

AIMA News

AIMA'S MONTHLY E-MAGAZINE

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

MAY 2015



Dear Readers,

It gives me great pleasure to present this issue of AIMA News. With your continued support and encouragement AIMA continues to strive to spread management thought and build capability through its various initiatives and programmes, both in India and overseas.

The past month saw AIMA collaborate with international institutions and participate on global platforms. AIMA participated in the 45th St. Gallen Symposium held on 7-8 May 2015 at the University of St.Gallen, Switzerland held on the theme 'Proudly Small'. Closer home, AIMA was the strategic partner at the 'New Age Leadership: The Gender of Talent Women Leadership' Summit held in Lahore, Pakistan on 23 May 2015. AIMA participated in these programmes with an Indian delegation of speakers and management professionals, thus providing an opportunity to take the Indian management thought to foreign shores. You will find more details inside.

This edition also carries updates from the ongoing 24th National Management Games being conducted across India as we speak, with the Grand Finale scheduled towards the end of this month. AIMA also ran inhouse training programmes for organisations while extending skill development workshops for professionals and students. AIMA continued to organise special interactive sessions for its members and students, brief reports of which can also be found inside.

This issue of AIMA News also carries details of some of the activities of our Local Management Associations and some interesting articles on management.

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

Warm Regards

Rekha Sethi
Director General

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CONTENTS



04 St Gallen Symposium

AIMA SNAPSHOTS

05 CHANAKYA



06 NEW AGE LEADERSHIP: THE GENDER OF TALENT WOMEN LEADERSHIP SUMMIT



07 INTERACTIVE SESSION



08 TRAINING PROGRAMMES



FEATURES

10 ARE YOU READY FOR PERSONALIZED PREDICTIVE ANALYTICS?

13 BECOME A BETTER VIRTUAL COMMUNICATOR



17 LMA NEWS

31 AIMA EVENTS CALENDAR

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St Gallen Symposium



(L-R) Mr HM Nerurkar, President, AIMA and Chairman, TRL Krosaki Refractories Ltd., Ms Rekha Sethi, Director General, AIMA and Mr Sudhir Jalan, Co-Chairman, Rieter India Pvt Ltd.

AIMA participated in the 45th St. Gallen Symposium held on 7–8 May 2015 at the University of St.Gallen, Switzerland on the theme 'Proudly Small'. The St. Gallen Symposium is an annual conference taking place at the University of St. Gallen, aimed at fostering intergenerational and intercultural dialogue between the decision makers of today and tomorrow. The symposium's goal is to contribute to the preservation and further development of a social and liberal economic order.

AIMA as the India partner of the Symposium, contributed to the thought leadership by bringing eminent Indian speakers to share their views and perspectives on the theme of the Symposium. The AIMA delegation was led by the President, Mr HM Nerurkar, Chairman,

TRL Krosaki Refractories Ltd. Other members of the delegation included Mr Sudhir Jalan, Co-Chairman, Rieter India Pvt Ltd; Mr Aditya Ghosh, President, Interglobe Aviation Limited (IndiGo);



Mr Aditya Ghosh, President, Interglobe Aviation Limited (IndiGo) addressing a session

Dr. Omkar Goswami, Founder & Chairman, CERG Advisory Private Ltd and Mr Pranjal Sharma, Show Host, The Appointment, Zee Network.



Mr Pranjal Sharma, Show Host, The Appointment, Zee Network addressing



Dr. Omkar Goswami, Founder & Chairman, CERG Advisory Private Ltd addressing at the Symposium.

The symposium this year had more than 600 leaders discussing this year's topic together with 200 exceptional students and young leaders from over 50 countries.

Chanakya



The Business Simulation programme in progress

AIMA's National Management Games (NMG), popularly known as 'Chanakya' is a national level competition organised by AIMA for corporates

from the past 24 years. It is recognised as the most esteemed of all management competitions in the country.

AIMA's is conducting its 24th edition of NMG across the country between May to June, 2015 with the Grand Finale to be held on 20th June 2015 at Mapple, Gurgaon. So far the Eastern Round has been successfully held at KIIT University, Bhubaneswar from 5th to 6th May.

SAIL and Power Grid emerged as the winning teams of Eastern Round and will participate in the Grand Finale.

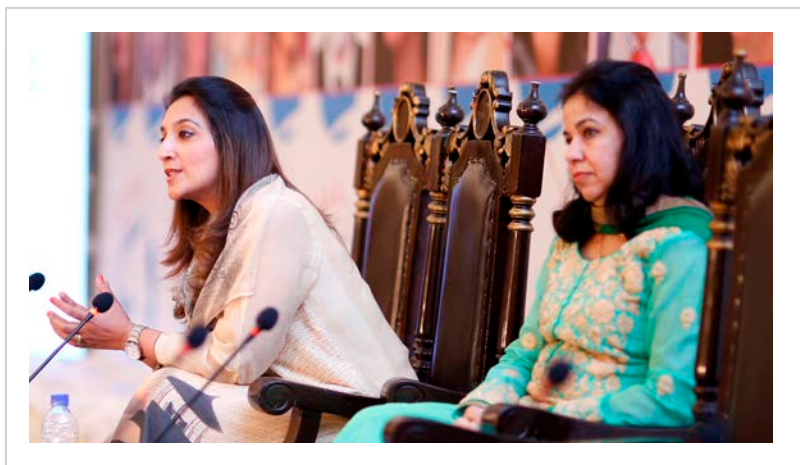
New Age Leadership: The Gender of Talent Women Leadership Summit



(L-R) Reham Khan, Journalist & Spouse of Imran Khan, Chairman, Pakistan Tehreek-e-Insaf; Hadiqa Kiani, Singer & Activist; Rekha Sethi, Director General, AIMA and Michael Foley, President & CEO, Telenor Pakistan

AIMA was the strategic partner at the one-day New Age Leadership: The Gender of Talent Women Leadership Summit held in Lahore, Pakistan on 23 May 2015. The Summit which was jointly organised with Pakistan's premier business information Firm Nutshell Forum. A large number of students, staff, alumni and community members participated in the summit which highlighted issues focused on women leaders and included speakers from both India and Pakistan.

