

# AIMA News

AIMA'S MONTHLY E-MAGAZINE

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

JUNE 2020



Dear Readers,

I hope you are doing well in these trying and difficult times.

The Covid situation that has the world in its grip, continues to pose a challenge to all; at both organisational and personal levels. Businesses across the globe are struggling to cope with the new normal, by changing the way they operate and reinventing their service offerings.

AIMA too continued on its journey of digital transformation, by exploring newer ways to stay connected with the management community through virtual innovations.

As a new initiative, this edition of AIMA News brings you a higher level of digital interactivity with embedded links to AIMA programme videos. You now have an opportunity to view the entire session in detail in case you were unable to attend it. To view, just click on the play button on the image.

AIMA's hugely popular LeaderSpeak Series - a series of webinars with Indian and global thought leaders and experts - were conducted on topical themes and subjects during the period. Some of the eminent speakers who addressed the sessions included Gen V P Malik, Former Chief of Indian Army; Mr Claude Smadja, President, Smadja & Smadja Strategic Advisory and Former Managing Director, World Economic Forum and Dr K Radhakrishnan, Former Chairman, Space Commission, Secretary, Department of Space & Chairman ISRO. Each session was extremely insightful and very well appreciated by the participants, who ran into several hundreds. Further details are carried inside.

In addition, AIMA's BusinessUnusual Series also picked up pace, with senior professionals and entrepreneurs from diverse industry segments signing up for the sessions. The programmes focused on helping businesses find ways to inject resilience in strategy, business models and operations, and be more agile and adaptable in the post Covid world. Several sessions with CEOs, industry captains and leading subject matter experts were held on topical themes including Building Business Resilience, Digital Supremacy, Automation for Business Continuity, Shock Proofing Supply Chains. You will find a brief report in this issue.

AIMA's digital connect with the management community, was not just restricted to Indian shores, but reached out globally as well.

AIMA was one of the co-organisers of the 12th Horasis India Meeting held virtually for the first time a few weeks ago. AIMA contributed to the discussions with a record number of speakers from India who took an in-depth look at both the short-term and longer-term impact of the Covid situation on the Indian economy. The AIMA speaker delegation included Mr Sanjay Kirloskar, Mr Harsh Pati Singhanian, Mr CK Ranganathan, Mr Sunil Kant Munjal, Mr TV Mohandas Pai, Mr Rajive Kaul, Ms Preetha Reddy, Mr Harshavardhan Neotia amongst many others. Introduced 12 years ago, the Horasis India Meeting has become the foremost annual meeting of Indian business leaders and their global counterparts.

With an aim to inspire and nurture the young leaders of tomorrow, AIMA's Young Leaders Council reached out to its members and audience through several online sessions conducted over the month with industry leaders and young achievers. In addition, AIMA YLC created Special Interest Groups in 5 diverse areas - HRM, Marketing & Communication, Tech Start-ups, Social Businesses and Arts & Culture; each steered nationally by a Group Chair / Co-Chair.

During the period AIMA continued to offer its Education Courses, MDPs, Workshops & Trainings for both management practitioners and students. Further details are carried inside along with brief reports from the LMAs.

In addition to the regular articles on management, in this issue you will find a special report authored by Mr Claude Smajda, summarising his AIMA LeaderSpeak session, which makes for a very interesting read.

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

With best wishes for your health and safety.

Warm Regards

Rekha Sethi  
Director General

## AIMA OFFICE BEARERS

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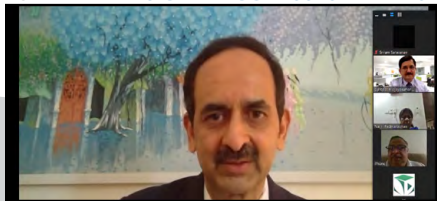
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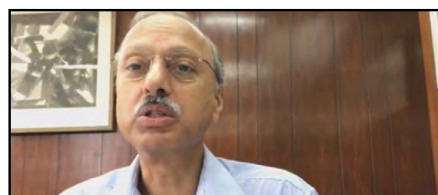
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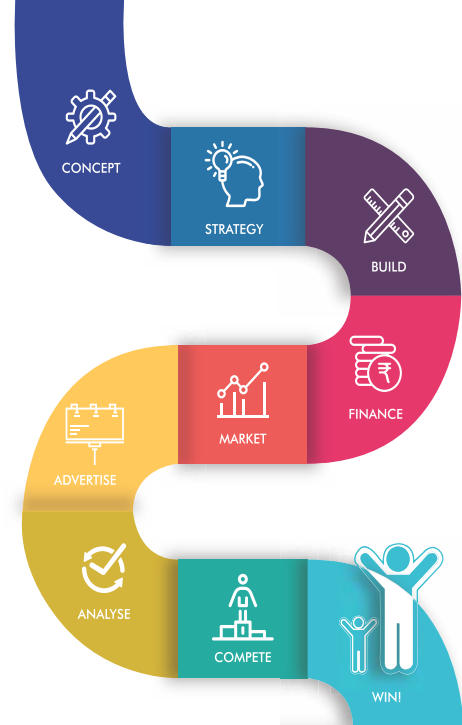
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# Chanakya

Business Simulation

Growing Business Should Now  
Be The Tendency In The Competition

## 29<sup>th</sup> National Management Games (NMG - 2020)

### About National Management Games (NMG)

NMG is a unique platform for Corporate Managers to experience the thrill of Managing Business in competitive mode. It is one of the most awaited and prestigious annual event based on Business Management Simulation, organised by AIMA. The participants get exposed to the intricacies of running a company with focus on resource management, market trends, cost analysis, product positioning, production planning, inventory control etc.

### Standard Slab - Participation Fee

NO. OF TEAMS	AIMA/LMA MEMBERS	NON-MEMBERS
1 – 3 Teams	₹ 32,000 per team	₹ 35,000 per team
4 – 6 Teams	₹ 28,000 per team	₹ 30,000 per team
7 Teams & above	₹ 26,000 per team	₹ 28,000 per team

### Premium Slab - Participation Fee (With Extra Training)

NO. OF TEAMS	AIMA/LMA MEMBERS	NON-MEMBERS
1 – 3 Teams	₹ 42,000 per team	₹ 45,000 per team
4 – 6 Teams	₹ 38,000 per team	₹ 40,000 per team
7 Teams & above	₹ 36,000 per team	₹ 38,000 per team

- AIMA GSTIN No. 07AAATA1644A1ZH
- AIMA PAN No.: AAATA 1644 A
- 18% GST will be charged extra
- Participation Fee through NEFT/DD/Cheque should be sent in favour of "All India Management Association", payable at New Delhi.
- For online registration, please visit <http://simulation.aima.in>

### Dates and Regions

All Rounds will be conducted Online

REGIONS	ROUNDS	DATES	
Western Round (Online)	Training Round, Prelim Round, Regional Final	20 July – 23 July	
Eastern Round (Online)	Training Round, Prelim Round, Regional Final	27 July – 30 July	
Southern Round (Online)	Training Round, Prelim Round, Regional Final	3 August – 6 August	
Northern Round (Online)	Training Round 17 August	Prelim Round 1	18 – 19 August
		Prelim Round 2	20 – 21 August
		Prelim Round 3	25 – 26 August
	Northern Regional Final		27 August
<b>Grand Finale : 1 September, 2020 (Online)</b>			

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## AIMA LeaderSpeak Series

*A series of sessions organised with Indian & global thought leaders and experts*



*Gen V P Malik, Former Chief of Indian Army*



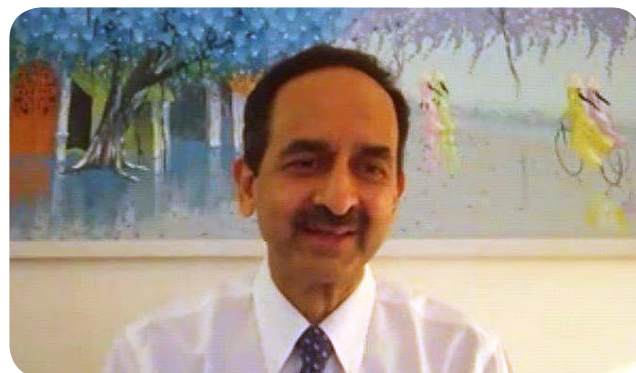
*Mr Claude Smadja, President, Smadja & Smadja Strategic Advisory and Former Managing Director, World Economic Forum*

AIMA continued its LeaderSpeak Series webinars with thought leaders including global leaders, industry captains, senior government functionaries and officials, on topical themes and subjects.

The nineteenth LeaderSpeak session was held on 18th June 2020 on the theme 'Global Impact of Covid 19' with Mr Claude Smadja, President, Smadja & Smadja Strategic Advisory and Former Managing Director, World Economic Forum and Mr Sanjay Kirloskar, President, AIMA and Chairman & Managing Director, Kirloskar Brothers Ltd was the session moderator. Mr Claude Smadja shared that the current situation of COVID-19 has resulted in recession and shrinking of the global economy, and how it is important that we do not shift into a situation of deflation. The impact of the current situation will last for the next two to three years. He shared that countries will have a tougher stand towards China with increased focus on produce



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



*Mr Sanjay Kirloskar, President, AIMA and Chairman & Managing Director, Kirloskar Brothers Ltd*



*Mr Firdose Vandrevale, Past President, AIMA*



*Mr Deepak Premnarayan, Executive Chairman, ICS Group*

and buy local. He also interacted with Mr Sudhir Jalan, Co-Chairman, Rieter India Pvt Ltd and Mr Rajiv Kaul, Chairman, NICCO Group. Ms Rekha Sethi, Director General, AIMA concluded the session. The session was very well received with participants joining through zoom, Facebook and YouTube.

Another edition of LeaderSpeak session was conducted with Gen V P Malik, Former Chief of Indian Army on 2nd July 2020 on the theme 'The China syndrome: The future of India's security', with Mr Sanjay Kirloskar, President, AIMA as the session moderator. Ms Rekha Sethi, Director General, AIMA introduced the speaker. Gen Malik emphasised how having a long foresight and vision while strategising is always very important. On the current situation, he emphasised the need to mark the actual line of control; it remains ambiguous and therefore China has been able to exploit around the line of control. He shared that the need of the hour is to reset and re-collaborate relations with China. The panel of CEOs in conversation with Gen Malik included Mr Sudhir Jalan, Co-Chairman, Rieter India Pvt Ltd; Mr Firdose Vandrevale, Past President, AIMA; Mr Shiv Siddhant Kaul,



*Mr Sudhir Jalan, Co-Chairman, Rieter India Pvt Ltd*



*Mr Rajiv Kaul, Chairman, NICCO Group*

Managing Director, NICCO Engineering Services Ltd and Mr Deepak Premnarayan, Executive Chairman, ICS Group. The session



*Mr Shiv Siddhant Kaul, Managing Director, NICCO Engineering Services Ltd*

was very informative and well received by the participants.

On 9th July 2020, AIMA organised a session on 'India into the New Space Age: Opportunities and Challenges' with Dr K Radhakrishnan, Former Chairman, Space Commission, Secretary, Department of Space & Chairman ISRO. The session was moderated by Mr Sanjay Kirloskar, President AIMA and Chairman & Managing Director, Kirloskar Brothers Limited.

## Workshop

AIMA with technical support of the World Bank organised Workshop on Role of Procurement in covering COVID-19 Epidemic on 27-28 June 2020. The workshop covered the best practices followed in India as well as abroad during a situation of COVID- 19. Ms Yamini, Managing Director, Odisha State Medical Corporation Ltd., Mr Maurice Diamond from IPATS, London, Mr Michael Graeme Osborne and Mr Sanjeet

Kumar from the World Bank were the speakers for the workshop. The sessions also covered the World Bank policies during the pandemic and experience sharing of handling Epidemic by PSUs like Dedicated Freight Corridor Corporation of India Ltd and NTPC. The workshop was well attended by Procurement, Supply chain and finance officers dealing with procurement in different PSUs, Government bodies and private organisations.

## AIMA BusinessUnusual Series

*Preparing enterprises to get back to business quickly in the post lockdown phase*



*Mr CK Ranganathan, Vice President, AIMA and Founder & Chairman, Cavinkare*



*Mr TV Mohandas Pai, Chairman, Manipal Global Education Services*



*Mr Sunil Kant Munjal, Chairman, The Hero Enterprise*

AIMA organised its second programme under its BusinessUnusual Series on 13th June 2020 on the theme 'Building Business Resilience: Managing the New Normal'. The programme focused on finding ways to inject resilience in strategy, business models and operations without losing competitiveness to help make businesses agile and adaptable in the post Covid world. The speakers who addressed the delegates included Mr Sunil Kant Munjal, Chairman, The Hero Enterprise; Mr Pramod Bhasin, Founder, Genpact and Chairman, Clix Capital; Mr Manoj



*Mr D Shivakumar, Group Executive President, Corporate Strategy and Business, Aditya Birla Group*

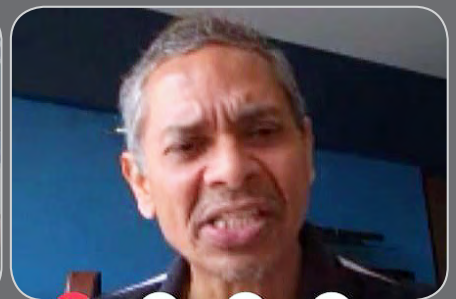


*Mr RS Sodhi, Managing Director, GCMMF Ltd (AMUL)*

Kohli, Country Head, SoftBank India; Mr Ganesh Natarajan, Chairman, 5F World and Mr Saurabh Mukherjea, Founder, Chief Investment Officer, Marcellus Investment Managers.

The third programme under the series was on the theme of ‘Digital Supremacy: Capitalising on shift to online’ and was held on 20th June 2020. The discussions at the programme focused on Digital & Social Marketing strategies as well as tactics for a world that has gone digital. The speakers at the programme included Mr D Shivakumar, Group Executive President, Corporate Strategy and Business, Aditya Birla Group; Ms Manashi Kumar, Chief of Strategy & People Officer, BARC India; Mr Mohit Kapoor, Vice President, Group Alliances & Mentor, JioGenNext, Reliance Jio; Mr Prasun Basu, President – South Asia, Nielsen and Ms Anusha Shetty, Chairperson and CEO, Grey Group, India.

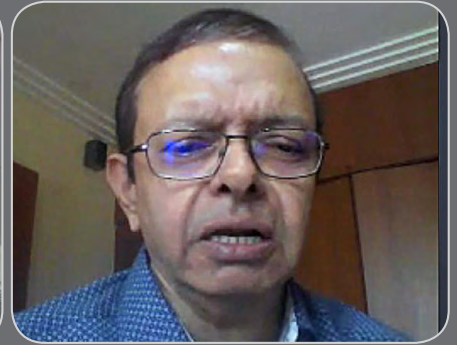
On 27th June 2020, the fourth programme on ‘Automation for Business Continuity and Growth’ was organised. Mr TV Mohandas Pai,



- *Ms Anusha Shetty, Chairperson and CEO, Grey Group, India*
- *Mr Mohit Kapoor, Vice President, Group Alliances & Mentor, JioGenNext, Reliance Jio*
- *Mr Prasun Basu, President – South Asia, Nielsen*
- *Ms Manashi Kumar, Chief of Strategy & People Officer, BARC India*
- *Mr Vineet Agarwal, Managing Director, Transport Corporation of India Ltd*



- *Mr Pramod Bhasin, Founder, Genpact and Chairman, Clix Capital*
- *Mr Ganesh Natarajan, Chairman, 5F World*



- *Mr Manoj Kohli, Country Head, SoftBank India*
- *Mr Saurabh Mukherjea, Founder, Chief Investment Officer, Marcellus Investment Managers.*

Chairman, Manipal Global Education Services; Mr Umakant Soni, Co-founder, AI foundry and Advisor & Founding Partner, pi Ventures; Mr Sharad Sharma, Co-Founder, iSPIRT Foundation; Mr Ganesh Natarajan, Chairman, 5F World and Mr Pulkit Gaur, Founder & CTO, Gridbots Technologies were the speakers of the series. The programme provided the participants with an opportunity to interact with leading experts on digital automation and to discuss how automation can be used to ensure business continuity and accelerate growth.

'Shock Proofing Supply Chains' was the theme of the next BusinessUnusual series held on 4th

July 2020. The speakers for the programme included Mr CK Ranganathan, Chairman & Managing Director, CavinKare Pvt Ltd; Mr RS Sodhi, Managing Director, GCMF Ltd (AMUL); Mr OP Manchanda, CEO, Dr. Lalpath Labs; Mr Vineet Agarwal, Managing Director, Transport Corporation of India Ltd and Mr Hanish Yadav Associate Partner, McKinsey & Company.

Each programme was attended by 25-30 senior participants from diverse industry segments from across country.

AIMA's BusinessUnusual Series is a set of programmes aimed at preparing enterprises to get back to business quickly in the post

lockdown. The programmes focus on providing mentorship and guidance from experts to help enterprises revitalise their operations and realign their business models as per the new

normal. Participation at these programmes is limited, allowing all delegates an opportunity to interact with the speakers.



*Ms Rekha Sethi, Director General, AIMA; Mr Hanish Yadav Associate Partner, McKinsey & Company; Mr OP Manchanda, CEO, Dr. Lalpath Labs; Mr Sharad Sharma, Co-Founder, iSPIRT Foundation and Mr Umakant Soni, Co-founder, AI foundry and Advisor & Founding Partner, pi Ventures*

# 47<sup>th</sup> National Competition for Young Managers

**Transformational leadership:  
winning strategies in uncertain times**

## Participation Fee (per team)\*

(*For a team of three persons)	1-2 Team	3-6 Teams	7-More Teams
For Members of AIMA	₹30,000	₹28,000	₹26,000
For Non-members of AIMA	₹32,000	₹30,000	₹28,000

18% GST will be charged extra

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

\* Nomination will only be confirmed on receipt of participation fee. The fee paid is non-refundable/ non-adjustable, though participation by a substitute is allowed, till the written report is submitted.

