

AIMA News

AIMA'S MONTHLY E-MAGAZINE

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

NOVEMBER 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 conduct the 4th edition of its Young Leaders Retreat under the chairmanship of Mr Sanjeev Bikhchandani, Founder and Executive Vice Chairman Naukri.com and Mr Vineet Agarwal, Managing Director, Transport Corporation of India Ltd. The retreat focused on enhancing leadership skills in young managers and was addressed by many other leaders and industry experts. You will find more details inside.

This edition also carries updates from the recently concluded SME Conclave led by Dr. J.S. Juneja, Chairman, AIMA-MSME Committee and Past President, AIMA and organised in collaboration with Faridabad Management Association. AIMA also ran in-company and open training programmes and 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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4th Young Leaders Retreat



Participants at the 4th Young Leaders Retreat

AIMA organised its 4th Young Leaders Retreat during 28th – 30th November 2015 at Goa on the theme 'Leading in a Fast Changing World'. The retreat was organised under the Chairmanship of Mr Sanjeev Bikhchandani, Founder and Executive Vice Chairman Naukri.com and Mr Vineet Agarwal, Managing Director, Transport Corporation of India Ltd. Mr Harshvendra Soin, Global Head - Leadership Acquisition and Development, Tech Mahindra was the Programme Director.

Some of the other speakers at the retreat included Mr Baijayant 'Jay' Panda, Indian politician, Member of the Lok Sabha, Biju Janata

Dal; Gen. (Retd.) V P Malik, PVSM, AVSM, Former Chief of the Indian Army Staff; Mr D Shivakumar, Chairman & CEO-India Region, PepsiCo India Holdings Pvt Ltd; Mr Pramod Bhasin, Founder and Vice Chairman, Genpact; Mr Piyush Pandey, Executive Chairman and Creative Director, South Asia, Ogilvy & Mather India and Mr Manit Rastogi, Founder Partner, Morphogenesis.

The retreat focused on having a healthy debate on the traits and competencies required to equip leaders for the challenges that face them in the future enabling them to enhance their leadership skills and help them grow as future business leaders.

SME Conclave



SME Conclave in progress

AIMA organised an SME Conclave on 28th November, 2015 at Faridabad in collaboration with Faridabad Management Association. The theme of the Conclave was 'Pathway to Business Success-the Way Forward', wherein the need for SMEs to become globally competitive through innovative marketing and adhering to international quality standards was emphasised. The Conclave was led by Dr. J.S. Juneja, Chairman, AIMA-MSME Committee and Past President, AIMA.

Some of the other speakers at the conclave

included Mr. Abhay Kapoor, President, FMA; Dr. H.P. Kumar, former CMD, NSIC Ltd; Mr. Anil Kumar, AGM (SME), Canara Bank, Parimal Thakkar, AVP, SMERA; Mr. Avik Mitra, Advisor, Quality Council of India; Mr. Navneet Kaushal, CEO, Pagettraffic Inc; Mr. Kunwer Sachdev, MD, Su-Kam Power Systems; Mr. Prasoon, Founder, Sattviko; Dr. Jyoti Rana, Associate Professor, DAVC College and Dr. R.N. Basu, Chairman, Neo Institute of Quality Management. The Conclave witnessed a participation of over 200 and was very well received.

Workshop For Procurement Professionals



Participants at the workshop for Professional Diploma in Public Procurement

AIMA organised a workshop for Professional Diploma in Public Procurement programme during 21st-29th November 2015. The programme was led by Mr A K Kalesh, Capacity Building Coordinator- South Asia Procurement, The World Bank. Other speakers included Ms Binu Malhotra, Procurement Consultant, Mr Rajeev Kumar Verma, Deputy CMM, e-Procurement, Northern Railways and Mr. APS Nimbadia, DIG, ITBP.

Various topics like Public Procurement, Good Governance, Public Procurement Framework,

Operations, e-Procurement, Contract Management etc were covered during the workshop. The participants actively engaged in creative problem solving exercises and case studies on the relevant topics.

The programme was well attended by Directors, Procurement Specialist, Chief Engineers, Senior Practitioners, Executive Assistants etc from various leading private and public organisations. The group included participants from India, Philippines and Vietnam.

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Training Programme



Participants at the training programme

AIMA organised a two-day training programme on 'Behavioural Skills for Executive Assistants / Secretaries' on 26th – 27th November 2015 at New Delhi. The training programme was for administrative professionals, including Executive Assistants, Office Secretary and Executive PA, Secretaries or other members of the administrative support staff who need to expand their skills so they can better support their manager/s and organisation.

This programme was especially designed in view of the continuous requests from the industry. The

training provided an opportunity to review and develop interpersonal and behavioural skills of the participants to maximise their effectiveness.

The two day training covered topics like Managing Pressure and Conflicting Demands, Influencing Skills gaining support and cooperation of others, Managing Human Relations, Communicating with Stakeholders, Effective Management of Client Relationships, Planning, Prioritising & Monitoring and Maintaining Confidentiality. The training was very well received by the participants.

Interactive Session



Pranjal Sharma, Host – The Appointment, Zee Network addressing the session

AIMA organised an interactive session on 'Impact of Digital and Social Media on Corporate Competitiveness' with Mr Pranjal Sharma, Host – The Appointment, Zee Network on 27th November 2015. The session provided an in-depth analysis of the pros and cons of Digital and Social Media on corporate competitiveness. The session was chaired by Dr Sunil Abrol, Advisor AIMA. The programme was very well received.

In-Company Training



Participants of the In-company training at EIL

AIMA organised a series of training programmes for EIL in the month of November. A one day

training on 'Office and Table Etiquettes' was organised for Management Trainees on 2nd November 2015.