Ms Reham Khan, Renowned journalist and Mr Imran Khan's wife; Dr Sania Nishtar, Founder, Heartfile & Former Federal Minister for Health, Education, Science & Technology; Ms Simi Raheel, Actor, Activist, Master Trainer & Media Professional; Mr Michael Foley, President & CEO, Telenor Pakistan; Ms Hadiqa Kiyani, Singer & Activist; Ms Anisha Motwani, Member Managing Committee, Director, Chief Marketing & Digital Officer, Max Life Insurance; Mr Solveig Nicklos, Director, Bahrain Institute of Banking & Finance



(L-R) Fatima Asad-Said, Executive Director HCS, Abacus Consulting and Anisha Motwani, Member Managing Committee, Director, Chief Marketing & Digital Officer, Max Life Insurance

and Ms Rekha Sethi, Director General, AIMA were some of the keynote speakers.

Some of the other speakers included Mr Muhammad Azfar Ahsan, CEO, Nutshell Forum; Mr Taher A Khan, Chairman, Interflow Group; Ms Fatima Asad-Said, Executive Director HCS, Abacus Consulting; Ms Muniba Mazari, Artist, Activist & Inspirational Speaker; Ms Nadia Jamil, TV Anchor, Actress & Activist; Ms Massarrat Misbah, Entrepreneur, Cosmetologist, Philanthropist & Founder, Depilex Smileagain Foundation; Mr Syed Muhammad Shabbar Zaidi, Senior Partner, A. F. Fergusons & Company; Mr M Mudaddar Aqil, CEO, FINCA Microfinance Bank Ltd; Mr Haseeb Gardezi, General Manager, Pearl Continental Hotel, Lahore amongst others.

Interactive Session



Dr Rekha Shetty addressing the participants

AIMA organised an Interactive Session on 'Corporate Happiness' with Dr Rekha Shetty, Founder, Mindspower Brand the Managing Director, Farstar Distribution Network on 20th May 2015 at the AIMA. The session was chaired by Mr Sumit Chaudhuri, Chairman and Managing Director, Third Millennium Business Resource Associates. The session helped to understand the nature of happiness, tools to measure your happiness and ways to increase it. Dr Shetty described the process of creating a positive mind space, impact of negative fields and how to avoid them. The session was highly interactive and very well received.

Training Programmes



Training programme in progress

AIMA conducted a two day in-company workshop on 'Action Centered Leadership' for SMS India Pvt. Ltd. on 7-8 May 2015. The objective of the workshop was to develop leadership skills which is required on a project site specific to tasks, processes and deadlines. The training was very well received

A one day training on 'Finance for Non Finance' was organised for Engineers India Ltd on 15 May 2015. The training programme helped participants acquire basic understanding of finance which is needed in their routine job roles and also gives them professional edge. The training covered basics of accounts, accounting

concepts and conventions, understanding financial statements, ratio analysis, managerial decision making and capital budgeting decisions.

Another training on 'Budget Management' was conducted for Delhi Integrated Multi-Modal Transit System Ltd. on 21 May 2015. The training was customised for needs of senior management executives of the company and received excellent feedback.

AIMA also conducted a Training the Trainer module for Engineers India Ltd on 25-27 May 2015. The participants learnt about training delivery skills, how do adults learn, converting training needs into training deliverables, assessment of impact of training, training tools and handling participants.

AIMA organised a one day workshop on 'Interpersonal Communication Skill' on 30 May 2015 at India International Centre, New Delhi led by Dr Brinda Balakrishnan. The workshop is designed to build positive interpersonal communication skills and business relationships among colleagues, subordinates and superiors.

Member's Corner



Dr G. Satheesh Reddy, Scientist, Defence Research and Development Organisation from India and a Life Member of AIMA has been appointed as Scientific Advisor to the Defence Minister. He will steer the national policies and framework related to Defence in India. The eminent missile scientist has steered many Defence Projects and Programmes as Director of Research Centre Imarat (RCI) and provided necessary thrust to the development of critical technologies



Procurement

AIMA and The World Bank offers

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Are You Ready for Personalized Predictive Analytics?

Predictive analytics have the potential power to “produce remarkable services and longer lives,” says James Heskett. But can businesses make bets in this area without first understanding the social consequences? What do YOU think?

by James Heskett

In 2002, the film *Minority Report* introduced many of us to the world of predictive analytics. In it, an innovative technology allows Washington, D.C. to go without a murder for six years by helping Tom Cruise, chief of the Precrime Unit, to identify, arrest, and prosecute killers before they commit their crimes.

This was a case of the movies catching up to the business world. At that time, predictive analytics had been applied to the continuing maintenance of everything from CAT scan machines produced by GE to elevators made by Otis. It enabled these firms to sell “up time” rather than just products, thanks to a number of sensors and the continuing remote surveillance of the performance of these products.

Predictive analysis applied to humans is now one of the hottest concepts to come along. It is being made possible by a system of customer loyalty programs, big data, and cloud computing that enables the continuous collection, storage, combination, and analysis of data about each of us from a number of disparate sources. Pretty exciting, no?

Some years ago, we heard the story about the GE maintenance engineer who, based on information from the firm’s advanced monitoring and predictive analytics, visited one of his hospital accounts to repair a CAT scan machine that had not yet failed. As he was confronted by puzzled hospital administrators, the machine indeed stopped functioning. More recently, many of us have heard the story about the Target customer who was sent information about products of interest to pregnant women before she knew she was pregnant. Target’s Big Data analysis of hers’ and others’ purchases, combined with related information, had placed her in a cohort with other women known to be pregnant.

Predictive analytics will be essential to the development of concepts such as 30-minute package delivery that companies like Amazon have been contemplating. For years, logistics have been managed by principles such as that of “postponement and speculation.” The idea is that to approach the best match between supply

and demand at a reasonable cost, a supplier has two basic choices. One is to delay (postpone) committing inventory to a particular supply point for as long as possible through such things as careful forecasting of demand, rapid manufacture, and fast transport. The other is to invest (speculate) in long but economical production batches, slow but economical transportation, and large amounts of inventory that ensure an in-stock position when an order is received.

