

AIMA News

AIMA'S MONTHLY E-MAGAZINE

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

JANUARY 2020



Dear Readers,

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

The past few weeks have been busy at AIMA as the organisation continued to reach out to aspiring and practicing managers through its various services and programmes.

As you are probably aware, AIMA (India) recently took over the Presidency and Secretariat of Asian Association of Management Organisations (AAMO). A marquee event of AAMO - The AAMO Awards Night - was held recently at Kathmandu Nepal, hosted by the Management Association of Nepal. Mr Rajive Kaul, President, AAMO & Chairman, NICCO Group delivered the welcome address and presented the AAMO Visionary Leader & Nation Builder Award to the Prime Minister of Nepal, Mr K P Sharma Oli in the presence of Nepal Government officials and corporate dignitaries.

The AAMO Asian Leadership Award for 2020 was presented to Mr D Shivakumar, Group Executive President, Aditya Birla Management Corp Pvt Ltd and to Mr Chandra Prasad Dhakal, Co-Founder and Chairman, IME Group, Kathmandu by the Prime Minister of Nepal. Mr D Shivakumar also addressed Management Association of Nepal's 39th National Management Convention, held earlier in the day. More details are carried in this edition.

Closer home, the 75th edition of AIMA's Shaping Young Minds Programme, in collaboration with Rajkot Management Association, was held for the first time at Rajkot. AIMA's Shaping Young Minds Programme is an effective platform for the younger generation of managers to take inspiration and learn from some of India's iconic leaders. AIMA is now extending this programme to smaller cities in an attempt to provide management students of the region more exposure to current management trends and practices.

In addition, the 3rd edition of AIMA's Young Managers Simulation Championship (YMS) successfully concluded last month, and witnessed a participation from all over India from both private and PSU companies. AIMA YMS, targeted at young and budding professionals, is specially designed for managers under 35 years of age.

You will find brief reports inside, along with other updates on AIMA's interactive sessions, trainings and workshops. During the period AIMA continued to offer its education programmes to aspiring and practicing managers; and its testing and assessment solutions to students and leading organisations & institutions.

This edition of AIMA News also brings you 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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2020**

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IN LIGHTER VEIN

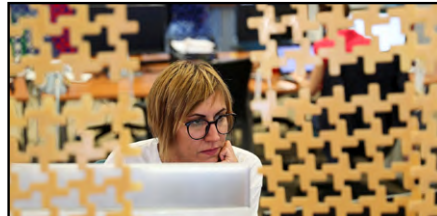
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AAMO Awards Night 2020



Prime Minister of Nepal K P Sharma Oli (fifth from left) recipient of AAMO Visionary Leader & Nation Builder Award and AAMO Asian Leadership Awardees D Shivakumar, Group Executive President, Aditya Birla Management Corp Pvt Ltd (fourth from left) and Chandra Prasad Dhakal, Co-Founder and Chairman, IME Group, Kathmandu (third from right) with Rajive Kaul, President, AAMO, Past President, AIMA & Chairman, NICCO Group (third from left) and Government of Nepal & MAN dignitaries

The Asian Association of Management Organisations (AAMO) Awards Night, hosted by Management Association of Nepal, was held on 7th February 2020 at Kathmandu Nepal.

Mr Rajive Kaul, President, AAMO, Past President, AIMA & Chairman, NICCO Group delivered the welcome address and presented the AAMO Visionary Leader & Nation Builder Award to the Chief Guest on the occasion, the Prime Minister of Nepal, Mr K P Sharma Oli; in the presence of his wife Ms Radhika Shakya; Mr Gokul Prasad Baskota, Minister for Communication and Information Technology & Urban Development, Nepal; Mr Basanta Kumar Nembang, Minister for Physical Infrastructure and Transportation, Nepal; Prof. Dr. Puspa Raj Kadel, Vice Chairman of National Planning Commission, Nepal and

Mr Sushil Bhatta, President, Management Association of Nepal and Member-National Planning Commission.

The AAMO Asian Leadership Award for 2020 was presented to Mr D Shivakumar, Group



Rajive Kaul, President, AAMO, Past President, AIMA & Chairman, NICCO presenting the AAMO Visionary Leader & Nation Builder Award to K P Sharma Oli, Prime Minister of Nepal



D Shivakumar, Group Executive President, Aditya Birla Management Corp Pvt Ltd receiving the AAMO Asian Leadership Award 2020 from K P Sharma Oli, Prime Minister of Nepal as Rajive Kaull looks on

Executive President, Aditya Birla Management Corp Pvt Ltd – nominated by AIMA and to Mr Chandra Prasad Dhakal, Co-Founder and Chairman, IME Group, Kathmandu – nominated by Management Association of Nepal (MAN) by the Prime Minister of Nepal.

AAMO instituted the AAMO Asian Leadership Award in 2019 to honour and recognise business leaders from the Asia Pacific region, who demonstrate outstanding and visionary leadership. Each year AAMO member nations nominate one industry leader from their

respective countries to receive this Award.

Speaking on the occasion Mr Rajive Kaul said, “The mandate of AAMO is to promote and support the development of professional management in the Asia Pacific Region, and would continue to create platforms such as these for recognising and rewarding excellence, while actively furthering the management profession by building capability and enhancing management thought.”

Mr D Shivakumar also addressed Management Association of Nepal’s 39th National Management Convention, held earlier in the day. Speaking on the theme ‘Internet of Things, Data and the Emerging Economy’ Mr D Shivakumar shared, “The future of business is platform wars, every business should create a platform to invoke all stakeholders and add more value”.

The programme, attended by several political leaders of Nepal and industry captains from the region and abroad, witnessed a participation of over 350 and was very well received.



D Shivakumar, Group Executive President, Aditya Birla Management Corp Pvt Ltd addressing MAN’s National Management Convention



Delegates at the AAMO Awards Night

AIMA Shaping Young Minds Programme



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



Ambassador Dr Deepak Vohra, Special Advisor, Prime Ministers of Lesotho and Guinea- Bissau & Ladakh Autonomous Hill Development Council, Kargil and Leh

All India Management Association in collaboration with Rajkot Management Association organised the 75th Shaping Young Minds Programme at Rajkot on 22nd January 2020. The speakers who addressed at the programme included Mr Firdose Vandrevala, Former Executive Vice Chairman, Essar Steel India Ltd & Past President, All India Management Association, Mr Prabhu Chawla,

Editorial Director, The New Indian Express Group, Mr R Gopalakrishnan, Corporate Advisor, The Mindworks, Former Director, Tata Sons, Past President, All India Management Association & Author, Ambassador Dr Deepak Vohra, Special Advisor, Prime Ministers of Lesotho and Guinea-Bissau & Ladakh Autonomous Hill Development Council, Kargil and Leh. The programme was well received with over 650 students participating.



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



Prabhu Chawla, Editorial Director, The New Indian Express Group

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March 17, 2020

Tuesday

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SCAN ME



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Performance
And Business
Profitability

Success Stories,
Solutions And
Collective
Actions
For Impact

3rd Young Managers Simulation Championship



Winning team HPCL of Young Managers Simulation Championship

AIMA Young Managers Simulation Championship (YMS), is specially designed for less than 35 years of managers under 35 years of age. Young Manager Simulation Championship provides an excellent opportunity to the current generation to familiarise themselves with business management concepts and manage business

in a simulated environment. The participants acquaint themselves with the challenges faced by the top leaders, decision makers, and administrators as functional heads and encounter these by forming business plans and making strategic decisions.

The 3rd edition of YMS successfully concluded on 24th January, 2020 at New Delhi. Mr CK Tiwari, Executive Director & Head, IIPM was the Chief Guest for the Valedictory Session.

Amidst the finalists from all over India, HPCL emerged as the Champion, SAIL-Rourkela as Runners Up – I and Maruti Suzuki as Runners Up - II. The Champion team will get a wild entry in the National Management Games (NMG 2020) Finale scheduled to be held in the month of July later this year.

Congratulations!

AIMA's Centre for Management Education (CME) has been awarded the Higher Education Forum (HEF) Award under a special category of 'Contribution to Management Education' by the jury of Higher Education Forum. The award will be presented to Dr Raj Agrawal, Director, AIMA CME at the 11th HEF Annual Convention scheduled on 29th February 2020. HEF is the largest and most respected community of higher education professionals in India with more than 4,000 members primarily of teachers and academic leaders.

Workshop



Participants of Executive Coaching and Mentoring workshop

AIMA CME organised a two-day workshop on 'Executive Coaching and Mentoring' on 16th & 17th January at New Delhi. The workshop was facilitated by Prof. Payal Kumar, BML Munjal University and Prof. Ganesh Singh, professor, AIMA CME. The workshop focused on new models of mentoring and coaching. Case Study Discussion, Class Exercises, Role Play and Hands-on Mentor-Mentee Sessions, Group Presentations etc. a mixed pedagogy was used to engage the participants. The mid to senior-level executives from corporate and government organisations participated in the workshop.

Another two-day workshop on 'Academic Writing' was organised on 27th & 28th January at New Delhi. The workshop was facilitated by Prof. Pawan Budhwar from Aston Business School, UK and Prof. Payal Kumar from BML Munjal University. Doctoral scholars and B-School faculty members participated in the workshop. The participants were guided through lectures, discussions and practical exercises, to understand the art of publishing and further

providing input on selecting an appropriate journal, writing a good abstract, writing a critical literature review and how to get grants for research projects. The workshop was very well received by the participants.



Participants of Academic Writing workshop

Interactive Session



Manoj Kohli, Country Head - Soft Bank India addressing

AIMA organised an session on 'Building a World Class Corporation in Disruptive Age' with Mr Manoj Kohli, Country Head - Soft Bank India on 30th January 2020. The session focused on how in the last few decades, waves of globalization and technological advancement have forced companies to rethink their growth strategy so as to sustain in a disruptive world. Mr Kohli shared how adaption of new technology, improving quality of products, enhancing customer experience and acquisition of right talent is today required to build a world class corporation. Mr Sumit Chaudhuri, Life Member of AIMA & Chairperson and Managing Director, Third Millennium Business Resource Associates Private Limited chaired the session. The session was very well received by the participants.

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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	₹ 30,000 Per Team	₹ 32,000 Per Team	₹ 27,000 Per Team
2 – 4 Teams	₹ 28,000 Per Team	₹ 30,000 Per Team	₹ 25,000 Per Team
5 Teams or above	₹ 26,000 Per Team	₹ 28,000 Per Team	₹ 23,000 Per Team

Date of the Competition

Region	Date
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Delhi	20 th February, 2020

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Flight Tested

When my sister-in-law returned from her first trip abroad on her own, it turned out to be a real adventure. How she survived it all to narrate the story back home with evident relish is something that really beats me.

Her first destination was Houston, Texas in the USA. The first leg, Delhi-Frankfurt, was uneventful – you can't really goof up on a non-stop flight. She even boarded the right plane for the second part, Frankfurt-Houston. On the flight she started chatting with the American lady seated next to her – a blue-blooded Texan who was much interested in India.

The two of them got along famously and dear sis-in-law, without a care in the world, after doing full justice to the complimentary food and wine, fell asleep. Much too soon the flight landed and her new friend shook her out of her dreams, with a hearty "Wake up dear, we are in Texas". She quickly picked up her things and got out of the plane.

So far so good. Immigration was like a breeze and she was on her way to baggage claim – and that's where the trouble started. The carousel went round and round without any sign of her suitcase. Much running around and cursing later, she was escorted to the Lufthansa counter for lodging a claim. The girl at the counter had one look at the baggage tickets and almost jumped out of her seat.

"But Mam your suitcase is booked to Houston!"

"And where do you think I am," retorted Ms Confidence Personified.

"Lady, you are in Dallas!" Dear sis was dumbstruck. All kinds of fears haunted her – what would she do, what would her brothers at Houston think when she is found 'missing' from the flight, how would she get to Houston? She just stood mortified.

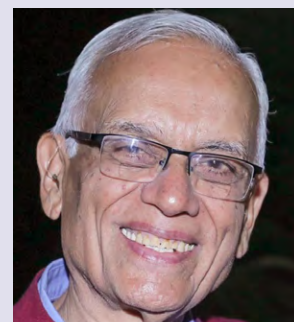
The smart Lufthansa girl was meanwhile busy on her walkie-talkie, despite the tick-off she had received a few minutes earlier. Suddenly she had a big grin on her face and the frozen figure before her was shaken for the second time in less than an hour, "Madam, you are lucky, our flight is delayed and you can still board it; if only you would wake up and follow me; fast".

The next few minutes were a whirlwind tour of Dallas airport, past bewildered immigration officials, security staff, airline crews.... Till she was safely back in her seat, much to the surprise of her fellow passengers.

Perhaps she hadn't had her fill of excitement. Part two came a week later when she was to fly to San Francisco (SFO). This time it was the printer's devil at work; she was checked in for San Jose (SJO) and would have landed there – and into big trouble – if only she hadn't eavesdropped on someone else's conversation regarding the stopover at Denver.

Now, she was sure – that it was a nonstop flight to the city of Golden Gate! This time of course the flight had left and she had to get on the next one after two hours. Her wrong check-in was for San Jose California and nothing as exciting as the town by the same name in Costa Rica.

Now she was truly ready for America and minor things like the midnight fire in her Amarillo hotel and the consequent evacuation of guests, loss of a wallet during the crowded 'sale' and a misplaced bag on the return flight are not even mentioned by her while telling her story.