Another two day training programme on 'Creating Winning Teams' was organised on 19th-20th November 2015. A special training session on Leadership was conducted on 27th November 2015 for participants of EIL's Leadership Development Programme. The speaker of the session on Leadership was Dr Aquil Busrai, CEO of Aquil Busrai Consulting. AIMA

also organised a one day training on 'Mentoring' for EIL on 28th November 2015.

CUSTOMISED IN-COMPANY TRAINING

MANAGEMENT AND BEHAVIOURAL SKILLS



To help bridge the competence gap and build skilled workforce of professionals, AIMA's Centre for Skill Development & Training (CSDT) focuses on Employability Skills and Productivity Enhancement Skills.

All India Management Association (AIMA)

AIMA is the national apex body of the management profession in India. Over the last five decades, AIMA known for its role in training and development has contributed immensely to the enhancement of management capability in the country.

AIMA CSDT focuses on Training and Skill Development services

- > Delivers need based training across India
- > Execution of customised Turnkey Training
- > Training Evaluation & Impact Assessment
- > Professional Skill Certification

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What Amazing Bosses Do Differently

By Sydney Finkelstein



We all know that job satisfaction often hinges on the quality of the relationships we have with our bosses. Yet in today's rapidly evolving, 24/7 workplaces, it's not always clear what managers should do to create the most satisfying work experiences and the happiest employees. My research into the world's most successful bosses has unearthed some common practices that make work much more meaningful and enjoyable. If you supervise others, make sure you do the following:

Manage individuals, not teams. When you're under pressure, it's easy to forget that employees are unique individuals, with varying interests, abilities, goals, and styles of learning. But it's important to customize your interactions with them. Ensure you understand what makes them tick. Be available and accessible for one-on-one conversations. Deliver lessons cued to individual developmental needs. And when it comes to promotion, look past rigid competency models and career ladders for growth



opportunities tailored to the ambitions, talents, and capacities of each person.

Dr. Paul Batalden, a professor emeritus at Dartmouth College's Geisel School of Medicine, who previously worked under Tommy Frist at healthcare giant HCA, told me that his former boss was "such an unusual CEO" of a company that size. "You could always get to see him. He always had time." Samuel Howard, another Frist protégé who is now CEO of Xantus Corp, added, "when you asked him to do something, he would roll up his sleeves" and work with you to get it done.

Go big on meaning. Most employees value jobs that let them contribute and make a difference, and many organizations now emphasize meaning and purpose in the hopes of fostering engagement. But this is also the manager's responsibility. You can't rely on incentives like bonuses, stock options, or raises. You've got to inspire them with a vision, set challenging goals and pump up their confidence so they believe they can actually win. Articulate a clear purpose that fires your team up, set expectations high, and convey to the group that you think they're capable of virtually anything.

Insight Center

- **How to Be a Company That Employees Love**

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Legendary bosses like Bill Sanders in real estate, Julian Robertson in hedge funds, and Bill Walsh in professional football all communicated visions that entranced employees and left them hell-bent on success. Scot Sellers, a protégé of Sanders who went on to become CEO of Archstone before retiring in

2013, recalled that his former boss "would lay out his vision and say, 'I would like you to be a part of it.' You were so honored to be asked... that you just wanted to jump in and say, 'Sign me up!'"

Focus on feedback. A 2013 Society for Human Resource Management survey of managers in the U.S. found that "only 2% provide ongoing feedback to their employees." Just 2%! Many bosses limit themselves to the dreaded "performance review" and often mingle developmental feedback with discussions about compensation and promotion, rendering the former much less effective.

As I've written elsewhere, some organizations are changing their ways, but even if yours sticks with traditional reviews, you can still supplement that with the kind of continuous, personalized feedback that the best bosses employ. Use regular—at least weekly—one-on-one conversations to give lots of coaching. Make the feedback clear, honest and constructive, and frame it so that it promotes independence and initiative.

Hedge fund manager Chase Coleman remembered that his former boss and backer, Tiger Management founder Julian Robertson, was "very good at understanding what motivated people and how to extract maximum performance out of [them]. . . . For some, that [meant] encouraging them, and for others, it [meant] making them feel less comfortable. He would adjust his feedback."

Don't just talk... listen. Employees tend to be happiest when they feel free to contribute new ideas and take initiative, and most managers claim they want people who do just that. So why doesn't it happen more often? Usually the problem is that bosses promote their own views too strongly.



Employees wonder: “Why bother taking risks with new ideas when my boss’s views are already so fixed?”

The best leaders spend a great deal of time listening. They pose problems and challenges, then ask questions to enlist the entire team in generating solutions. They reward innovation and initiative, and encourage everyone in the group to do the same.

Football coach Walsh went out of his way to encourage input not only from his assistant coaches, but also from the players themselves. He did this before the game, during the game, and afterwards when watching game film. This more collaborative approach probably had something to do with his track record with the San Francisco 49ers: six division titles, three NFC Championship titles and three Super Bowl wins.

About Author:

Sydney Finkelstein is the Steven Roth Professor of Management and Director of the Leadership Center at the Tuck School of Business at Dartmouth College. His new book is Superbosses: How Exceptional Leaders Manage the Flow of Talent (Portfolio/Penguin, February 2016).

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Are Management Practices Changing in Developing Economies?

by Elizabeth MacBride



Researchers examined a textile mill where management tactics changed as a result of a crisis. Reuters/Jayanta Dey Management theory says that empowering employees works, especially to create a culture of innovation. On the other hand, the reality is sometimes the opposite of that, with workers being driven more by implied threats than empowerment.

So, what is truly the right management approach? A series of studies in two textile mills in northern India by researchers from Stanford is looking at that question, with intriguing results. So far, the results lend credence to the first approach, showing that management practices that foster a sense of belonging help create higher worker satisfaction and lower employee turnover.

