' on 20th January in collaboration with JNPG College, Lucknow. The session was conducted by CA. Devesh Agarwal, Treasurer LMA.



Workshop on 'Career Alternatives in Commerce' by CA Devesh Agarwal

International Conference

LMA collaborated with Global Neem Organisation in International Neem Conference and Neem Products exhibition on 10th and 11th January. The objective of the conference was to disseminate latest know-how about Neem, which has been recognised world-wide by scientists as a Global Problem Solver in areas of medical and health, crop protection, environment, soil degradation and many others. Eminent speakers in the conference included Prof T.N. Singh, Vice Chancellor, Kashi Vidyapeeth; Prof H.D. Singh, Plant Pathologist, BHU; Dr. M.A. Hakim from International Center for Integrated Herbal Research and Development, Dhaka; Dr. Imi Marla, a Scientist from Germany and Dr. Kamal Taori, Former Secretary, Govt. of India. Mr Mata Prasad, Former Governor of Arunachal Pradesh was the Chief Guest.

Outreach Programme

LMA in collaboration with AWOKE India Foundation and Sarthak Foundation, a non-profit which runs teaching classes for slum dwellers at several places in Lucknow including one in Malhaur village on outskirts of Lucknow; organised an outreach programme on 21st January in which women were sensitised about basics in financial literacy. Mr. Pravin Dwivedi, President, AWOKE India Foundation conducted the session.



Mr. Pravin Dwivedi, President, AWOKE India Foundation addressing Malhaur village women on Financial Literacy



Prize distribution in Managers Day Out

Managers' Day Out

Annual LMA Managers' Day Out was organised on 27th January at Dilkusha Gardens of Historical Dilkusha Kothi, now in ruins, constructed around 1800 by the British resident Major Gore Ouseley. LMA Managers' Day Out was filled with fun, frolic, lots of bonhomie.

Ludhiana Management Association

MDP

Ludhiana Management Association organised a full day Management Development Programme on ‘Secrets of Increasing Market Share’ which was conducted by Mr. Christopher Doyle, CEO, The Growth Catalyst, Gurgaon on 23rd January. Mr. Doyle explained that it was not the investment in advertising nor the expenditure in brand building that increases the market share, rather it is the critical connection that a firm develops with customers that leads to higher revenues and a larger share of their wallet. He advised the participants to make their products or services so valuable through differentiation to their customers that not only they queue to buy them but are also willing to pay a higher price for them. The programme was attended by 46 entrepreneurs and executives from 22 organisations.



Mr. Christopher Doyle addressing the participants

Seminars

Women forum of Ludhiana Management Association organised a seminar on the topic of ‘Understanding Chronic Pain - Breaking Pain Chain’ by Dr. Reena Mittal, Intensivist & Pain Specialist. Dr. Reena Mittal spoke about reasons, impact and treatment of Chronic Pain. She advised that in addition to medications, one should learn to manage pain with physical, behavioural and psychological therapies. She emphasised that taking a well-balanced diet is equally important for reducing various pains. The session was attended by 50 women members of LMA.



Dr. Reena Mittal interacting with the audience

Students Forum of Ludhiana Management Association organised a seminar on ‘Non Verbal Communication’ conducted by Mr. Raghav Choudhary, CEO CRESENDO on 25th January in department of Management Studies, Guru Nanak Dev Engineering College, Ludhiana. Mr. Raghav Choudhary talked about different nonverbal communications such as body language, face expression, gestures, expression by eyes, body posture, communication through hands and fingers in day to day life. It was a highly interactive session attended by 200 student members.



Students members with Mr. Raghav Choudhary

Ludhiana Management Association Organised a seminar on 'Saving Your Organisation and Yourself from Cyber Crime' conducted by Mr. Praveen Sinha, IPS, IGP Crime Punjab Police Chandigarh on 30th January. Mr. Sinha highlighted that we may be living in our cocoons with the belief that as we are protected against the cyber-attacks, without realising that our digital presence is exposing us to those who have a vested interest in harming us, in the areas that they choose. Mr. Sinha emphasised that what we may use as free information, could very well be an exercise in changing one's opinion and actions. The session was attended by 200 industrialists, senior executives, professionals, IT experts, and academicians