*by Krishan Kalra
Past President, AIMA*

Champions of change

Inspiring, Creating and Innovating

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



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10 Steps to Creating a Data-Driven Culture

by David Waller

February 06, 2020



Steve Bronstein/Getty Images

Exploding quantities of data have the potential to fuel a new era of fact-based innovation in corporations, backing up new ideas with solid evidence. Buoyed by hopes of better satisfying customers, streamlining operations, and clarifying strategy, firms have for the past decade amassed data, invested in technologies, and paid handsomely for analytical talent. Yet for many companies a strong, data-driven culture remains elusive, and data are rarely the universal basis for decision making.

Why is it so hard?

Our work in a range of industries indicates that the biggest obstacles to creating data-based businesses aren't technical; they're cultural. It is simple enough to describe how to inject data into a decision-making process. It is far harder to make this normal, even automatic, for employees — a shift in mindset that presents a daunting challenge. So we've distilled 10 data commandments to help create and sustain a culture with data at its core.

1. Data-driven culture starts at the (very) top.

Companies with strong data-driven cultures tend to have top managers who set an expectation that decisions must be anchored in data — that this is normal, not novel or exceptional. They lead through example. At one retail bank, C-suite leaders together sift through the evidence from controlled market trials to decide on product launches. At a leading tech firm, senior executives spend 30 minutes at the start of meetings reading detailed summaries of proposals and their supporting facts, so that they can take evidence-based actions. These practices propagate downwards, as employees who want to be taken seriously have to communicate with senior leaders on their terms and in their language. The example set by a few at the top can catalyze substantial shifts in company-wide norms.

2. Choose metrics with care — and cunning.

Leaders can exert a powerful effect on behavior by artfully choosing what to measure and what metrics they expect employees to use. Suppose a company can profit by anticipating competitors' price moves. Well, there's a metric for that: predictive accuracy through time. So a team should continuously make explicit predictions about the magnitude and direction of such moves. It should also track the quality of those predictions — they will steadily improve!

For example, a leading telco operator wanted to ensure that its network provided key customers with the best possible user experience. But it had only gathered aggregated statistics on network performance, so it knew little about who was receiving what and the service quality they experienced. By creating detailed metrics on customers' experiences, the operator could make a quantitative analysis of the consumer impact of network upgrades. To do

this, the company just needed to have a much tighter grip on the provenance and consumption of its data than is typically the case — and that's precisely the point.

3. Don't pigeonhole your data scientists.

Data scientists are often sequestered within a company, with the result that they and business leaders know too little about each other. Analytics can't survive or provide value if it operates separately from the rest of a business. Those who have addressed this challenge successfully have generally done so in two ways.

The first tactic is to make any boundaries between the business and the data scientists highly porous. One leading global insurer rotates staff out of centers of excellence and into line roles, where they scale up a proof of concept. Then they may return to the center. A global commodities trading firm has designed new roles in various functional areas and lines of business to augment the analytical sophistication; these roles have dotted-line relationships to centers of excellence. Ultimately, the particulars matter less than the principle, which is to find ways to fuse domain knowledge and technical knowhow.

Companies at the leading edge use another tactic. In addition to dragging data science closer to the business, they pull the business toward data science, chiefly by insisting that employees are code-literate and conceptually fluent in quantitative topics. Senior leaders don't need to be reborn as machine-learning engineers. But leaders of data-centric organizations cannot remain ignorant of the language of data.

4. Fix basic data-access issues quickly.

By far the most common complaint we hear is that people in different parts of a business struggle to obtain even the most basic data. Curiously, this situation persists despite a spate of efforts to

democratize access to data within corporations. Starved of information, analysts don't do a great deal of analysis, and it's impossible for a data-driven culture to take root, let alone flourish.

Top firms use a simple strategy to break this logjam. Instead of grand — but slow — programs to reorganize all their data, they grant universal access to just a few key measures at a time. For example, a leading global bank, which was trying to better anticipate loan refinancing needs, constructed a standard data layer for its marketing department, focusing on the most relevant measures. In this instance, these were core data pertaining to loan terms, balances, and property information; marketing channel data on how loans were originated; and data that characterized customers' broad banking relationship. No matter the specific initiative, a canny choice for the first data to make accessible is whichever metrics are on the C-suite agenda. Demanding that other numbers eventually be tied to this data source can dramatically encourage its use.

5. Quantify uncertainty.

Everyone accepts that absolute certainty is impossible. Yet most managers continue to ask their teams for answers without a corresponding measure of confidence. They're missing a trick. Requiring teams to be explicit and quantitative about their levels of uncertainty has three, powerful effects.

First, it forces decision makers to grapple directly with potential sources of uncertainty: Is the data reliable? Are there too few examples for a reliable model? How can factors be incorporated when there are no data for them, such as emerging competitive dynamics? One retailer found that the apparent degradation in redemption rates from its direct marketing models was caused by increasingly stale

address data. An update, plus a process for keeping the data fresh, fixed the problem.

Second, analysts gain a deeper understanding of their models when they have to rigorously evaluate uncertainty. For example, a U.K. insurer's core risk models had failed to adequately adjust to market trends. So it built an early-warning system to take these trends into account and spot cases that would otherwise have been missed. As a result, it avoided losses due to sudden spikes in claims.

Finally, an emphasis on understanding uncertainty pushes organizations to run experiments. "At most places, 'test and learn' really means 'tinker and hope,'" a retailer's chief merchant once noted. At his firm, a team of quantitative analysts paired up with category managers to conduct statistically rigorous, controlled trials of their ideas before making widespread changes.

6. Make proofs of concept simple and robust, not fancy and brittle.

In analytics, promising ideas greatly outnumber practical ones. Often, it's not until firms try to put proofs of concept into production that the difference becomes clear. One large insurer held an internal hackathon and crowned its winner — an elegant improvement of an online process — only to scrap the idea because it seemed to require costly changes to underlying systems. Snuffing out good ideas in this way can be demoralizing for organizations.

A better approach is to engineer proofs of concept where a core part of the concept is its viability in production. One good way is to start to build something that is industrial grade but trivially simple, and later ratchet up the level of sophistication. For example, to implement new risk models on a large, distributed computing system, a data products company started by implementing an extremely

basic process that worked end-to-end: a small dataset flowed correctly from source systems and through a simple model and was then transmitted to end users. Once that was in place, and knowing that the whole still cohered, the firm could improve each component independently: greater data volumes, more exotic models, and better runtime performance.

7. Specialized training should be offered just in time.

Many companies invest in “big bang” training efforts, only for employees to rapidly forget what they’ve learned if they haven’t put it to use right away. So while basic skills, such as coding, should be part of fundamental training, it is more effective to train staff in specialized analytical concepts and tooling just before these are needed — say, for a proof of concept. One retailer waited until shortly before a first market trial before it trained its support analysts in the finer points of experimental design. The knowledge stuck, and once-foreign concepts, such as statistical confidence, are now part of the analysts’ vernacular.

8. Use analytics to help employees, not just customers.

It’s easy to forget the potential role of data fluency in making employees happier. But empowering employees to wrangle data themselves can do this, as it enables them to follow the advice in a memorably titled book on programming: Automate the Boring Stuff with Python. If the idea of learning new skills to better handle data is presented in the abstract, few employees will get excited enough to persevere and revamp their work. But if the immediate goals directly benefit them — by saving time, helping avoid rework, or fetching frequently-needed information — then a chore becomes a choice. Years

ago, the analytics team at a leading insurer taught itself the fundamentals of cloud computing simply so they could experiment with new models on large datasets without waiting for the IT department to catch up with their needs. That experience proved foundational when, at last, IT remade the firm’s technical infrastructure. When the time came to sketch out the platform requirements for advanced analytics, the team could do more than describe an answer. They could demonstrate a working solution.

9. Be willing to trade flexibility for consistency — at least in the short term.

Many companies that depend on data harbor different “data tribes.” Each may have its own preferred sources of information, bespoke metrics, and favorite programming languages. Across an organization, this can be a disaster. Companies can waste countless hours trying to reconcile subtly different versions of a metric that should be universal. Inconsistencies in how modelers do their work takes a toll too. If coding standards and languages vary across a business, every move by analytical talent entails retraining, making it hard for them to circulate. It can also be prohibitively cumbersome to share ideas internally if they always require translation. Companies should instead pick canonical metrics and programming languages. One leading global bank did this, by insisting that its new hires in investment banking and asset management knew how to code in Python.

10. Get in the habit of explaining analytical choices.

For most analytical problems, there’s rarely a single, correct approach. Instead, data scientists must make choices with different tradeoffs. So it’s a good idea to ask teams how they approached a problem, what alternatives they considered, what they

understood the tradeoffs to be, and why they chose one approach over another. Doing this as a matter of course gives teams a deeper understanding of the approaches and often prompts them to consider a wider set of alternatives or to rethink fundamental assumptions. One global financial services company at first assumed that a fairly conventional machine-learning model to spot fraud couldn't run quickly enough to be used in production. But it later realized the model could be made blazingly fast with a few simple tweaks. When the company started to utilize the model, it achieved astonishing improvements in accurately identifying fraud.

Companies — and the divisions and individuals that comprise them — often fall back on habit, because alternatives look too risky. Data can provide a form of evidence to back up hypotheses, giving managers the confidence to jump into new areas and processes without taking a leap in the dark. But simply aspiring to be data-driven is not enough. To be driven by data, companies need to develop cultures in which this mindset can flourish. Leaders can promote this shift through example, by practicing new habits and creating expectations for what it really means to root decisions in data.

David Waller is a partner and the head of data Science and analytics for Oliver Wyman Labs.

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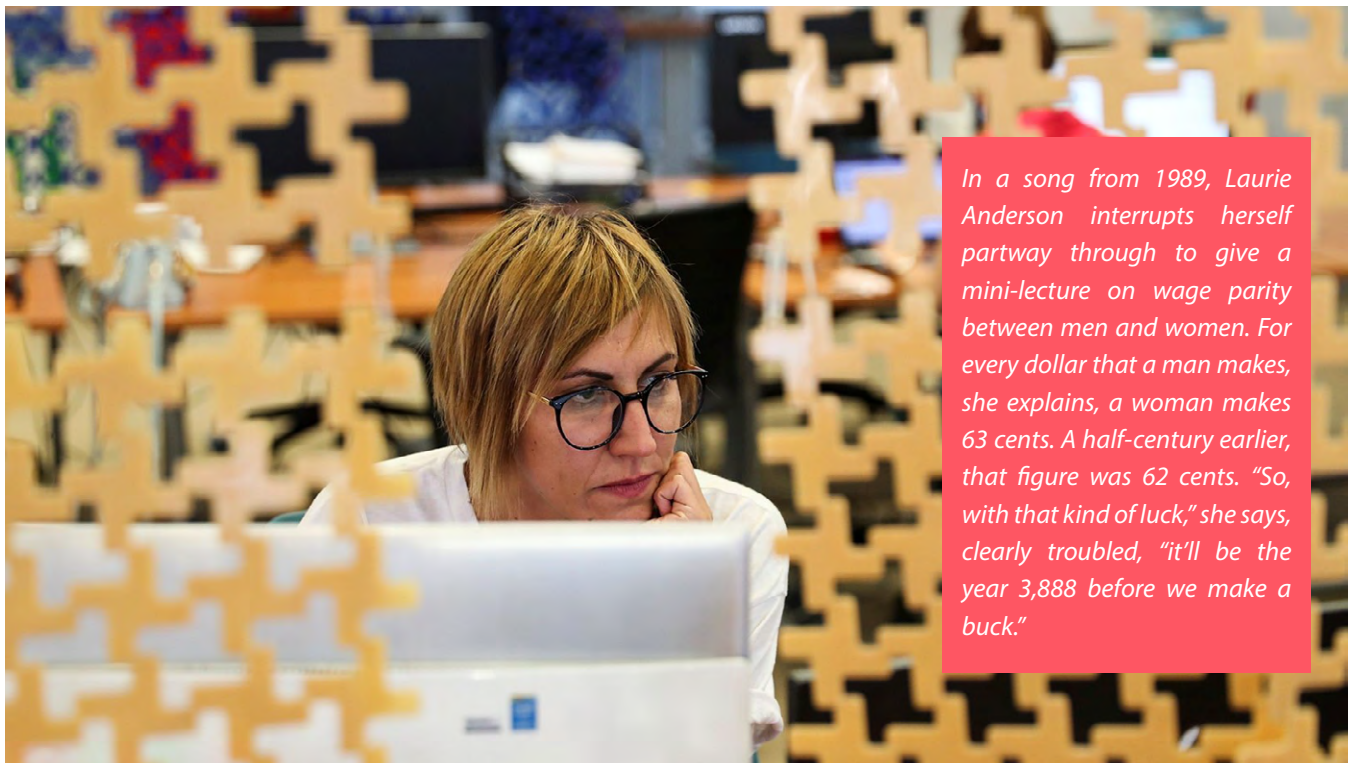
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Is Workplace Equality the Economy's Hidden Engine?

In 1960, 94% of doctors and lawyers were white men. Today that number has fallen to 60%, and the economy has benefited dramatically because of it.

January 23, 2020 | by Dylan Walsh



In a song from 1989, Laurie Anderson interrupts herself partway through to give a mini-lecture on wage parity between men and women. For every dollar that a man makes, she explains, a woman makes 63 cents. A half-century earlier, that figure was 62 cents. "So, with that kind of luck," she says, clearly troubled, "it'll be the year 3,888 before we make a buck."