The Stanford Institute for Innovation in Developing Economies (SEED) has just awarded a grant to Stanford professor Hazel Markus, faculty director of Stanford SPARQ: Social Psychological Answers to Real-world Questions, to continue the research. Her team will examine whether empowering employees helps create better outcomes, from financial results to innovations.

The study examined a mill where management tactics changed as a result of a crisis. In the 1980s, several leaders at the mill in northern India were killed in an uprising. “Working conditions were terrible. Managers publicly belittled workers and hit workers. There was no compensation for extra hours,” says Alana Conner, SPARQ executive director.

The family that owned the mill handed over management to a man newly married into the family, who made improving conditions one of his central goals. (The names of the mills are not being released to protect the research process.)

One of the most striking features is a sign at the entrance that reads, ‘This plant is mine.’

Alana Conner

The researchers compared this mill A to a nearby mill B to assess the employees’ sense of belonging and dedication to their jobs. Mill A features a well-kept workers’ village, and a driveway lined with ashoka trees. Rituals like mill songs are incorporated into the workday. The workforces at both mills are drawn from the array of cultures in India, which can make creating a sense of community difficult, but in mill

A, there are programs held to celebrate the many festivals on the Indian calendar. And one of the most striking features is a sign at the entrance that reads, “This plant is mine,” Conner says. While mill B lacks these amenities, it pays workers more than mill A.

In a survey, SPARQ researchers asked the 312 workers in both mills a series of questions, such as how their boss would react if they suggested a new idea or questioned the efficiency of a process.

The researchers found workers from mill A scored significantly higher on all measures, including the sense of belonging, as well as self-efficacy and community efficacy — the sense people had that they or their community working together could change their surroundings. The researchers’ hypothesis, which they will continue to test in upcoming surveys and a site visit, is that what they call the “interdependent management style” drives belonging.

The next phase of the research will seek to identify which particular management practices lead to a sense of belonging, with an eye toward scaling the successful practices at other mills — or even in other industries and countries. The questions of how to motivate workers, how to help them be innovative, and to what extent any of those management practices affect outcomes are universal. Then, the question is whether having workers with a sense of agency and belonging helps make the mill better as a business, says Conner. “That’s one of the things we want to look at, to help companies make decisions about the best practices.”

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Ahmedabad Management Association

The month of November commenced with the inauguration of 'Japan Higher Education Fair', the first of its kind in Gujarat, under the auspices of the University of Tokyo in association with Consulate General of Japan, Mumbai. The speakers who addressed the inaugural function included Mr. Junichi Kakuta, Consul, Consulate-General, Mumbai; Mr. Daisuke Kodama, the First Secretary, Embassy of Japan, New Delhi; Mr. Atsushi Ohtsuka, Managing Director, Hitachi; Ms. Reiko Furuya, Director, JETRO; Mr. Hiroshi Yoshino, University of Tokyo and Mr. Mukesh Patel, Past President, AMA.



Inauguration of Japan Higher Education Fair

Mr. Abhay N Firodia, Renowned Auto Magnate and Champion of Indian Culture addressed the session 'Face-to-Face with Achievers of Excellence'.

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 'Upnishad Ganga' by Br. Atharvanji of Chinmaya Mission. The programme was very well received by the attendees and served beneficial to all aspiring students ensuring clear understanding of the great Indian thought in an entertaining and engaging manner.

Piano Concert – The Power of Music was organised at AMA by celebrated Japanese Pianist Mr. Toshiki Usui, winner of several International Awards. It was aimed at achieving closer cultural integration between two countries, thereby promoting common global mission of peace, progress and prosperity. The audience was highly enthralled by the piano recital, weaving wonderful notes and melodies that captivate the soul.

Dr. Nimrat Singh, Management trainer and Counselor, addressed on 'Proactive Parenting: The First Step in Grooming' which highlighted the essential qualities of child's behaviour, parenting response and techniques.

'Health and Wellness: Healing Touch of Homeopathy' was addressed by Padmashree recipient Dr. Mukesh Batra, Founder Chairman, Dr. Batra's Clinic. He emphasised on various aspects of identifying disorders, treatment and effectiveness of homeopathy medicines pertaining to the specific ailments and its cure.



Mr Rajiv Vastupal and Mr Mukesh Batra at the talk on Health and Wellness.

Mr. Moorley Dharan, Chief Operating Officer, Masibus Automation & Instrumentation Pvt. Ltd. delivered a power packed and thought provoking session on 'Lean Manufacturing – How to get the Journey started'.

His Excellency Aapo Pöhlö, Ambassador of Finland to India addressed on 'Finland-India Business Opportunities' emphasising on trade, economy, transport, employment opportunities and industrial expansions. Mr. Som Tyagi, Jeevan Vidya Prabhandhak, delivered an insightful and interesting lecture in Hindi on 'Jeena Utsavpoorvak' which enlightened the audience on better life productivity.

A lecture on 'Leadership: You Have it in You' was conducted by Brigadier Arvind Kapoor, Group Commander, NCC Group Headquarters, Ahmedabad.

The month concluded with a Panel discussion on 'Prevention of Coronary Heart Diseases and Recent Trends in its Treatment'. Distinguished guest speakers in the panel included Dr. E. Murat Tuzcu, Professor of Cardiology, Cleveland Clinic, USA; Dr. Ramakanta Panda, Cardiac Surgeon, Asian Heart Institute, Mumbai; Dr. Ramesh Kapadia, MRCP (Cardiology) and Founder of Universal Healing Programme. It focused on primary prevention of heart disease and challenges in treatment, shared some experiences and provided the cost effective insights for heart care.

During the month 34 Management Development Programmes were organised.