An argument can be made that any forecast and inventory is based on predictive analytics. But in the past, these analytics were applied to data that described behaviors of large groups of decision-makers. By contrast, tomorrow's version of this technique will be based on the analysis of massive files of individual profiles, from which predictions will be built that establish stock levels needed to

support 30-minute deliveries. Personalized logistics will take a lot more than just drones.

Predictive analytics have the potential to produce remarkable services and longer lives. But before we become too enamored with them, it's important to remember what happened to Tom Cruise in the movie. He is eventually accused on a precrime basis of murder, with only 36 hours to determine whether the charge is accurate and, if not, who implicated him wrongly.

How important are these concepts to our future? Is this a big deal or just another buzz term in business for the next several years? Are you ready for predictive analytics applied to you? If not, what are you going to do about it? What do you think?

Disclaimer:

This article is republished with permission from Harvard Business School Working Knowledge (<http://hbswk.hbs.edu/item/7527.html>). About the author: James Heskett is a Baker Foundation Professor, Emeritus, at Harvard Business School.

AIMA 41st National Competition for Young Managers

NCYM-2015

Theme - Transformational role of Young Managers in a new-age economy :
Towards building Sustainable Organisation

A Unique Opportunity to Fire the Imagination of Young Minds

ELIGIBILITY CRITERIA

A three member team of executives within 35 years of age (as on January 1, 2015) is eligible to participate. The team should be from the same organization 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, alongwith the registration form. The fees should be sent by a crossed demand draft/cheque in favour of All India Management Association, New Delhi.

DATE OF THE COMPETITION

Bangaluru	26-27 June, 2015
Kolkata	3-4 July, 2015
Mumbai	10-11 July, 2015
Delhi	17-18 July, 2015

Grand Finale 8 August, 2015

PARTICIPATION FEE (PER TEAM)*

(*For a team of three persons)	1 Team	2-5 Teams	6-More Teams
For Members of AIMA/LMA	₹25,000	₹24,000	₹23,000
For Non-members of AIMA/LMA	₹26,000	₹25,000	₹24,000

Plus Service Tax as Applicable, SERVICE TAX No. AAATA 1644 AST001, PAN No. AAATA 1644 A

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

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BECOME A BETTER VIRTUAL COMMUNICATOR

An expert on public speaking explains how online technology changes the way we communicate.

May 20, 2015/ by Matt Forrest Abrahams



How do you communicate when you can't see the other person? | Reuters/Toby Melville

It seems like we're all spending more and more time communicating virtually with our colleagues, friends, and family. Yet while these conference calls and web presentations allow us more frequent interactions across greater distances than ever before, often they're missing something. Because we lack visual clues and a sense of connection, we are left

feeling frustrated, unsatisfied, and perhaps even unfulfilled with our virtual communication.

So, how can we become better virtual communicators? In the absence of visual cues, the two most important factors we can leverage are what are known as prosodic behaviors and vocal quality,

says Joshua Feast, the head of Cogito Corporation, a spinoff of MIT’s Media Lab, which focuses on technology that helps people understand what transpires during virtual interactions as well as how to improve the quality and satisfaction with those interactions.

Prosodic behaviors, he says, include actions such as turn-taking, interaction-pacing, and listening. By intentionally incorporating these behaviors into your interactions, you can create a more balanced two-way conversation in which everyone involved feels more connected, invested, and, ultimately, satisfied with the outcome. Vocal quality refers to the tonal variation in what you say as well as the perceived strain in your voice — that is, does what you say sound forced and rehearsed, or natural, spontaneous, and authentic?

Feast’s cofounder at Cogito, Sandy Pentland, calls these clues “honest signals” because they are largely unconscious and uncontrolled. And Feast adds that we often focus exclusively on the content of what we say and not the manner in which we say it. This explains why an excited entrepreneur nevertheless can come across as flat when he delivers his well-rehearsed WebEx pitch, or the seasoned executive is perceived as disinterested when she presents her earnings conference call. In both situations, they are likely so focused on their content, they aren’t even aware of their delivery.

One-to-many Communication

Often virtual communicators have a goal for how they want to be perceived — you can modify your behaviors to help achieve that goal.

Matt Abrahams

Cogito’s research suggests that presenters communicating in a one-to-many manner (think web meeting) should consider two best practices: First, focus on the variation aspects of vocal quality — variety in tonal dynamics (e.g., controlled vs. excited) and pace (e.g., faster vs. slower). This type of variety is what makes you sound interesting and engaging and helps your audience avoid habituating to your speaking style, which in turn keeps them focused on what you’re saying.

Second, Feast says, it can help even in one-to-many situations to employ prosodic behaviors to connect with you audience. “It’s on you [as the presenter] to take time to check in with your participants,” he says. “It’s going to be one-sided, but the less one-sided, the better. Stop and let people in to ask questions, etc.”

Collaborative Communication Interactions

For collaborations, such as conference call meetings with a virtual team of four to seven members working together, Feast suggests that you strive for equal (balanced) participation over the course of the interaction. This means you need to be disciplined about allowing others to contribute. Additionally, you should value the contribution of others to let them know you care about their experience. He recommends three ways to show your gratitude for contributions:

- **Acknowledgement:** verbally recognizing the contribution (e.g., “thank you for your input”)
- **Feedback:** commenting on, extending, or replaying a summary of someone’s contribution (e.g., “that reminds me of what we discussed earlier when...” or “so what you are saying is...”)

- **Non-verbal confirmations:** sounds like “uh-huh,” “ah, yes,” and “mmmm”

Often virtual communicators have a goal for how they want to be perceived — you can modify your behaviors to help achieve that goal.

For example:

If you wish to be seen as caring and compassionate, try mirroring the tone and speaking rate of those with whom you are communicating. Additionally, listen actively by paraphrasing and confirming what you are hearing. Feast says these behaviors give your audience the feeling that you are “in tune” with them, which breeds connection, liking, and trust.