Mr. Praveen Sinha, IPS, IGP Crime, Punjab Police addressing on Cyber Crime

Meerut Management Association

Workshop

Meerut Management Association organised a workshop in association with The Millennium School on How to Increase Your Business Volume Using Facebook at Western U. P. Chamber of Commerce, Bombay Bazar, Meerut Cantt on 23rd January. Mr. Puneet Rana, Founder: The School of Digital Marketing & KudosPro (Digital Marketing Company) was the distinguished speaker. Mr. Gaurav Jain, Sr. Vice President MMA and Mr. Kapil Sharma, Admission Manager, The Millennium School were programme convenors of the workshop. Faculty members of The Millennium School and members of MMA were also present at the workshop.



(L-R) Mr. Gaurav Jain, Mr. Puneet Rana and Mr. Vibhor Agrawal.

Republic Day Celebration

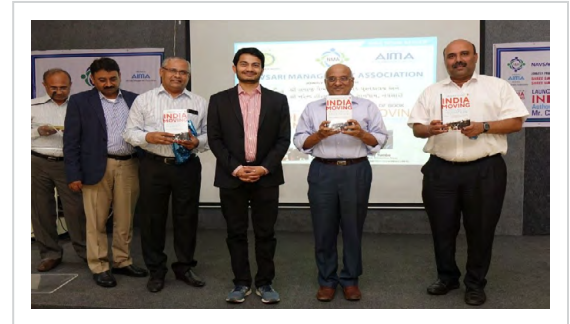
Meerut Management Association organised Republic Day celebration in Management House, Meerut Management Association. The National Flag was hoisted by Mr. Yogesh Garg (Former President MMA) and Mr. Gaurav Jain (Sr. Vice President MMA). MMA members and their families were present there to celebrate Republic Day.



MMA members and their families gathered for Flag Hoisting

Navasari Management Association

Navsari Management Association organised a book launch event on 22nd January for the book 'India Moving – A History of Migration' with the author Mr Chinmay Tumble as the key note speaker. The book was launched by NMA president Mr Jignesh Desai; NMA Hon. Secretary Mr Prashant Parekh and well-known educationalist Mr Mahadev Desai in the presence of IPP NMA, Mr Haardik Naik and other dignitaries of around 150 book lovers. In his speech, Mr. Chinmay expressed how he come across the situation of migration and how he researched this very vital subject of migration with reference to India. He gave many examples of migration based on economy, cast and other reasons. The question and answer session was very interactive and everybody appreciated the event.



Launch of 'India Moving – A History of Migration' written by Chinmay Tumble

Noida Management Association

As part of its activities, every year Noida Management Association organises social services and Feeding the Poor Programme. During the acute cold in the month of January, and seeing the plight of the homeless people shivering on the street, Noida Management Association organised a 'Blanket Distribution Program' on 6th January and distributed more than 200 blankets to the underprivileged, needy and poor people. Mr S. S. Yadav, Executive Director, KRIBHCO; Mr S.N. Singh, President NMA and his team joined hands for this noble cause.



S.S. Yadav, ED-HR, KRIBHCO donating blankets with S.N. Singh, President NMA and C.S. Mishra

Palghat Management Association

Court of Advisors Meeting

The court of advisors meeting of this year held on 11th January. President Mr. Sumesh K Menon presented the PMA plans to the Court of Advisors.



Meeting in progress

Z-talk

Z-Talk is an initiative by Palghat Management association, to foster values in the youth. Z-talk is designed in such a way that, successful people from different walks of life come together to share their stories and try to instil good values & provide a compelling sense of purpose in the youth. At the first programme, Padmashree Dr. Sunitha Krishnan, Founder of 'Prajwala', a non-government organisation that rescues, rehabilitates and reintegrates sex-trafficked victims into society, addressed the audience.



Padmashree Dr. Sunitha Krishnan, sharing her success story.

Pathankot Management Association

Pathankot Management Association organised a special seminar on 'Role of Latest Technology in Business Management' with Mr. Tushar Punj on 21st January. Mr. Punj briefed about the use of excel calculations, data base operations and graphical visualisation of data by using latest management tools. He said that there are many benefits of these type of tools, it saves time, work with perfection, increases work efficiency, builds confidence. 9 staff and 81 students participated in the seminar which was very well received.