Baroda Management Association

The Friday Evening Talk session that was held on 6th November was on the topic 'Safety aspects on Social Media' by Mr. Yash Chawla. The topic evolved around, Enhanced Safety of Personal / Organisational Social Media Accounts; Knowing more points on Effective Usage of Social Media; Mantra of Balanced Social Image, Professional Profile & Personal Life on Social Media; Hazards of Social Media and Safety Aspects of Social Media.



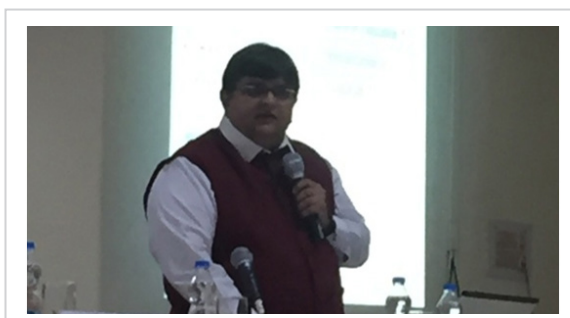
Mr. Yash Chawla addressing the FET session



Dr. Pawan Dwivedi addressing the FET Session

On 20th November the Friday Evening Talk, addressed the topic 'Life Skills in Indian Scriptures/Maharabharata' by Dr. Pawan Dwivedi. The topic highlighted, how Shreemad Bhagwad, Mahabharatha can guide us to emerge as an apt professional; how our ancestors were learning life skills and soft skills from experiences and observations; the unsaid stories of Mahabharatha.

On 27th November a Special Friday Evening Talk on 'Late Dr. S. Shrikantiah Memorial Lecture' was held by Dr. Bhadrayu Vachhrajani. Dr. Bhadrayu Vinayak Vachhrajani was Professor-Director of Inter University Institute of UGC called Academic Staff College at Saurashtra University, Rajkot since April 2000.



A special Friday Evening Talk on Late Dr. Shrikantiah Memorial.

Bharuch District Management Association

BDMA has been arranging lectures on Shrimad Bhagwad Gita as part of a lecture series on the 'Great Song of Lord - Gita' by Swamini Shraddhanandaji of Param Praman Darshanalaya, Pardi. This talk is organised on every alternate Sunday and was conducted on 1st and 29th November.

Bhopal Management Association

The Bhopal Management Association (BMA) organised a Workshop on 'Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013' on 6th November. The programme was led by Mr G.K Chhibbar, Co-Chairman, BMA and Advocate. Mr Vishwas Ghushhe, Hon. Secretary, BMA highlighted the relevance of the provisions of this Act. About 40 employees of Permali Wallace Pvt. Ltd., Bhopal, other industrial organisations and members of BMA attended the workshop.

The Bhopal Management Association (BMA) organised a Diwali Milan programme on 21st November. On the occasion Mr. Golo Joachim Pilz, Advisor, Renewable Energy Brahma Kumaris and World Renewal Spiritual Trust Gyan Sarovar, Mount Abu, Rajasthan, India delivered a lecture on the importance of Solar Energy. More than 60 members and guests attended the programme that included several other events.

Bombay Management Association

17th Finance Convention

BMA's 17th Finance Convention on the theme, 'Navigating the Future - Strategies & Scenarios for Growth', was held on 6th November in association with Jamnalal Bajaj Institute of Management Studies, Mumbai. The event focused on the emerging themes, trends and issues that would impact organisations in India going forward. The conclave addressed key aspects pertaining to Regulatory and Taxation, Financial Markets, Compliance, Macro Economics through an interactive and informative sessions led by subject matter experts, academicians and industry practitioners. The event was attended by nearly 80 delegates comprising of CFO's, CEO's and decision and policy makers from Banking and Financial Sectors, Financial Institutes, and Commodity Markets and Information Technology, and Telecommunications.



Mr G. K Chhibbar addressing



Panelists at the programme



Panelists at the 17th Finance Convention

Book Launch

A book by Ms. Anuranjita Kumar was launched on the evening of 18th November at Kitab Khana, Fort. Ms Anuranjita Kumar, Head HR, Citibank – South Asia is a HR veteran of over 20 years of experience and has held a variety of senior HR roles in Asia, North America and Europe. The book is all about her journey from her hometown in India, with big dreams in her heart. The purpose was to share her story with women and men who would like to understand the professional journey of ordinary small town women.



Participants with the author, Ms. Anuranjita Kumar

Calicut Management Association

Investor Awareness & Empowerment Programme

CMA in association with ICAI arranged an ‘Investor Awareness & Empowerment Programme’ under the Aegis of the IEPF, Ministry of Corporate affairs Govt. of India on 27th October. The programme was inaugurated by Mr. A. Sehar Ponraj, ICLS, Registrar of Companies, Kerala. The keynote address was delivered by CA. P. S. Menon, Ernakulam.



CA. P S Menon speaking on the subject.



CA Sathish Kumar M, President, CMA, introducing Mr. M S A Kumar.

Lecture Programme

CMA organised a Lecture Programme on ‘Management of Medical Care in USA vs. India – A Practitioner’s Perspective’ on 20th November. The lecture was delivered by Dr. Easwaran P Variyam, Prof. of Medicine, University of Texas Medical Branch, USA. Eminent doctors from Calicut, CMA members and other fraternity were present in the lecture programme.

Memorial Talk

CMA in association with FIMS organised ‘Peter Drucker Memorial Talk’ on the occasion of his birthday with a special focus on Corporate Social Responsibility on 11th November. Mr. M S A Kumar, Alumni-IIM-A, CEO-Catalyst 360 delivered the keynote address.