## Regional Rounds (Online)

East Region	17 - 18 August, 2020	<b>GRAND</b> FINALE 4 September, 2020 Online
South Region	20 - 21 August, 2020	
North Region	24 - 25 August, 2020	
West Region	27 - 28 August, 2020	

## Eligibility Criteria

A three member team of executives less than 35 years of age (as on January 1, 2019) is eligible to participate. The team should be from an organisation only. Organisations are also free to nominate as many teams as they wish.

Each team will be required to send the mandatory non-refundable entry fee, along with the registration form. The fees should be sent by a crossed demand draft/cheque in favour of All India Management Association, New Delhi and is payable in advance (at least 10 days ahead of the competition).

# Horasis India Meeting

*A virtual gathering of over 400 Indian and Global leaders to discuss and inspire India's future.*



took an in-depth look at both the short-term and longer-term impact on the Indian economy. AIMA contributed to the discussions with a high profile delegation of speakers.

Addressing a Plenary Session on 'Deepening India's Transformation', Mr Sanjay Kirloskar, President, AIMA and Chairman, Kirloskar Brothers shared with the audience that India has a massive opportunity in this pandemic and needs to focus on strategies to recommence on its journey of transformation. "Investors want to see more stability in the long term. Currently, people are investing in India, and that is a positive signal" he opined.

*Mr Sanjay Kirloskar, President, AIMA and Chairman, Kirloskar Brothers addressing a Plenary Session on 'Deepening India's Transformation'*

AIMA was one of the co-organisers of the 12th Horasis India Meeting held virtually for the first time on 22nd June 2020. With a gathering of over 400 of senior thought leaders from across the globe as speakers, the Horasis India Meeting



*Mr Harsh Pati Singhania, Sr Vice President, AIMA and Vice Chairman and Managing Director, JK Paper*



*Mr CK Ranganathan, Vice President, AIMA and Founder & Chairman, Cavinkare*



*Ms Preetha Reddy, Vice Chairperson, Apollo Hospitals*



*Mr Sunil Kant Munjal, Chairman, The Hero Enterprise addressing a plenary session*

Mr Harsh Pati Singhania, Sr Vice President, AIMA and Vice Chairman, and Managing Director, JK Paper spoke about how the reverse migration has affected the economy in especially the

manufacturing sector, but the sector needs to re-think and evaluate ideas where technology like artificial intelligence, data analytics play an important role.



*Mr Harshvardhan Neotia, Chairman, Ambuja Neotia Group*



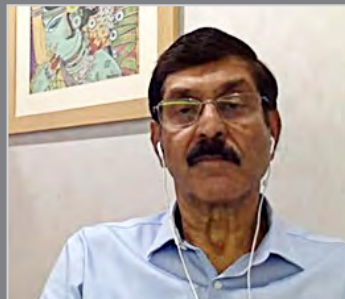
*Mr Rajive Kaul, Chairman, NICCO Group*



*TV Mohandas Pai, Chairman, Manipal Global Education Services Pvt Ltd*

Mr CK Ranganathan, Vice President, AIMA and Founder & Chairman, Cavinkare, while speaking at a discussion on 'Industry Delivering Solutions Locally and Globally' said, "The FMCG sector is coming back to normal and should return to an earlier situation similar to what it was in January 2020, by the beginning of the third quarter."

Some of the other speakers from AIMA included Mr Sunil Kant Munjal, Chairman, The Hero Enterprise; Mr TV Mohandas Pai, Chairman, Manipal Global Education; Ms Preetha Reddy, Vice Chairperson, Apollo Hospitals; Mr Harshavardhan Neotia, Chairman, Ambuja Neotia Group; Mr Rajive Kaul, Chairman, NICCO Group; Mr Kewal Handa, Chairman, Union Bank of India; Mr Hemant Kanoria, Chairman, Srei Infrastructure Finance Limited; Mr Pramod Bhasin, Founder, and Chairman, ClixCapital; Mr Ganesh Natrajan, Chairman, 5F World; Mr Richard Rekhy, Member of the Board, KPMG, UAE; Mr Vijay Thadani, Vice Chairman and Managing Director, NIIT; Mr Akhil Bansal, Deputy Chief Executive Officer, KPMG India; Mr R Mukundan, Managing Director, Tata Chemicals; Mr Suman Bose, Principal and Co-founder, GoFar Advisory and Investments; Mr Vineet Agarwal, Managing Director, TCI Group; Mr Pranjal Sharma, Contributing Editor, BusinessWorld; Mr Darshan Rathod, Co-founder, Acumen M&A Advisors LLP and Mr Kartik Sharma, Director, Agnitio.



*Mr Kewal Handa, Chairman, Union Bank of India*



*Mr Akhil Bansal, Deputy Chief Executive Officer, KPMG India*



*Mr Pranjal Sharma, Contributing Editor, BusinessWorld*



*Mr Darshan Rathod, Co-founder, Acumen M&A Advisors LLP*



*Mr Vijay Thadani, Vice Chairman and Managing Director, NIIT*



*Mr R Mukundan, Managing Director, Tata Chemicals*



*Mr Kartik Sharma, National Events Chair, YLC*

# Young Leaders Council Sessions

*Inspiring and building Leaders of the Future*



*Dr Kiran Bedi, Lieutenant Governor of Puducherry and Mr Kartik Sharma, National Events Chair, YLC*

AIMA YLC conducted an online session on theme ‘Driving Leadership in Public Service During Unprecedented Times!’ with Dr Kiran Bedi, Lieutenant Governor of Puducherry on 12th June 2020. Mr Kartik Sharma, National Events Chair was the moderator of the session.

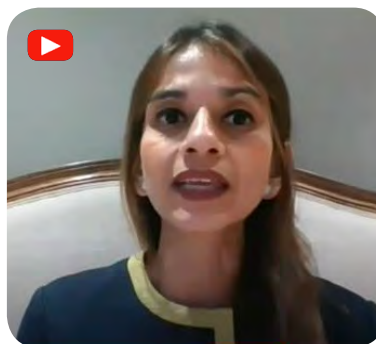
Another session was organised on ‘HRM During and Post Covid Scenario’ on 16th June 2020.

Ms Manu Narang Wadhwa, CHRO, Sony Pictures India Pvt Ltd & YLC Mentor and Ms Rakhee Malik, Director and Head HR, Kearney Ltd & YLC Mentor were the speakers of the session.

‘Intellectual Property Rights for Industries’ was the session theme on 26th June 2020. Dr RN Narahari, Associated with CNSE, IISc and Mr Rohan K George, Partner at Samvad Partners



*Dr Vijay Chauthaiwala, In-Charge, Foreign Affairs Department, Bharatiya Janata Party*



*Mrs Fatema Agarkar, Educationalist*



*Ms Manu Narang Wadhwa, CHRO, Sony Pictures India Pvt Ltd*

were the speakers of the session. A session on 'Taking the Road less Travelled' was organised on 30th June 2020 with Mrs Fatema Agarkar, Educationalist and Dr Vijay Chauthaiwala, In-

Charge, Foreign Affairs Department, Bharatiya Janata Party. The session was very well received by the participants.



*Ms Rakhee Malik, Director and Head HR, Kearney Ltd & YLC Mentor*

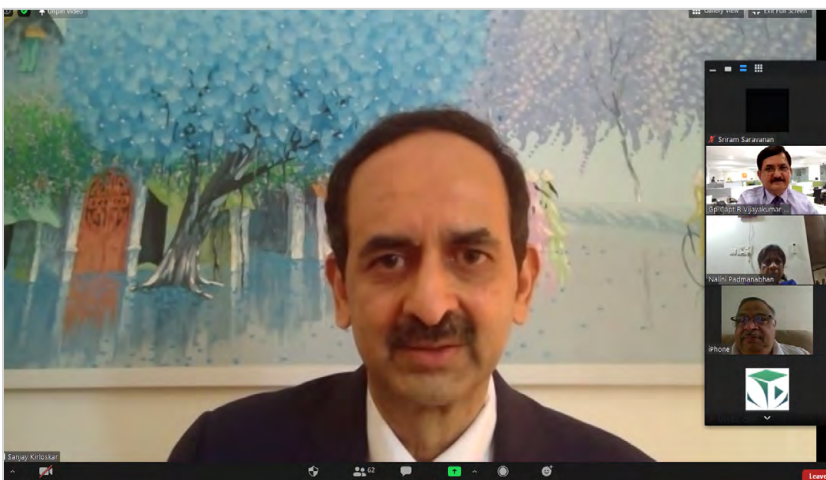


*Dr RN Narahari, Associated CNSE, IISc*



*Mr Rohan K George, Partner Samvad Partners*

## AIMA President addresses MMA AGM



*Mr Sanjay Kirloskar, President AIMA & Chairman & Managing Director, Kirloskar Brothers Ltd*

Mr Sanjay Kirloskar, President AIMA & Chairman & Managing Director, Kirloskar Brothers Ltd addressed Madras Management Association's 64th Annual General Meeting as Chief Guest.

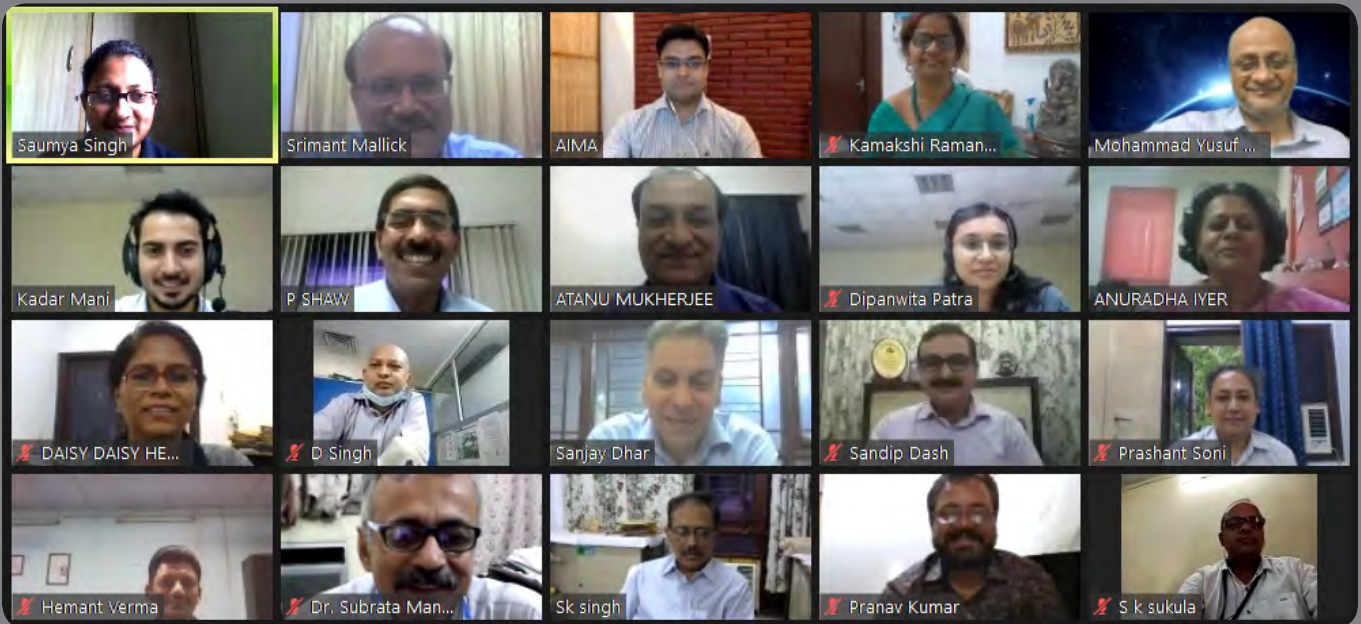
The programme was held online via Zoom on 10th July 2020. Speaking on the theme 'Ethics in Business', he said, "People with advantage expect integrity from others but justify their own pragmatism."

Speaking about the impact business has on the environment, he shared "We should make all efforts to support clean technologies once business starts moving again. Here too, there is an opportunity of an

option for a principled or ethical choice to be made to ensure a cleaner world for the next generation." The programme was very well attended and received.



# Online Trainings



AIMA organised a two day training programme for IOCL on 5th and 24th June 2020 on the topic Industry 4.0. The programme was very well received by the participants. Another training programme was conducted for internal trainers of SAIL on 25th, 26th and 29th June 2020. The programme focused on training delivery skills for online trainers to prepares participants to

design and deliver effective training instruction and help them understand how to convert training needs into training delivery module, identify various online tools, develop insights into creating an engaging and impactful online training content and to learn the tips on effective virtual presence.

## Humber Bomber

*When the proprietor of Prominent Tailors opened his shop that cold December morning in 1965, he couldn't believe his eyes. In the midst of a mountain of jackets, trousers and shirts there was a shining black car! He rubbed his eyes - the car was still there - and quickly downed the shutter. He looked at his signboard, it was in order, so what was a car doing in his shop. He didn't even own one.*

*He called his neighbours and opened the shutters again. Cautiously, they entered and looked around. The entire left side was smashed and the offending vehicle had bombed in from there, crushed scores of beautiful suits - so painstakingly crafted by his tailors - and halted just short of the right wall. There was a note stuck under the windscreen wiper, apologising for the accident and requesting "Dear Sir" to call a certain phone number. "We'll make good the damages." The writer had assured. The address, "6 State Entry Road," was also given.*

*Prominent Tailors was located on the right as you entered State Entry Road, the beautiful short street leading to the ceremonial platform at New Delhi station. There were a few huge colonial bungalows on either side. One side of the shop along this road was glass-fronted. The author of the note - my cousin, the son of Mr. Kinra, chief engineer of Northern Railway - was unable to control the car as he swung onto the stately road. He couldn't have been fast - the car didn't go beyond 20 mph anyway - yet the steering wheel refused to cooperate; the car chose the warmth of the nice shop instead of the cold road.*

*It was not the first time this vintage beauty had become moody. Uncle had owned the 1940 Humber for many years. It had served him well through his many postings across the undivided sub-continent.*

*But the gracious lady was now tired, creaky and cranky. The daily rubbing by orderlies maintained the outside gleam; the insides, however, were past their prime and often cried for deliverance. When their pleadings fell on deaf ears, they resorted to occasional tantrums.*

*Once, as we approached the Shankar Road roundabout and uncle turned it ever so gently to the right, madam decided to stay that way. He tried hard to turn it back to the left but she wouldn't move. So we kept going round in circles, perhaps, ten times, till our prayers - and uncle's patience- were answered. Those were the days of lean traffic and not many people cursed us for this merry-go-round.*

*On another occasion, the old maid decided to freeze halfway up the Raisina Hill climb. No amount of coaxing, cajoling and swear words helped; manual cranking didn't work; it just stood there till some policemen pushed it aside. Poor Uncle Kinra. Resplendent in his three-piece suit, with a fuming wife in tow, had to trudge the rest of the way on foot to the Rashtrapati Bhavan 'at home' to which he had been invited.*

*The audacity of the car that night ... aided perhaps by my cousin's, bravado after a few beers - and the hefty bill for repairing Prominent Tailors' showroom were, however, the proverbial last straw. With great reluctance, Uncle agreed to retire the grand dame in deference to the collective wishes of the family!*



*by Krishan Kalra  
Past President, AIMA*



# Join the **Management Movement**

- Networking opportunities with Indian and global corporate majors
- Platform to interact with other members / thought leaders
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# The Economic and Geopolitical Implications of Covid 19



**Claude Smadja**, President, Smadja & Smadja Strategic Advisory and Former Managing Director, World Economic Forum



We all know that we are now in what is the most severe global economic shock and recession since the great depression of the 1930s. However, it is useful to point out to some figures to illustrate the depth and extent of the challenges we are now facing as a result of the pandemic.

- US GDP expected to decline by between 5 and 6% this year, while US debt to GDP will cross the 100% threshold
- Altogether the eurozone area's GDP is expected to shrink by 8.7% this year but the

situation is quite uneven among the countries in the zone:

- Germany's GDP is forecast to shrink by between 4.2 and 6% while Germany's debt to GDP is expected to go from 60% last year to more than 75% this year
- France's GDP is now forecast to decline by between 10 and 12% while the debt to GDP ratio will jump from just below 100% at the end of 2019 to 125 to 130% by the end of this year
- Great Britain GDP is expected to shrink by between 11 and 12% while debt to GDP ratio will cross the threshold of 100% for the first time since 1963.
- Japan's economy is expected to decline by around 6% this year while the debt to GDP ratio is forecast to go from 234% to something around 260%

China might be the only major economy which might end the year in positive territory with a 1 to 1.5% GDP growth – provided there is no second wave of Covid 19 – with debt to GDP ratio expected to go from 55% to 70% of GDP while overall debt is now estimated at 310% of GDP

**OVERALL GLOBAL ECONOMIC ACTIVITY IS EXPECTED TO DECLINE BY BETWEEN 5 AND 6% THIS YEAR – PROVIDED THERE IS NOT A SECOND WAVE OF INFECTIONS AT THE GLOBAL LEVEL.**

**IN THE BEST OF SCENARIOS THE GLOBAL ECONOMY IS NOT EXPECTED TO GET BACK TO THE 2019 LEVEL BEFORE 2022 – WITH UNPRECEDENTED INDEBTEDNESS LEVELS**

Whether it is the Federal Reserve, the ECB, The People's Bank of China or the Bank of Japan, all central banks have made it clear that they will go as far as need in their Quantitative Easing programs to try and prevent a further deterioration of economic activity and support a fledgling recovery. And - contrary to what happened with the 2008-2009 financial crises – in all countries fiscal measures and monetary ones are complementing one another in trying to put a floor under the economic decline and to jumpstart some modicum of recovery.