Researchers found that at least a quarter of the growth in U.S. GDP between 1960 and 2010 is the result of greater gender and racial balance in the workplace. | Reuters/Marko Djurica

It's a raw take on a problem that economists have studied deeply. "There's a huge literature in labor economics on discrimination and wages and labor force participation," says Charles I. Jones, the STANCO 25 Professor of Economics at Stanford Graduate School of Business.

As a macroeconomist, though, Jones recognized

a striking gap in this line of inquiry. "People have said things like 'discrimination reduces wages by X amount,' but no one has tried to add up the effects and find out the aggregate consequences of these problems in the labor market."

With three colleagues, Jones did just this, recently publishing the findings in the journal *Econometrica*.

The results are remarkable: Conservatively, 25% of growth in U.S. GDP between 1960 and 2010 can be attributed to greater gender and racial balance in the workplace, the researchers found. The number could be as high as 40%.

Reallocating Talent

In 1960, roughly 94% of doctors and lawyers in the U.S. were white men. Fifty years later, this number was closer to 60%. By modeling the way in which this skewed distribution changed, Jones and his colleagues were able to uncover how balance in the workplace contributes to GDP.

The mathematical model they use rests on a single, straightforward assumption: The distribution of talent for most professions is the same for men and women of all different races. (Exceptions exist in occupations that require physical strength, like construction.) Given this assumption, the demographic profile of, say, lawyers should mirror the gender and racial demographics of the United States.

“The 94% figure, of course, is really, really, really far from that,” Jones says, “which suggests that in 1960, you had all these not-very-talented white men who were doctors and lawyers and lots of extremely talented people from other groups who were excluded. In the past 50 years, these groups have been changing places.”

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Charles I. Jones

This replacement of mediocrity with talent, Jones says, is what accounts for an increase in GDP. It also leaves a mark on the take-home pay of white men,

accounting for a roughly 12% drop in their earnings.

“There is, of course, a cost to consider as white, male doctors and lawyers and other professionals are replaced by, or competing with, other people,” Jones notes. But on the other side of this cost are notable gains: Greater opportunity over the last 50 years has contributed to 29% of earnings growth among black men, 51% among black women, and 77% among white women.

Reducing “Friction”

Jones and his colleagues describe barriers to employment as “frictions.” These can take any number of forms. They can be outright discrimination from employers unwilling to hire women or minorities. They can arise through lack of educational opportunities for particular groups. And they can reside in social norms that, for example, dissuade women from entering the workforce.

“Over the last 50 years, more than a quarter of all growth in the U.S. GDP is attributable to these declining barriers in the labor market,” he says. “If we ask where, specifically, that growth came from, much of it is from women moving out of the home sector and working in the market, especially in highly skilled occupations.”

Interestingly, despite the gulfs in employment prospects — a woman in 1980 was 250 times more likely to be a secretary than a lawyer — Jones found that the wage gap remained relatively stable across professions. That is, both female lawyers and secretaries historically made about 30% less than their male counterparts.

“Discrimination really shows up in specific employment opportunities,” Jones says. “But it shows up on average in wage differences.” The reason for this is that early female lawyers were exceptionally talented — the Sandra Day O’Connors

and Ruth Bader Ginsburgs of the world — and their monumental talent offset some of the financial discrimination that they faced.

“The key insight, though, and what I find interesting and surprising is this: Looking back at the world in the 1960s, it is stunning how big the differences

were in terms of men and women and blacks and whites in the workplace,” Jones says. “We’re far closer to an equitable balance today, and it’s important to be aware that such gains aren’t simply good for the groups that most obviously benefited, but for the economy as a whole — for all of us.”

Disclaimer:

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AIMA

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POST GRADUATE CERTIFICATE IN BUSINESS ANALYTICS

(PGCM-BA)

Approved by AICTE,
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For more details, please contact

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Ahmedabad Management Association

The highlight of this month's activities was the Kobe-Ahmedabad & Hyogo-Gujarat Economic Cooperation Seminar organised jointly by AMA and Indo Japan Friendship Association on 23rd January. The Seminar was addressed by Mr Kizo Hisamoto, Hon'ble Mayor of Kobe and leaders of the Kobe Business Mission on various sectors and products.

This was followed by felicitations to the Goodwill Mission led by Mr Kizo Hisamoto, Hon'ble Mayor of Kobe and Mr Kazuhiko Adachi, Hon'ble Chair of Kobe City Assembly. Mr Nitinbhai Patel, Hon'ble Deputy Chief Minister of Gujarat graced the occasion as the chief guest. Other guests of honour included Mr Michio Harada, Hon'ble Consul General of Japan in Mumbai and Ms Bijal Patel, Hon'ble Mayor of Ahmedabad.



Members of the Goodwill Delegation from Japan with Ms Bijal Patel, Hon'ble Mayor of Ahmedabad



Prof S Ramnarayan addressing the 25th Innovation Conference on 'Digital Technologies and Innovations'

The 13th Annual Intellectual Property Summit 2020 on 'Intellectual Property: Tracing its Evolution in Digital Era' was organised on 10th January. Mr Jagdish Swaroop, Deputy Registrar of Copyrights, Govt. of India inaugurated the Summit as the Chief Guest. Notable experts addressed on interesting and intriguing topics.

The 25th Innovation Conference on 'Digital Technologies and Innovations' was organised on 18th January. Prof S Ramnarayan, Indian School of Business, Hyderabad coordinated the Conference. The panel of speakers included Dr Malay Mahadevia, President, AMA & Group Director, Adani Enterprises Ltd; Mr. Jaimin Shah, Founder, Dev Information Technology Ltd; Dr. Ajay Ranka, CEO, Zydex Industries Ltd., Vadodara; Mr. Srinivas Pingali, Indian School of Business, Hyderabad; Mr. R Venkateswaran, Sr. Vice President –IoT, Persistent Systems Limited, Pune; Mr. Ramesh Kaza, Senior MD & Chief Information Officer, State Street India.

Several Lecture Programmes were organised during the month. Mr Jigar M Patel, International Tax Attorney & Leading Expert on NRI Matters addressed on 'The NRI Guide' on 9th January. Dr Prerak Shah, Founder Managing Director, Ayulink Franchise International Network addressed on 'Pain Management – Arthritis and Back Pain' on 10th January. Mr S Abidi, Research



Mr Jagdish Swaroop addressing the 13th IP Summit

Advisor, GoG-AMA Centre for International Trade addressed on 'India after RCEP: Opportunities and Threats' on 11th January. Dr Paresh Kariya, Director, Asian Institute of Quality addressed on 'Industry 4.0 & Robotics' on 11th January. Dr Abhishek Nayak, Asst. Professor, Amsterdam Business School, University of Amsterdam addressed on 'Online Brand Monitoring – New Trends in Digital Marketing & Analytics' on 17th January. Dr Jay Narayan Vyas, Economist and Writer addressed on 'Relevance of Gandhian Thoughts in the Present Time' on 18th January. Mr Rajesh Srivastava, Former President, JK Helene Curtis and Author addressed on 'Everything You Know about Business Needs to be Reexamined' on 22nd January. AMA also released his latest book 'The New Rules of Business'. Dr Nimrat Singh, Author – Talent to Career, Counsellor and Management Trainer addressed on 'How to Prepare for Board Examination' on 25th January. Group Capt. Nitin Welde (Rtd.), Air Force Veteran and Chief Pilot at Blue Ray Aviation Pvt Ltd addressed on 'Leadership Tales from Siachen' on 25th January.

AMA organised a Dialogue with Spiritual Master HH Sri M on 'Importance of Spirituality in Business Management' on 3rd January. Dr Bhagyesh Jha, Former Principal Secretary coordinated the Q & A Session.

A seminar on 'Managing Global Management Challenges' (a view from leading experts from the University of Southampton) was organised on 22nd January. Prof Martin Broad, Dean, Southampton Business School, Dr Rob Angell, Associate Professor of Marketing Prof. Sabu S Padmadas, Founding Co-Director of the Centre for Global Health, Population, Poverty and Policy, University of Southampton and Prof. Paurav Shukla, Professor, Marketing addressed the Seminar.

During the month, 2 Forum Meetings were conducted. The 2nd CFO Forum on 'The Multi-dimensional CFO: Partner in Value Creation' was organised on 4th January. Mr Chandrasingh Purohit, Director & CFO, Claris Group addressed the Forum, which was moderated by Mr Rajiv Bhatt, Ernst & Young LLP. Mr Suresh Mashruwala coordinated the Speakers' Forum on the topic 'Luck Favours the Ignited Minds' on 18th January.

AMA conducted 38 MDPs and 3 In-Company Programmes in this month focusing on a variety of subjects. Total 1004 participants benefitted from these programmes.



Spiritual Master HH Sri M addressing his talk on 'Importance of Spirituality in Business Management'



Leading Expert from University of Southampton addressing the Seminar on 'Managing Global Management Challenges'

Allahabad Management Association

Workshop

Allahabad Management Association organised a 3-hour special workshop on Public Speaking at Institute of Chartered Accountants, Allahabad Chapter, on 6th January, the workshop was conducted by Mr Vibhav Bajpai, Director, HP4, President AMA. About 35 student participants were present and given tips on public speaking with respect to special focus on dress up, body language, making effective usage of stage, eye contact with audience etc. The workshop ended with a question answer session, which was useful for the enhancement in the overall personality development of the students.



AMA President Mr Vibhav Bajpai with the students at Institute of Chartered Accountants, Allahabad Chapter

Special Workshop

Allahabad Management Association organised a special workshop on 'How to make Power Point Presentation More Effective' on 16th January at The Institute of Chartered Accountants, Allahabad Chapter. The workshop was conducted by Mr. Vibhav Bajpai, Director, HP4, President AMA. About 42 final year students of CA were given tips on various aspects to improve power point presentations with special focus on selection of font size, photos, charts, graphical representations, voice and sound level modulation. The workshop ended with a question answer session, and a positive note from the students that this will definitely help in making their presentations better.



AMA, President Mr Vibhav Bajpai with the students at Institute of Chartered Accounts Allahabad Chapter.

Baroda Management Association

Management Development Programme

Baroda Management Association organised a one-day Management Development Programme on 'Building the Corporate Image-The Global Way' on 24th January by Mr. Paresh Shah. The MDP gave the participants an insight on 'Corporate Identity' and the benefits thereof. The trainer gave them a detailed walkthrough on the types of Corporate Identity. The participants also learned the sources and the strategies for building a successful global brand.



Participants with the faculty- Mr. Paresh Shah

Friday Evening Talks

Baroda Management Association organised a Friday Evening Talk on 'Digital Well-Being for Tomorrow' on 3rd January and the speaker was Mr. Ramkesh Meena. In this session, he spoke about the Technological Disruptions and Advancements. He also interacted with the participants on topics such as Cyber Space, Social Media and case studies related to them.



FET on 'Digital Well-Being for Tomorrow'



FET on 'It's OK to Ask for Help: Mental Health and Homeopathy'

Baroda Management Association organised a Friday Evening Talk on 'It's OK to Ask for Help: Mental Health and Homeopathy' on 10th January and the speaker was Dr. Ronak Shah. In this talk he spoke about mental illness and its symptoms, causes, diagnosis and treatment. He also explained how homeopathy can help cure mental illness.

Baroda Management Association organised a Friday Evening Talk on 'Healing with Aroma' on 17th January and the speaker was Ms. Radhika Baxi. In this talk, she explained the importance of fragrance and its effect on human bodies. She also taught the participants the art of Stress Management through aroma. The participants also learned the usefulness of flowers. She also gave practical demonstration of few fragrances.



FET on 'Healing with Aroma' with Ms. Radhika Baxi

Baroda Management Association organised a Friday Evening Talk on 'How to control your Monkey Mind' on 24th January and the speaker was Dr. Bhavin Mehta. In this talk, Dr. Mehta explained the connection between mind and thoughts. He also taught some breath control techniques and techniques to attain peace of mind.



FET on 'How to control your Monkey Mind'



FET on 'Power of Introverts' with Mr. Sarwan Singh

Baroda Management Association organised a Friday Evening Talk on 'Power of Introverts' on 31st January and the speaker was Mr. Sarwan Singh. He shared the important strengths of introverts and 15 things introverts are best doing at. He explained the actual meaning of the term 'Introvert'.

Bharuch District Management Association

In-house Training Programme

New Year at BDMA commenced by organising a ‘Certificate Programme on First Aid A must have skill’ training on 3rd January. The In-house programme was conducted at L&T – Tecton JV company located at Dahej. Dr. H. I Shah was the expert faculty & facilitator for the training. The participants shall be given certificate from ‘St. John Ambulance’.



First Aid Training at L&T – Tecton JV, Dahej.

Talk

BDMA organised a talk on ‘Tautology & Other Confusions’ on 4th January. ‘Tautology’ means ‘saying of the same thing twice over different words (carrying the same meaning) in the same sentence’ e.g. ‘revert back’, ‘reply back’ etc. The subject topic was discussed in detail; how it plays an important role in our day to day communication & presentation skills. Mr. Andrew Shepherd (Management Consultant) was the facilitator for the talk. It received excellent feedback from the participants and it was an eye-opener.



Talk on ‘Tautology’



Mr. Debasis Majumdar (VP, CBEPL) sharing his knowledge with the participants

Business Excellence Forum Meet

Business Excellence Forum of BDMA held a meeting on ‘Effective Personal Productivity (EPP)’ on 8th January. Mr. Debasis Majumdar (Vice President – CBEPL) was the expert faculty for the session. The talk touched various aspects on how one can increase his/her productivity at workplace. The talk was very interactive and received good feedback.