Dr. Easwaran P Variyam addressing

Coimbatore Management Association

CMA's 'Monday Musings' is a 45 minute popular interactive programme on a topic concerning individual and institutional management. Monday Musing is conducted every Monday at CMA premises and is usually attended by more than 30-40 people. This time Mrs. Vinitha Raj, Managing Director, Word Dealers Pvt. Ltd., Hyderabad delivered a lecture on 'Budding Entrepreneurs'.

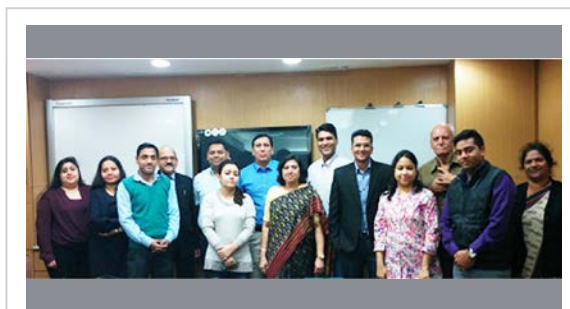


Mrs. Vinitha Raj, Managing Director, Word Dealers Pvt. Ltd., Hyderabad addressing.

Delhi Management Association

Workshop on Wealth Creation

A highly interactive and effective workshop on 'Wealth Creation' was organised by DMA on 26th November. Mr. Rajan Pandhi, Director, DMA welcomed the Chief Guest Ms. Harpreet Dutta, Vice President –HR, SMS India and the fellow participants. Workshop facilitator Ms. Indu Wadhwa shared the spiritual secrets of prosperity, how to go beyond money and unlock the fountain of abundance and prosperity within you. The workshop and was very well received by the participants.



Participants at the workshop

DMA Annual Management Convention

DMA organised its flagship event, Annual Management Convention on the theme 'Talent Equipping: Make in India' on 27th November.

In the inaugural session, Ms. Moutushi Sengupta, Vice President, DMA welcomed the Chief Guest, Ms. Rituparna Chakraborty, Senior Vice President, Teamlease, Mr. Rajiv Kapoor, Chief People Officer, Fortis Healthcare & Convention Chairman and the participants.

Some of the other speakers included Mr.

Kamal Bali, MD, Volvo India; Col. Ashwani Kumar Joshi, CEO, Construction Skill Development Council; Dr. Harsh Mishra, Founder & President, iSEED; Mr. P K Gupta, CMD, Caffe Buddy's; Mr. Varun Khanna, Managing Director, Becton, Dickinson and Co; Mr. Manoj Agarwal, Co-founder, Giftxoxo.com; Mr. Pranay Choudhry, CEO, Actozen.com; Mr. Dilip Chenoy, Former MD & CEO, National Skill Development Corporation (NSDC); Mr. Sunil Kumar Chaturvedi CEO, Automotive Skill Development Council; Dr. (Mrs.) Pankaj



(L to R) Mr. Rajan Pandhi, Ms. Moutushi Sengupta, Ms. Rituparna Chakraborty, Mr. Rajiv Kapoor and Dr. Anup Kalra

Mittal, Additional Secretary, UGC & Former Vice Chancellor, BPS Women University, Govt. of Haryana; Mr. Sunil Omanwar, Head - Learning & Organization Development, Fortis Healthcare amongst others.

The convention was attended by a large number of corporate delegates, faculty and students from various management institutes and was very well received.



(L to R) Mr. Dilip Chenoy, Mr. Deepayan Sensharma, Mr. Sunil Kumar Chaturvedi, Dr. (Mrs.) Pankaj Mittal and Mr. Sunil Omanwar

Faridabad Management Association

AIMA conducted an SME Conclave in collaboration with Faridabad Management Association on 28th November. The inaugural Plenary Session started with opening remarks from Mr. Subhash Jagota, CEO Global Business Solutions who also chaired the Successful Entrepreneurship Stories. Mr. Abhay Kapoor, President, Faridabad Management Association & Associate Vice President – Corporate HRIR of Escorts Limited delivered the inaugural address. Thereafter Dr. J. S. Juneja, Chairman Global Projects & Services (P) Ltd. gave the theme address, the inaugural address was delivered by Dr. H.P. Kumar, Former CMD, NSIC and a vote of thanks was given by Dr. Raj Aggarwal, Director-CME of AIMA. The programme was conducted over various sessions and was very well received.



Speakers at the SME Conclave

Ghaziabad Management Association

Personality Development Programme

A programme on super learning was organised in Rotary Bhawan, Gandhi Nagar on 16th November conducted by Mr. Sanjeev Gupta, an expert trainer in the field. He spoke about techniques for a razor sharp memory and super-fast learning that enables the learner to comprehend and appreciate the right methods of studying.



Mr. Sanjeev Gupta, during the session

26th National Convention

Ghaziabad Management Association organised its 26th National Convention on 21st November on the theme of the convention 'Make in India – Opportunities & Strategies'.

The welcome address was delivered by Dr. R. K. Agarwal, President GMA & Director AKG Engineering College and the keynote speaker was Mr. Sharat Jain, President & Co-Founder, Recharge itnow.com. Mr. Sameer Nagpal, CEO Refractories, Dalmia Group was the Guest of Honour and Prof. K. K. Aggarwal, Chancellor, K. R. Mangalam University, was the Chief Guest.

Some of the other speakers included Mr. V. K. Dubey, MD Continental Carbon India Ltd; Mr. Ravi Aggarwal, Director, Pepperl Fuchs; Mr. Pradeep Nair, Director, SLM Solutions, GMBH; Mr. Pradeep Sharma, AGM Kuka Robotics; Mr. S.M. Mittal, Director Sukriti Vidyut Udhdyog Ltd; Mr. Anup Wadhwa, Director AIA, Delhi; amongst others.

The chief guest at the valedictory session was Lt. Gen. A.K. Agarwal, PVSM during who also gave away several awards.