What are the implications of this situation ?

At the global level, interest rates at zero or in negative territory for all the major economies and this at least until 2023.

At the same time, no inflationary pressures as the recovery on the supply side will move ahead of the one for the demand side and unemployment rates and concerns about possible new economic shocks will restrain demand. All major economies are revising downward their already low forecast for inflation. US savings before the pandemic erupted were already at a record low of 1.4% to GDP and could even go into negative territory by the end of the year.

In a depressed environment fraught with uncertainties expect many companies will be in a defensive mood, putting the emphasis on cost savings and cash retention, reluctant to go into new investments despite the quasi zero cost of new borrowings. Rebuilding confidence from investors as well as from consumers will prove to be a tough challenge – especially if the kind of irrational exuberance to paraphrase Alan

Greenspan we have seen in the US stock market evaporates as the persistence of the pandemic in the US deals a blow to hopes for a V shaped recovery.

From a global economic and geopolitical standpoint some major developments are emerging:

- China will be ahead of the US in the recovery cycle – if the resurgence of some new cases can be contained efficiently as the leadership is now pulling of the levers to achieve that. This will have a significant impact in expanding its influence and economic relationship in the ASEAN region.
- The Trump administration policies and attitude during the crisis will accelerate the erosion of US prestige and influence. The US is not anymore a leader in the international efforts to confront a global crisis. The continuous display of deadly incompetence and unreliability by the White House – coupled by the demonstration during the 2008-2009 financial crisis – that the Western world did not have all the responses to every problem is bound to dent even more the image of the US in most parts of the world, with long-term consequences for American prestige and influence.
- In Europe the differential of economic might between Germany and France is going to widen even more as Germany's economic prospects and timing of a recovery will be much better than France's. At the same time, the continuous disputes about the purported 750 billion euros fund that the European Commission wants to raise to support a recovery in forms of grants loans and guaran-

tees are creating serious detrimental uncertainties about when this support will at long last be available – under what conditions and with what efficiency. The Covid crisis will continue to bear down any European aspiration to strengthen the unity and cohesion of the European Union and of its aspiration to become a more meaningful player on the global geopolitical scene.

The crisis triggered by Covid 19 is exacerbating and amplifying already existing trade tensions and the erosion of the multilateral trade system.

- New rows are erupting between the US and Europe with respect to the digital tax on which Washington has now ended the discussions with Brussels. And in the present situation there is no prospect whatsoever of any breakthrough for the EU-US trade agreement.
- The EU plans to create a carbon tax on imports to the EU – if implemented – are sure to trigger a chain of retaliatory measures from the US, China, India and elsewhere.
- The calls to “buy local” are multiplying around the world.
- The chances of productive discussions for reforming the WTO and adjustive the organization to the new realities of the world economy are now extremely limited. There is no intention from the part of Washington to accept the fact that China, as a member of WTO and the second largest economy in the world will not get closer to a market system closer to the US or European one.
- The EU, as well as countries such as the UK,

Canada, Australia, Japan are toughening their policies towards Chinese investments and acquisitions in strategic sectors of their economies. This is bound to generate a response from China and could easily trigger an escalation of tit for tat measures that will impact on the overall climate for a global economic recovery.

In this context there is a lot of discussions about the redrawing of global supply chain, of MNCs shifting their philosophy and Modus Operandi from “Just in time” to “Just in case” from broadening sourcing locations beyond China. However, we need to wait and see how much of that will happen and under what conditions.

There will be a trend towards the regionalization of supply chains, towards near-shoring whenever feasible and we will see that – especially with respect to some medical goods. This trend will be accentuated by the decoupling that the Trump administration wants to achieve between the US and Chinese economies. However, it will be difficult and take some time for many American companies to find sustainable alternatives to the capacities and potential offered by China as a sourcing base as well as a market.

Vietnam and Thailand are the countries which are already emerging as clear beneficiaries from this regionalization and broadening of sourcing bases trend. Unfortunately, at this stage, India does not be in a position of seizing the opportunities which could open from that trend.

Some analysts have been quick in seeing in all of this the death of globalization. In fact this assessment is more a reflection of the Western way at looking at globalization than a reflection of the

reality. What we see is that the crisis triggered by Covid 19 has been accelerating the transition from globalization seen as the synonymous of westernization and globalization becoming a multi-faceted reality with a regional and multi-cultural dimension, where rules cannot be anymore be set by just one part of the world – and this whatever the difficulties the US and Europe may have at accepting the steady shift in the new balance of forces in the world.

The global Covid and economic crises are also amplifying and accelerating three major issues:

- The US-China confrontation is continuing to move towards an increasingly acute phase with technology and technology innovation becoming one of the most crucial battlefields for the contest for prominence. To a large extent the Huawei case has a crucial strategic as well as symbolic dimension. This is a confrontation which will create a lot of collateral damage. The Trump attitude “You are with us or against us” will not only prove to be self-defeating but will create major difficulties for a number of countries such as Korea, Israel or even Japan.
- The fact that governments had to intervene in a massive way to put a bottom on the recession and the situation encountered with respect to critical supplies will reinforce the trend towards a strong industrial policy becoming a must for countries to maintain their competitive stance. This is very clear now in Europe – whether countries such as France admit it and advocate it or countries such as Germany are reluctant to admit that reality while moving towards it. China has

had one which has worked not so badly over the last 45 years. In that respect, India would really need to pull its act together if it wants to be a relevant global player.

- In the coming years there will be a lot of tension between the need to take actions which will accelerate the economic recovery – such as trying to get the automotive and the air transport sectors back on a financially sustainable situation and the pressures for increasingly vocal green groups to use the

crisis to accelerate the shift towards a low-carbon economy. In the long-term these two considerations are not necessarily anti-nomic. However, in the context of the great short-term pressures that governments are facing to restart their economies and companies to ensure their survival we might see a lot of disruptive moves launched by activist green groups that will make economic and business decision-making more difficult and prove to be an additional problem for a widespread economic recovery.



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# The Productivity Pitfalls of Working from Home in the Age of COVID-19

Nicholas Bloom’s research has measured the benefits of working from home. But in the current coronavirus crisis, the economist fears productivity will plummet.

April 16, 2020 | by Adam Gorlick



*The global work-from-home movement intended to maintain output and efficiency during the COVID-19 pandemic could actually generate a worldwide productivity slump and threaten economic growth for many years, says Stanford economist Nicholas Bloom.*

*Working from home when you have infants or schoolchildren who need your help, “is a productivity disaster,” Stanford economist Nicholas Bloom says. | Reuters/Lindsey Wasson*

“We are home working alongside our kids, in unsuitable spaces, with no choice and no in-office days,” says Bloom, a professor of economics (by courtesy) at Stanford Graduate School of Business and a senior fellow at the Stanford Institute for Economic Policy Research. “This will create a productivity disaster for firms.”

For those even a bit familiar with some of Bloom’s more popular scholarship, the economist’s dire prediction might come as a surprise. In 2015, the Quarterly Journal of Economics published a paper he coauthored extolling the benefits of working from home. The study drew attention and interest from journalists, business leaders

and employees looking to avoid long commutes, skirt office politics, and develop a better work-life balance.

That research was based on a randomized control trial on 1,000 employees of Ctrip, a Chinese travel company. The experiment revealed that working from home during a nine-month period led to a 13% increase in performance — almost an extra day of output per week — plus a 50% drop in employee-quit rates. The experiment was so successful that Ctrip rolled out working from home to the whole firm.

But what's happening today with the coronavirus crisis is completely different thanks to four factors: children, space, privacy, and choice.

"Everyone assumes I would be gushing over the global rollout of working from home," Bloom says. "Unfortunately not."

***I fear an extended period of working from home will not only kill office productivity but is building a mental health crisis.***

### ***Nicholas Bloom***

Perhaps the most challenging aspect of working at home for parents with younger children is managing their kids. The closure of schools and transition to "distance learning" for students has forced many working parents to take on the additional job of full-time teacher. One requirement for a successful work-from-home program for any business is the requirement

that children are in school or daycare, Bloom says.

As a married father of four trying to maintain his research productivity and preparing to teach an online class to Stanford students, Bloom can speak with authority on this point.

"Working from home with your children is a productivity disaster," Bloom says. "My four-year-old regularly bursts into the room hoping to find me in a playful mood shouting 'doodoo!' — her nickname for me — in the middle of conference calls."

Bloom's analysis of Ctrip also took into account that employees were only allowed to work from home if they had a home office. The room could not be a bedroom, and nobody was allowed into the room during the workday except for the employee.

"Many people I have been interviewing are now working in their bedrooms or shared common rooms, with noise from their partners, family or roommates," Bloom says.

The Ctrip experiment also explicitly asked employees to work from home four days a week and come into the office every fifth day.

In-person collaboration is necessary for creativity and innovation, Bloom says. His research has shown that face-to-face meetings are essential for developing new ideas and keeping staff motivated and focused.

"I fear this collapse in office face time will lead to a slump in innovation," he says. "The new ideas we are losing today could show up as fewer new products in 2021 and beyond, lowering long-run growth."

The element of personal choice is a final factor contributing to the success of Ctrip's work-from-home policy that is absent in the current situation. Of the 1,000 Ctrip employees offered the choice to work from home, only 500 volunteered. The others wanted to remain in the office.

After nine months of allowing those employees to do their jobs at home, Ctrip asked the original volunteers whether they wanted to keep working remotely or return to the office. Half of them requested to return to the office, despite their average commute being 40 minutes each way.

### **Why was that?**

"The answer is social company," Bloom says. "They reported feeling isolated, lonely, and depressed at home. So, I fear an extended period of working from home will not only kill office productivity but is building a mental health crisis."

Despite the drawbacks, Bloom suggests a few things that can help stem the productivity decline he fears: regular check-ins between managers and their teams, maintaining schedules that strive to separate work life from family life, and collaborating with colleagues on video calls rather than phone calls.

"Phone calls make collaboration harder," he says. "You don't know if anyone is really paying

attention. In one conference call I was on, I thought the background noise I was hearing was actually a vacuum cleaner. When I asked, 'Is somebody vacuuming?' the sound mysteriously stopped. While a video call could seem intrusive, it is essential for ensuring the attendees are paying as much attention as they would in a physical meeting."

And although he's concerned productivity will take a nosedive, Bloom says there are a few things to be optimistic about following the initial crush of the pandemic.

If businesses can successfully adopt information technology and have their employees work remotely in conditions similar to those established by Ctrip, commuting woes can certainly diminish.

"The average working American spends 100 minutes a day commuting, so the potential impact on all our lives is massive," he says.

We also might see what Bloom describes as "a bonfire of unnecessary regulations."

"A friend of mine was telling me how her startup was pivoting to online healthcare," he says. "Until recently, this was impossible due to regulations over cross-state doctor-patient care, privacy regulations, and requirements for in-person first visits to the doctors. But a lot of that has now gone out the window because some things just need to get done."

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#### **Disclaimer:**

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## Allahabad Management Association

Allahabad Management Association organised a Special Talk on 'Life style correction in Covid times through Yoga' by Mr A K Prasad, DGM Finance (Retd.), Vice President AMA, through a Facebook live session on International Yoga Day, 21st June.

32 members of AMA including Mr Vibhav Bajpai, President, Er. O P Goel, Secretary, Mr Ravi Prakash, Vice President, Er. Shalabh Kumar, Joint Secretary. Mr K K Bhutani, Dr Ajay Shankar, Mr Alok Shah, Mr Sanjay Pathak, Mr Pramod Bansal and More than 25 Student Chapter members registered for the event. The session started with explanation on various Yogik exercises. Mr Prasad explained in an easy and simple way 'What is Immunity' how this can be improved and help fight Covid. What precautions should be taken by people with different ailments in performing these Yogik exercises was explained in an easy and simple manner. The session was well appreciated and members expressed that the frequency of such sessions and virtual web meets should be increased.

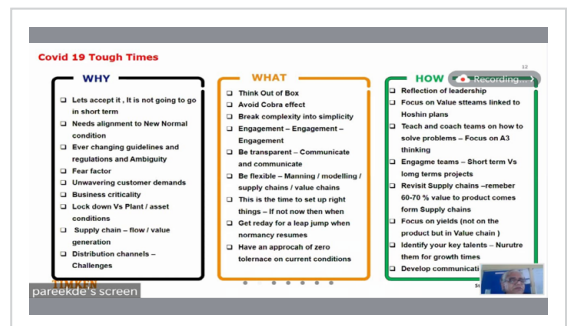


Mr A K Prasad, Vice President, addressing on Facebook Live How to develop Strong Immunity with Yoga. (Life style correction during COVID times through Yoga)

## Bharuch District Management Association

### CEO's Online Forum Meet

BDMA organised CEO's Online Forum Meet on the topic 'How to Achieve Business Excellence in COVID-19' on 1st June. Mr. Deependra Pareek (GM & Plant Head, Timken India Ltd., Bharuch) was the esteemed Guest Speaker at the meet. Mr. Deependra shared his knowledge & experience in achieving excellence at Timken plant under his leadership. The session received excellent feedback from participants.



Guest Speaker Mr. Deependra Pareek addressing the meet through his presentation

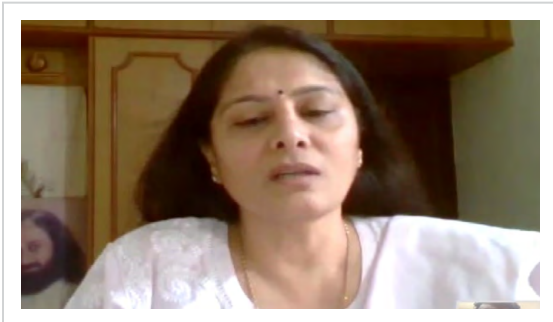


Dr. Ashok Shah addressing the webinar

### EHS Forum Meet on occasion of 'World Environment Day 2020'

EHS Forum of BDMA organised its online meet on 5th June on the occasion of 'World Environment Day 2020' with GPCB, Bharuch & Dahej Industries Association. Expert speakers at the meet were Dr. Ashok Shah (Ex-Director - GNFC Ltd.) and Dr. Mritunjay Chaubey (Global Vice President - Environment &

Sustainability, UPL Limited). The meet was graced by Mr. A.V. Shah, Member Secretary, Gujarat Pollution Control Board as esteemed Chief Guest. As many as 100 participants joined the webinar.



*Ms. Bindiya Thakkar (Bindiya Didi) addressing the webinar*

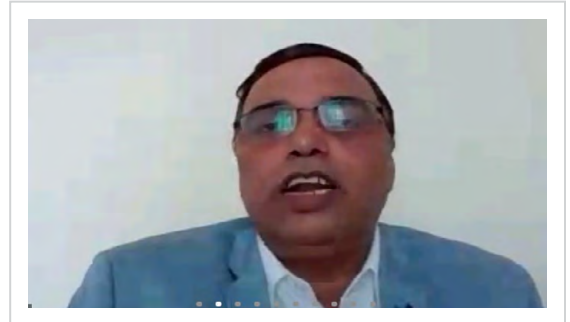
She also led participants for a small meditation exercise online. The meet was well received by attendees.

**EHS Forum Webinar on ‘Techniques of Risk Management’**

BDMA EHS Forum organised its 2nd webinar of the month on 20th June. The topic of the webinar was ‘Highly Effective Techniques of Risk Management’ – Steps towards prevention of Industrial Disasters. Mr. Anantha Prasad S. (Co-founder, Sudaksha Strategic & Innovative Solution Consulting) was the expert speaker for the talk. The speaker shared his in-depth knowledge and vast experience in backdrop of recent major incidents occurred in Yashashvi Rasayan Ltd., Dahej, Gujarat and L.G. Polymer in Vizag. The Bow-Tie methodology was explained in detail using comprehensive and powerful visual models. The talk was attended by more than 60 EHS professionals.