Women’s Forum Meet

Women’s Forum of BDMA organised a talk cum interactive session on topic ‘Being Positive... No Matter What!’ on 22nd January. Dr. BK Sunita Chandak was the esteemed guest speaker and elaborated the session very well. Day to day life examples were shared where most people normally become aggressive/negative and through interaction. The speaker shared beautifully – how to behave positively by practising the habit of forgiveness, understanding the situation in the person’s perspective etc.



Dr. BK Sunita Didi delivering the session



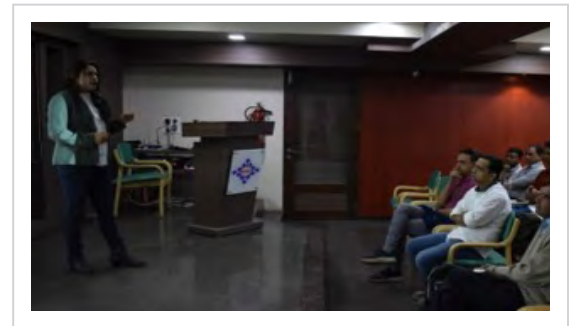
Mr. Velmurugan S. delivering the session at CEO Think Tank Forum Meet

CEO Think Tank Forum

BDMA held its CEO Think Tank Forum Meet on 24th January. The topic of the meet was ‘High Performance Organisation’ and delivered by esteemed expert Speaker Mr. Velmurugan S (Plant Director, Abbott HealthCare Pvt. Ltd., Jhagadia). The session elaborated the growth of Abbott Nutrition Supply Chain in India and depicting the successful journey of achieving excellence in last 6 years under able leadership of Mr. Velmurugan. The session was practical sharing, fruitful one followed by interactive Q&A session.

37th HR Forum Meet

HR Forum of BDMA held its 37th Meet on the topic ‘Competency Mapping and its Role in Organisation’ on 28th January. Ms. Varsha Gusain (Chief Officer – HR, GFL Limited, Dahej) was the esteemed guest speaker for the talk. Ms. Varsha Gusain gave a very informative presentation on the topic and interaction followed was fruitful and knowledge sharing one.



37th HR Forum Meet in progress

Bhopal Management Association

Job Fair

Bhopal Management Association and my Skill successfully organised the 1st ‘Success Job Fair’ 2019 on 14th December. More than 10 companies and about 500 students participated in the programme. More than 100 students got selected in an interview. On the occasion Mr. Pradeep Karambelkar, MD, Vision Advisory Services Pvt. Ltd., Bhopal; Mr. Rajeev Agrawal, President of Association of All Industries, Mandideep; Ms. Poonam Shroti, Founder of Uddip Social Welfare Society; Mr. R.G. Dwivedi, Co-Chairman, BMA; Mr. N.K. Chhibbar, Hon. Secretary, BMA motivated the students with their views. The programme was coordinated by Mr. Swapnil Tripathi, CEO, MY Skill and Member BMA.



Participants with speakers at the programme

2nd Raja Bhoj Ratna Award & Consumer Awareness Fair 2020

Bhopal Management Association affiliated to AIMA, New Delhi successfully organised the 2nd Raja Bhoj Ratna Award & Consumer Awareness Fair 2020 jointly with Upbhokta Sanrakshan Kalyan Seva Samiti (USKSS) at Institution of Engineers on 11th January. In the Inaugural Session Dr. Mahesh Shukla, Chairman, BMA and CGM, BSNL (MPCG) was the Chief Guest. Mr. Vishwas Sarang, MLA, Narela, Bhopal was the Chief Guest in the Valedictory programme.



Dignitaries on the Dias

Mr. R.G. Dwivedi, Co-Chairman; Mr. N.K. Chhibbar, Hon. Secretary, BMA; Mr. Shailesh Jain, State President, USKSS; Mr. Avinash Chandra, Hon. Secretary, IEI and Member, BMA were the Guests of Honour. Mr. Swapnil Tripathi of BMA and Ms. Amrita, VASPL Startup Incubation Center were the Guest Speakers. The programme was moderated by Mr. Vijay Kumar Saxena, State Secretary, USKSS, Bhopal. The vote of thanks was given by Er. Sunil Joshi, IEI and Member of BMA. About 250 participants from different organisations, institutions, startups, members of BMA, students from different schools and colleges attended the programme. Stalls of about 25 Startups were also placed. The best Startups were awarded at the end of the programme. Prizes were also distributed to the student winners of different competitions like painting, quiz, open talent mic show and selfie.

Industrial Visit and Guest Lectures

Bhopal Management Association successfully organised a 3 day tour programme of Christ Institute of Management, Rajkot at Bhopal from 21st – 23rd January.

The guest speakers included Mr. Rajeev Agrawal, President, Association of All Industries, Mandideep; Mr. Himanshu Tiwari, HR, CG Power and Industrial Solutions Ltd., Mandideep; Mr. Rajkumar Budhani, Works Manager Permal Wallace Pvt. Ltd., Bhopal; Mr. R.G. Dwivedi, Co-Chairman, BMA; Mr. G.K. Chhibbar, Sr. Advocate, Labour Law and EC Member, BMA. The vote of thanks was given by Mr. Aamir Khan, Centre Coordinator, BMA.



Participants at the programme

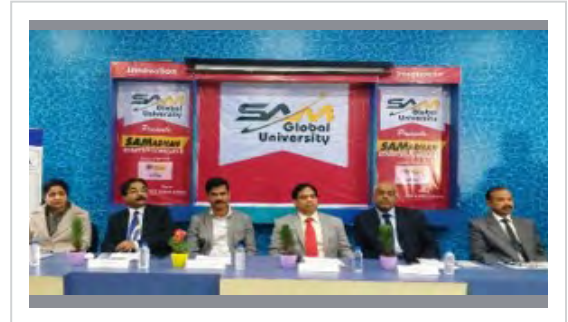
MBA Students of IV Semester and Associate Professors Dr. Bhumika Achnani and Mr. Javed Nathani of Christ Institute of Management, Rajkot attended the session.

Students visited Crompton Greaves Power and Industrial Solutions Limited, Mandideep and Permal Wallace Pvt. Ltd. Dr. Bhumika Achnani gave thanks to Bhopal Management Association for all the support.

SAMadhan Startup Conclave

Bhopal Management Association and SAM Global University successfully organised SAMadhan Startup Conclave on 25th January at SAM Group of Institutions, Bhopal. Mr Manu Shrivastav (IAS) Principal Secretary

New and Renewable Energy; MsME was the Chief Guest. Dr. Mahesh Shukla, CGM, BSNL presided over the programme. Mr Avanish Kumar Srivastava, Director, AMPRI, Bhopal; Dr. Harpreet Singh Saluja, Hon'ble Chairman, SAM Group of Institutions; Mrs. Preeti Saluja, Chancellor, SAM Global University; Mr Pradeep Karambelkar, MD, Vision Advisory Services Pvt. Ltd, Bhopal; Mr R.G. Dwivedi, Co-Chairman, BMA; Mr Rajeev Agarwal, President, Association of All Industries, Mandideep. Dr. Mohammad Hanif Mewati, Associate Faculty, Entrepreneurship Development Institute of India; Dr. Rajpal Singh and Mr. G.K. Chhibbar, EC Members, BMA; Ms. Ankita Shrivastava; Mr Yudhishtir Haldar; Mr Umang Shridhar; Mr Rishi Raj; Mr Mudit Thakkar; Mr NK Tiwari and many other dignitaries graced the event. 76 Startup teams participated in the competition. Three Startup ideas won first, second and third prize of 20000, 15000 and 10000 respectively. The vote of thanks was given by Mr Suneel Bhargava, Jt. Secretary, BMA and the programme was coordinated by Mr. Swapnil Tripathi, Head, Training & Placement and Member BMA.

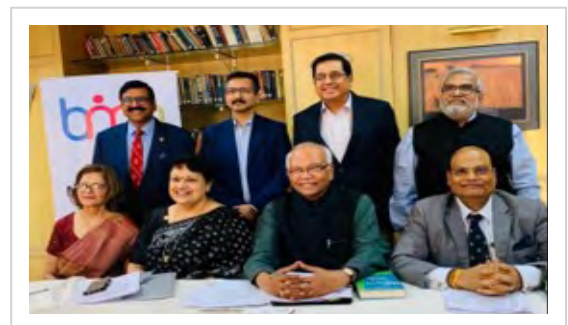


(L-R) Preeti Saluja, Rajeev Agrawal, Dr. Mohammad Hanif Mewati, Avanish Kumar Srivastava, Dr. Mahesh Shukla, Suneel Bhargava

Bombay Management Association

Jury Meeting

This meeting of the corporate jury was held on the 15th of January 2020. BMA award committee for the 41st BMA Annual Corporate Awards for the year 2018-2019 is being chaired by the President of BMA, Chhaya Sehgal. Padma Vibhushan Dr. R.A. Mashelkar chaired an esteemed panel of jury for corporate awards selection comprising of Ms Kalpana Morparia, Mr Firdose Vandrewala, Mr R Ramakrishnan, Mr Anant Singhania, and Mr M K Chouhan.



The Jury Committee for the 41st BMA Corporate Awards meeting

BMA has always been in forefront to set higher benchmarks of quality and raise the bar in business leadership domain.

This year BMA under the leadership of President Chhaya Sehgal has accomplished yet another innovative milestone by instituting the first ever 'BMA 'ASSURED' Entrepreneurship of the Year Award' under the guidance of Dr Mashelkar himself. The assessment criteria was evolved under 'ASSURED' - Affordability, Sustainability, Scalability, Universality, Rapid, Excellence and Distinguished matrix as proposed in his book 'Leap frogging to Pole vaulting' which has this year received the prestigious '2019 Tata Literature Live Business Book of the Year Award'. The awards will be presented on 14th March 2020.

10X Scale Up Conclave 2.0

‘Scale Up – Connecting the growth’ – the second edition of the 10X Scale Up Conclave – a flagship event of BMA was held on 18th January. It is a perfect platform for CEO’s of start-ups and small and medium scale enterprises, innovators and trend starters, upper level management of micro, small and medium enterprises and senior level management to provide value to the larger community and eco-system.

BMA President and founder, CEO of The Winning Edge, Ms. Chhaya Sehgal shared, “As a visionary thought leader BMA recognised the need for an entrepreneurial mindset in corporate and management education for sustainable and scalable growth in today’s VUCA world.”

Mr. Satish Pradhan, Former HR Head, TATA Group, while delivering the Keynote address emphasised that we have to be clear about our choices and build what we are passionate about. He further explained the ‘Better than average effect’ and the ‘Diversity effect’ which is extremely relevant in today’s world.



BMA President Ms. Chhaya Sehgal and Vice President Prof RSS Mani with Chief Guest and Keynote speaker Mr. Satish Pradhan, Former HR Head Tata Group



Ms. Rupa Naik; Senior Director - Projects, World Trade Center Mumbai with Team BMA: President Ms. Chhaya Sehgal, Vice President Prof RSS Mani, Conference Chair Mr. R K Mehra and Conference Co-Chair Mr. Kiran Yadav



Mr. Ninad Karpe (Partner, 100X.VC), Mr. P. Srinivas, Consulate General of the United States, Mumbai, Mr. Sumeet Kabra (Director, RR Global) Mr. Devang Shah (Co-founder, Bulk MRO Industries) Mr. Narayan Bhargav (Chairman & MD, NSB Group)

The Conclave was Chaired by Mr. Rakesh Kumar Mehra, President Bulk MRO and Co-Chaired by Dr. Kiran Yadav, Chairman & MD Success Triangle.

The Conclave was addressed by several renowned speakers and was very well received.

MDPs

The NextGen Leadership Programme on Corporate Communication was held on the 10th January by Mr. Sudesh Sharma, Former Addl. C.E. Corporate Planning & Corporate Communication & OD Facilitators at NPCIL. It was a great



Participants at the MDP on Corporate Communications

initiative to help industry professionals particularly at the entry level, to teach the importance and effectiveness of CC. All participants were enthusiastic and excited to learn the intricacies of corporate communication that would help them to prepare day to day content effectively.

Bombay Management Association, in collaboration with ITM Institute of Design and Media Andheri and Lets Upgrade Mumbai organised an insightful and interactive Seminar on Blockchain and Artificial Intelligence by Dr. C. Mohan, Scientist and Expert in Block Chain & Artificial Intelligence at IBM Almaden Research Center, San Jose, USA on 19th January. The session covered both the hardware and software side of the topic. Dr. Mohan busted the common myth associated with Blockchain and addressed the apprehensions related to data safety. Over 60 students, experts, scientists and blockchain users attended the session.



BMA Vice President Prof RSS Mani introducing Dr. C. Mohan, Scientist and Expert in Block Chain & Artificial Intelligence at IBM Almaden Research Center, San Jose, USA.

Book Reviews

2 new book reviews were uploaded on the BMA website on the books ‘Bank 4.0: Banking Everywhere, Never at Bank’ by Brett King and ‘Get a Grip’ by Gino Wickman & Mike Paton.

Chandigarh Management Association

Chandigarh Management Association in pursuance of its mission of organising Continuous Learning Programme, conducted sixth in the series of CMAx Talk on ‘Investor Awareness Programme & Common Mistakes in Investing’ and invited Mr. Vishal Rana, Cluster Head, IDFC Asset Management Company as a Keynote Speaker of the programme held on 25th January.