Mr. Tushar Punj addressing

Quilon Management Association

Financial Literacy Campaign

'Financial Literacy Campaign to School Children' was conducted on 10th January at Govt Higher Secondary School, Vallikeezhu, Kollam. This project is a joint initiative of Quilon Management Association with Child and Youth Finance International (CYFI) which will cover 1000 school children in the different schools of Kollam during in coming months. The programme was inaugurated by Mr. N. Vijayan Pillai, MLA and during his inaugural speech he highlighted the importance of conducting financial literacy campaign for the young generation especially for school children.



Presidential address of Dr. Riji G Nair, at the inaugural session of 'Financial Literacy Campaign to School Children'

Mr. J.G. Menon, the Indian representative of Child and Youth Finance International addressed the gathering and presented the theme. Dr. J. Sasidharan Pillai, Vice President, QMA, welcomed the participants. Dr. Riji G Nair, President QMA presided over the function. Mr. Sooraj. S, Asst General Manager, Reserve Bank of India; Ms. P. Rajeswari Amma, Principal, Govt Higher Secondary School, Vallikeezhu; Ms. Mini L, Headmistress, Govt Higher Secondary School, Vallikeezhu; Mr. Ajith Kureepuzha, President, PTA and Mr. Babu Rajendran, President, School Management Committee offered felicitation speeches. Dr. B.S. Suran, Convener, Management and Skill Development Committee, QMA proposed the vote of thanks. Around 150 students participated in the training programme. The training sessions were handled by Mr. Sooraj. S, Asst General Manager, Reserve Bank of India and Dr. B.S. Suran, Former Managing Director, Nabard Financial Services.

Interactive Session

QMA as part of its vision of extending management education and skill development to the student community has entered an MoU with IIC, an independent institute for Skill Development under the administrative control of Kerala Academy for Skill Enhancement (KASE).

AIMA informed QMA that they are looking forward to work in collaboration with QMA to reach out to the prospective candidates in the State to enhance their knowledge and skills. A one day interactive programme was arranged with three sessions on 15th January where Mr. Rahul Bhatia, Manager, CME, AIMA briefed about the activities and courses of CME and detailed about various courses in general presented various models suggested by AIMA.

Representatives of Bishop Jerome Institute, Kollam, MSN Institute of Management and Technology, Chavara, Musaliar Institute of Management, Pathanamthitta were also present. Mr. Sreeraj C, Secretary General QMA, while welcoming the participants, briefed about the interest and efforts put forward by QMA in promoting managerial education to management students. Dr. Riji. G. Nair, President, QMA, in his presidential speech expressed his confidence in taking this idea of encouraging Management education with the help of AIMA. A meeting at Indian Institute of Infrastructure and Construction was also held.



The session in progress



Representatives of AIMA and QMA at IIC

Ranchi Management Association

Ranchi Management Association, Ranchi organised a talk on 'Creating and Managing Strong Brand' for the benefit of entrepreneurs and management personnel of handicraft based micro and small enterprises on 25th January. On the occasion, Mr Raman Ballabh, Management Consultant explained the process and practices of Brand Management for exclusively handicrafts products. Prof. Dharmendra Kumar Verma, Institute of Science & Management, Ranchi spoke about value addition to the products/services on continual basis. In the welcome speech, Dr. Sushil Kumar, General Secretary & CEO, Ranchi Management Association stated that the RMA is focussing on the specific issues which were being experienced by the corporate world, MSME sector, students and unemployed youth. Mr Bibhu Chaudhary, Secretary, Chotanagpur Craft Development Society Ranchi proposed the vote of thanks.



(L-R) Prof. Dharmendra Kumar Verma, Institute of Science & Management, Ranchi; Mr Raman Ballabh, Management Consultant; Dr. Sushil Kumar, General Secretary & CEO, Ranchi Management Association, Ranchi.