**Finance & Taxation Forum Webinar on ‘GST’**

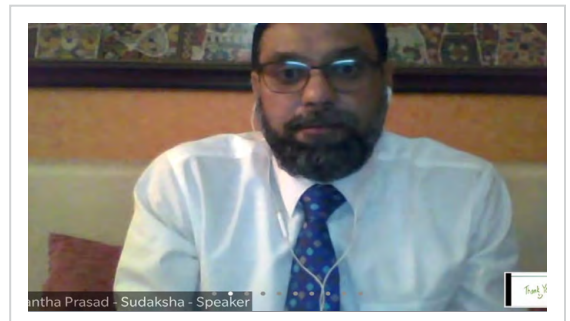
BDMA Finance & Taxation Forum organised a webinar on ‘GST Recent Changes & Refund Under GST’ on 27th June. Advocate Anand Nainavati & Advocate Jigar Shah from L & S Attorneys



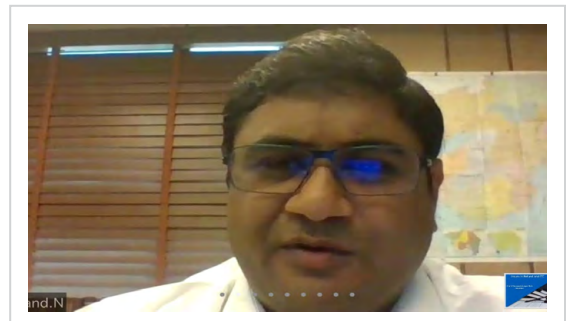
*Dr. Mritunjay Chaubey sharing his knowledge at the meet*

**Women’ Forum Meet**

BDMA Women’s Forum organised webinar on ‘Finding Life Balance through Spirituality in time of COVID-19 Crisis’ on 8th June. Ms. Bindiya Thakkar (Art of Living Coach & Motivational

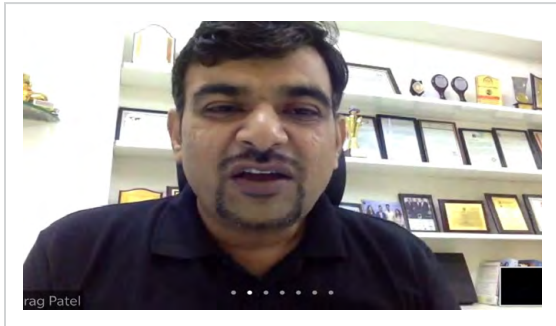


*Mr. Anantha Prasad S. addressing the EHS professionals at the webinar*



*Advocate Anand Nainavati addressing the session*

explained the 'Recent Amedments' in GST Law & Refund Claiming Procedure of GST as esteemed Guest Speakers. The webinar gave a clear picture of latest development in GST and was well appreciated by participants.

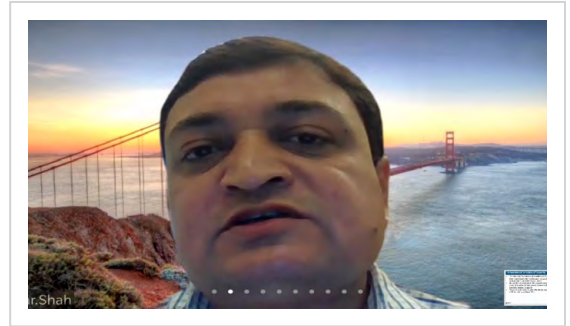


Mr. Chirag Patel addressing the participants at the webinar

Mr. Chirag Patel (Co-founder, Stratifix Consulting, Surat) talked about taking the crisis positively and looking forward for feasible opportunities available for business growth with examples. The meet was well appreciated by the participants.

**43rd HR Forum Meet**

HR Forum of BDMA organised 2nd session of webinar on 'Importance of Coaching for People & Organisation' in its 43rd Meet on 29th June. Ms. Harini Sreenivasan (Partner – Semcostyle Institute, India) addressed the webinar as esteemed speaker. Ms. Harini very well explained the difference between Coaching, Training, Teaching and Mentoring with lively day-to-day examples of Achievers. The meet was attended by more than 50 HR professionals from the district.



Advocate Jigar Shah seen interacting with attendees

**Webinar on 'Business Growth Strategies, Post COVID-19'**

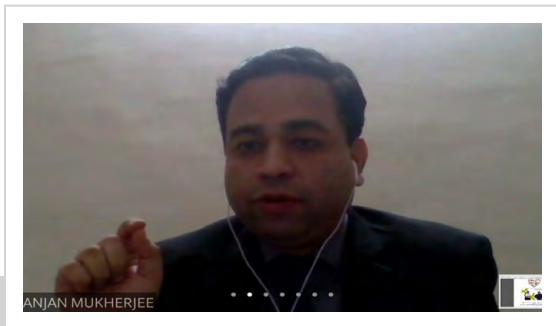
BDMA on 27th June organised a webinar on topic 'Business Growth Strategies, Post COVID-19'. The talk focused on opportunities for businesses during present and post COVID-19



Ms. Harini addressing HR professionals at the 43rd HR Meet

**Webinar on '7 Pillars of Corporate Success'**

BDMA organised a webinar on topic '7 Pillars of Corporate Success' on 30th of June '20. The talk was delievered by Mr. Nilanjan Mukherjee (Deputy General Manager – HR, Relaxo Footwear). Mr. Nilanjan narrated the 7 Pillars with real life stories of Achievers in diversified fields. Mr. Nilanjan linked important skills and mindset with Success Mantras (Pillars) e.g. 'Belief', 'Hard Work', 'Aim', 'Results', 'Character', 'Healthy Lifestyle', 'Decision ahead' etc. with live examples. The talk was very well appreciated by attendees.



Mr Nilanjan Mukherjee addressing the session

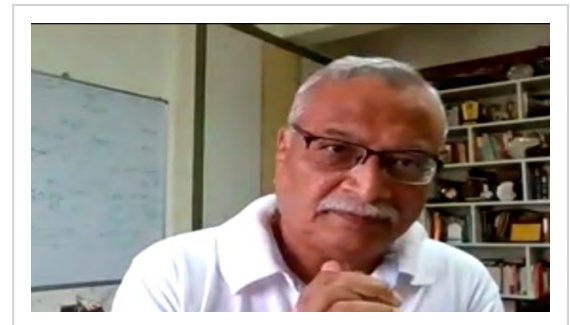


## Bombay Management Association

As the lockdown continues due to pandemic of Covid -19; Team BMA under the leadership of President Ms. Chhaya Sehgal, continued reaching out to our members' mid-week on every Wednesday with 'Wednesday Wisdom Webinars' (WWW). Further our initiative in response to this new normal; revival of our traditional MDPs vertical in a virtual mode renamed 'Friday Fundamentals – eMDPs' (FF) too continues seeing enthusiastic participants. We are happy to share the news of launching our First 'e – Journal' titled 'e – Ambit' with a Key Note penned by Dr RA Mashelkar and edited by former president Mr Indrapal Singh during our AGM scheduled on 4th July.

### The TCS Story

In this Wednesday Wisdom Webinar, BMA brought a promising story named 'The TCS Story' on 3rd June with Former President Mr Suresh Mhatre, Retired VP- TCS. Tata Consultancy Services, Mr Suresh Mhatre shared the journey of TCS, he told us about the foundations laid by the legendary Dr FC Kohli, in his early years, its spectacular growth and the key turning points over the years.



*Mr Suresh Mhatre addressing the participants*



*The webinar was conducted by Mr Shankar Thayumanavan and Mr Sabarish Sivaprakasam*

### Managing Stress in Challenging Times

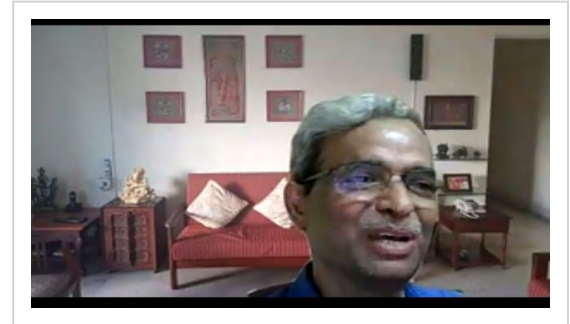
BMA invited Colonel Venkat Raman (Retd), army officer to speak on Managing Stress in Challenging Times on 10th June. Through this webinar, Col Venkat explained to us what Stress does to the body and mind, both in the short term and in the long term. He discussed its effects on our health as well as our productivity.

### Abracadabra: Design Thinking

BMA's Wednesday Wisdom Webinar on the topic 'Abracadabra - Design Thinking' with expert magicians Mr Shankar and Mr Sabarish was held on 17th June. Design thinking is a process for creative problem-solving. Questions like 'What do firms that outperform the S&P index by 228% do differently?' were covered through this webinar. Participants joined this interesting session to know more about the secrets of design thinking.

**Improve your Life with NLP**

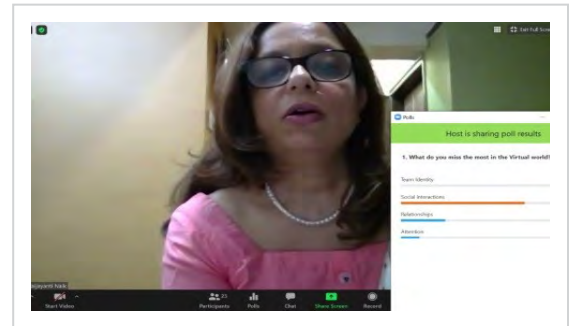
A session on 'Improve your life with NLP' was held on 24th June. Mr Prabhakar Nori, an expert in the subject, explained the significance of conscious and subconscious minds to the current situation of our life and how our subconscious mind dictates life. During the session, he discussed a few NLP tools as to how we can quickly program our subconscious minds to achieve what we want. In Mr. Prabhakar Nori's words "We have a choice to design and live the kind of life you would like to have rather than putting up with the current situation."



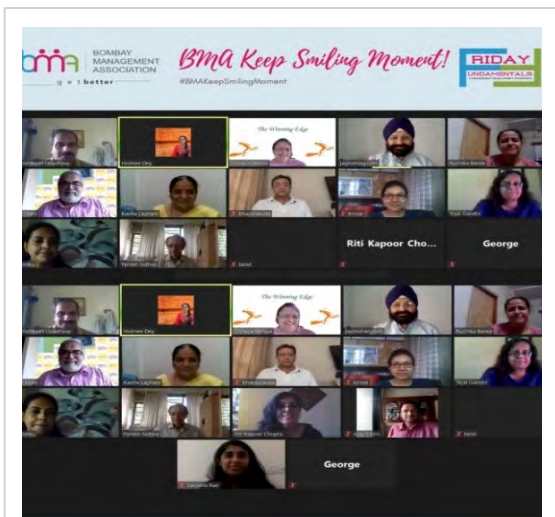
*Mr Prabhakar Nori addressing the participants*

**Leading Teams Virtually – Driving Sustainable Engagement and Performance**

Ms Vaijayanti Naik the Director of Culture First Consulting, L&D and HR Advisory was the facilitator for this session held on 5th June. The Themes for the E-MDP included Redefining the role of the Manager in remote teams, Understanding the importance of providing structure to virtual teams, Psychology of communication in virtual teams, Building Trust in virtual teams, Managing performance at a distance, Building connectedness, accountability and engagement virtually.



*Ms Vaijayanti Naik addressing the participants*



*The participants along with Mr. Rishi Jagmohan Singh who conducted the Webinar*

**How Not to Become a Dinosaur as Trainer! Become a 2020 Digital Facilitator**

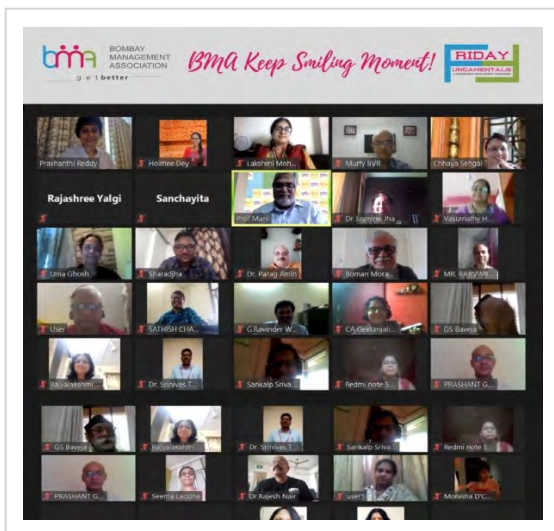
Mr. Rishi Jagmohan Singh, Head- Digital Marketing & Learning & Development- Wockhardt Ltd. and Author - are You a Digital Dinosaur! and Executive Coach was the facilitator for the session held on 19th June. Key takeaways from the e-MDP were Mindfulness of a Digital Facilitator, How to Create Digital Content that's engaging, How to Manage Digital Assets to engage, Creating Micro Bytes for Learning Ensuring Outcomes of all Trainings.

**Leading With EQ in A VUCA World: Bringing New Purpose to Passion Valles**

This session was held on 26th June with Dexter J Valles the CEO & Managing Consultant, Valmar International Founder Director, The EQ Legion of India. The key takeaways from the E-MDP were Learn to Harness the Emotional Storm of VUCA Times, Understand the impact of VUCA times, Connect with the 5Cs of VUCA – From Fragile to Agile, Engaging Everyday EQ Emotional Competence & You, Bring New Passion to Purpose – Crafting Noble Goals for a New World.



The webinar was conducted by Prof Dexter Valles



The participants along with Ms Prashanthi Reddy

**Faculty Development Programme**

Ms. Prashanthi Reddy Independent Director and Consultant, Certified Corporate Director, Certified Coach Cultivating Leaderships conducted an online Faculty Development Programme on 'Business, Leadership, Digital Amidst Chaos' on 12th June.

**Break the Chain Leaders Speak Series**

'Break the Chain – Leaders Speak Series' showcases one such insightful celebrity write up on Monday morning on BMA website to highlight the new opportunities for Managers and Leaders in various industry sectors. 'Digitality: The New Normal in Education' by Dr. Indu Shahani (Founding Dean of ISME) – June 1st and 'Impact of COVID-19 on MSME Sector and Relief Measures' by Mr Suresh Mhatre, (Former President, BMA), Dr. Kavita Laghate (Honorary Secretary, BMA) and Ms Chhaya Sehgal (President BMA) – June 8th.

**The 3rd International Research E- Conference Business, Leadership, Digital Amidst Chaos**

BMA in association with GNVS Institute of Management (a NAAC accredited Institute, approved by AICTE) in association with University of Mumbai, Shri JJT University organised the 3rd International Research E- Conference on 'Building Core Competencies: Disrupting the Disruptors' on the 6th June over Zoom.

The welcome address was given by the Director, Dr R.K. Saily followed by the address by the Guest of Honour and Keynote speaker, Dr Anupama Wagh-Koppar (Innovation Director for L'Oreal Nihon Asia, Tokyo Japan). Ms

Chhaya Sehgal (President BMA) then addressed, followed by the Chief Guest, Dr Rajen Mehrotra (Former Corporate Head of HR ACC Ltd. and Former Corporate Head of Manufacturing and HR with Novartis India Ltd.). The vote of thanks was given by Dr Usha Kumar (Co-Convener, E-Conference).

There was an online presentation of research papers, followed by the Valedictory Function. The welcome address was given by the Director, Dr R K Saily. The Guest of Honour was Dr Vanshri Valecha, (Education Director, SRSS Mumbai) and Prof David Wittenberg (Professor of Entrepreneurial Innovation at ISME). The Chief Guest was Dr Radhakrishnan Pillai (Deputy Director, CIILS, University of Mumbai). The announcement of results and vote of thanks was given by Dr Sneha Amre (Convener E-Conference).



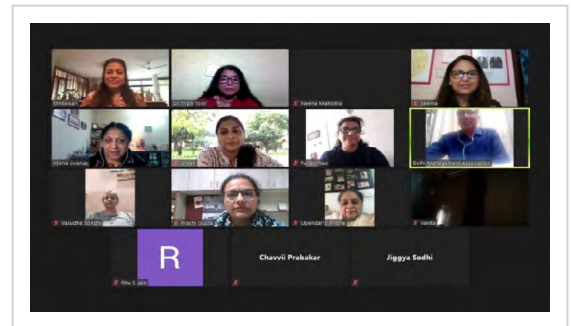
The 3rd International Research E- Conference

## Delhi Management Association

### 7th Session of NOWE

Delhi Management Association (DMA) organised 7th learning session of NOWE@DMA on 'Navigating Business through Covid 19 and Beyond' (Edition II) on 4th June.

Dr Tripti Bajapai Toor, Associate Professor, IILM University and Session Moderator welcomed Ms Veena Swarup, Former Director- HR, EIL and Chairperson, NOWE@DMA, the Key Speakers, Ms Seema Bangia, Chief People Officer, Mahindra Defence, Ms Tithi Tewari, Founder & MD, SmartVizX and the women entrepreneurs. In the opening remarks Ms Swarup shared the important role played by the women entrepreneurs.



7th Session of NOWE

Ms Bangia shared that today's CEOs are faced with overwhelming, competing challenges and uncharted waters as they continue to navigate the impacts of the COVID-19 pandemic. Ms Tewari shared that the worst part of this COVID crisis isn't just that businesses have touched zero revenues; it is that there is no visibility when things will get ok. The webinar was attended by a large number of women and budding entrepreneurs and the inputs shared by the speakers was appreciated by all. The session was concluded by vote of thanks by Mr. Rajan Pandhi, Director, DMA.

### Webinar on Compassionate Leadership

Delhi Management Association organised a very successful webinar on Compassionate Leadership by Mr. Anil Sachdev, Founder & Chairman, School of Inspired Leadership as Keynote Speaker with over 500 participants across the country on 12th June. Mr. Prem Singh, President NHRDN introduced Mr. Sachdeva and set the context. Dr. G.P Rao, Founder, Good People Relations ably steered the session and concluded the discussion. Mr. Sachdeva talked about the concept of Leadership to Laddership where one is inspired by higher purpose and rising in love. The talk was followed by lively Q&A session managed by Dr. Yogesh Misra Ph.D, President, Delhi Management Association and Mr. Abhay Kapoor, President, Faridabad Management Association. Mr. Mukesh Jain, Chairman, ISTD Delhi Chapter gave the vote of thanks.



Webinar on Compassionate Leadership

### Webinar on Business during Covid 19 and Beyond : Impact on Enterprises and Action Plan

The webinar on Business during Covid 19 and Beyond : Impact on Enterprises and Action Plan was successfully hosted by Delhi Management Association in collaboration with Institute of Public Enterprises, Hyderabad on 12th June. Deloitte was the Knowledge Partner.

In the opening remarks, Ms Veena Swarup, Former Director, HR and Chairperson, Women in Management Committee, DMA shared that Organisations will need to redefine job roles, Redesign SOP's, Re-skill Talent, Reengineer workforce, Restructure Organisations and Reconstruct Teams.