President CMA, Mr. Manjiv Kumar Vohra in his welcome address emphasised that goal setting, knowledge, right decision, patience, and risk aversion are some of the key characteristics of a good investor.

The CMAx Talk started with the basics of Mutual Funds by Mr. Sonu Verma, Founder - Reconsult Wealth Advisory, with discussions on power of compounding, inflation eating value of money, financial goal setting & importance of Systematic Investment Plan (SIP). Keynote Speaker Mr. Vishal Rana, Cluster Head, IDFC Asset Management Company thereafter shared his insights on Common Mistakes while doing Investment and



Memento presented to Keynote Speaker Mr. Vishal Rana with Reconsult Wealth Advisory Founders – Mr Sonu Verma & Mr Naranjan Singh

discussed about different behaviour while making investment decision, role of a financial advisor and long term financial goals. The programme was attended by 60 CMA members and it was followed by question & answer session.

General Secretary, CMA – CS Gagan Jit Kashyap conducted the programme & Vice President, Mr. Uma Kant Mehta proposed the concluding remarks & vote of thanks.



Release of CMA Outlook (CMA e-Newsletter) December 2019 issue by Executive Committee and CMA members

Coimbatore Management Association

CMA regularly conducts Monday Musings – a weekly thought leadership talk on current topics.

On 6th January Mr S Swaminathan, Freelance Chinese language faculty, Adjunct Faculty for Chinese Language, IIM Bangalore addressed a gathering of 50 students and members of CMA, and threw light on the intricacies of Chinese language and why it's important for youngsters and businessmen /entrepreneurs to learn Chinese language.



Mr S Swaminathan, Freelance Chinese language faculty, Adjunct Faculty for Chinese Language, IIM Bangalore



Ms Moogambigai Vignesh, Managing Partner, The Silk Princess (Customised Uniform Materials); Proprietor, Karka Kasadara (Training & Development)

On 13th January Ms Moogambigai Vignesh, Managing Partner of the Silk Princess, who was recently awarded 'Emerging Women Entrepreneur of Coimbatore' delivered a special talk on cracking an interview at Monday Musings. Speaking at the event, she stated that "Identifying your passion and the job you love to do is the foremost important thing in getting a good job. Freshers should choose a market where they sustain for the long run."

On 20th January Mr Fril Kumar spoke on the credit rating; it is a quantified assessment of the creditworthiness of a borrower in general terms or with respect to a particular debt or financial obligation. A credit rating can be assigned to any entity that seeks to borrow money—an individual, corporation, state or provincial authority, or sovereign government.

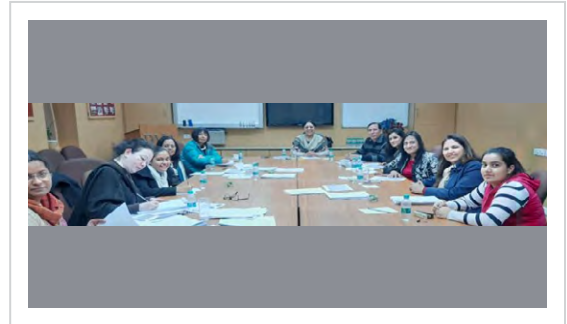


Mr Fril Kumar, Assistant Vice President, CARE Rating Ltd.

Delhi Management Association

Interim Jury Meeting

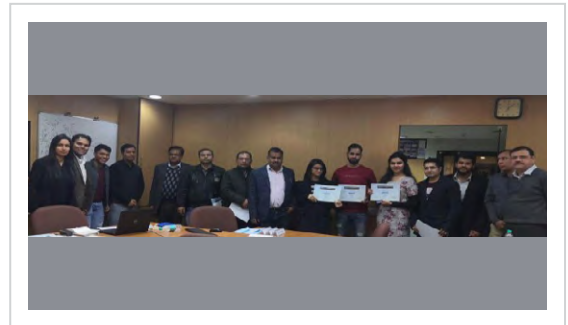
Interim Jury meeting to evaluate entries applied for DMA All India Women Entrepreneurs Award was organised by DMA on 8th February. Ms. Veena Swarup, Former Director HR, EIL and Chairperson, DMA Women in Management Committee welcomed the Jury members. Interim Jury Members Ms Seema Bangia, CPO, Mahindra Defence; Dr Swapna Misra, Director (C&T), Textile Sector Skill Council; Prof (Dr) Sanghamitra Buddhapriya, Dean (Academics) FORE, School of Management; Ms Vijaya Sampath, HR Lead, Deloitte; Ms Sanchita Biswas, Head of Expertise and Solution Centre & Technology Incubation Centre, Orange Business Services India; Lt. Rita Gangwani, Pageant Coach, Personality, Development Mentor and Mr. Rajan Pandhi, Director, DMA recommended 27 entries from different sectors for the consideration of the Grand Jury of DMA All India Women Entrepreneurs Award 2020.



Judges at the interim jury meeting

Workshop

Momentum - Tracing Internal Success, a strategically designed programme to harness the infinite potential of the human asset of an organisation, was organised by FitDote with the support of DMA on 10th January. The programme consisted of various sessions on physical fitness and mental well-being. It was a highly interactive programme and turned out to be a huge success.



Participants at the programme

11th Mega HR Conclave

Delhi Management Association successfully organized its 11th Mega HR Conclave 'Leadership-Level NXT' on 16th January. The Conclave was graced by esteemed speakers from Anand Automotive Pvt. Ltd., J.K. Organization, HCL Technologies Limited, JBM Group, IOCL, Apollo Hospitals Group, Schenker India Pvt. Ltd., Amazon India, Tech Mahindra, Schneider Electric, Hero Moto Corp and Magicbricks.com



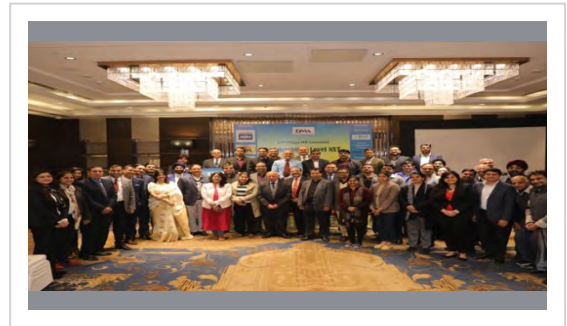
L to R: Mr. Rajiv Kapoor, Mr. K.S. Bhullar and Mr. Prem Singh

Mr. Prem Singh, President (Group Human Resources), J.K. Organization delivered the Keynote Address. Mr. K.S. Bhullar, Advisor – Group HR, ANAND Automotive Private Limited was the Chief Guest. Mr. Rajiv Kapoor, Executive Director-Group HRM, Minda Industries Limited & Conclave Director delivered the welcome address. Some of the speakers included Mr. R. Anand, Advisor-HR, HCL Technologies; Mr. Rajiv Sahdev, CHRO, JBM Group; Mr. Umesh Dhal, Ex. Director HR & MS, LG Electronics India Pvt. Limited; Dr. Sriharsha Achar, Group CHRO, Apollo Hospitals Group; Ms Y. Archana, General Manager (L&D), Indian Oil

Corporation Limited; Mr. Abhay Kapoor, Sr. HR Leader, Amazon India; Ms. Parul Verma, Director - HR, India & South Asia, Schneider Electric; Mr. Harshvendra Soin, Chief People Officer, Tech Mahindra Limited and Dr. Anil Kumar Misra, CHRO, Magicbricks.com. The vote of thanks was given by Dr. Ekta Saxena, Conclave Convener and Vice President, DMA. The conclave was coordinated by Conclave Convener, Mr. Rajan Pandhi, Director-DMA.

Interactives Session

DMA programme on 'Code of Wages Act' was held on 17th January. Mr. Rajan Pandhi, Director, DMA welcomed Mr. G M Saini, Advocate & Advisor, Labour & Employment Laws and Programme Director; Dr Ashok Kumar Arya, Advocate, Supreme Court of India, Barrister, Solicitor and Legal Consultant; Mr. Alok Bhasin, Advocate High Court, Labour Law Specialist and the fellow participants. The eminent Speakers shared their views on the provisions in the new Act and how it effects the business operations in the Industry and the industrial relations between employers and employees. The programme was attended and appreciated by the participants.

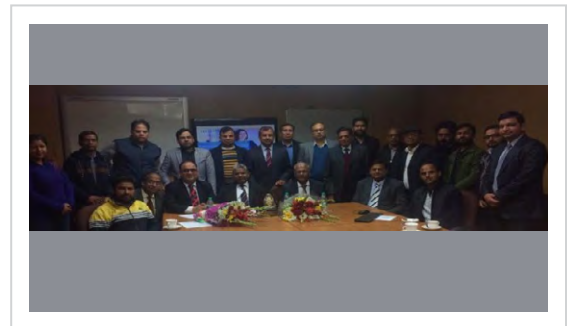


Participants & speakers at the programme

With a view to know the Recent Amendments in the Insolvency and Bankruptcy Code 2016, an interactive session was organised by Lexus Corp Solutions in collaboration with DMA on 25th January. CA Raj Chawla, Raj Chawla & Associates welcomed the Chief Guest Mr. Arun Saxena, Advocate, Saxena & Saxena Law chambers and the fellow participants. The session was attended by a large number of participants from the corporate sector.



Participants at the programme



Participants at the programme

Faridabad Management Association

Faridabad Management Association (FMA) in collaboration with JC Bose University of Science & Technology organised a Conference on 'Production, Cost & Quality Challenges in the MSME Sector' on 31st January at YMCA Faridabad.

The conference started with the Welcome Address by Chairman of the Department of Management Studies, Prof. Ashutosh Nigam and the theme was address by Prof. Suresh Bedi. The Keynote address was delivered by the Guest of Honour Dr. J.S. Juneja, Chairman MSME Committee, AIMA and Chairman Global Projects & Services Pvt. Ltd. The Inaugural address was given by the Vice Chancellor of the University, Prof. Dinesh Kumar.

A Panel Discussion was conducted with a theme 'Productivity Challenges in the MSME Sector' consisted of Mr. K.D. Bhardwaj, Director, National Productivity Council; Mr. J.P. Malhotra, Managing Director, Bharatiya Valves Pvt Ltd & President DLF Industries Association Faridabad; Mr. Amit Aggarwal, Managing Director, Agromach Engineering Pvt. Ltd; Mr Ravi Bhushan Khatri, Managing Director, Chitra Rubber Udyog Pvt. Ltd and President of Laghu Udyog Bharti, Faridabad. It was moderated by Chairman of the Department of Management Studies.

In the next session, 'Expert Sessions on Cost Challenges as well as Quality Issues in the MSME Sector' was addressed by Dr. Ajay Garg, Corporate Consultant and Registered Valuer and Dr. R.N. Bosu, Chairman, Neo Institute of Quality Management.

The vote of thanks was given by Ms. Saloni Kaul, Secretary, Faridabad Management Association and also CEO, India Talent Services. The Conference was attended by over 100 delegates from industry, teaching fraternity as well as students.



Dr. J.S. Juneja- Chairman MSME Committee & Chairman, Global Projects & Services Pvt. Ltd. - Guest of Honour addressing the audience. (L-R) Prof. Arvind Gupta, Dean, Department of Management Studies, Vice Chancellor; Prof. Dinesh Kumar; Mr. Abhay Kapoor, President, Faridabad Management Association & Sr. HR Leader, North India Operations, AMAZON and Dr. S.K. Garg, Registrar



(L-R) Prof. Ashutosh Nigam, Chairman, Department of Management Studies, JC Bose University of Technology & Management, YMCA Faridabad; Mr. Ravi Bhushan Khatri, Managing Director, Chitra Rubber Udyog Pvt. Ltd, & President Laghu Udyog Bharti; Mr. J.P. Malhotra, Managing Director, Bharatiya Valves Pvt. Ltd. & President, DLF Industries, Faridabad; Mr. K.K. Bhardwaj, Director-National Productivity Council and Mr. Amit Aggarwal, Managing Director, Agromach Engineering Pvt. Ltd.



Mr. Amit Aggarwal, Panel Speaker, Managing Director, Agromach Engineering Pvt. Ltd; Dr Ajay Garg - Expert Speaker on Cost Challenges, Corporate Consultant & Registered Valuer; Mr. J.P. Malhotra, Panel Speaker, Managing Director, Bharatiya Valves Pvt. Ltd and President, DLF Industries Association, Faridabad; Mr. K.D. Bhardwaj, Director - National Productivity Council and Dr. R. N. Bosu, Chairman, Neo Institute of Quality Management.

Ghaziabad Management Association

Plays

In order to inculcate the ethical value system and cultural values of ancient Indian ethos, three plays based on the stories of Munshi Prem Chand were organised on 4th January at IMS UC Campus. This was witnessed by about 150 members and they appreciated the initiative of GMA in organising such programmes. The stories were Jurmana, Guli Danda & Bade Bhai Sahab.



Scene from the play Jurmana

Workshop

Ghaziabad Management Association organised a one day Workshop on Succession Planning with special focus on Family Business. This was conducted on 19th January at IMS UC Campus, Ghaziabad with Mr. Rakesh Sharma, who is a succession planning guru. He explained in detail an effective succession planning with all necessary legal implications to help one preserve a legacy that furthers wealth, family & values. Mr. Rakesh Sharma is a renowned speaker, writer and financial consultant for estate planners and SMEs.