If you wish to come off as competent and “in command,” speak concisely with even pacing and

a steady tone. Specifically, try to say less and avoid rushing to get your points across; this makes you appear more confident and comfortable being in charge. Also, allow others to put forward their ideas, too.

In the end, with a little bit of careful thought about how you use your voice — including demonstrating vocal variety, active listening, and turn-taking, as well as acknowledgement — you can make up for the natural deficiencies of virtual communication. Plus, you will benefit from the added bonus that your communication will be more efficient and more satisfying — both for you and for others.

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Ahmedabad Management Association

The month of May commenced with Dr. Rekha Shetty's lecture on 'Corporate Happiness Evening' accentuating the nature of happiness in reference to work life balance through proactive exercises. Mr. G. Balachandran, eminent Corporate trainer, HRD Consultant and a motivational speaker addressed the seminar on 'What Employers Want From you' which highlighted the essential excellence qualities of employees, building trust, enthusiasm, body language, effective workplace habits and the art of communication with self empathy and problem solving habits.

'Brand in You' was addressed by Dr. Paresh Kariya, Director, Business Development Strategy & JV Co., OTIS Elevators India Ltd. He emphasised on various aspects of how to build image, impact and identity which together builds your reputation and impacts your success.



Mr. Paresh Pandya addressing the Seminar

Mr. Paresh Pandya, Management Psychologist and distinguished trainer conducted a session on 'Psycho Relaxation for Mind Management'. He demonstrated the psycho relaxation technique through which the mental psyche can be controlled and relaxed for better life productivity.

The lofty truths of Vedanta were made at once available and understandable to the common man, as part of continual series of three lectures titled 'Upanishad Ganga' by Br. Atharvanji of Chinmaya Mission. The programme was very well received by the attendees.



Book release of Everyday Happiness Mantras authored by Dr. Rekha Shetty

A lecture on 'Leadership by Consciousness' was taken by Prof Saikat Sen, Director, Sri Aurobindo Foundation for Integral Management, Pondicherry. He engaged the audience with highly insightful observations and unraveled the secrets of leadership in a lucid way.

Mr. B.N. Dastoor, Management trainer and eminent author took an interesting and interactive session on 'Management by Parables'.

A seminar on 'Social Enterprise for Human Upliftment' was organised at AMA which was inaugurated by Mr Bhupendrasinh Chudasama, Minister for Education. Mr. T.V. Narendran, Managing Director, Tata Steel Ltd. was the Guest of Honour and Dr. Jayanti S Ravi, Commissioner of Labor, Govt. of Gujarat, co-ordinated the seminar. He focused on exploring opportunities and challenges in social enterprise, shared some experiences and provided insight for nation building and mentoring young minds.

Ahmedabad Management Association conducted 47 management development programmes in this month focusing on Contract Management, Business Communication, Financing Projects, Professional Negotiations, International Marketing, Materials & Supply Chain Management etc.

Baroda Management Association

Management Development Programme

Baroda Management Association organised an MDP on 7 QC Tools on 6th May with Mr Madhav Reddy. The 7 QC Tools are simple statistical tools used for problem solving. Another MDP on Presentation Skills was conducted on 15th May led by Mr Ojas Bhatt.

Management Week

Management week was held between 24th – 30th May. The inauguration ceremony was addressed by Chief Guest, Mr. Santosh Desai, CEO & MD, Future Brands; President, Dr. Arjun Singh Mehta and Vice President, Mr. Romi Bhatia.

The BLING Committee that worked for the Student Management Club of the different schools of Baroda, was felicitated during the Inaugural Ceremony.

The 24th Annual Awards for Outstanding Young Managers Competition was held between 24th - 26th May.



Mr. Ojas Bhatt, the speaker for Presentation Skills, with the participants during the MDP.



Mr. Santosh Desai, CEO & MD, Future Brands, during the inauguration ceremony.



Famous personalities from various genres at IMYI

The 6th Edition of Igniting Minds Young India (IMYI) was held on 27th May. The great personalities who inspired the youth during the event were Dr. Devanshu Patel, Vice President & Trustee, Parul Institute, Vadodara; Mr. Nitish Tipnis, Director, Sales & incomplete India; Mr. Abhishek Jain, Gujarati Film Director, Ahemdabad and Ms. Jayaka Yagnik, Award Winning Actress from Baroda.

On 28th May an Inspirational Talk by Young Achievers of Baroda was organised where Ms. Mira Erda, the youngest, Formula 1 driver who has represented India at an international level, and Mr. Darpan Inani, who in spite being blind, has a record of representing India at an international level in the game of chess addressed the gathering.



Lt Col A Sekhar at the talk on 'Perennial Education'

As a part of the Management Week celebrations, BMA organised a Special Talk on 'Perennial Education- Child, Adult & Senior Citizens' on 29th May addressed by Lt. Col A Sekhar, Principal of Atul Vidyalaya (Valsad).

57th Annual Day Celebrations

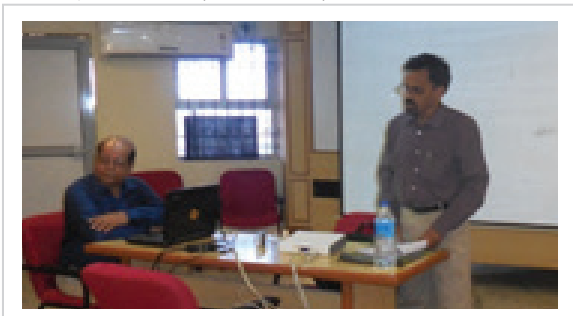
On 30th May, the 57th Annual General Meeting took place when the new Office Bearers team was installed in the presence of the Chief Guest, Dr. S.K Nanda, IAS who addressed the audience and congratulated the new Managing Committee. The 57th AGM witnessed the felicitation of Dr. Arjun Singh Mehta, (President, BMA 14-15). Dr. Nanda also felicitated the winners of the School Management Club of the BLING committee for the year 2014-15 and the winners of the 24th AAOYM'15.