H.E Ritava Koukku Ronde, Ambassador of Finland shared that in Finland focus is on reviving the economy. Companies not letting go employees but restructuring activities-pushing ways to create digital careers. Padam Shri Dr Saurabh Srivastava, Co-Founder Nassacom, IAN, ICVA, TIE shared that start ups are most impacted but will lead in the India's recovery. Mr. Vijay Sethi, Chief Information Officer, Chief Human Resources Officer and Head Corporate Social Responsibility, Hero MotoCorp Ltd shared that Effective Communication is very important. Prof S Satish Kumar from IPE strongly felt that Business models need to change. Mr. Kelvin A Sergeant, Sustainable Enterprises Development and Creation Specialist for South Asia, ILO, Decent Work Technical Support Team (DWT) New Delhi highlighted the 4 pillars- stability through stimulus package, support to enterprises and jobs, occupational safety & health and negotiations & consultation.



Webinar on Business during Covid 19 and Beyond : Impact on Enterprises and Action Plan

The session was highly interactive and very well attended by the participants. The session was moderated by Ms Monisha Chowla, Director, IKigai Communications LLP and concluded with a vote of thanks by Mr. Rajan Pandhi, Director, DMA.

**Webinar on CSR a Key Driver in Covid Times**

The webinar on CSR a Key Driver in Covid Times was successfully hosted by Delhi Management Association in collaboration with Institute of Public Enterprises, Hyderabad on 26th June. Deloitte was the Knowledge Partner.

In the opening remarks, Ms Veena Swarup, Former Director, HR and Chairperson, Women in Management Committee, DMA shared that “CSR is no longer an obligation, it’s a compliance, Very often Companies have their CSR strategy aligned with the Business Strategy and integrated with it”

Mr. Atul Sobti, Director General, SCOPE shared that Social Scientific Responsibility is coming to the fore. Corporate Social Innovation encompasses CSR as a tool. Ms. Mukul Rastogi shared that Recovery & Resilience are both areas of focus. Organisations need to adapt & re-adapt it. The approach & methodology need to change. Prof R K Mishra, Sr Professor & Director IPE Hyderabad strongly felt that Partnership should increase. Social engineering is the need of the time. There should be experiential CSR. Mr. Kelvin A. Sergeant, Sustainable Enterprise Development and Creation Specialist for South Asia, ILO Decent Work Technical Support Team (DWT), New Delhi shared that true social responsibility is concern for society and environment. We need a social dialogue. Mr. Mathew Cherian, CEO, HelpAge India shared that people are your best bet, rely on them and move on. Society needs to come together to help the needy.

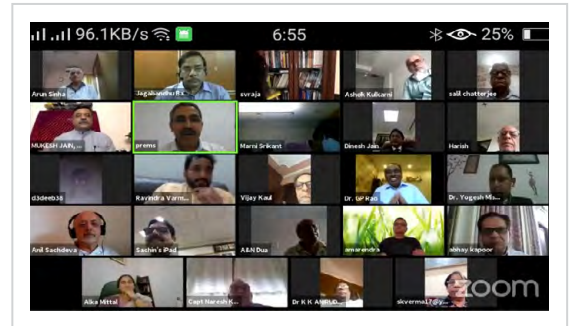
The session was moderated by Ms Seema Bagia, Chief People Officer, Mahindra Defence and concluded with a vote of thanks by Mr. Rajan Pandhi, Director, DMA.

**Panel Discussion on ‘Post Covid Challenges and Strategies: Industry Perspective’**

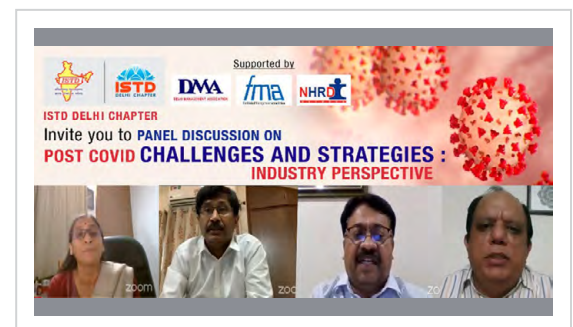
A highly interactive Panel Discussion on ‘Post Covid Challenges and Strategies: Industry Perspective’ organised by ISTD Delhi Chapter and supported by Delhi Management Association was held on 27th June.

The opening remarks were delivered by Mr. Mukesh Kumar Jain, Chairman, ISTD Delhi Chapter. In the Panel Discussion Dr. Alka Mittal, Director - HR, ONGC; Mr. Nikhil Jain, Director - HR, NHPC; Dr. C Jayakumar, Vice President & Head - Corporate HR, L&T and Mr. Vijay Sethi, Corp Head -HR & IT, Hero Motocorp Ltd were the eminent panellists. A comprehensive view of the challenges shared by the panellist were Workforce Management, Workplace Management, Employee well-being, Emotional well-being, Fund Management, Eco System, Safety and Hygiene and Skilling and Re-Skilling. To overcome from the current situation, some of the strategies/asures shared by the panellists.

The session was highly interactive and very well attended by the participants. The session was moderated by Dr. G P Rao, Founder, Good People Relations and concluded with a vote of thanks by Mr. Y N Kaushal.



*Webinar on CSR a Key Driver in Covid Times*



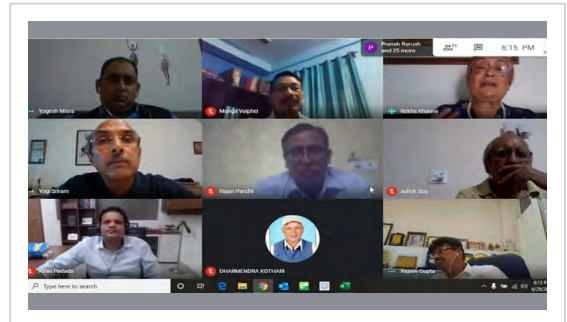
*Panel Discussion on ‘Post Covid Challenges and Strategies: Industry Perspective’*

### Webinar on New Leadership & New Competencies in the Post Covid Era

Delhi Management Association (DMA) and Resource Development International (RDI) organised a Webinar on 'New Leadership & New Competencies in the Post Covid Era' on 29th June.

In the opening remarks Dr Yogesh Misra, President, DMA and Vice President, Thomas Assessments shared that good leadership do the right thing by setting direction, giving vision and creating something new. Hence leadership competencies need to be identified, need to find out who has those competencies and train people on those competencies.

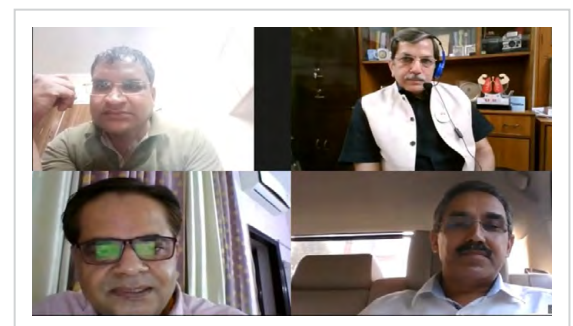
Setting the tone, Mr. Rajeev Gupta, Founder MD of RDI India & Sr. advisor, EBG mentioned certain major shifts in the post covid era are globalisation to localisation; almost everything digital; work from home as new norm; democratisation of work processes, regulations shifting this and that way, increased anxiety and flatter hierarchy etc. Mr. Yogi Sriram, Advisor to CEO & MD, Group Human Resources, Larsen & Toubro shared that the classical competencies like decision making, strategic thinking, risk management, ability to create a talent pipeline, succession planning, etc will not change. Ms Rekha Khanna, Director & Chairperson, bioMérieux India, RAS Lifesciences, & EBG talked about the importance of Listening, Intuition and Communication – ways of communicating values, systems, etc. Prof Kiran Pedada, Associate Dean for e-Learning and Associate Professor of Marketing at Indian School of Business (ISB), and Independent Director on the Board of Directors at Petronet LNG Limited shared the importance of blended learning, hybrid model – digital plus physical and Critical thinking in the post covid time. The session was highly interactive and very well moderated by Mr. Manga Vaiphei, Master Coach, Trainer & Consultant and concluded with a vote of thanks by Mr. Rajan Pandhi, Director, DMA.



*Webinar on New Leadership & New Competencies in the Post Covid Era*

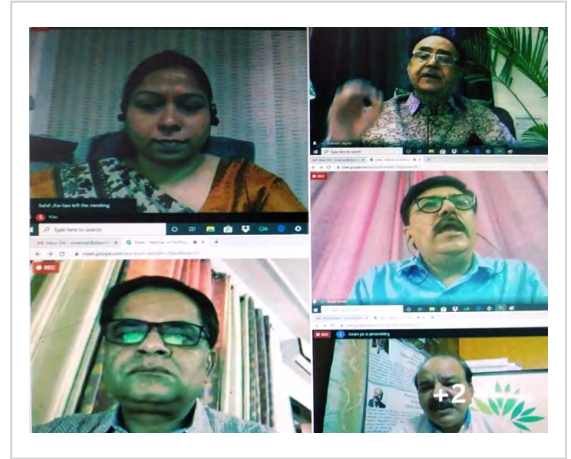
### Faridabad Management Association

Faridabad Management Association in collaboration with NHRDN, Delhi Chapter conducted a webinar on 1st June on the Topic 'Alternate Career Readiness beyond the Job'. The speaker for the day was Mr. Rajiv Khurana, CMC-FMC, Founder Lung Care foundation and thepersonnellab.com, ICPI etc. The webinar started with welcome address by Mr. Prem Singh, President, NHRDN & Mr. Abhay Kapoor, President FMA. There was an overwhelming response from the 450+ participants from industry and academia.

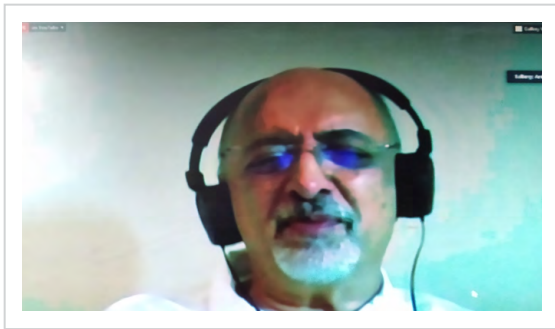


*Clock-wise starting from top right - Speaker Mr. Rajiv Khurana CMC-FMG, Founder-Lung Care Foundation, thepersonnellab.com, ICP; Mr. Prem Singh, President, NHRDN; Mr. Abhay Kapoor, President - FMA & Mr. Bhagat Singh, Chapter Manager, Delhi & NCR Chapter*

On 3rd June, Faridabad Management Association conducted a webinar on the topic 'Isolation to Integration' with Delhi School of Professional Studies and Research with Mr. Subhash Jagota Managing Director, Jabro Advertising and Marketing and Mr. Sanjeev Nanda, Director, National Skills Institute. The coordinator was Dr. Sima Singh Prof & Dean, DSPSR. Finally, the vote of thanks was delivered by Mr. Abhay Kapoor, President, FMA.



Clock-wise starting from top right - Speaker: Mr. Subhash Jagota, Managing Director, Jabro Advertising & Marketing Ltd. ; Mr. Sanjeev Nanda, Director-National Skills Institute; Mr. D.K. Bakshi, CEO, Global Talent Company; Mr. Abhay Kapoor, President, FMA & Dr. Sima Singh, Professor & Dean, DSPSR.



Mr. Anil Sachdev, Founder Chairman, School of Inspired Leadership

FMA in collaboration with NHRDN, Delhi Chapter, NIPM, NCR Chapter, ISTD Delhi Chapter and DMA conducted a webinar on the 'Compassionate Leadership' on 9th June. The speaker for this Webinar was Mr. Anil Sachdev, Founder Chairman, School of Inspired Leadership. The session was moderated by Mr. G.P. Rao founder, Good People Relations. Mr. Abhay Kapoor handled the QnA sessions. Mr. Prem Singh, President, NHRDN gave the vote of thanks.

Faridabad Management Association in collaboration with Yung Minds conducted a webinar on the topic 'Winning Through Content at LinkedIn' on 11th June. The talk was delivered by Ms. Divya Slokam, a LinkedIn Expert. The webinar began with a Welcome Address by Ms. Shaifaly Sangal Founder & CEO- Yung Minds and Mr. Abhay Kapoor, President, Faridabad Management Association. Finally, the vote of thanks was given by Mr. Abhay Kapoor.



Winning Through Content at LinkedIn



FMA in collaboration with Yung Minds conducted a Session on 'Laughter Yoga' by Dr. Harish Rawat, International Laughter Guru and Guinness Book of World record holder on 20th June. The host was Ms. Shaifaly Sangal, Founder & CEO of Yung Minds. The vote of thanks was given by Mr. V. Thyagarajan, Executive Director, Faridabad Management Association.



*Dr. Harish Rawat, International Laughter Guru and Guinness Book Record Holder*



*Building the Real Rapport in the Virtual World*

FMA conducted a webinar on the topic 'Building the Real Rapport in the Virtual World' on 24th June. The speaker for the day was Ms. Preeti Subberwal, Founder, Thoughtful Engagement. The welcome address was given by Mr. Abhay Kapoor, President FMA who also proposed the vote of thanks.

Faridabad Management Association organised a Panel Discussion on the subject 'Job Skills Post Covid' on 26th June. The programme started with welcome address and presentation about Faridabad Management Association given by Dr. Ashish Johri, Principal Consultant, Synergie HR. The session was moderated by Mr. Agniwesh Thakur, Lead Human Capital Management, Accenture. Other distinguished speakers were Mr. Pradyumna Pandey, Director – HR& Talent Solutions CBL Pro Mr. Subhash Jagota, Managing Director, Jabro Advertising & Marketing Pvt. Ltd., Ms. Saloni Kaul, HR Business Coach, Founder & CEO It's People and Mr. Kusumadhar Pandey, Head HR-MphRx. The session was summarised and closing remarks were given by Dr. Ashish Johri and Mr. Abhay Kapoor, President FMA. The vote of thanks was given by Mr. V. Thyagarajan, Executive Director, Faridabad Management Association. Large number of participants from industry and academia attended.



*Mr. Pradyumna Pandey-Director-HR & Talent Soution -CBL PRO; Ms. Saloni Kaul, HR Business coach & Founder CEO-It's People, Mr. Subhash Jagota, Managing Director- Jabro Advertising & Marketing Pvt. Ltd., Mr. Kusumadhar Pandey, Head -HR, MphRx, Mr. Agniwesh Thakur, Lead Human Capital Management - Accenture who was the Moderator of the session, Mr. Abhay Kapoor, President - FMA,. Participants: Mr. D.K. Bakshi, CEO -Global Talent Company, Dr. V.P. Singh, Advisor - Dr. K.N. Modi University. Host Dr. Ashish Johri, Principal Consultant, Synergie HR and Mr. V. Thyagarajjan, Executive Director- FMA*

Faridabad Management supported a power packed Webinar by ISTD on 27th June. The distinguished panelists were Dr. Alka Mittal, Director-HR, ONGC, Dr. Nikhil Jain, Director NHPC, Dr. C. Jayakumar, VP & Head –Corporate HR, L&T, Mr. Vijay Sethi,

CHRO, CIO & Head-CSR, Hero Motocorp. The session was moderated by Mr. G.P. Rao., Founder, Good People Relations. The session started with opening remarks by Mr. Mukesh Jain, Chairman, ISTD, Delhi Chapter and the vote of thanks was given by Mr. S.K Bose, Vice Chairman, Delhi Chapter and ED HR, IOCL.

Faridabad Management Association in collaboration with Satyug Darshan Institute of Engineering & Technology (SDIET), Faridabad conducted a unique 5 day BFSI Conclave from 27th June onwards. Dr. Sangeeta Trehan, Dean-Academics was the Chairman and Convenor, and Mr. V. Thyagarajan, Executive Director of FMA was the Co-Convenor of the Event. Day 1 started with the address by Chief Guest Dr. Sunil Garg, Registrar, JCBUST YMCA University, Faridabad, welcome address by Mr.



*Post Covid Challenges and Strategies - Industry Perspective*

Abhay Kapoor, President, FMA, address by Guest of Honour, Dr. Raj Agrawal, Director- Centre for Management Education, AIMA and finally the keynote address was given by Mr. Alok Sheopurkar, Executive Vice President and Head – HR – HDFC AMC Ltd. Mr S.K. Sachdeva, Chairman, Board of Directors, SDIET and Dr. M.N. Deshmukh Principal, SDIET also addressed. Finally, the vote of thanks was given by Dr. Sangeeta Trehan. Day 2,3,4 and 5 sessions were delivered by eminent speaker Mr. Vibash Naik, EVP-HR, Learning & Development and Administration, HDFC Life who spoke on the Insurance Sector. Mr. Amit Doshi, Deputy Vice President & Business Head Mumbai Retail, HDFC AMC Ltd and Mr. S. Devaseelan, Deputy General Manager (Retired), Bank of Baroda spoke on the Banking Sector. Mr. Rohit Gupta, AVP, BAG Advisory, Motilal Oswal Securities Ltd. Mumbai and Mr. Jayant Kwatra, Founder Sanguine Capital Financial Services spoke on the Trends and Skill development in Financial Markets and Service Industry. Finally Dr. Pankaj Trivedi, Professor and Area Chair Person-



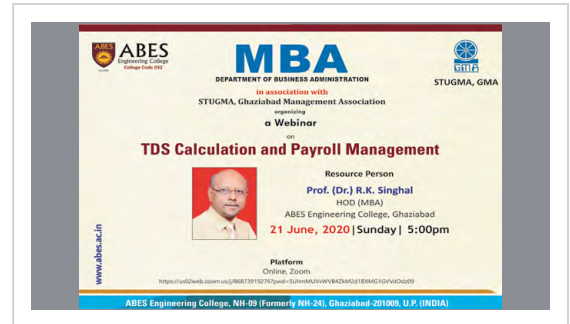
*BFSI Conclave cum FDP*

Finance and Law, KJ Somaya Institute of Management spoke on Trends and Skill Development in BFSI Industry. Dr. Sangeeta Trehan summarised each day's session and gave the vote of thanks from SDIET. Mr. V. Thyagarajan – Co-Convenor of the event gave the vote of thanks each day. There were 400 participants from all over India comprising of corporates, researchers, faculty and students of Satyug Darshan on day 1, and thereafter 300+ participants each day.