Participants with the speakers

Introductory Programme

An introductory programme of STUGMA members was organised on 22nd January at ABES EC. In this event, 227 students along with their faculty in-charge from AKGEC & AKGIM, IMS UC Campus, IMS Lalquan, IPEM, ITS Mohan Nagar, ABES IT & ABES EC institutes participated.

Dr. R K Singhal welcomed the students and explained the idea behind formation of this group. Thereafter, Dr. Sapna Rakesh shared GMA's plan for STUGMA members and on how to get associated with GMA activities and what to expect from GMA.



Participants for the extempore competition

This was followed by a competition on extempore elocution followed by a cultural programme presented by the students. President GMA addressed the students, reiterated the genesis of forming the body and the vote of thanks was proposed by Executive Director, GMA.

MDP

Ghaziabad Management Association, in collaboration with Ajay Kumar Garg Institute of Management, organised a two-day Management Development Programme on 'Building Sustainable Operations for Cost Optimisation' on 24th & 25th January at the AKGIM campus and coordinated by them.

The programme was inaugurated by Mr. Vinay Gupta, Executive Director, Ghaziabad Management Association, Director- AKGIM, Dr. Tripurari Pandey and the key speakers and experts were Dr. Sumit Shandilya –Director, IPE, Faridabad; Mr. Ajay Shukla, Operations Excellence Manager, Nokia Networks; Mr. Hitanshu Maheshwari, Manager (D&E-Antenna), Bharat Electronics Limited & Prof. Alok Kumar Bhargawa. The programme concluded with certificate distribution.



Participants of the MDP

Blood Donation Camp

As a social activity where GMA contributes, a blood donation camp under the aegis of Ghaziabad Management Association, Rotary Club, Sahibabad and KIET group of Institutions, Muradnagar, was organised on 29th January.

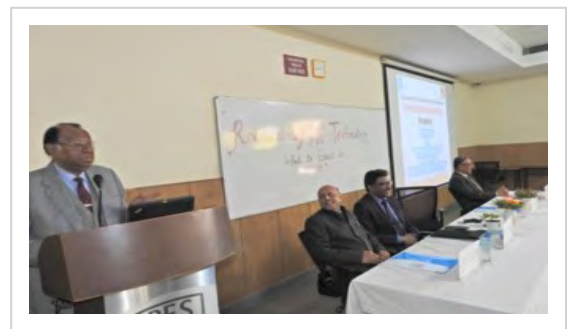
In this camp, blood was donated by students including the student members of GMA and the Director & Faculty of KIET. A total of 298 units of blood was collected on the day.



Camp in progress

Seminar

Ghaziabad Management Association organised a Seminar on ‘Revolutionary HR Technology-What to Expect in 2020’ in association with the Department of Business Administration, ABES Engineering College, Ghaziabad, on 31st January. The main speakers were Dr. D.P. Ghosh, Corporate Head (Technical & Scientific), Albert David Ltd; Mr. Akhil Raizada, General Manager (HR-Technology), NTPC Ltd; Mr. Amit Goel, an IT professional; Dr. R K Singhal, HOD MBA, ABES Engineering College and Mr. Vinay Gupta, Executive Director, GMA.



Dr. D. P. Ghosh addressing the audience

HOD MBA Prof R K Singhal delivered the welcome address and introduced the theme of the seminar. He said that ‘Revolutionary HR Technology-What to Expect in 2020’ was one of the critical issues in area of Human Resource Management.

The next speaker, Dr D P Ghosh, spoke about the importance and development in the field of Human Resource Management. He said that the culture and productivity of a company depended on the HR function. Mr. Abhimanyu Rajput of AKGIM, Ghaziabad spoke on the topic ‘Purple Squirrel’. He said that this concept was being used by some of the best companies in the world today e.g. Google, Apple and Nestle. Mr. Akhil Raizada spoke on the topic ‘HR Technology – Data driven strategy for adopting a data driven culture’. Mr. Amit Goel spoke about the relationship between Artificial Intelligence, Machine Learning and Deep Learning.

Goa Management Association

Goa Management Association (GMA) organised an interaction with Mr Pasit Asawawattanaporn, Managing Director of Thailand Arbitration Center. He spoke on International Arbitration on 10th January at V M Salgaocar College of Law, Miramar-Panaji, Goa. Mr. Harshvardhan Bhatkuly, Chairman, GMA, welcomed the audience and Adv. E O Mendes moderated the interaction. Mr. Amin Ladak, Vice Chairman, GMA, proposed the vote of thanks.



Mr. Harshvardhan Bhatkuly presenting a memento to Mr. Pasit Asawawattanaporn. Also seen is Adv. E O Mendes, moderator of the event.

Hyderabad Management Association

HMA organised a lecture meeting on 21st January on the topic 'Art of Thinking Win – Win' by the renowned Sriman Radheshyam Das from ISCKON who impressed the audience with his inimitable style and substance. He opined that thinking win-win is not a compromise but it is a universal law which accords gains and benefits. He stated that 'right motivation' is the seed for win-win strategy which comprises of well-motivated approach instead of ill-motivated approach, fair game rather than foul game, converting weaknesses to strengths, making powerful allies and shared leadership. The meeting was attended by about 110 people.



(L-R) Mr Sanjay Kapoor; Vice President, HMA; Sriman Radheshyam Das, Speaker; Mr Prakash Ragi, HMA Life Member; Mr Ravi Kumar Peesapati, Immediate Past President, HMA and Mr Nagesh Vishwanatham, President, HMA.

Indore Management Association

Curtain Raiser 2020

Indore Management Association organised the Curtain Raiser of its 29th International Management Conclave 2020 with Mr. Swanand Kirkire – Indian Lyricist on 5th January on the theme '5\$ Trillion Economy: Vision to Reality' at Brilliant Convention Centre, Indore.



Brochure unveiling ceremony by Mr. Swanand Kirkire with IMA dignitaries

A Pre Conclave Rendezvous – An Exclusive CEOs’ Meet

Indore Management Association organised A Pre Conclave Rendezvous - An Exclusive CEOs Meet with Baba Ramdev – Indian Yoga Guru & Entrepreneur on 13th January.



Baba Ramdev addressing the audience



IMA Lifetime Outstanding Achievement Award to Ms. Anu Aga

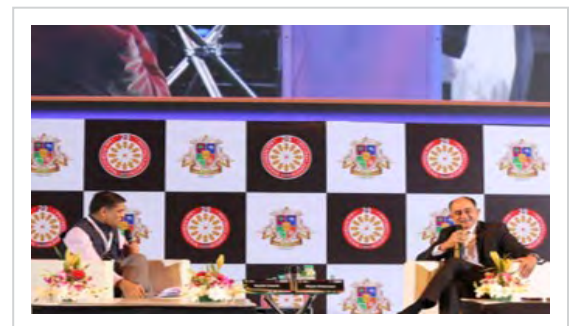
29th International Management Conclave 2020

IMA’s flagship event - the International Management Conclave which is the largest management event of Central India on Leadership, was held on 17th – 18th January. This was the 29th edition of the conclave which was held on the theme, ‘\$ 5 Trillion Economy: Vision to Reality’ in which about 1000 leading CEOs / management professionals and about 3000 management students participated.

Some of the distinguished speakers who graced the two day conclave included Ms. Anu Aga, Former Chairperson, Thermax; Mr. Nitin Gadkari, Minister for Road Transport & Highways of India, Government of India; Mr. Rajat Sharma, Chairman and Editor-in-Chief, India TV; Mr. P K Gupta, Managing Director, State Bank of India; Dr. Y. K Hamied, Non-Executive Chairman, Cipla Ltd.; Mr. Shyam Srinivasan, Chief Executive Officer & Managing Director, Federal Bank; Mr. Keerthi Kumar Jain, Founder & Chief Executive Officer, AnyTimeLoan.in; Lt Gen PJS Pannu, Deputy Chief of Integrated Defence Staff (Operations); Mr. Prasad Chalasani, Director, Caterpillar Logistics India Division; Swami Nikhileswarananda, Shri Ramakrishna Ashrama, Rajkot; Ms. Shubhada Rao, Senior Group President & Chief Economist, YES Bank; Mr. Bharat Dabholkar, Actor, Director & AD Guru; Mr. Ashish Toshniwal, Co-Founder & Chief Executive Officer, YmediaLabs - Silicon Valley, USA; Mr. Rahul Tyagi, Co-Founder, Lucideus Tech; Ms. Ira Trivedi, Indian Author, Columnist and Yoga guru; Mr. Minocher Patel, Motivational Speaker; Mr. Mahendra Kumar Chouhan, Chairman, Mahendra & Young Knowledge Foundation and Global Expert on Corporate Governance & Sustainability; Mr. Dilip Gaur, Managing Director, Grasim Industries Ltd. & Head, Global Pulp and Fibre Business,



Lamp lighting with Mr. Nitin Gadkari, Mr. Rajat Sharma & Mr. Akhilesh Rathi.

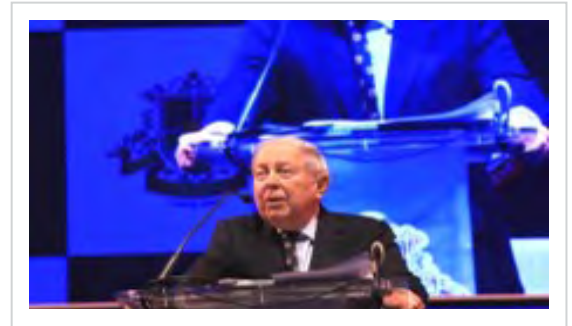


Fireside Chat with Mr. Shyam Srinivasan.

Aditya Birla Group, Director, Board of Aditya Birla Management Corporation (P) Ltd; Mr. Deepak Satwalekar, Venture Advisor, Nexus Venture Partners; Mr. Harvinder Singh, Country Manager, United Airline India; Dr. Subi Chaturvedi, Head, TikTok For Good; Dr. Ajay Sahai, Director General & CEO, Federation of Indian Export Organisations; Dr. Himanshu Rai, Director, IIM, Indore and Rishi Nitya Pragya, Director Programmes, Art of Living.



Mr. Nitin Gadkari addressing the audience.



Dr. Y. K. Hamied addressing the audience

Kerala Management Association

Workshop

The Kerala Management Association organised a one-day workshop on 'The Million Dollar Life' on the 7th January.

The Million Dollar Life is a signature programme that combines best strategies and principles of Goal Management, Time Investment and Productivity. The programme aims to help develop a society of high achievers with a mutual recognition for creating abundance at work and home. In this programme, every one learned how to get the most out of their limited time and create a life that is fulfilling and rewarding.

The programme facilitator for the workshop was Brig. Sushil Bhasin, Speaker|Trainer| Author and Time Investment Strategist with an experience of over 5 decades. The workshop was attended by 32 delegates from various corporate houses across Kerala.

Evening Lecture

An Evening Lecture Meeting was held by Mr. Alex Wijnen, Former Senior Partner, EY, Amsterdam, Registered Accountant, Angel Investor on 14th January. "Business can be turned into success only when issues related to customers are converted into opportunities", said Mr. Alex Wijnen.



The participants and faculty with KMA President; Mr. Jibu Paul and MEP Chairman; Mr. P Premchand



Mr. Alex Wijnen addressing the gathering as Ms. Nirmala Lilly (Vice President); Mr. Jibu Paul (President) and Mr. Bibu Punnooan (Honorary Secretary) look on

The event was widely appreciated by its members and participants. KMA President Mr. Jibu Paul presided over the function. Vice President Ms. L. Nirmala welcomed the guests and Honorary Secretary Mr. Bibu Punnooran delivered the vote of thanks.

KMA Kerala Digital Summit 2020

“Any enterprise could fail if they are not willing to transform”, said Mr. Sasikumar Sreedharan, Managing Director, Microsoft India. “The next 10 years will be a time of much greater change than we have witnessed over the last 250 years,” he said. He was inaugurating the third Kerala Digital Summit organised by Kerala Management Association on 16th January.

There were sessions on Startup for Social Benefit, Block Chain Technology, and Cyber Security. The full day event was addressed by luminaries like Mr. Mohan Krishnan, Co-Founder of MphasiS and Founder, ByzanSystems Pvt Ltd; Mr. S. R. Nair, MentorGuru Professional Services P Ltd; Ms. Remya Raj, Founder & CEO, Digital Arts Academy for the Deaf Pvt Ltd; Mr. Rajesh Kumar S, Managing Director, Medtra Innovative Technologies Private Ltd; Mr. Arjun Varma, Founder, Alcodex Technologies Pvt. Ltd; Mr. Jinu Babu, Global Head – Services, Solutions & Platforms, TCS Block Chain Services; Mr. Prasanna Lohar, Head- Innovation and Technical Architect, DCB Bank Ltd; Mr. Sreeram Ananthasayanam, Partner , Government and Public Services at PwC India; Mr. Anoop V.S, Senior Scientist and Head-Training, Kerala Block Chain Academy; Cdr. K. K. Chaudhary (Retd.), CEO, Data Resolve Technologies; Dr. Saji Gopinath, Chief Executive Officer, Kerala Start-Up Mission; Mr. Dinesh P. Thampi, Vice President& Delivery Centre Head – Kerala, Tata Consultancy Services.

The event was well attended by more than 200 young delegates from Infopark, Cochin. KMA President Mr. Jibu Paul presided over the function. Digital Summit Chairman Mr. A. Balakrishnan welcomed the guests and Honorary Secretary Mr. Bibu Punnooran delivered the vote of thanks.