Dr. S.K. Nanda, IAS, addressing the audience during the 57th Annual Day Celebration.

Bharuch District Management Association

BDMA organised an Internal Auditor Course based on 14001:2004 (Environment Management System) by Mr. Kailash Parmar, Proprietor, Akshar Management Consultant, Vadodara on 6th May.



Mr. Gautam Rai Chowdhary, (RGR Consultancy, Bharuch) introducing the trainer Mr. M. Bajpai, Vadodara

Objectives, Fundamental Activities under TPM, Different Components of TPM, etc.

An Evening Talk on 'Safety is value, not just a priority' was led by Mr. Manoj Kamalia, VP- HSE, Reliance Industries Ltd., Dahej on 27th May.

Another MDP on Total Productive Maintenance & 5S was conducted by Mr. Murlil Bajpai, a Corporate Trainer on 22nd May. Some of the topics covered here were, History of TPM,



Mr. Yusuf Patel, Co-ordinator, Safety Forum, BDMA introducing Mr. Manoj Kamalia, VP – HSE Reliance Industries, Dahej

Bombay Management Association

Workshop

A one day workshop on 'The Art of Giving & Receiving Feedback' by Mr. Vincent D'silva, Executive Director of Silva Management Services was conducted on 8th May. Practical tips were given, participants got to understand the importance of feedback, how to handle and give negative feedback, how to handle emotion at work and perform better, etc. On 19th May a one day Workshop on 'Sourcing Excellence & Vendor Management' by Mr. Ashok Sharma, Training & Coaching Professional Consultant and Past



Mr. Ashok Sharma along with the participants

President of BMA was conducted. The objective of the workshop was to enhance Functional Responsibilities of Buyers in Supply Chain context and to study Supplier Qualification Process, Vendor Quality Management, Vendor Negotiations, Continuous Supplier / Vendor Development, Supplier Evaluation, Strategic Alliances & Partnerships and Vendor Integration.

Industrial Visit

A visit to Tarapur Atomic Power Station (NPCIL) was organised on 16th May jointly with Tarapur Management Association. Twenty eight participants visited the site.

Book Launch

BMA in collaboration with Kitab Khana launched the book 'Everyday Happiness Mantras' by Dr. Rekha Shetty on 6th May. The book launch was followed by discussion with the author Dr. Rekha Shetty.

On 22nd May, 2015, BMA in collaboration with Kitab Khana launched the book 'The Role of HR in Today's World' by Ms. Aparna Sharma which was followed by interaction with the participants.



Ms. Aparna Sharma addressing the participants

HR Convention

Round Table was held on 15th – 16th May on the theme 'Culture – Its Strategic Significance in the Present Day Business Scenario' in association with NHRD Network. Some of the speakers included Mr. Judhajit Das, CHRO, ICICI Prudential Life Insurance Co. Ltd. & President, NHRDN, Mumbai Chapter; Dr. Arvind Agrawal, Management Board Member & President - Corporate Development & HR, RPG Group; Ms. Kalpana Jaishankar, Senior Vice President, Tata Consulting Engineers; Mr. Lakshmanan (Head- C&B, Performance Management, Talent Management) L&T Ltd; Ms. Bhawana Mishra, Managing Director, Basil Tree Consulting; Mr. Yogi Sriram, Senior Vice President, Corporate HR, Larsen & Toubro amongst others.



Lighting of the Lamp

Movie Screening

On 29th May a screening of the movie 'The Whistleblower' was organised for the members of the Indian Association of Secretaries & Administrative Professionals. The film is based on a true story that shows that the truth will always prevail.



Participants at the movie screening

Calcutta Management Association

Calcutta Management Association organised a workshop on 15th and 16th May on 'Managerial Effectiveness for Frontline Managers'. The faculty members were Mr Amit Kr Basu, Former Jt. President – HR, Hindalco Industries Ltd. and Mr M B S Sastry, Chief General Manager – HR at Indian Aluminium Company Limited, Kolkata. Nearly ten organisations participated in the workshop which was very well received.



Participants at the workshop

Calicut Management Association

Calicut Management Association (CMA) conducted a lecture programme on 'Social Enterprise and a Pro-social Economy – a UK perspective' by Ms. Helen Catherine Vines, a famous social entrepreneur from the UK on 7th May. More than 70 members participated in this programme.



Adv. James Thomas President, Calicut Management Association addressing the delegates.

Chandigarh Management Association

Chandigarh Management Association (CMA) organised an interactive talk on 'Integrated Development of Tricity' on 8th May. The key speaker on the occasion was Mr. Vivek Atray, IAS, Deputy Commissioner of Panchkula. Others who spoke on the occasion included Dr. Anshu Kataria, President CMA and Mr Charanjit Singh, Past President.



Mr. Atray, DC Panchkula speaking on the occasion

Speaking on the occasion, Mr Atray said that Chandigarh along with its satellite townships Panchkula and Mohali, possessed all the features to be a smart Tricity. Dr. Anshu Kataria in his presidential remarks said that CMA has organised a series of panel discussions on 'Making Chandigarh a Smart City'. Mr Charanjit Singh, Past President of CMA said that Chandigarh, as standalone city is not a big commercial hub until its economic activities and enlargements of the markets are integrated with its satellite towns.

Coimbatore Management Association

Monday Musings

Coimbatore Management Association's 'Monday Musings' is a 45 minute, popular, interactive programme on a topic concerning individual and institutional management. Monday Musing is conducted every Monday evening and is usually attended by more than 30-40 persons. This Monday Musing witnessed Dr. A.G.V. Narayanan, Dean, EBET Group of Institutions, Tirupur address members on the topic 'Success and Failure stories of Social Media Marketing'.



Dr. A.G.V. Narayanan addressing the members

Delhi Management Association

Interactive Session

DMA in collaboration with AVTEG organised an interactive session on 'Tapping the Potential of Women for Leadership Roles' on 6th May.