## Ghaziabad Management Association

### Webinar on 'TDS Calculation and Payroll Management'

Ghaziabad Management Association under the banner of STUGMA (student body of GMA) of ABESec, along with the Department of Business Administration, ABES Engineering College, successfully organised an online webinar on 'TDS Calculation and Payroll Management' on 21st June. The resource person for the webinar was Prof. (Dr.) R.K Singhal, HOD-MBA, ABESec. The session was primarily for imparting knowledge to the students including the STUGMA members of other GMA member institutes.

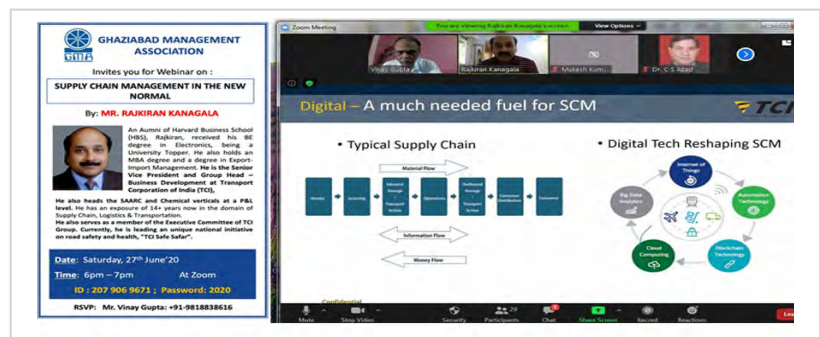


*TDS Calculation and Payroll Management*

The webinar was conducted through Zoom and it was also streamed live on YouTube. It was attended by about 75 to 80 students of various colleges. Dr. Parul Agarwal and Ms. Sonia Shukla, Secretary, STUGMA of ABESec (Student- MBA 2nd Semester) coordinated the programme.

### Webinar on 'Supply Chain Management in the New Normal'

Ghaziabad Management Association organised a webinar on 27th June on 'Supply Chain Management in the new normal'. The speaker of the session was Mr. Rajkiran Kanagala, Sr. Vice President cum Group Head, Business Development Group of the Transport Corporation of India. Mr. Rajkiran explained the practices at Transport Corporation of India (TCI) and emphasised that their company was continuously working during the lockdown period also. He elaborated the precautions adopted and how they managed the affairs. He shared how the SCM practices will change in the new (Post COVID-19) environment. This was attended by about 35 members of the Association.



*Webinar on 'Supply Chain Management in the New Normal'*

### Webinar on 'POST COVID: Impact, Implications and Strategies for Business Success & Continuity'

Ghaziabad Management Association, under banner of STUGMA (Student body of GMA) of ABESec along with the Department of Business Administration, ABES Engineering College, successfully organised a Webinar on 'POST COVID: Impact, Implications and Strategies for Business Success & Continuity' on 28th June on Google Meet platform and also streamed live on YouTube. The speakers were Mr. Amit Agarwal, MD Global Business Head- Cross Border Payments Treasury and Trade



*Webinar on 'POST COVID: Impact, Implications and Strategies for Business Success & Continuity'*

Solutions, Citi; Dr. Parul Agarwal, Assistant Professor, ABES EC and Dr. Amrita Singh, Assistant Professor, ABES EC The programme was attended by almost 85 to 100 students including GMA professional members. Dr. Parul Agarwal and Ms. Sonia Shukla, Secretary STUGMA of ABESec (Student, MBA 2nd Semester) coordinated the programme.

**Webinar on ‘Ease of Doing Business- A Legal Way**

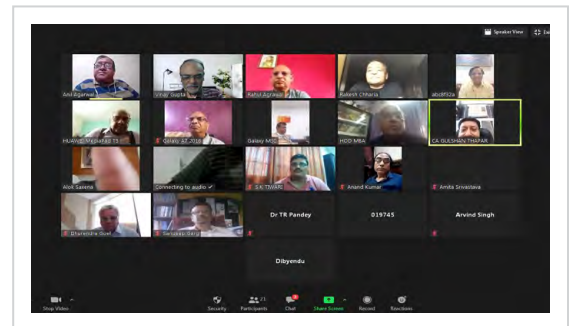
STUGMA, the Student body of Ghaziabad Management Association of AKGIM organised a webinar on 28th June on ‘Ease of Doing Business- A Legal Way’. The speaker of the session was Mr. Rohit Salwan, Head Legal & Chief Anti Corruption Officer, IIFL Finance Limited, Mumbai. Mr. Salwan shared the legal amendments and their implications that have been made with a view to ensure ease in doing business for attracting more entrepreneurs and getting more business from overseas.



*Webinar on ‘Ease of Doing Business- A Legal Way’*

**GMA Executive Committee Meeting**

On 30th June, Ghaziabad Management Association conducted its Executive Committee meeting on zoom platform. This was the first meeting after the Annual Convention which was organised on 31st May 2020. In this meeting, apart from critical review of the convention and its follow up actions, the committee discussed about the accounts which are under audit and plans for conducting the Annual General Body Meeting in July 2020.



*GMA Executive Committee Meeting*

**Guwahati Management Association**

**World Environment Day**

Members of Guwahati Management Association celebrated World Environment Day on 5th June at Amchange Reserve Forest around 20 kms from Guwahati city. Mr Swapnanil Barua, IAS (Retd) was the Chief Guest. He stressed on preservation of forests and migratory birds. Mr Bhabesh Hazarika, Hony General Secretary GMA, Mr BK Duari, Vice President GMA also spoke on the occasion which was followed by planting of saplings by members. The meeting was telecast live and members presented their views. The vote of thanks was offered by Mr Bibhuti Dutta, Joint Secretary GMA.



*Guwahati Management Association observing World Environment Day*

### Monthly Meeting

Guwahati Management Association organised members monthly meeting on 'through Zoom virtual platform for the first time on 27th June. The meeting was addressed by the President GMA Mr SB Sarmah with a welcome address by the Hony General Secretary Mr Bhabesh Hazarika. Mr Parag Phukan, Director GMA delivered an interesting talk on 'Think Global, Act Local' which was appreciated by all members, followed by an interactive session. The vote of thanks was offered by Mr Bibhuti Dutta, Joint Secretary, GMA.



Members of Guwahati Management Association attend monthly meeting virtually

### Webinar

Guwahati Management Association, in association with Calcutta Management Association, Ranchi Management Association and Silchar Management Association organised a webinar on 27th June with the topic 'Catalysing Change in Education; Essence of Future Readiness'.

Mr Chiranjit Chaliha, Advisor Guwahati Management Association, Mr I Ubhedha President of Silchar Management Association, Ms Ima Bose of Calcutta Management Association and Mr Sushil Kumar, GS Ranchi Management Association spoke a few words about their own Associations and introduced Dr Amarjyoti Choudhury Vice Chancellor, Assam Downtown University; Dr D K Nath Vice Chancellor Assam University, Silchar; Dr D Chottopadhyay Vice Chancellor, Sister Nivedita University, Kolkata and Dr A K Srivastava, Vice Chancellor RKDF University, Ranchi, respectively.



Members attending the webinar

After the introduction all four VCs spoke on the theme 'Catalysing Change in Education; Essence of Future Readiness' from different angles. After a brief Q&A Prof Asok Banerjee summed up the discussion and closed the webinar with thanks to all participants. The webinar was moderated by Prof Asok Banerjee, IPP, CMA.

## Hyderabad Management Association

### Online Meeting on Management Skills

HMA organised an online meeting on Management Skills by Sri Garikapati Narasimha Rao on 7th June. Citing a sloka from Andhra Mahabharatham Sri GNR said that, employees can be categorised into three categories. Employees thus need to be placed as per their capabilities and attitudes. From a sloka of Srinath's Kumara Sambhavam, he highlighted the fact that in business or office too, certain persons or activities would be too difficult to change and the strategy should be redesigned to handle them accordingly to maximise results. He gave many other management tips and mantras using similar analogies. Mr Nagesh Viswanatham and Prof

Mahesh K Soma, Hon Secretary, HMA expressed their deep sense of gratitude to Guruji for sparing his valuable time and delivering a very interesting talk. The programme was watched by 12,000 people and there were 46,071 views for this video.

**Online Meeting on Learning from the Mahatma for the Post Covid World**

HMA Online Meeting on Learning from the Mahatma for the Post Covid World by Mr Birad Rajarm Yajnik, Director & Curator, Mahatma Gandhi Digital Museums on 8th June. Mr. Yajnik set the tone for the lecture by stating that the earth provides enough for a man’s need but not for a man’s greed and mentioned that if we take care of our limited surroundings, the universe will take care of itself. He highlighted the importance of the MSME sector in the country stating that it is he invisible army of the country which could compete with any product from the world with its ‘value’ addition. Mr. Yajnik concluded with the statement that the objective of his organisation is not to convert everyone into Gandhi but then find out the next Gandhi in the youth of the country.

**Training Programme**

HMA organised an online training programme on Future of HR - Digital New Generation HR eco-systems by Mr. Antarpreet Singh Director - Digital Learning Indian School of Business (ISB) on 10th June.

**e-Workshop**

Hyderabad Management Association organised an e-workshop on 10th June on Future of HR-New Generation Digital HR Ecosystems by Mr. Antarpreet Singh, Director-Digital Learning, ISB. Mr. Singh focused on five important lessons or priorities viz: Leading man-machine collaboration, nurturing digital culture across extended enterprise, strategic business and the technical road map, superior experience by the employees and sharpening the saw for a future ready organisation. Mr Singh highlighted the difference between digitisation and digitalisation and how it would impact organisations and adroitly explained that ‘Digital is a recipe’ and the employees should experience the digital design in a best possible way. The e-workshop was attended by 27 participants.

**Student Development Programme**

HMA organised a Student Development Programme on Challenges and Opportunities faced by Students in the current COVID scenario & Choosing MBA specialisation based on Aptitude by Dr V K Satya Prasad, Head, Academics, Symbiosis Institute of Management on 18th June at MLR Institute of Technology.

**Quiz Time**

Hyderabad Management Association and SIBM, Hyderabad is Jointly conducting Quiz Time on 30th June.

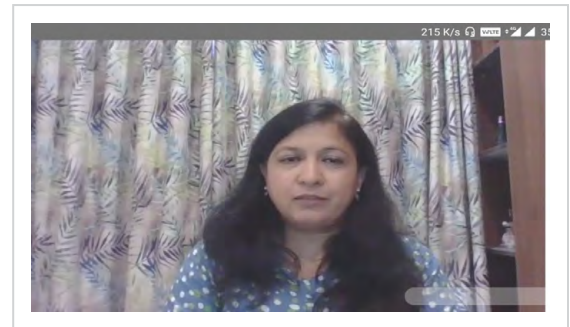


Quiz Time

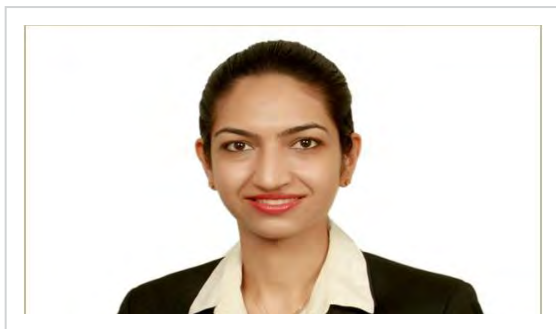
## Indore Management Association

### Unfolding Secrets: THE IMA WAY

Indore Management Association Women Forum organised its WebEx Webinar Live session series, Unfolding Secrets: The IMA Way with Ms. Nirmala Pandya, AVP & Regional Business Head, Gujarat, Rajasthan, MP & Chhatisgarh, Reliance Retail on 1st June on the topic 'Challenges of Grocery Retailers in times of Covid & How they managed?'

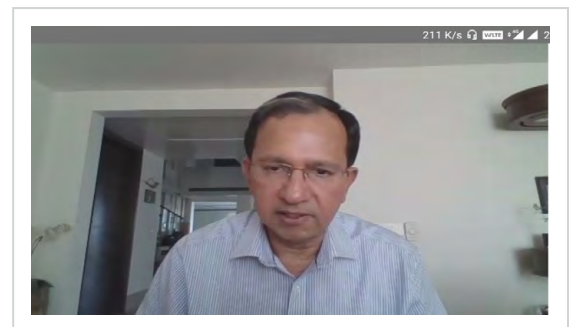


*Ms. Nirmala Pandya during the session*



*Advocate Puneet Bhasin*

Indore Management Association Women Forum organised its WebEx Webinar Live session series, Unfolding Secrets: The IMA Way with Advocate Puneet Bhasin, International Cyber Security Expert, Founder, Cyberjure legal Consulting on 2nd June on the topic 'Online Financial Frauds in times of Covid - 19'.



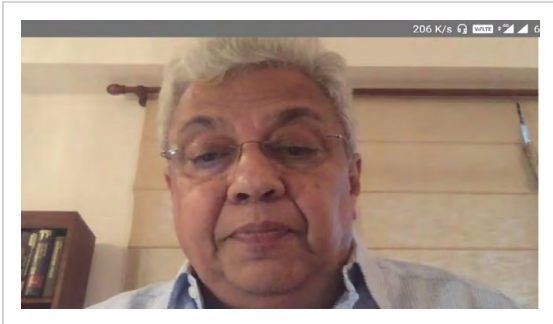
*Mr. Suresh Narayanan during the session*

Indore Management Association organised its WebEx Webinar Live session series, Unfolding Secrets: The IMA Way with Mr. Suresh Narayanan, Chairman & Managing Director, Nestle India Ltd. on 2nd June on the topic 'Leading in the Crisis'.



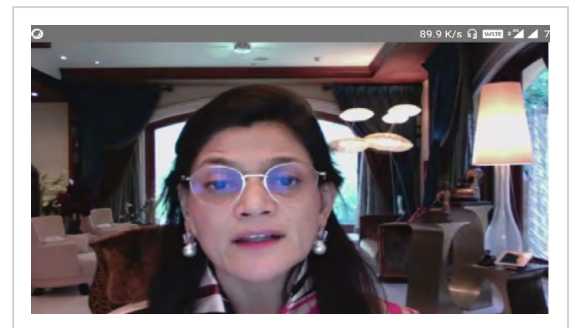
*Mr. R Gopalakrishnan during the session*

Indore Management Association organised its WebEx Webinar Live session series, Unfolding Secrets: The IMA Way with Mr. R Gopalakrishnan, Author & Corporate advisor on 4th June on the topic 'Reset Ideas for Business Leaders'.



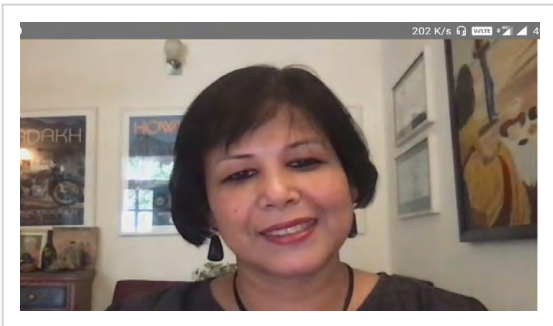
*Dr. Omkar Goswami during the session*

Indore Management Association organised its WebEx Webinar Live session series, Unfolding Secrets: The IMA Way with Dr. Omkar Goswami, Chairman, CERG Advisory Pvt. Ltd. on 5th June on the topic 'The Finance Minister's 5 Reform Packages: Can it deliver Goods?'



*Ms. Neerja Birla during the session*

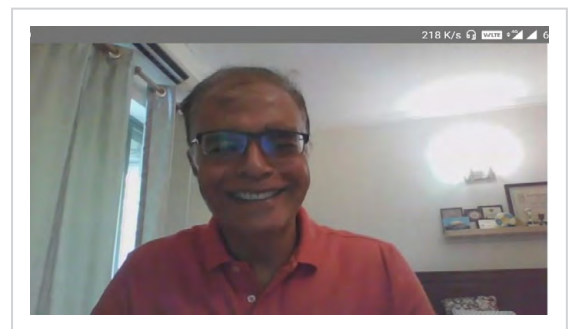
Indore Management Association Women Forum organised its WebEx Webinar Live session series, Unfolding Secrets: The IMA Way with Ms. Neerja Birla, Founder & Chairperson, Aditya Birla Education Trust on 6th June on the topic 'Why should Organisations take care of their Employees' Mental Health?'



*Ms. Babita Baruah during the session*

Indore Management Association Women Forum organised its WebEx Webinar Live session series, Unfolding Secrets: The IMA Way with Ms. Babita Baruah, Managing Partner, GTB India on 9th June on the topic 'Shifting Gears in the Current Environment. Are you ready for the right moves?'