Lighting the lamp by Mr. Sasikumar Sreedharan, in the presence of Mr. A. Balakrishnan; Mr. Jibu Paul; Mr. Mohan Krishnan, and Mr. Bibu Punnooran



Panel discussion on Block Chain Technology Unleashed in process



The delegates and the student members with Mr. T. N. Neelakantan, Sr. General Manager & President (Plant Head), Petronet LNG

Innovation Experience Tour

The fourth industrial visit of the year from KMA on 22nd January was to Petronet LNG Limited. 23 members joined the delegation.

Evening Lecture

KMA hosted an evening lecture on 23rd January on ‘Technology Trends 2020’. Mr. Biju Nair, CTO, Alpha Ori Technologies, Silicon Valley, USA & Chairman, ThinkPalm Technologies, USA & India, said the coming period will witness an unparalleled growth in technology. The advancement of society in the future will depend on technologies and data. Automation and Artificial Intelligence will change the world. Those who abstain from this will suffer the bitterness of failure.

The lecture was wildly appreciated by the participants. KMA Former President Mr. S R Nair presided over the function. Former President & Programme Chair Mr. S. Rajmohan Nair welcomed the guests and Honorary Joint. Secretary Mr. Johnson Mathew delivered the vote of thanks.



Mr. Biju Nair addressing the gathering as Mr. S. Rajmohan Nair, Programme Chair; Mr. S R Nair, Former President and Mr. Johnson Mathew, Honorary Joint. Secretary look on

Annual Convention Logo Release

KMA’s prestigious 39th Annual National Management Convention is on 19th and 20th of February on the theme ‘Reimagining Management- Resurgence Ahead’ and the logo of the Convention was released by KMA President Mr. Jibu Paul by handing over the logo to the Convention Chairman and Sr. Vice President Mr. R Madhav Chandran.

Lucknow Management Association

Industrial Visit

Lucknow Management Association organised an industrial visit to Modern Coach Factory Raebareli on 2nd January. Modern Coach Factory is a state of the art manufacturing facility of Global standards of Indian Railways at Raebareli. MCF manufactures a large variety of railway coaches including world class coaches for premier high speed trains and is gearing up for manufacture of coaches for bullet trains. The conducted visit of LMA members to various parts of the factory was preceded by a presentation by Principal of the MCF Training Institute.



LMA members during the industrial visit to Modern Coach Factory Raebareli

Symposium

Lucknow Management Association collaborated with AWOKE India Foundation & CREDENS fiduciary Solutions Pvt. Ltd and organised a symposium on ‘Financial Planning for dependents with Disabilities & Wealth Succession Planning’ on 11th January. The keynote speaker was Ms Shuba Girish, an eminent subject expert and Law professional & Director, CREDENS Fiduciary Solutions Pvt. Ltd., Bengaluru. Mr. Alok Ranjan, former Chief Secretary U.P. chaired the inaugural session. Mr. Pravin Dwivedi, President, AWOKE India Foundation also spoke in the inaugural session.



Mr Alok Ranjan, Patron LMA delivering the inaugural address while Mr A.K. Mathur, Sr Vice President LMA; Ms Shuba Girish keynote speaker and Mr Pravin Dwivedi, Vice President LMA look on

Visit to Medanta Lucknow

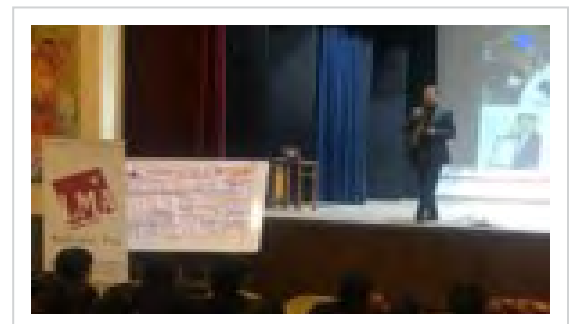
Medanta Hospital Lucknow was inaugurated by Chief Minister UP & Dr Naresh Trehan, CMD Medanta Group in November 2019 and has come in operation recently. Dr Rakesh Kapoor, Medical Director Medanta Lucknow extended an invitation to members of Lucknow Management Association for a visit to Medanta-Lucknow on 16th January. The conducted tour of the hospital’s magnificent campus was preceded by a comprehensive presentation by Dr. Rakesh Kapoor and his team of 9 super-specialists on all respects of the hospital.



Dr Rakesh Kapoor, Director Medanta Lucknow addressing LMA members

Knowledge Sharing Session

LMA in collaboration with Army Public School organised a knowledge sharing session on ‘Computer Ethics & Cyber Security on 17th January, 2020. The resource person was Dr. Dheeraj Mehrotra, a celebrated speaker and Secretary LMA. He has 50 books to his credit including 40 books on computer science for ICSC, ICS, CBSE students. Dr. Mehrotra has developed 150 apps and for this achievement his name has been included in Limca Book of Records and India Book of Records. There were around 500 students in the session.



Dr Dheeraj Mehrotra, Secretary LMA conducting a knowledge sharing session on Computer Ethics & Cyber Security for students of Army Public School

Interactive Session

LMA in collaboration with PHDCCI and AWOKE India Foundation organised a Master class and interactive session on Scaling Up Commodity Trading in Uttar Pradesh on 17th January. A doyen of Agriculture and Agribusiness and commodity trading Mr. Siraj Chaudhry, MD & CEO, National Collateral Management Service Limited NCML and Former Chairman, Cargill India along with Mr. Manek Gupta, MD & Country Head, Glencore India led the session, which was chaired by Mr. Anup Chandra Pandey, Former Chief Secretary U.P. and President LMA. Besides

members of LMA the session was attended by commodity traders of this region. Mr. A.K. Mathur, Sr. Vice President, LMA; Mr. Pravin Dwevedi, President, AWOKE India Foundation and Ms. Anuradha Goel, Resident Director, PHDCCI also spoke in the session. The Master Class evoked a well-informed interaction on the steps to be taken to scale up commodity trading in U.P.

LMA Pride of Uttar Pradesh Awards

Lucknow Management Association conferred awards on some of prominent persons in different fields who have roots in Lucknow/Uttar Pradesh. These included LMA Pride of Uttar Pradesh Award Governance to Mr. Amitabh Kant, CEO Niti Ayog; LMA Pride of Uttar Pradesh Award Banking and Economy to Mr. Rajnish Kumar, Chairman SBI; LMA Pride of Uttar Pradesh Award Industry to Mr. S.P. Shukla, Group President Aerospace, Defense, Steel, Mahindra Group; LMA Pride of Uttar Pradesh Award Agriculture and Agribusiness to Mr. Siraj A. Chaudhry, Chairman & CEO MSPL and Former Chairman Cargill India; LMA Pride of Uttar Pradesh Award Space Science to Dr.Ritu Karidhal, Project Director, Chandrayan ISRO and LMA Pride of Uttar Pradesh Award Entrepreneurship to Dr. Saurabh Srivastava, Founder Chairman, India Angel Network. The awards were conferred in glittering awards night on 18th January by Mr Brajesh Pathak, Hon. Minister for Law & Justice, Govt. of U.P.

Symposium

Lucknow Management Association in collaboration with State Bank of India organised a symposium on Transforming Uttar Pradesh into an Ideal State on 18th January, a goal articulated by Hon. Chief Minister of Uttar Pradesh which was in sync with LMA's stated Vision and Mission of transforming U.P. to Uttam Pradesh. A galaxy of invited eminent speakers comprising Mr. Amitabh Kant, CEO Niti Ayog; Mr. S.P. Shukla, Group President Aerospace, Defense, and Steel, Mahindra Group; Mr. Siraj A. Chaudhry, Chairman & CEO MSPL and Former Chairman. Cargill India; Dr. Ritu Karidhal. Project Director. Chandrayan ISRO and Dr. Saurabh Srivastava. Founder Chairman. India Angel Network articulated their views on the theme. Mr Brajesh Pathak, Hon. Minister for Law & Justice, Govt. of U.P. was the Chief Guest on the occasion. Dr. Anup Chandra Pandey, Former Chief Secretary and President LMA delivered the welcome address and Dr. Navneet Sehgal, Principal Secretary MSME and President Elect of LMA delivered



Mr. Siraj A. Chaudhry, MD & CEO, NCML & Mr. Manek Gupta, MD & Country Head, Glencore India with office bearers of LMA



Awardees with Hon'ble Minister GoUP Mr Brajesh Pathak and office bearers of LMA



Dr Anup Chandra Pandey, Former Chief Secretary UP & President LMA delivering inaugural address while other dignitaries and speakers look on

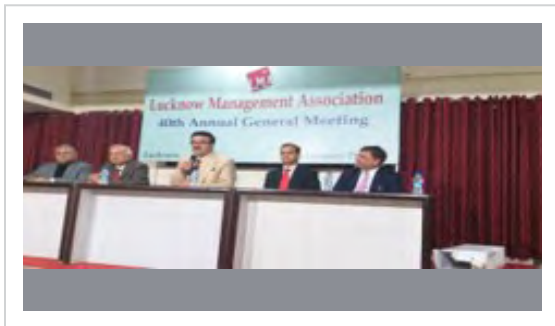
the vote of thanks. Mr. Amitabh Kant said that LMA's support will help the State towards its goal and prosperity. Coming from CEO Niti Ayog, LMA views it as a strong endorsement of its programmes.

Talk

Lucknow Management Association in collaboration with AWOKE India Foundation and IILM Academy of Higher Learning organised a talk on 'Recent Trends in Primary Markets Issuance' by Mr Amarjeet Singh, Executive Director, SEBI on 18th January. Prof Subroto Chakraborty Former Dean IIM Lucknow introduced the theme.



Mr Amarjeet Singh, Executive Director, SEBI & Mr Pravin Dwivedi, Vice President LMA seen on the Dais with other dignitaries



Dr Navneet Sehgal, Principal Secretary MSME & Khadi GoUP & newly elected President addressing LMA members while other elected office bearers look on

40th Annual General Meeting

Lucknow Management Association organised its 40th Annual General Meeting on 21st January. The office bearers of the new Executive Committee were also elected in the meeting. These are Dr. Navneet Sehgal President; Mr. Pravin Dwivedi Sr. Vice President; Mr. A.K. Mathur Vice President; Mr. Vipin Gupta Treasurer and Dr. Dheeraj Mehrotra Secretary.

Faculty Development Programme

Lucknow Management Association in collaboration with school of Management and Association of Knowledge Workers Lucknow, organised a seven days Faculty Development Programme FDP on 'Learning Outcomes & Research Methods' from 13th to 19th January. More than 50 faculty from different universities, institutions and organisations attended the FDP. In the inaugural session Prof. Sabyasachi Sinha, LMA member from IIM Lucknow conducted session on Case Method in Teaching. Technical session on 'why and how of research' was conducted by Prof. Dr. Manoj Joshi from Amity University LMA member. Dr. Dheeraj Mehrotra, Academic Evangelist & National Awardee LMA member, conducted a session on use of technology in teaching. Besides, the above, 12 more academia, mostly LMA members were resource persons in different sessions. Mr. L.K. Jhunjunwala, Chairman K.M. Sugar Mills was Chief Guest in the Valedictory session and Prof. Dr. Sushil Kumar from IIM Lucknow LMA Member was the Valedictory speaker.



Mr. L.K. Jhunjunwala, Chairman, K.M. Sugar Mills & LMA Member being felicitated in faculty development programme

Wellness Talk

Arthritis is a common problem especially among seniors. It has now started affecting even the young. In our Wellness series, Lucknow Management Association organised a talk on ‘Knee Pain and Arthritis’ by Dr. R.P. Singh, a noted orthopaedic surgeon of Mayo Hospital on 24th January. Dr. Singh’s presentation was well received and there a well-informed discussion on the subject.



Dr. R.P. Singh, a noted orthopaedic surgeon delivering his talk while Mr A.K. Mathur Vice President LMA looks on

Meerut Management Association

Republic Day Celebration

Meerut Management Association organised Republic Day celebrations on 26th January in MMA premises. The National Flag was hoisted by Mr. Gaurav Jain (President MMA). MMA members and their families were present there to celebrate the Republic Day.



MMA members and their families gathered for flag hoisting.

Dr. B. Devdutt Memorial Award

Dr. B. Devdutt Memorial Award for Professional Excellence was organised by Meerut Management Association at Western U. P. Chamber of Commerce on 27th Jaunary. The award has been instituted and sponsored by Dr. Poonam Devdutt, Former President, in memory of her late husband Dr. B. Devdutt, Professor of Gynaecology, Lala Lajpat Rai Medical College & Hospital. The award aims to honour and felicitate professionals who have consistently shown exceptional knowledge, competence and dedicated service to society.



Dr. Poonam and Mr. Gaurav presenting the award to Dr. S. K. Tyagi.

This year, the award was conferred to Dr. S. K. Tyagi, Renowned Gastroenterologist for professional excellence and he is the seventh recipient of this award. The President of MMA, Mr. Gaurav Jain welcomed all the guests and members. The event was very well organised by Mr. Kapil Gahlot, Executive Director, Meerut Management Association.

Navsari Management Association

Workshop

Navsari Management Association organised jointly with Director General of Foreign Trade, Surat (Central Government Department) a very useful workshop on foreign Trade policy and guidance for export start up on 5th January. The speakers were Mr. Virendra Singh Addl. DGFT and Mr. Suvindh Shah Jt. DGFT. Both officers gave full information regarding foreign trade policy and incentives available to exporters. It was a very useful learning programme for all who attended. Nearly 150 participated in the event.