MDP

Ajay Kumar Garg Institute of Management & Ghaziabad Management Association conducted a two-day Management Development Programme on Operations and Material Management, on 26th – 27th November. A host of participants, both senior and middle level, from organisations like Continental Carbon India Ltd., Shriram Pistons & Rings Ltd., Albert David Ltd., Urban Feel Organization, MEPS Packaging & Wares Pvt.Ltd., and many more participated in the programme. Majority of the participants were from the production and operations department of the manufacturing set-up.

Goa Management Association

LMA Meet

Mr. D Kumar Pillai, Chairman, GMA was invited as a speaker for ‘The South Indian Management Convention’ held on 14th November organised by Vaikom Management Association. He spoke at the session on ‘Making it Happen for Investors to India’ which was very well received. Mr. Amin Ladak, Chairman PR Committee of GMA also attended the LMA meet held at Vaikom.



Chief Guest releasing the souvenir



Lt. Gen. Agarwal giving prizes to students



Session being inaugurated



Mr. D Kumar Pillai, Chairman, GMA addressing at the Vaikom Management Convention

Student Exchange Programme

Goa Management Association (GMA) in association with Vaikom Management Association (VMA) organised a Student Exchange Programme for the management students of SV'S Sridora Caculo College of Commerce and Management Studies, Goa. There were 16 students and one faculty who stayed in Kerala for one week to get a view about the educational system in Kerala. There were several programmes organised for the students and they also participated in the Management Convention organised by Vaikom Management Association.



Goa students in Kerala along with faculty of both the colleges and Office Bearers of GMA and VMA in Kerala.

Hyderabad Management Association

Evening Lecture

Hyderabad Management Association conducted an Evening Lecture on 'Productivity Management in Drug Discovery Research' on 19th November with Dr Rao V S V Vadlamudi, President, Indian Pharmaceutical Association (IPA) as the speaker. Dr. Vadlamudi spoke about how global pharmaceutical markets continue to grow although in recent years the growth rate has declined considerably.



Mr. E N Prasad Reddy, President, HMA presenting a bouquet to Dr. Rao V S V Vadlamudi.



(L - R) Dr N Sravanthi, HoD, Dept. of Business Management; Prof V Chandra Sekhar, Principal, MVSR Engineering College; Mr E N Prasad Reddy, President, HMA; Mr Ravi Kumar Peesapati, Secretary, HMA; Dr K V Achalapathi, Convener, SDP; Mr Vijay Vedantam, Convener, Membership.

Student Chapter

Hyderabad Management Association conducted a one day Student Development Programme and inauguration of Student Chapter at MVSR Engineering College, Dept of Business Management, Nadargul, Hyderabad on 20th November. In the inaugural session, Mr E N Prasad Reddy, President, HMA, declared open the HMA Students Chapter. The programme had several technical sessions and was attended by more than 200 students including faculty and students from colleges in surrounding areas.

Indore Management Association

Reader's Clique

Indore Management Association organised IMA Reader's Clique on 'The Lord of the Flies' by William Golding for management professionals and students on 18th November. The moderator for the session was Ms. Priti Sable, Head of English Department at Daly College, Indore. The book 'The Lord of the Flies' explores the evil, the darkness within man which manifests itself in the absence of society.



Ms. Priti Sable during IMA Reader's Clique

Management Film Show

Indore Management Association organised a Film Show, on the famous Hollywood movie 'Ocean's Eleven' for management professionals and students on 6th November. The moderator for the session was Ms. Anindita Chatterjee, an academician and researcher.



Ms. Anindita Chatterjee during the film show.

Evolution for Excellence - A workshop

Indore Management Association organised its exclusive one-day Workshop on 20th November. The module for the workshop was 'The Persona-Driven USP - Develop your Personal USP' and the speakers included Mr. Mahesh Sharma, CEO, Flexituff International Ltd; Prof. Rishikesh Krishna, Director, Indian Institute of Management, Indore; Mr. Jagdish Verma, Mentor, Indore Management Association and Mr. N. Mohan, Global Business Head, Footwear and Leather Garments, Tata International Ltd.



Mr. Mahesh Sharma during the workshop.

Training @ Doorstep

Indore Management Association organised its Training @ Doorsteps a one-day Workshop on 26th November at MAHLE Engine Components India Pvt. Ltd. Pithampur. The module for the workshop was 'Confronting with Difficult People' and the speaker for the session was Mr. Pratik Uppal, Director, JJM Security & Hospitality Care Pvt Ltd.



Mr. Pratik Singh Uppal addressing

HR Forum Meeting

IMA organised its HR Forum Meeting, on the topic 'Knowledge Management' on 24th November. The Indore Management

Association's Human Resources Forum is an initiative for most HR fraternity of Indore region. The best practices were presented by Dr. Anupam Tiwari, General Manager HR, Sun Pharmaceutical Industries Ltd.



Dr. Anupam Tiwari during HR Forum Meeting.

Kerala Management Association

Management Education Programme

A one day Workshop on 'Strategic Innovation: New Game Strategies for Competitive Advantage' by the Programme Facilitator, Prof. Naresh Warriar, Associate Professor, Asian School of Business, Trivandrum was held on 19th November.



Prof. Naresh Warriar interacting with the participants

Evening Lecture Meeting

Evening Lecture Meeting was held on 20th November with Dr Sibichen K Mathew IRS, Advisor, Telecom Regulatory Authority of India, Bangalore on the topic 'Scams and Frauds: Who will watch the watchdog?'



Dr. Sibichen K. Mathew IRS interacting with KMA members

Another Evening Lecture Meeting was held on 24th November with Dr. V. K. Vijayakumar, Investment Strategist, Geojit BNP Paribas on the topic 'Emerging Economic and Market Scenario in the Country'.