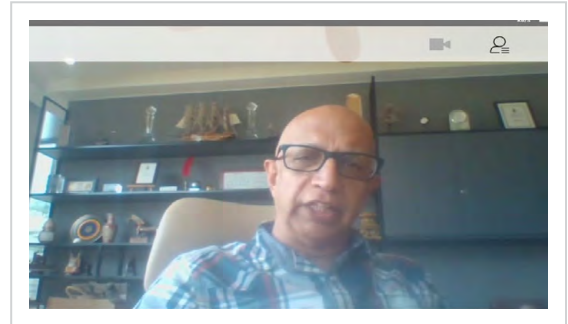
Indore Management Association organised its WebEx Webinar Live session series, Unfolding Secrets: The IMA Way with Mr. Rajeev Chaba, President & Managing Director, MG Motors, India on 10th June on the topic 'The Human Approach to solve the crisis.'



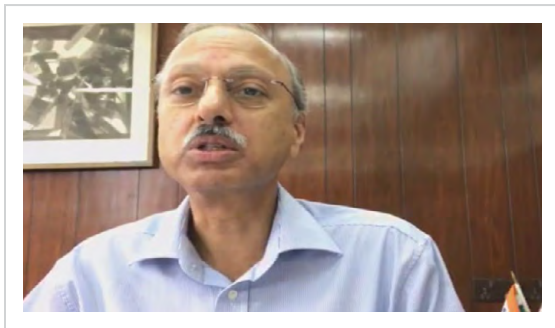
*Mr. Rajeev Chaba during the session*



Indore Management Association organised its WebEx Webinar Live session series, *Unfolding Secrets: The IMA Way* with Mr. C K Venkataraman, Managing Director, Titan on 15th June on the topic 'Thoughts for the New World'.



*Mr. C K Venkataraman during the session*

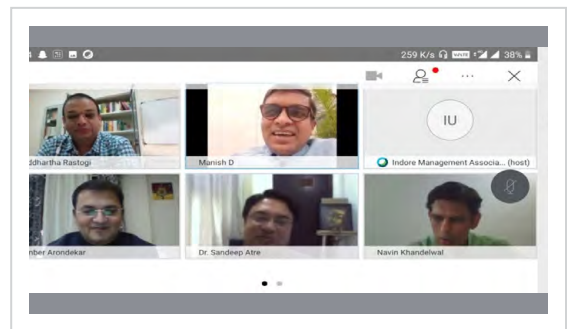


*Mr. Harsh Pati Singhania during the session*

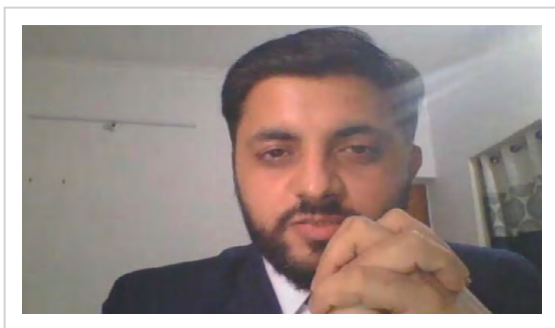
Indore Management Association organised its WebEx Webinar Live session series, *Unfolding Secrets: The IMA Way* with Mr. Harsh Pati Singhania, Vice Chairman & Managing Director, JK Paper Ltd. on 24th June on the topic 'Future of Work & Compassionate Leadership'.

**Management Learnings from Poem & Literature**

Indore Management Association organised A WebEx webinar on Management Learnings from Poem & Literature on the theme 'Survival to Revival' on 7th June. The speaker for the session was Dr. Sandeep Atre – Founder & Director, Socialigence, Mr. Amber Arondekar – Co-founder, The Impact Learning & Professor Siddharth K Rastogi – Faculty, IIM, Indore.



*Speakers during the session*

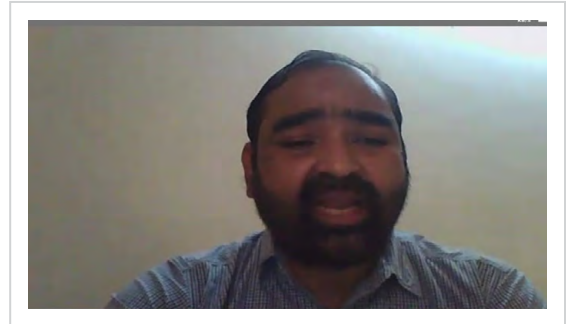


*Mr. Tarun Sharma during the session*

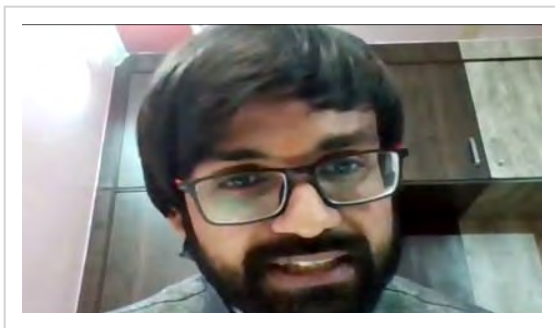
**IMA Student Chapter Webinar**

Indore Management Association Student Chapter organised a paid WebEx webinar on the topic 'Evolution of Campus Hiring During & Post Covid - 19' on 8th June. The speaker for the session was Mr. Tarun Sharma – Regional head – North & Central India, Cocubes.

Indore Management Association Student Chapter organised its WebEx Webinar Live session series, *Unfolding Secrets: The IMA Way* with Mr. Abbas Mehdi, Joint Director, Ministry of Electronics & IT, Government of India on 20th June on the topic 'Current trends of Cyber & Preventive Measures'.



*Mr. Abbas Mehdi during the session*



*Mr. Mridul Dadhich during the session*

Indore Management Association Student Chapter organised a Webinar on the topic 'Lift yourself by yourself' on 26th June. The speaker for the session was Mr. Mridul Dadhich, International Fame Orator, Co founder, NGO 'Prarambh' & Author of 'Beyond the Textbook'.

**Evolution for Excellence**

Indore Management Association organised EFE Webinar on the topic 'Are you ready for the Aftermath (Business Contracts)' on 27th June. The speaker for the session was Advocate Manoj Munshi.

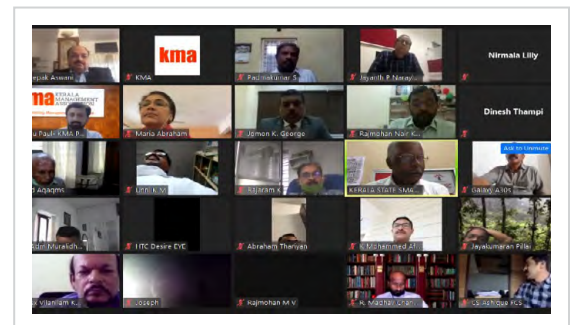


*Advocate Manoj Munshi during the session*

**Kerala Management Association**

**KMA LeaderTalks Sessions**

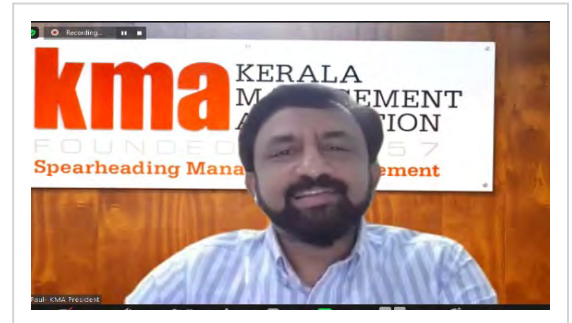
KMA had a Panel Discussion under the 'LeaderTalks' series with Mr. M. Khalid, State President, KSSIA, Chairman & MD - Happy Group of Companies, CA. Jomon K George, Chief Executive Partner, JVR Associates & Former Chairman, CA Institute and Mr. Deepak L. Aswani, Managing Director, Lachmandas & Sons & Co-Chair, FICCI Kerala Chapter on the topic 'Schemes & Benefits



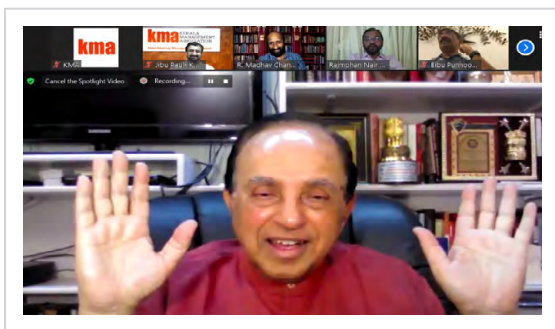
*'Schemes & Benefits for MSMEs'*

for MSMEs' on 15th June. KMA President Mr. Jibu Paul presided over the function, Mr. S. Rajmohan Nair, Past President & Chairman-Programme Committee welcomed the gathering, introduction of the speaker was done by Ms. Maria Abraham, Chairperson, MSME Forum, the vote of thanks was proposed by Ms. Nirmala Lilly, Vice President KMA.

KMA held another LeaderTalks Session on 'How Entrepreneurs can make use of Covid-19 related financial packages for MSMEs' on 17th June. KMA & Dhanam publications jointly conducted another Panel Discussion for its members and Dhanam readers on 'Schemes & Benefits for MSMEs'. Representatives from various fields of banking, commerce and industry represented in the event. KMA was represented by its President Mr. Jibu Paul.



*KMA President Jibu Paul addressing*

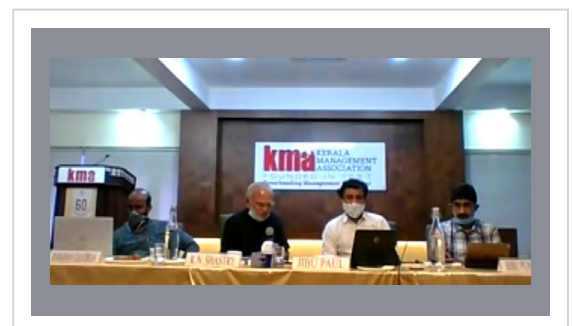


*Dr. Subramanian Swamy during the session, KMA President – Mr. Jibu Paul, Programme Committee Chairman– Mr. S Rajmohan Nair, Sr Vice President– Mr. R Madhav Chandran, Honorary Secretary – Mr. Bibu Punnooran, are seen in the photo.*

The 15th LeaderTalks session was a scintillating talk by Dr. Subramanian Swamy, Member of Parliament, Rajya Sabha, on the current situation 'How will Covid -19, and Now China affect our Economy?' KMA President Mr. Jibu Paul presided over the function, Mr. Madhav Chandran, Sr. Vice President KMA welcomed the gathering, introduction of the speaker was done by Mr. S. Rajmohan Nair, Past President & Chairman-Programme Committee, the vote of thanks was proposed by Mr. Bibu Punnooran, Hon. Secretary.

**Extra Ordinary General Meeting**

KMA conducted an EGM online for the first time for the Bylaw amendment on 19th June.



*Sr. Vice President, Mr. R. Madhav Chandran, Chairman of the By- law Amendment Committee Mr. K.N. Shastry, KMA president Mr. Jibu Paul and Hon. Secretary Mr. Bibu Punnooran conducting the online EGM*

## Meerut Management Association

### Webinar on Beyond Covid: Mergers & Acquisitions

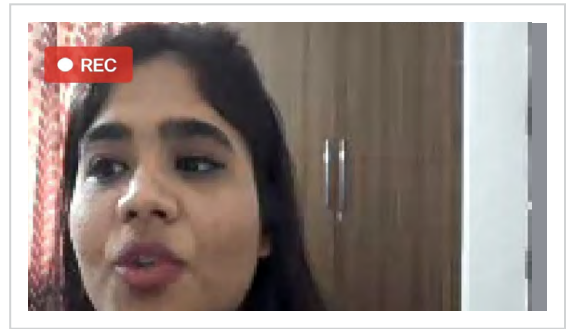
A webinar was organised by Meerut Management Association in association with MIET Business School on 3rd June via Zoom. The theme of this webinar was Assocham GEM Green Building Certification programme and Brief on GEM Sustainability Certified Professional Exam. The speakers were Mr. Neeraj Arora, Senior Director Head, GEM Sustainability Certification Programme, Assocham and Mr. Kushagra Juneja, Managing Partner, Design2Occupancy Services LLP, New Delhi. Dr. Devendra Arora, Dean, MIET Business School was the moderator of the webinar.



*Mr. Neeraj Arora delivering his lecture during webinar*

### Webinar on Changing Technological Environment in Corporate World

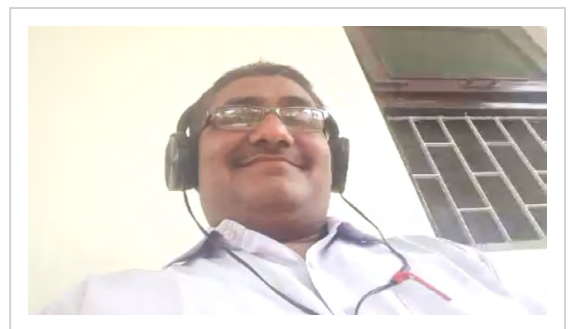
A webinar was organised by Meerut Management Association in association with MIET Business School on 04th June via Google Meet. The theme of this webinar was Changing Technological Environment in Corporate World. The speakers were Mr. Abhishek Rajput, Deputy Manager, Customer Relationship, HDFC Bank and Ms. Paramjeet Kaur, Business Head, Softnics India Pvt. Ltd. Noida. The webinar was widely appreciated by all attendees.



*Ms. Paramjeet Kaur delivering her lecture*

### Webinar on Shaping Career with Changing Environment of Management Education

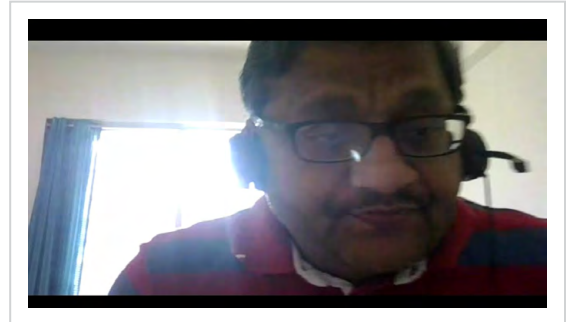
A webinar was organised by Meerut Management Association in association with MIET Business School on 5th June via Zoom. The theme of this webinar was Shaping Career with Changing Environment of Management Education. The distinguished speaker was Dr. Deepak Sharma, Trainer Stratups, Greater Noida. Dr. Sandeep Kapoor, HOD, MIET Business School was the host of the webinar. Faculty/Students of MIET and members of MMA attended the webinar.



*Dr. Deepak Sharma delivering his lecture during webinar*

**Webinar on Emerging Work Culture in Banking Industries**

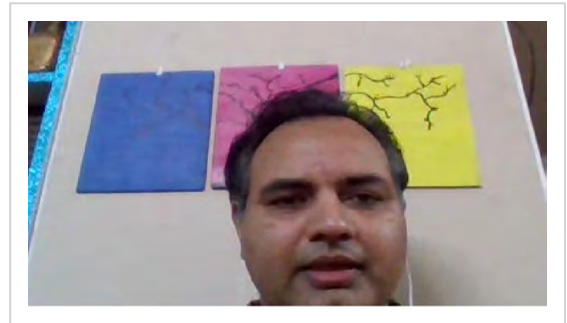
A webinar was organised by Meerut Management Association in association with MIET Business School on 6th June via Zoom. The theme of this webinar was Emerging Work Culture in Banking Industries. The eminent speaker was Mr. Arun Singh, Director, Union Bank of Switzerland, Pune. Dr. Devendra Arora was the moderator of the webinar. Members exchanged questions and additional inputs as a part of knowledge sharing session.



*Mr. Arun Singh delivering his lecture*

**Webinar on Covid-19 Is The New Normal In The Corporate World**

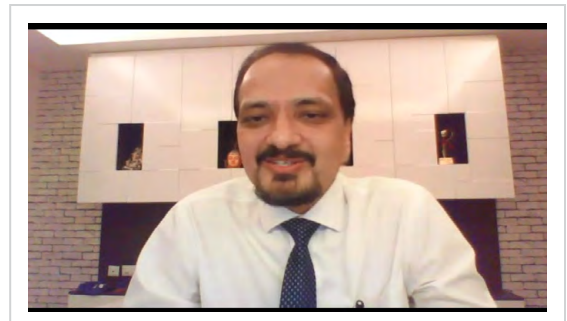
Another webinar was organised by Meerut Management Association in association with MIET Business School on 6th June via Google Meet. The theme of this webinar was Covid-19 is the New Normal in the Corporate World. The speakers were Mr. Ashok Kumar Sangwan, Head-Cost of Delivery, Wipro and Ms. Upasna Gupta, Assistant Professor & Placement Coordinator-MBA. Faculty/Students of MIET and members of MMA attended the webinar.



*Mr. Ashok Kumar Sangwan delivering his talk*

**Webinar on Creative, Innovative Pharma and Public Health**

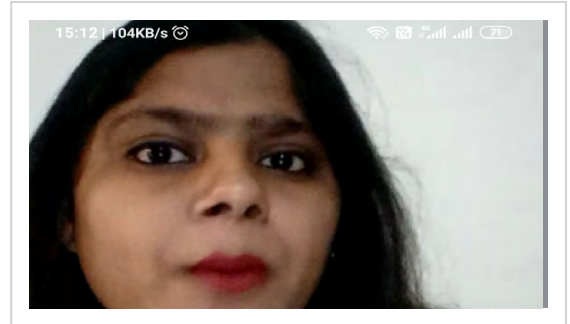
A webinar was organised by Meerut Management Association in association with MIET Business School on 9th June via Zoom. The theme of this webinar was Creative, Innovative Pharma and Public Health. The distinguished speaker was Dr. Naresh Sharma, Deputy Drugs Controller India, CDSCO, Ministry of Health and Family Welfare and Immediate Past President, Indian Pharmaceuticals Association, Delhi. Dr. Devendra Arora, Dean, MIET Business School was the moderator of the webinar. Faculty/Students of MIET and members of MMA attended the webinar. Members exchanged questions and additional inputs as a part of knowledge sharing session.