Rohilkhand Management Association

Membership Enhancement Committee meeting was held on 12th January. Members suggested new potential members for joining RMA. On 21st January, Screening Committee shortlisted 16 new potential members. On 27th January, General Body Meeting was held in which Management Week celebration programmes were discussed and finalised



RMA Committee members

Silchar Management Association

The Silchar Management Association (SMA) in collaboration with Indian Tea Association organised a Special Lecture Session on the theme 'Skill Development In Agricultural Sector In India' on 26th December. The speaker of the session was Colonel (Retd) P.S. Gupta, Vice President, Agriculture Skill Council of India and the Chief Guest was Mr. I.B. Ubadiya, Manager, Rosekandy Tea Estate. The delegates included students and faculty of the Dept of Business Administration, Assam University, Silchar. The participants gained knowledge on how to develop skills and competencies when one is placed in the agricultural sector, the root from where agriculture started, to improvisation in today's agricultural upliftment. Approximately 40 people participated in the session.



Colonel (Retd) P.S. Gupta, Vice President, Agriculture Skill Council Of India delivering his lecture.

Tarapur Management Association

Evening Talk

An evening talk on the subject of 'Recent Developments in Auditing Strategies at International Level' was organised on 10th January. Mr. Siddhartha S Roy, Director – Integrated Consultancy Services, Silvasa delivered an interesting lecture on auditing. The programme was well attended



Mr. Siddhartha S Roy delivering a lecture on auditing

Shaping Young Minds Programme

The 69th edition of AIMA Shaping Young Minds Programme (SYMP) was conducted successfully on 19th January where over 700 students and young managers participated.

The inauguration of the event was done by lighting of the lamp by Mr. Raghunath Medge, Nutan Mumbai Tiffin Box from Mumbai Dabbawala's; Mr Sanjay Grover, Director, All India Management Association; Mr P R Desai, President, Tarapur Management Association & Mr Partho Ghosh, SYMP Tarapur Committee Chairman.

The icons who addressed the participants were Mr Raghunath Medge, Nutan Mumbai Tiffin Box, Mumbai Dabbawala's; Mr Firdose Vandrevala, Former Executive Vice Chairman, Essar Steel India Ltd & Past President AIMA; Mr R Gopalakrishnan, Corporate Advisor, The Mindworks, Former Director, Tata Sons & Past President, AIMA and Lt Gen Rajendra Ramrao Nimbhorkar, PVSM, UYSM, AVSM, SM**, VSM, Former Officer of the Indian Army, Master General Ordnance.



Lighting of the lamp to inaugurate the session

The first session of Mr. Raghunath Medge was moderated by Mr. P.R. Desai, General Manager Sumitomo Chemicals and President Tarapur Management Association. The session of Mr. Firdose Vandrevala was moderated by Mr. Ujjwal Desai, Head Tata Steel (CRC – west) Division. Mr. Satish Kumar, Chief Operations, Tata Steel Ltd, Global Wires Division moderated the session of Mr. R. Gopalakrishnan and Mr. G.V.S. Kumar, Head Operations, VBHC & Past President, Tarapur Management Association moderated the session of Lt. Gen. Rajendra Nimbhorkar.



Session by Mr. Firdose Vandrevala in progress

The latest book written by Mr. R. Gopalakrishnan ‘Crash: Lessons from the entry and exit of CEOs’ was formally released by Mr Satish Kumar, Chief Operations- Tata Steel Ltd, Global Wires Division; Mr P R Desai, President, Tarapur Management Association; Mr Sanjay Grover, Director, AIMA & Mr Partho Ghosh, SYMP Tarapur, Committee Chairman & Mr Gopalakrishnan.



Release of Mr R Gopalakrishnan’s book ‘Crash: Lessons from the entry and exit of CEOs’

Industrial Visit

TMA organised an industrial visit to Lupin Ltd. on 24th January. The manufacturing facilities is located at MIDC, Tarapur and the officials of Lupin assisted the visiting members and students of TMA by sharing the brief production process and also accompanied during the walkthrough of the plant. TMA member, Mr R N Mandal accompanied the students during the visit which was a great learning experience to all the members and students of ADIS course conducted by TMA.



TIMS students at Lupin plant during the visit

Thrissur Management Association

Interactive Session

TMA conducted an interactive session with famous Malayalam film director Mr. Lal Jose, Film Director on the topic ‘Magic of Cinema Management’ on 22nd January. Mr. Lal Jose shared his experience about various management technic used in film industry from action to pack up. The programme well attended by more than 100 participants.