Participants of Industrial Visit

Industrial Visit

The second industrial visit to Tata Consultancy Services was held on 26th November. 20 members attended the visit which was very insightful.

Faculty Forum

A one day Workshop was held on the topic 'Effective School Management and Crafting a Good Governance Model' for Principals, Vice-Principals and members of the Managing Committee of schools on 28th November. The Chief Guest

of the inaugural session was Dr. Achuthsankar S. Nair, Prof. & HOD - Dept. of Computational Biology & Bioinformatics, University of Kerala and Dr. A Senthil Kumaran, Principal Counsellor & Head, Education Excellence, CII Institute of Quality, Bangalore delivered the Keynote Address on the topic 'Effective School Management and Crafting a Good Governance Model'. 36 participants attended the workshop.



Dr. Achuthsankar S. Nair delivering the inaugural address

Lucknow Management Association

Seminars

Lucknow Management Association in collaboration with Medha, a non-profit organisation working in skill development space, organised a two day seminar on 'Key to Professionalism' on 6th and 7th November at Institute of Cooperative and Corporate Management Research & Training. The resource person was Mr. Kush Tripathi.

On 18th November, the eve of International Men's Day, LMA organised a Seminar on the theme 'Ageing with Dignity: Nation's Hope & Pride' in collaboration with Guide Samaj Kalyan Sansthan. Mr. U. K. Dhaon, Retd. Justice, Chairman State Human Rights Commission was the Chief Guest.

Industrial Training

LMA organised an industrial visit to fully automated petroleum product installation of Hindustan Petroleum Corporation in Amausi industrial area, near Lucknow. HPCL officers gave a presentation about the plant in an interactive session preceding the guided tour of the installation.

Workshop

LMA organised the 5th annual training workshop on 'Managing Contract Labour, Service Matters and Latest in Labour Laws' on 20th and 21st November. Prof S.C. Srivastava LLD, Dr. R.L. Kaul LLD and Mr. Sanjay Bhasin M.Sc . LL.B were the faculty members.

Interactive Session

LMA organised an interactive session on Developing Scientist Entrepreneur on 20 November at Central Drug Research Institute Lucknow. The speaker was Professor Sabyasachi Sinha of IIM Lucknow.



Prof Sabyasachi Sinha being facilitated

Ankuram

As a part of its outreach activities, LMA collaborated with the I Care India in 'Ankuram- Project for Transforming Government Primary Schools' on 25th November. Hon. Minister of Skill Development, Dr. Abhishek Mishra and Vice Chancellor of Lucknow University, Prof S. B. Nimse, were also present



Project for Transforming Government Primary Schools, in progress

Mangalore Management Association

Mangalore Management Association and SDM PG Centre for Management Studies & Research, Mangalore jointly organised a lecture meeting on 'Pilikula Tourism Management' by Dr. K.V. Rao, Director, Pilikula Regional Science Centre, Mangaluru. on 24th November. Dr. Devaraj K. Director, SDM PG Centre of Management Studies & Research gave the presidential address. Prof. J.H.G. Anchen, Vice President, MMA; Mr F. M. Lobo, Jt. Secretary, MMA; Mr M. R. Vasudeva, President, MMA; Mr Sri Prasanna Mallya, Secretary, MMA and Mr H. Madusudana Bhandarkar also addressed the meeting.



Dr. K. V. Rao, addressing the gathering on 'Pilikula Tourism Management'

Meerut Management Association

The Annual General Meeting (AGM) of Meerut Management Association was conducted on 6th November. The new President and Office Bearers were elected. Mr. Ankit Singhal has taken over as President; Mr. Kamal Anand as Sr. Vice President; Mr. Ankur Jaggi as Vice President; Mr. Sunjeev Gupta as Secretary and Mr. S. P. S. Jaggi as Jt. Secretary.



Elected Office Bearers

Nagpur Management Association

A meeting of the executive committee was held on 3rd November with prominent industrialists, businessmen and social workers to consider the ways and means of promoting the concept of creative education in Nagpur and surrounding areas. Numerous worthy suggestions were offered by all participants who also assured to assist in publicity and spreading awareness about the concept.

Navsari Management Association

A workshop on 'Jeevan Ane Hasya' was organised on 28th November by NMA. Dr Shyamal Munshi, a well know humourist and doctor by profession was invited to speak. More than 150 participants took benefit of the event and understood the importance of humour in our life.



NMA office bearers with Dr. Shyamal Munshi

Palghat Management Association

Palghat Management Association organised Kerala Day Function on 1st November. The Chief Guest on the occasion was Mr K. Paul Thomas, MD, Microfinance Bank, Thrissur, who also inaugurated the newly constructed convention hall. Mr P.V. Manesh, Ex-NSG Commando was honoured for his counter defense during the Mumbai terror attack in November 2008.



Mr K. Paul Thomas, MD, Microfinance Bank, Thrissur inaugurating the event

Quilon Management Association

The Quilon Management Association arranged a visit on 12th November to the satellite launching station of ISRO. With the coordination of Padmashree Dr. M C Dathan, former Director of VSSC and ISRO, members of QMA got the unique opportunity to visit the prestigious satellite launching station of India. QMA team visited the MCC (Mission Control Centre), First Launching Pad, Second Launching Pad, Telemetry, Tracking and Command Network Station and Satellite Museum.



Participants at Satish Dhawan Space Centre, Sriharikotta

Rajkot Management Association

Rajkot Management Association partnered with American Society of Quality, Ahmedabad for the Fifth Annual Quality Conference held at Nirma University, Ahmedabad. As a mark of celebration of Worldwide Quality month, this event was organised to share best practices in the field of Quality Management. Senior industry leaders from across the country discussed Quality Management tools for the Indian economy.