*Dr. Naresh Sharma delivering his lecture during webinar*

### Webinar on Changing Scenario of Different Fields after COVID-19 in Corporate World

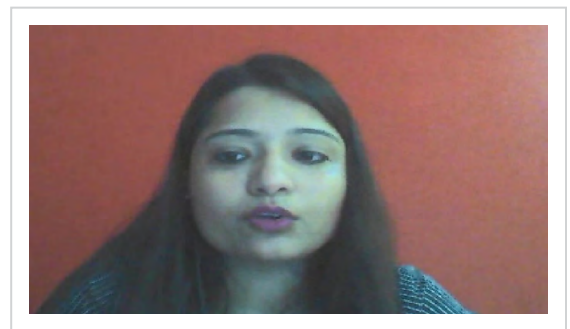
A webinar was organised by Meerut Management Association in association with MIET Business School on 11th June via Google Meet. The theme of this webinar was Changing Scenario of Different Fields After COVID-19 In Corporate World. The distinguished speakers were Mr. Anek Chauhan, Senior Executive, Marketplace Operations, Noon.com and Ms. Ayasha Sharma, Executive-Client Servicing, Xapads Media Pvt. Ltd. Ms. Komal Sharma from MIET Business School was the moderator of the webinar and Dr. Priyanka Dalmia was Webinar-Host. Faculty/students of MIET and members of MMA attended the webinar.



*Ms. Ayasha Sharma delivering her lecture*

### Webinar on Assessment and Upgradation of Communication Along With Motivation

A webinar was organised by Meerut Management Association in association with MIET Business School on 12th June via Google Meet. The theme of this webinar was Assessment and Upgradation of Communication Along With Motivation. The distinguished speaker was Ms. Komal Sikka, Sr. Consultant – Talent Acquisition and Business Development, Achyutam International Pvt. Ltd. Dr. Devendra Arora was the moderator of the webinar and Dr. Vaishali Goel was Webinar-Host. Members exchanged questions and additional inputs as a part of knowledge sharing session.



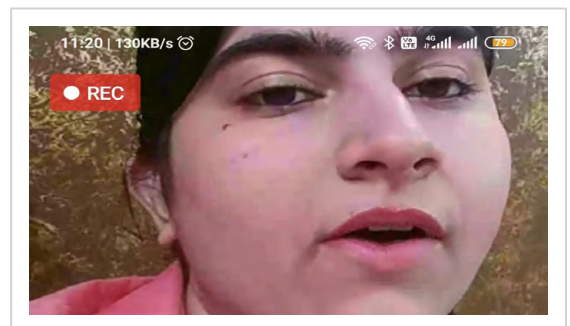
*Ms. Komal Sikka delivering her lecture*

### Webinar on What Great Managers Do Differently

A webinar was organised by Meerut Management Association in association with MIET Business School on 13th June via Google Meet. The theme of this webinar was What Great Managers Do Differently. The speaker was Ms. Priyanka Anand, HR Executive-Operations, Reliance Jio Infocom. Ms. Madhu Bala Sharma was the moderator of the webinar and Ms. Aruna was Webinar-Host. Members exchanged questions and additional inputs as a part of knowledge sharing session.

### Webinar on Role of Digitalisation in Business Growth

A webinar was organised by Meerut Management Association in association with MIET Business School on 17th June via Google Meet. The theme of this webinar was Role of Digitalisation in Business Growth. The speaker was Ms. Mahima Arora, Coaching Business. Dr. Devendra Arora was the moderator of the webinar and Ms. Vaishali Goel was Webinar-Host. Faculty/students of MIET and members of MMA attended the webinar.



*Ms. Mahima Arora delivering her talk*

### **Webinar on Covid-19 & the Sentiment in Equity Market**

A webinar was organised by Meerut Management Association in association with MIET Business School on 18th June via Google Meet. The theme of this webinar was Covid-19 & the Sentiment in Equity Market. The speaker was Mr. Rishabh Tyagi, Derivative Analyst, Mansukh Securities. Ms. Komal Sharma was the moderator of the webinar and Dr. Priyanka Dalmia was Webinar-Host. Faculty/students of MIET and members of MMA attended the webinar.

### **Webinar on Exposure of Sales and Marketing in Corporate Sector**

A webinar was organised by Meerut Management Association in association with MIET Business School on 20th June via Google Meet. The theme of this webinar was Exposure of Sales and Marketing in Corporate Sector. The speaker was Mr. Ankit Brach, Area Manager Grade-2, Godfrey Phillips India Ltd. Ms. Madhu Bala Sharma was the moderator of the webinar and Ms. Aruna was Host. Faculty/students of MIET and members of MMA attended the webinar. Members exchanged questions and additional inputs as a part of knowledge sharing session.

### **Webinar on Mental Health**

A webinar was organised by Meerut Management Association in association with MIET Business School on 25th June via Google Meet. The theme of this webinar was Mental Health. The speaker was Ms. Dhvani Jain, Senior Research Analyst, Phronesis Partners. Ms. Komal Sharma was the moderator of the webinar and Dr. Priyanka Arora was Host. Faculty/students of MIET and members of MMA attended the webinar. Members exchanged questions and additional inputs as a part of knowledge sharing session.

## **Palghat Management Association**

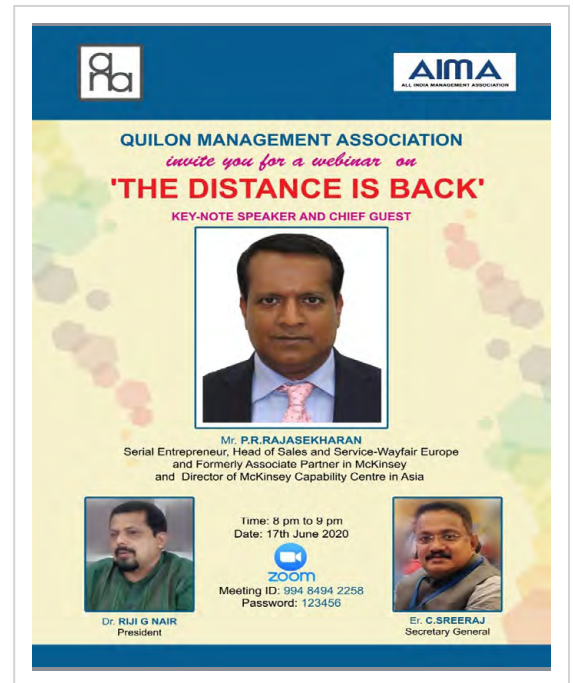
As gesture of social commitment, PMA has contributed some educational aids -LED TVs - to some of the most deserving students of Govt UP School, Edathara on 25th June.



*PMA President Sumesh K Menon and Secretary Nithin S Chetoor handing over the TV to HM Edathara School*

## Quilon Management Association

Quilon Management Association conducted a webinar on 'The Distance is Back' on 17th June through Zoom. The Chief Guest and Keynote Speaker was Mr. P.R. Rajasekharan (Serial Entrepreneur, Head of Sales & Service-Wayfair Europe and Formerly Associate Partner in McKinsey and Director of McKinsey Capability Centre in Asia) Mr. Sreeraj. C Secretary General, QMA, welcomed the members. The session was chaired by Dr. Riji G Nair, President, QMA. The theme of the session was also presented by President QMA. Prof. Biju. K, Secretary (Programmes) QMA, introduced the chief guest. The talk of Mr. P.R. Rajasekharan was a breath of fresh air bringing in an erudite global perspective of the impact of the Pandemic at macro scale and a way out of the malady. Dr. Madhu. R Secretary (PR), QMA gave the concluding remarks and the vote of thanks.

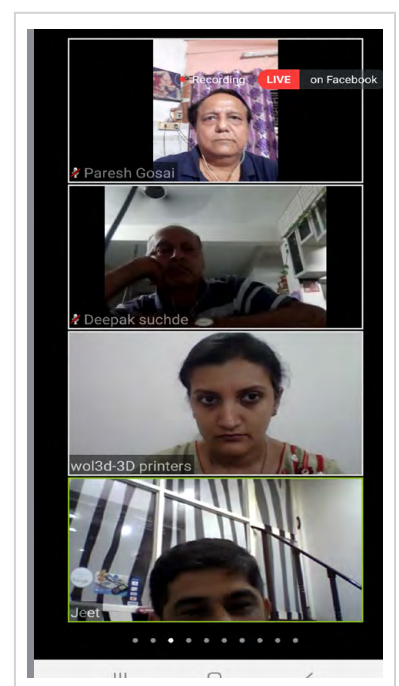


*The Distance is Back*

## Rajkot Management Association

Rajkot Management Organisation conducted online webinar 'Virtual Exhibition on Corona Care Products and Common Myth Busting' on 24th June. The panelists were Mr. Prashant Agnihotri- Sr. Pathologist; Mr. Vishal Sarvaiya, Industrialist; Mr. Rishiraj Arya from 3M India. In this online exhibition, exhibitors manufacturing products for corona care displayed their products and production process, internal construction and all aspects were explained online. More than 12 exhibitors including industries producing N95 mask, PPE kit participated. The welcome speech was given by Mr. Parag Jobanputra

(President RMA), exhibitors details were given by Mr. Jayen Kotech (VP industries) & Ms. Foram Chandarana (CEO). The vote of thanks was given by Mr. Paresh Gosai (Hon. Secretary -RMA). The webinar was highly appreciated by participants on Zoom & Facebook.



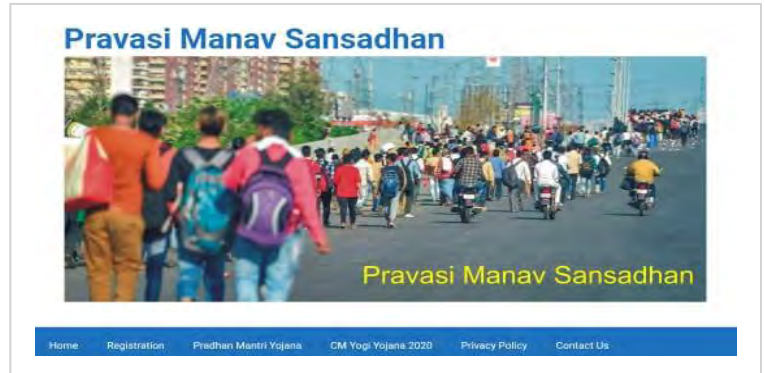
*Virtual Exhibition on Corona Care Products and Common Myth Busting*



## Rohilkhand Management Association

Rohilkhand Management Association with the idea of making Self Reliant Bareilly Division in Self Reliant India prepared a detailed Project Report for providing Employment Opportunities to Migrant Manpower through expanding operations of existing Industries and establishing new industries. The Report has been submitted to Labour Minister, Govt.

of Uttar Pradesh. Migrant labour can register their names online. Rohilkhand Management Association will coordinate with Industries for placement of migrant labour.

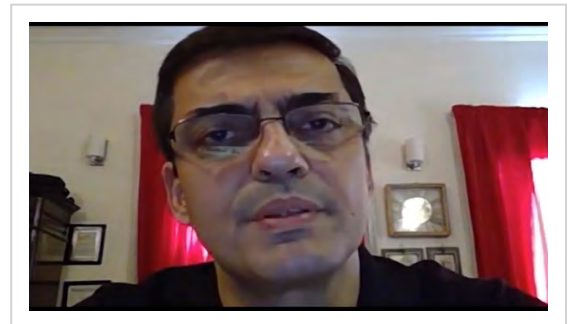


*Pravasi Manav Sansadhan*

## Thrissur Management Association

### Webinar on The COVID World: Opportunities and Management Shifts

TMA organised a Zoom session on 'The Covid World: Opportunities and Management Shifts' on 2nd June with Mr. Ajay Mehta (Vice President, Corporate Business Development, HMD Global (The Home for Nokia Phones). In his session he pointed out the importance of identifying resistance to change, developing tools for self-care, evaluating personal finance etc. Around 82 members attended this webinar.



*Mr. Ajay Mehta addressing on the topic The Covid World : Opportunities and Management Shifts*

### Webinar on NRI Taxation & Investment Management

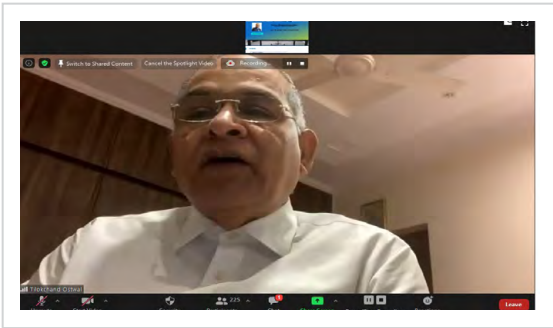
TMA organised another Zoom session on 'NRI Taxation & Investment Management' on 20th June in association with NRI Chartered Accountants in Dubai and Qatar. CA. G Ramaswamy (Past President, Institute of Chartered Accountants, India) was the chief Guest of the session. He addressed on the topic 'Overview –NRI Taxation and Investment Management'

CA. T P Ostwal (Managing Partner, T.P Ostwal & Associates LLP, Chartered Accountants, Mumbai) addressed the audience on the Topic 'NRI Taxation –Recent Amendments'. He narrated



*CA. G Ramaswamy speaking on NRI Taxation and Investment Management*

various amendments in NRI taxation which effect nonresident Indians. In third and final session Mr. Somasekhar V (Former Vice President & Head Resource Management Treasury, Axis Bank) interacted with members on the topic 'Investment Management – A regulatory Prospective'. The programme well received by 440 members who attended this webinar.



*CA. T P Ostwal speaking on NRI Taxation – Recent Amendments*



*Mr. Somasekhar V interacting on the Topic: Investment Management – A regulatory Prospective*

## Trivandrum Management Association

Trivandrum Management Association organised an Webinar on 'The Global Mindset Imperative to think Bigger, Broader, and Bolder' by Ms. Bian Li, Founder & CEO, The Hungry Lab, USA, in association with Rajadhani Business School, Trivandrum on 20th June via Google Meet and the webinar was well received by the participants.



*Mr. Nahas. N, Chairman, TMA Lecture Programme welcoming the guest and participants.*

## Vaikom Management Association

The monthly programme and the observation of World Environment Day was held on 5th June. Due to the pandemic, the programme was organised as a webinar on Zoom. Dr G Madhu, eminent environmental scientist and Professor from Cochin University of Science and Technology was the speaker for the program. His talk was highly informative and the message he communicated on the conservation of biodiversity highly motivating. Er A Saifuddin welcomed the participants and Er Rajendraprasad moderated the programme. Thirty participants joined the programme.



*Dr G Madhu, eminent environmental scientist and Professor from Cochin University of Science and Technology*

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- Retail Marketing
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- Financial & Valuation Modeling
- Human Resource Development
- Marketing Management
- Financial Management
- Operations Systems
- International Business
- Retail Management
- Pharmaceutical Marketing

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- Access to Live Industry Sessions
- Scholarship to Economically Disadvantaged
- Convenient Weekend Class Schedule

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\*In ODL Mode

**For further information, please contact:**

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Tel: 011- 4767 3000/ 4986 8399 / 96546 01397/ 83760 65038, E-mail: pgdmcme@aima.in  
Website: www.aima.in

# AIMA Events Calendar

Event	Programme Chairman /Director	Venue	Date
22nd LeaderSpeak Session	<p><b>Mr Shyam Saran</b> Former Foreign Secretary of India</p> <p><b>Mr Sanjay Kirloskar</b> President AIMA</p>	Online	16 July 2020
Virtual Conference on Awareness of Intellectual Property Rights for MSMEs		Online	16-17 July 2020
BusinessUnusual Series Programme on The Big Shift: How Covid Would Change Consumption And Branding	<p><b>Mr Saugata Gupta</b> Managing Director and CEO Marico Ltd</p> <p><b>Mr Devendra Chawla</b> CEO &amp; MD, Spencer’s Retail Ltd</p> <p><b>Mr D Shivakumar</b> Group Executive President - Corporate Strategy and Business, Aditya Birla Group</p> <p><b>Mr Santosh Desai</b> Managing Director and CEO Futurebrands Ltd</p> <p><b>Mr Tarun Katial</b> CEO, ZEE5 India</p>	Online	18 July 2020
29th National Management Games (NMG- 2020)		<p>Western Region Online Round</p> <p>Eastern Region Online Round</p> <p>Southern Region Online Round</p> <p>Northern Region Online Round</p> <p>Grand Finale</p>	<p>20-23 July 2020</p> <p>27-30 July 2020</p> <p>03-06 August 2020</p> <p>17-27 August 2020</p> <p>01 September 2020</p>
23rd LeaderSpeak Session	<p><b>Dr Harry G. Broadman</b> Partner and Managing Director, Chair, Emerging Markets Practice, Berkeley Research Group LLC</p>	Online	24 July 2020

Event	Programme Chairman /Director	Venue	Date
46th National Competition for Young Manager		East Region Online Round	17-18 August 2020
		South Region Online Round	20-21 August 2020
		North Region Online Round	24-25 August 2020
		West Region Online Round	27-28 August 2020
		Grand Finale	04 September 2020
25th AIMA Convocation		Online	20 August 2020
National Management Convention		Online	21-22 September 2020

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