Mr. Rakesh Sharma, Advisor HR, K L International, Dubai & Past President, DMA welcomed the eminent speakers and the participants as Session Chairman. Ms Anuradha Challu, Senior Director, HR, Pepsico and Ms Kiran Ganti, Senior Consultant, AVTEG shared their views on the theme.

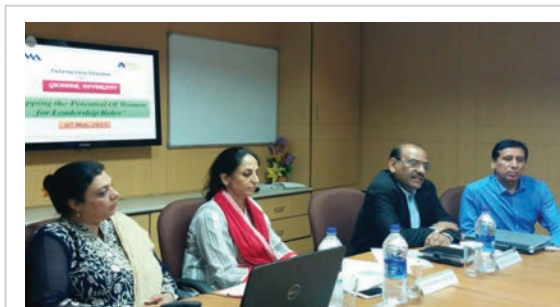
The session was attended by senior HR leaders, diversity heads and senior women leaders.

Workshop

DMA organised its comprehensive programme on 'Sexual Harassment of Women at Workplace: Prevention, Prohibition & Redressal' on 15th May.

Ms Moutushi Sengupta, Country Director, Mac Arthur Foundation and Vice President, DMA welcomed the Chief Guest, Dr. Pankaj Mittal, Joint Secretary, University Grants Commission and Former Vice-Chancellor, Bhagat Phool Singh Mahila Vishwavidyalaya, Govt. of Haryana and the Keynote Speaker, Ms. Shakuntala Patnaik, Dy. Labour Welfare Commissioner, Ministry of Labour, Govt. of India.

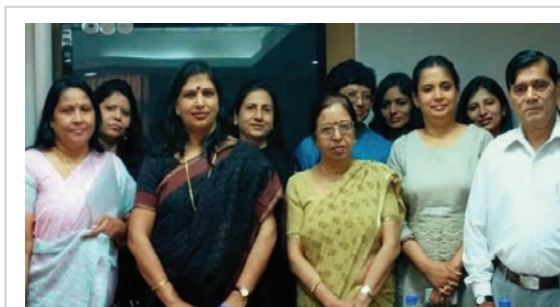
Some of the other speakers included Ms. Suman Singh, Director, Raisein Solutions; Mr. G M Saini, Principal Consultant, GMS Solutions and Ms. Soumya Rai, Director, Raisein Solution; Dr. A. Padmawati, Chairperson, Humana People to People India & Member of Internal Complaints Committee on Sexual Harassment and Ms. Payal Kakra, Managing Partner, K & T Law Offices.



(L to R) Ms Kiran Ganti, Senior Consultant, AVTEG; Ms Anuradha Challu, Senior Director, HR, Pepsico; Mr. Rakesh Sharma, Advisor HR, K L International, Dubai & Past President, DMA and Mr. Rajan Pandhi, Director, DMA



Eminent speakers at the workshop



Participants with the faculty at the workshop

Ghaziabad Management Association

Leadership Programme

Ghaziabad Management Association organised a one day programme on Leadership for Improving Productivity for middle level managers/ team leaders on 8th May. A presentation on the subject and a number of exercises and other interactive activities were undertaken. 22 participants from 8 member corporate organisations participated.

Interactive Session

Ghaziabad Management Association organised a lecture cum interactive session with Mr. Shishir Bansal, HVAC Consultant, on maintaining proper indoor environment in industry on 25th May. The session covered the environmental norms to be followed in industry and in offices, its logic and also the provisions of the Factories Act 1948 in this regard. Mr. Bansal elucidated the subject with help of various photos, examples and effects of executing the changes as per norms. This was attended by about 50- 60 persons, many of whom were industrialists of Ghaziabad.



Welcoming Mr. N K Dhand, CMD, Micromatic Grinding Technologies Ltd., Chief Guest in the Valedictory session.

Goa Management Association

Inventory Management Programme

Goa Management Association (GMA) organised a one day Management Development Programme on 'Inventory Management' on 29th April. The programme covered various aspects related to inventory holding and inventory management. Well-known ex- Manager, Corporate Purchase & Contracts, for Sesa Goa Limited and Lead Auditor for ISO 9001, Mr Girish Potdar conducted the programme.

Lecture

Mr. D Kumar Pillai, Chairman, Goa Management Association was invited to deliver a lecture on the topic 'Emerging India – Challenges, Opportunities and Future Shocks' on 2nd May. The lecture was well attended and appreciated by all.



Mr. D Kumar Pillai, Chairman, GMA delivering the lecture.

Guwahati Management Association

CSR Workshop

Guwahati Management Association (GMA) conducted a daylong workshop on the New CSR Legislation which had



Mr Jitesh Khosla, IAS, Chief Secretary to the Government of Assam addressing the gathering

made the issue of corporate social responsibility mandatory on 8th May. The workshop was inaugurated by Mr Jitesh Khosla, IAS, Chief Secretary to the Government of Assam, in the presence of Mr V.B. Pyarelal, IAS, Addl. Chief Secretary, Public Enterprise, Govt. of Assam. After Mr D.N. Barua, President, GMA welcomed the audience, Mr N.K. Bharali, Immediate past Director (B.D. & H.R.) of Oil India delivered the keynote address.

Some of the other speakers included Mr. K.V. Eapen, IAS, Addl. Chief Secretary – Planning & Development, who chaired the concluding session; Mr Chiranajit Chaliha, Chairman ASFC; Mr H.N. Das, IAS (Retd); Mr. Debashish Mitra, C.A.; Mr. M. Haque, Chancellor of University of Science & Technology, Meghalaya amongst others.

HR Conclave

GMA held an HR-Conclave, 'Synergos 2015' on 9th May on the theme 'Mapping Skills and Competencies for Future Managers'. The objective of the HR conclave was to bring together business leaders, HR practitioners and academicians to share the best experiences and knowledge to create better platform of innovative HR practices. Mr Mukul Bora, Mr Tamal Sen and Mr O P Dahima participated and addressed the Conclave which was attended by academicians, senior managers from banking industry, corporates and HR consultants.



HR-Conclave, SYNERGOS` 2015 organised by the Management Department.