Dr. Himanashu Trivedi, President, ASQ LMC, Ahmedabad; Mr Chetan Kothari, President, Rajkot Management Association and Mr Parag Jobanputra, Secretary, RMA.

Tarapur Management Association

TMA organised an industrial visit to Tarapur Atomic Power Plant on 7th November for the students of Advance Diploma in Industrial Safety conducted by TMA Institute of Management Studies (TIMS). The programme was led by Mr.V.S. Raju, Faculty of TIMS institute and Mr. Pankaj Jauhri, Executive member. The visit was very informative and about thirty members attended the programme.



Mr. V. S. Raju & Mr.Pankaj Jauhri along with the students of the Advance Diploma In Industrial Safety

On 6th November, TMA organised a film show on 'Tycoons with Vir Sanghvi' and aired the interactive session with business legends Mr Naresh Goyal, Chairman Jet Airways and Mr Sunil Mittal, Founder & Chairman of Bharti Enterprises.

Thrissur Management Association

South India LMA Meet

The President CA V Venugopla, Hon. Secretary ER Vinod Manjila along with member Dr. V. K. Vijayakumar attended the Management Convention & South India LMA meet at Vasundhara Sarovar on 14th November. The programme was hosted by Vaikom Management Association. Dr. V. K. Vijayakumar presented a paper on the topic 'India Emerges - New Era of Economical Reforms'.



LMA Meet

Management Student Chapter

On 24th November Mr M.P Ramachandran, Jyothi Laboratories gave a talk to the students of our Chapter on the theme 'My Journey Dreams to Action'. He also presented them with books on Dr. APJ Abdul Kalam.

On 26th of November an industrial visit was arranged for Chapter students at Double Horse Foods in Pollachi.



Mr M. P Ramachandran presenting books to the students

TMA - Bulletin

The second issue of the TMA bulletin 'The Management Voice' was officially released by the District Collector by handing over a copy to Mr. Joy Alukkas, CEO of Joy Alukkas Group.



Launch of the TMA Bulletin 'The Management Voice'

Award Function

An Award Felicitation Function was held on 17th November. Thrissur District Collector, Dr. A. Kowsigan was the chief guest. Immediate President, Er. M. R. Gopalakrishnan & Secretary Dr. V. M. Xaviour were also honoured for winning the Best LMA Award. Presidents of The Chamber of Commerce, Architects & Engineers Association, ICWAI & CII offered their felicitation



Dignitaries at the Award presentation

Vaikom Management Association

Vaikom Management Association conducted Management Convention and South India LMA meet on 14th November. The convention was chaired by Mr. D Shivakumar, Former president AIMA. Vice Admiral, Mr. Ajith Kumar AVSM was the chief guest and Former UGC Vice Chairman Dr. Rajashekharan Pillai delivered the key note address. The theme 'Making It happen: Leadership in times of High Expectations' was introduced to the convention by Association Secretary General, Mr. Anil Mazhuvancheril. There were various sessions on Finance, Medicine, Technology, Disruptive innovation and Investment.



Participants at the South India LMA Meet

Various sessions were led by Mr P. H. Kurain IAS, Principal Secretary, IT, Mr. Ananthanarayanan, Former Director DRDO, Mr. Nagaswamy Sivasubramaniam, Dr. Gangadharan, Dr. Vijaykumar, Mr. Sunil Chacko, Dr. Bindu Nair, Mr. Kumar Pillai, Mr. Chaitanya Kalia. The valedictory session was addressed by Mr. M. G. Radhakrishnan. Mr. K. N. Ravindran, President, VMA presided over the function. Mr. P. H. Kurian IAS delivered the key note address and Mr. P. Balachandran, the principle sponsor of the function proposed the vote of thanks. Representatives from Bangalore, Coimbatore, Kerala, Madurai, Palghat, Quilon, Trichur, Tumkur and Vaikom Management Associations participated in South India LMA meet.



Mr D Shivakumar, Past President, AIMA addressing the LMA Meet

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AIMA Events Calendar

Event	Conference Director	Venue	Date
16th National Management Quiz for Corporates & 3rd HR Quiz		Mumbai	04 December 2015
		Bangalore	05 December 2015
		Kolkata	15 December 2015
		Delhi	19 December 2015
		Grand Finale (Delhi)	19 December 2015
Global Executive Management Programme	Prof Solomon Darwin Executive Director - Center for Corporate Innovation, UC Berkeley-Haas School of Business	Bangalore, Delhi	14-17 December 2015
SYMP		Baroda	08 January 2016
Digital Marketing Retreat	D Shivakumar Chairman & CEO- India Region, PepsiCo India Holdings Pvt Ltd	Goa	22-24 January 2016
6th Senior Leadership Retreat	Sunil Kant Munjal Jt Managing Director, Hero MotoCorp Ltd and Chairman, Hero Corporate Service Ltd	Goa	05-07 February 2016
Foundation Day		Delhi	20 February 2016
National Leadership Conclave	Sanjiv Goenka Chairman, RP-Sanjiv Goenka Group	Delhi	03-04 March 2016
SYMP		Ludhiana	10 March 2016

Event	Conference Director	Venue	Date
India Conference in UAE		UAE	15 March 2016
Global Procurement Summit 2016		Delhi	21 April 2016
Managing India Awards 2016		Delhi	April 2016
5th HR Leadership Retreat	TV Mohandas Pai Chairman, Manipal Global Education	Goa	May 2016
11th Global Advance Management Programme	Prof Solomon Darwin Executive Director - Center for Corporate Innovation, UC Berkeley-Haas School of Business	USA	26 June-02 July 2016
4th Marketing Retreat	D Shivakumar Chairman & CEO- India Region, PepsiCo India Holdings Pvt Ltd	Goa	August 2016

To view full calendar please visit www.aima.in

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