Addl. DGFT Mr. Virendra Singh addressing the gathering

Talk

Navsari Management Association organised a talk jointly with Sayaji Vaibhav Library Navsari and Anavil Sanskar Trust Navsari on 'Gandhi and Paryavaran' on the eve of Gandhi's 150th birth anniversary on 8th January. The key note speaker was Mr. Rajendra Singh – renowned as water man of India and a Magsaysay award winner from New Delhi. He spoke about importance of water, its saving and impact of it on the environment. About 170 citizens of Navsari were presence in the event and everybody appreciated the efforts for water saving in Rajasthan.



Mr. Rajendra Singh addressing the gathering.

NMA Youth Forum - Youth Talk

Navsari Management Association organised exclusively for the youth members a talk Show on 11th January on the topic 'Idea to Action' and the keynote speaker was Mr. Kashyap Pandya, well-known consultant and motivational speaker. Nearly 70 students attended the talk. Mr Pandya, taught them how to execute Idea in to action and how it will help them in their career.



Mr. Kashyap Pandya addressing the youth



Speaker Mr. Kashyap Pandya with college dignitaries and participants.

Navsari Management Association jointly with Agrawal College, Navsari organised a youth talk on 'Start Up to Scale Up' on 17th January at Agrawal College, Navsari. The keynote speaker was Mr. Kashyap Pandya, a very well-known motivational speaker for youth. Nearly 160 students of Agrawal College attended the talk. Mr. Kashyap described how to start any new idea and business and then how to scale up it.

NMA Talk

Navsari Management Association jointly with Anavil Sanskar Trust, Navsari organised NMA Talk on 18th January on very innovative subject 'Kitchen – Temple Of Health'. Veteran Ayurvedacharya Dr. Rasiknandji was the keynote speaker and nearly 100 people attended the event. He spoke on how we can prevent certain illness by changing some of our eating habits and change and cooking methods.



Dr. Rasikanandji addressing the participants.

NMA School Forum

Navsari Management Association jointly with District Education Office, Navsari organised under NMA School forum – a workshop on Art of Teaching on 21st January. The speaker was Mr. Suresh Prajapati, a well-known author and motivation speaker and regular visiting faculty of AMA from Ahmedabad. Nearly 150 teachers benefitted from the event. Mr. Suresh Prajapati shared how to get students involved and interested and finally attain knowledge of the subject. He emphasised that teaching is not a routine job but it is an art that every teacher must know.



Mr. Suresh Prajapati addressing the participants.

NMA Parenting Forum

Navsari Management Association jointly with A B School, Navsari organised a Talk Show under NMA Parenting Forum on 21st January at A B School, Navsari. It was for the parents of the students of the school. The subject was 'The Art of Parenting' and the keynote speaker was Mr. Suresh Prajapati, a well known author on parenting and youth and motivational speaker. Mr. Prajapati, in his simple and convincing language narrated many examples of parenting. At every stage of life of a child, the needs change and so should parenting. Nearly 50 parents attended the event which was well appreciated.

NMA School Forum

Navsari Management Association organised under NMA School Forum jointly with six different schools a motivational lecture series on 'Be Tension Free Enjoy Exams' just before the board examinations of 10th and 12th standards on 23rd January. Considering exam related tension and anxiety, students many times are unable to perform to their true potential. Mr. Nilesh Patel, a well-known youth motivator has developed a module through which he develops confidence of the students who has to appear the board exams in near future. Students appreciated this very unique programme.



Mr. Nilesh Patel at Shantaba High school, Kukeri

Pala Management Association

The monthly meeting of the Pala Management Association was held on 29th January at Pala. Mr V S Radhakrishnan, President of PMA presided over the meeting. After the welcome speech by the Secretary General Mr P G Mukundan, PMA Vice President Dr R V Jose made special reference and remembered the invaluable contributions of Late Dr K C Baby, Olickal.

Colonel K N V Achary, a retired senior military officer was the Chief Guest and spoke on 'INDIA FIRST', highlighting the importance and relevance of the 71st Republic Day, celebrated on 26th January 2020. Col Achary spoke about the importance and relevance of securing freedom and being a Republic and the invaluable importance of our Constitution to us, quoting examples from his own career and experience. Col Achary touched upon aspects of management and leadership and urged everyone to imbibe the ideals of the motto of Indian Military Academy - Honour, Safety and Welfare of our country come first always. The meeting concluded with the vote of thanks by Mr James Mathew, Secretary Administration.



Col. K N V Achary, Chief Guest of the day addressing as Mr V S Radhakrishnan and Dr R V Jose look on

Rajkot Management Association

Rajkot Management Association in association with AIMA organised AIMA's Shaping Young Mind Programme (SYMP) on 22nd January, first time in Gujarat at Rajkot. The guests of honour included Mr. R. Gopalakrishnan, Corporate Advisor-Mindworks, Former Director-Tata Sons, Past President-AIMA & Author; Mr. Firdose Vandrevala, Former Executive Vice Chairman-Essar Steel India Limited, Immediate Past President of AIMA; Ambassador Dr. Deepak Vohra, Ex Ambassador of India to USA, Special



Release of souvenir by speakers, sponcerers & EC. members of RMA.



Inauguration by lighting of lamp by Ambassador Deepak Vohra, Mr. Firdos Vandrevala, Mr. Chetan Kothari (Chairman- RMA), Mr. Parag Jobanputra (President -RMA), Mr. Paresh Gosai (Hon. Secretary -RMA), Mr. Sanjay Grover (Director -AIMA).

Advisor Prime Minister of Lesotho and

Guinea-Bissau and Ladakh Autonomous Hill Development Council, Kargil and Leh and Mr. Prabhu Chawla, Editorial Director of 'The New India Express Group'.

The programme was inaugurated with lighting of lamp by esteemed speakers and AIMA representatives- Mr. Sanjay Grover, Mr. Prabir Dash and RMA Secretariat. This was followed welcome address by Mr. Parag Jobanputra, President, RMA. The SYMP concluded with the vote of thanks by Mr. Paresh Gosai, Hon. Secretary, RMA.

The entire auditorium was almost full with 650 students from 25 different institutions and many accompanied by their faculty, college & university authorities, members of RMA and patrons of this programme. The academic world in this part of India was awestruck with quality of content and exposure they received and international level of programme.

Rohilkhand Management Association

New Year

Rohilkhand Management Association organised New Year celebrations on 7th January for members. Thoughts about management excellence for industrial growth were shared by enterprising leaders alongside the celebrations. The participation of members was overwhelming.



RMA team with members



Programme committee members

Meeting

RMA programme committee meeting was held on 15th January. Symposium on Roadmap to \$5 Trillion economy on 23rd January and management week celebration programmes were planned.

Symposium

Rohilkhand Management Association organised a symposium on 23rd January on 'Roadmap to \$5 trillion Indian economy'. The symposium was attended by eminent intellectuals from all walks of life - academicians, chartered accountants, company secretaries, professors, doctors, Industrialists, entrepreneurs, bank managers, practicing and budding managers. Current issues, causes, challenges, practical problems and their solutions for achieving \$5 trillion economy were elaborated by speakers and guests. The audience remained attentive and participative from beginning to end and the knowledge imparting symposium was liked and lauded by one and all.



Seen on dais: CA Sharad Mishra (speaker), Dr. Neeraj Saxena, Qadir Ahmad, Mr. Aditya Murty (Chief Guest), Dr. Manish Sharma, Mr. Anubhav Midha (Guest of Honor), Mr. Raman Deep Singh (Speaker) Dr. Vinay Khandelwal, Dr. N.L. Sharma

Tarapur Management Association

Book Release

Mr. Shirish Nadkarni, author of the Book 'Ichcha Naradachi', and Sr. General Manager – D'décor Home Fabrics Pvt. Ltd. penned a book which was published on 4th January. A copy was given to all TMA members duly signed by him. The author's efforts were praised by one and all.



TMA senior executives during the launch of the book

Industrial Visits

TMA organised an industrial visit to TAPS - Tarapur Atomic Power Station on 22nd January. The Officers of TAPS shared the details of the process in brief at the model room and also touched upon various safety aspects of the power plant facilities. Visiting TMA team was accompanied by senior officers of the TAPS during the walkthrough of the plant and the overall experience of the visit was highly inspiring and a great learning experience for all participants.



TMA members and Industrial Executives while on Industrial and Technical visit to Nuclear Power Corporation of India



TMA members during the industrial visit of Tata steel Ltd.

TMA organised another industrial visit to one of the leading global steel companies TATA Steel Ltd., on 31st January. The officials of TATA Steel assisted the visiting members of TMA by sharing the brief production process and also accompanied them during the walkthrough of the plant. The visit was a great learning experience to all participating members.



ECM members with membership card

Implementation Biometric based membership services

TMA has for the first time enabled and implemented biometric based RFID card system for membership services effective from 1st January. It is expected to help in collection of membership fees in time and also provide premium services, discounted course fees and other corporate health schemes which are being work out currently.

Thrissur Management Association

Interactive Session

TMA organised an interactive session on the topic ‘Emerging Opportunities in Real Estate Sector’ on 17th January.

Mr. Rahul Sabharwal (Chief Operating Officer, SmartOwner) was the chief guest of the programme. Mr. Rahul Sabharwal during the speech shared that growth of this sector especially the various cities like Bangalore, Hyderabad, Chennai etc. are exponential while compared with the global market. Rapid urbanisation in the country is pushing the growth of real estate in all spheres of real estate like residential, commercial and retail.

Mr. Nitin S Anand (Head of Products, SmartOwner) talked about various methods of investments in the real estate sector. He shared the various methods available now to create wealth in the real estate sector especially after the introduction of real estate investment trust (REIT).

Dr. V M Xaviour welcomed the members and delegates, President CA SONY C L delivered the Presidential Address. CA T S Anantharaman (Former Chairman CSB Bank & Past President, TMA) introduced the guest speakers & Mr. Pratap Varkey Hon. Jt. Secretary the proposed the vote of thanks. Around 80 members attended this programme.



Mr. Rahul Sabharwal (Chief Operating Officer, SmartOwner) addressing TMA members



Mr. Nitin S Anand (Head of Products, SmartOwner) interacting with members of TMA



CA T S Anantharaman (Past Chairman, CSB Bank & Past President, TMA) addressing entrepreneurs

Entrepreneurship Development Programme

Thrissur Management Association in association with Channeliam.com organised a one-day brainstorming guidance programme ‘I’m Entrepreneur’ on 25th January for early entrepreneurs and those who wish to make a go of their ideas and start a business. The programme offers a hand-holding with dedicated follow-up and support to the participants.

CA SONY C L (President, TMA); CA T S Anantharaman (Past Chairman, CSB Bank & Past President, TMA); Mr. T S Chandran (Dy. Director, District Industries Centre, Thrissur); Mr. Ebimon P K (Manager, KSIDC); Mr. Simmon James (Centre Manager, Norka Roots CAC, Ernakulam); Mr. Mahesh Kumar, Assistant Director, District Industries Centre, Thrissur were some of the key faculty of the session. Around 130 delegates were attended this event.



TMA President CA Sony C L addressing 'T'm Entrepreneur' delegates



TMA New Year Celebration 2020

New Year Celebration

TMA celebrated New Year 2020 in a colorful manner on 3rd January. TMA President CA SONY C L delivered a new year message to members. Play Back Singer Mr. Annap Sankar inaugurated the event. Around 80 members participated in this celebration.

Vaikom Management Association

Vaikom Management Association held a programme on 'Urban Agriculture' on 19th January. Er P Rajendraprasad presided over the function. After the routine business meeting, there was a talk by former professor of the Kerala Agricultural University and Agricultural scientist, Dr N K Sashidharan. His talk was highly inspiring and he could successfully impress upon the audience that our health is directly dependant upon our eating habits and 'poison free' vegetables have a very important role in healthy living.



Dr N K Sashidharan addressing on 'Urban Agriculture'

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AIMA Events Calendar

Event	Programme Chairman /Director	Venue	Date
4th National Competition for Managers		Mumbai New Delhi Finale	18 February 2020 20 February 2020 26 February 2020
64th Foundation Day and 14th National Management Day		New Delhi	21 February 2020
1st National Management Fest		Meerut	03-04 March 2020
North East Regional Management Conclave		Guwahati	13 March 2020
8th Pragati – A Women Quiz		New Delhi	16 March 2020
77th Shaping Young Mind Programme		Jamshedpur	16 March 2020
AIMA Managing India Awards	Sanjiv Goenka Chairman, RP- Sanjiv Goenka Group	New Delhi	27 April 2020
6th National Leadership Conclave	Sanjiv Goenka Chairman, RP- Sanjiv Goenka Group	New Delhi	28 April 2020
National Management Quiz		Mumbai Bangaluru Kolkata New Delhi & Grand Finale	20 May 2020 21 May 2020 22 May 2020 29 May 2020
29th National Competiton for Business Management Simulation (NMG 2020)		Bhubaneswar Mumbai Bengaluru New Delhi	May-July 2020

Event	Programme Chairman /Director	Venue	Date
Global Advanced Management Programme USA	Solomon Darwin Executive Director Garwood Center for Corporate Innovation Haas School of Business University of California Berkeley	Silicon Valley, USA	21-26 June 2020
National Competition for Young Managers		Kolkata Bangaluru New Delhi Mumbai Grand Finale	13-14 August 2020 20-21 August 2020 25-26 August 2020 27-28 August 2020 04 September 2020

To view full calendar please visit www.aima.in

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