Hardwar Management Association

HMA organised a talk by Dr. Brinda Balakrishnan on the subject 'Developing Courageous Followers' on 20th May. Dr. Brinda enthused the audience with various aspects of how the leader-follower relationship should function. She gave pertinent points on how a leader should help develop courageous followers who in turn shall be ready to take on the effective leadership at a later stage. The programme was highly informative and was well received by members of HMA.



Dr. Brinda Balakrishnan addressing the audience

Indore Management Association

Tete-a-Tete with Mr. Glenn Baker

Indore Management Association organised its prestigious Tete-a-Tete on 30th April where Mr. Glenn Baker, Global Director, Enterprise Strategic Manufacturing - John Deere and Company was the Chief Guest and speaker for the occasion. Mr. Glenn Baker addressed the gathering on the topic 'Strategy on Aligned High Performance Teamwork'. The programme was well attended and very well received.



Mr. Glenn Baker addressing the gathering.

Rendezvous

Indore Management Association organised ‘A Rendezvous - An Exclusive CEO’s Meet’ with the Nobel laureate Mr. Kailash Satyarthi on 15th May. Mr. Kailash Satyarthi addressed the gathering on the topic ‘Corporate - The Social Change Agent’.

On this occasion IMA contributed to the ‘Swachh Bharat Abhiyaan’ by donating 6 portable biodegradable toilets for girl’s school to Mr P Narahari (IAS), Collector, Indore.

Readers Clique

Indore Management Association in its Reader’s Clique organised a book discussion on the book ‘The Monk Who Sold His Ferrari’ a book by Robin S Sharma for IMA members on 20th May. The moderator for the same was Ms. Nupur Phatak, Manager HR, Diaspark Infotech Pvt Ltd. She said that the book emphasises that fact - Live your life to the fullest.

Film Show

IMA organised a Film Show on the famous Hollywood movie ‘12 Angry Men’ for management professionals and students on 8th May with Mr Siddhartha K. Kasogi, Area Chair – Economics, IIM Indore as the moderator. The film beautifully captures many facets of human behaviour: endeavour, empathy ego, and group deliberation and group dynamics.

100th Talk on Cyber Security

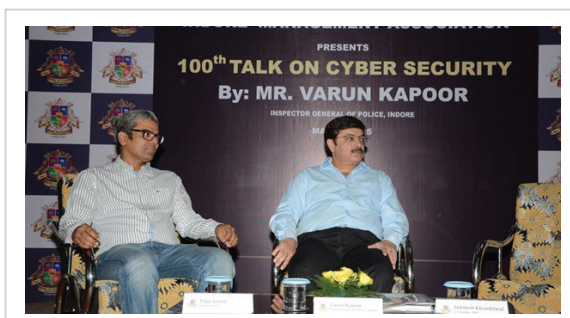
IMA organised the 100th Talk on Cyber Security on 10th May with Mr Kapoor, Inspector General of Police, Indore. IG Varun Kapoor introduced various aspects of the cyber world to the members and students in the programme. The programme was very insightful and created awareness related Cyber Security.



Mr. Kailash Satyarthi during Rendezvous- An Exclusive CEO Meet.



Mr. Siddhartha Rastogi moderating the Management Film Show



Mr. Varun Kapoor, IG Police with Mr. Vijay Goyal, President IMA during 100th Talk on Cyber Security.

Kerala Management Association

Workshop

A workshop on GST for Manufacturing, Trading & Service Industry by Ms. Seema Zachariah, Sr. Manager – Indirect Taxes, Deloitte, Chennai was held on 6th May at Management House.

MSME Seminar

A one day seminar on 'MSME Sector – Opportunities & Challenges' was held on 8th May. Mr. Shivdas B. Menon, Managing Director, Sterling Group delivered the keynote address at the inaugural session. This was followed by three technical sessions on Funding Opportunities for MSME; Experience Sharing and Motivation and Legal Protection for MSME & IPR.

Investors Awareness Seminar

An Investors Awareness Seminar, addressed by Mr. Gopalakrishnan Venkat, Principal Financial Planner, Founder & CEO of Money Avenues, Chennai was held on 12th May on the topic 'Mutual Funds - An introduction for the investors'.

Evening Lecture

KMA organised an Evening lecture, addressed by Dr. Rekha Shetty, Managing Director, Farstar Distribution Network Ltd on the topic 'Corporate Happiness Evening' on 15th May.

Manager of the Year Award

Manager of the Year Award presentation was held on 25th May with Mr. Tom Jose IAS, Principal Secretary, Department of Labour & Skills, Government of Kerala present as Chief Guest.

This year the panel of judges included Mr. M.S.A. Kumar, Former Managing Director, AVT Natural Products Ltd; Mr. Jose P. Philip, Managing Director, Tecpro Infra-Project Ltd; Dr. George Sleeba, Director (Production)/HR, V-Guard Industries Ltd; Mr. P. Premchand, President, KMA and Mr. A.S. Girish, Chairman, Manager of the Year Award Committee the last two as Ex-Officio Members. This year the award went to Mr. G. Anilkumar, Associate Vice President – HR, Carborundum Universal Ltd.



Ms. Seema Zachariah addressing KMA Members



Mr. Shivdas Menon delivering the Inaugural Address



Mr. Gopalakrishnan Venkar addressing KMA Members



Mr. Tom Jose IAS presented the Manager of the Year award 2015 to Mr. G. Anilkumar

Ludhiana Management Association

Ludhiana Management Association organised a seminar come dinner meeting on 13th May where Dr Sucha Singh Gill, Former Director General, Centre for Research in Rural & Industrial Development, Punjab delivered a talk on 'Status of Industrial Development in Punjab & Way Forward'.

Dr K.N.S. Kang, Sr Vice President, Ludhiana Management Association gave the presidential remarks. The programme was attended by 200 members representing different industries, professionals, senior executives and management academicians and was very well received.



Panelists at the session

Mangalore Management Association

Mangalore Management Association (MMA) in association with S.D.M. PG Centre for Management Studies & Research, Mangalore organised a talk on 'Family & Workplace Management' by Dr. Rekha Shetty, Author of Everyday Happiness Manthras, Chennai, on 18th May.