Mr. Lal Jose (Film Director) addressing TMA members

Management Development Programme

TMA conducted two MDP programmes for TMA Student Chapter members on 22nd January at Kerala Agricultural University. Ms. Suseela Subramanian (HR trainer) addressed on the topic ‘Leveraging Communication’. 70+ students and members of TMA participated in the event.

Mr. Y Parameswaran Menon (Trainer & Motivator) addressed on the topic 'Chemistry of Happiness'. His talk was widely appreciated by the students. Around 100 students; CA Geo Job Convener TMA Student Chapters; Dr. Ranjith Kumar (Director KAUAGRI MBA) and other TMA members attended the programme.



Ms. Suseela Subramanian speaking on the topic 'Leveraging Communication'



Adv. Vaman Kumar speaking on the theme 'Touch To Transform'

ABLE Programme

The third edition of TMA's ABLE training programme was held on 10th January. Adv. Vaman Kumar (Renowned Corporate Trainer) was the trainer of this full day programme held on the theme 'Touch to Transform'. The event saw good participation from delegates. The event was attended by about 80+ delegates. TMA proposes to conduct more such events in the future.



Er. N I Verghese (TMA President) cutting the New Year cake

New Year Celebration

TMA's New Year celebration was held on 5th January where TMA President Er. N I Verghese gave a New Year message to TMA members. Around 120 members attended this event.

Trivandrum Management Association

Evening Lecture

Trivandrum Management Association organised an evening lecture programme on 'Critical Thinking' by Dr. Achuthsankar S. Sankar, Head of Department, Computational Biology & Bioinformatics, University of Kerala, Karyavattom Trivandrum on 31st January and the program was well attended and received by the participants.



Dr. Achuthsankar S. Sankar addressing the participants

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Young Leaders Council, All India Management Association Management House, 14 Institutional Area, Lodhi Road, New Delhi – 110003

Tel : 011-24645100, 43128100 Ext : 157 | Mob : +91-9845833645 | E-mail : ryadav@aima.in | Website : <https://ylc.aima.in>

AIMA Events Calendar

Event	Programme Chairman /Director	Venue	Date
3rd National Competition for Managers		Mumbai	15 February 2019
		New Delhi	18 February 2019
		Grand Finale	25 February 2019
Foundation Day & National Management Day		New Delhi	21 February 2019
2nd Young Managers Simulation Champions (YMS 2018-2019)		Bangalore	21-22 February 2019
		New Delhi	26-27 February 2019
		Grand Finale	28 February 2019
70th Shaping Young Minds Programme		Ludhiana	27 February 2019
Global Advanced Management Programme	Claude Smadja President, Smadja & Associates	Israel	02-07 March 2019
71st Shaping Young Minds Programme		Calcutta	15 March 2019
Pragti - A Women Quiz		New Delhi	26 March 2019
Managing India Awards		New Delhi	08 April 2019
National Leadership Conclave		New Delhi	09 April 2019
Regional Management Conclave		Kochi	30 April 2019
National Management Game 2019		New Delhi Bangalore/ Hyderabad Bhubaneswar Mumbai	May - June 2019

Event	Programme Chairman /Director	Venue	Date
4th Digital & Social Marketing Retreat	D Shivakumar, Group Executive President- Corporate Strategy & Business Development, Aditya Birla Group and Mithun Sundar, Chief Revenue Officer, Myntra	Goa	17-19 May 2019
Global Advanced Management Programme 2019	Solomon N Darwin Executive Director, Center for Corporate Innovation Haas School of Business, University of California, Berkeley	California, USA	23-29 June 2019
National Competition for Young Managers 2019		Delhi Bangalore/ Hyderabad Kolkata Mumbai	August 2019
46th National Management Convention		New Delhi	17-18 September 2019
US-India Conference	Sunil Kant Munjal, Chairman, The Hero Enterprise & Past President, AIMA	UC Berkeley	04 October 2019

To view full calendar please visit www.aima.in

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ALL INDIA MANAGEMENT ASSOCIATION

All India Management Association

Management House, 14 Institutional Area, Lodhi Road, New Delhi-110003

Tel: 011-24645100, 43128100 ; Fax: 011-24626689

www.aima.in