Dr. Rekha Shetty, delivering a talk on 'Family & Workplace Management'.

Navsari Management Association

Navsari Management Association organised a three day workshop for 8th to 10th standard students named LEAAD. The workshop was held to help students discover and nurture their leadership traits, build character and confidence. LEAAD CEO, Ms Priti Zaveri herself remained present and the workshop was very well received and appreciated by parents of the participating students. A total of 27 students participated in the workshop



Bubbling students with participation certification at the end of third day with Coach Priti Zaveri

Noida Management Association

Noida Management Association organised an Evening Lecture on 15th May to create awareness on Provident Fund procedures including online status, UAN Number, Online PF Transfer/ Online PF slips etc.

Mr. PK Udgata and Mr. A K Dubey, Additional Central Provident Fund Commissioners; Mr. Manoj Kumar Yadav, Regional Provident Fund Commissioner and Mr Amit Nain, Asst. Provident Fund Commissioner addressed the session. The lecture session was presided over by Mr Dinesh Jain, President, NMA. Other dignitaries included Mr SN Singh, Asst. Vice President, HR U Flex; Mr SC Kulshrestha, Labour Law Advisor. The programme was highly appreciated by the members and a repeat programme was requested.



Panelists at the evening lecture

Palghat Management Association

Palghat Management Association held its 30th Annual Management Convention on 16th May on the theme 'Growing beyond 100 Crore mark'. The speakers included Mr. Paul Robinson, one of the top motivational speaker of India and Dr. Chandrashekhar Menon, Founder Director of SP Jain Institute of Management, Dubai / Singapore. The intention was to motivate entrepreneurs, managers and industrialists to wake up to the reality that size does matter in the ever changing business scenario.



Mr Sunil Joseph, President PMA; Dr. R. Chandrasekhar Former Director, SP Jain Institute of Management, Dubai / Singapore; Mr. Paul Robinson, Motivational Speaker; Mr Pratheesh V, Hony. Secretary, PMA.

Patiala Management Association

Patiala Management Association conducted an informative talk on 'Credibility' by Mr. Deepak Dhiman, State Editor, Dainik Bhaskar on 20th May at Thapar University, Patiala. It was well attended and very well received.



Mr. Deepak Dhiman, State Editor, Dainik Bhaskar being felicitated.

Tarapur Management Association

A one day industrial visit to Tarapur Atomic Power Station Unit 3 & 4 was organised on 16th May in association with Bombay Management Association. The programme included technical sessions by TAPS senior officials who shared the detailed process of generating nuclear power from the plant and walkthroughs of the plant. There were about 45 participants from various industries and overall the visit was a wonderful learning experience. The President of TMA Mr. GVS Kumar & Past President of BMA, Mr. Bhaskar Joshi led the event successfully with the assistance of Mr. Pankaj Juhari, programme coordinator.



Participants at the plant visit

Thrissur Management Association

Annual Management Convention

The 24th Annual Management Convention and presentation of Management Awards was held on 19th May on the theme 'Resurgent India in the New Economic Order'. The convention seminar was inaugurated by Er. P Rama Krishnan, CMD, Sobha Developers Ltd. and was presided by Er. M R Gopalakrishnan, President, TMA.

The Valedictory function and presentation of Management Awards of the annual convention was inaugurated by Mr. HM Nerurkar, President, AIMA and Charman, TRL Krosaki Refractories Ltd. The keynote address was given by Mr. M.P Joseph, IAS, Additional Chief Secretary, Govt. of Kerala. Mr. TS Kalyanaraman, CMD, Kalyan Jewelers and Dr. Sundar Menon T A, Sun Group International were felicitated on this occasion.



Inauguration of TMA Annual Convention by Mr. H M Nerurkar, President AIMA

South Zone Local Management Meet

The south zone LMA meet was inaugurated by Mr. H M Nerurkar, President AIMA and Charman, TRL Krosaki Refractories Ltd on 19th May. Dr. P Mohan from Calicut Management Association, Mr. Anil Mazhuvanhenil, Er. M R Gopalakrishnan, CA TS Anantharaman and other members of various LMA's spoke on the occasion.



Inauguration of South Zone LMA meet by Mr. HM Nerurkar, President AIMA

AIMA Events Calendar

Event	Conference Director	Venue	Date
24th National Management Games 2015		Bhubaneswar Bangalore Mumbai Delhi Grand Finale	5-6 May 2015 14-15 May 2015 28-29 May 2015 17-19 June 2015 20 June 2015
4th HR Leadership Retreat	Mohandas Pai	Goa, Fort Aguada	12-14 June 2015
7th Business Responsibility Summit	Rajiv Bhadauria, Group HR, Jindal Steel & Power	New Delhi Hotel Le Meridien	23 June 2015
Training Programme on Case Teaching and writing		Delhi	July 2015
National Competition for Young Managers – 2015		Bangalore Kolkata Mumbai Delhi Grand Finale New Delhi	26-27 June 2015 3-4 July 2015 10-11 July 2015 17-18 July 8 August 2015
9th Global Advanced Management Programme 2015		Silicon Valley, USA	5-11 July 2015
Training Programme on Logistics and Distribution Value Chain		Delhi	August 2015
Training Programme on Presentation Skills		Delhi	August 2015
National Competition for Management Students – 2015		Bangalore Mumbai Kolkata Delhi Grand Finale	6-7 August 2015 13-14 August 2015 17-18 August 2015 21-22 August 2015 28 August 2015
20th Annual Convocation		New Delhi	13 August 2015
Training Programme on E-Procurement		Delhi	September-October 2015
SYMP		Kolkata	11 September 2015



Event	Conference Director	Venue	Date
42nd National Management Convention		New Delhi	22-23 September 2015
SYMP		Goa	30 September 2015
3rd Marketing Retreat		Goa	October 2015
4th Young Leaders Retreat		Goa	November 2015
HRM Summit		New Delhi	December 2015

To view full calendar please visit www.aima.in

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