

AIMA News

AIMA'S MONTHLY E-MAGAZINE

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

NOVEMBER 2020



Dear Readers,

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

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

Building further on its mandate of sharing international management thought and current practices, AIMA was a co-organiser of the Horasis Asia Meeting, held virtually last month. This annual forum, organised by Horasis: The Global Visions Community, witnessed 400 of the foremost business and political leaders from Asia and the world, gather to discuss the profound economic, political and social disruptions caused by Covid. AIMA President and Programme Co-Chair, Mr Harsh Pati Singhania, addressed a session on 'Shaping the Asian Century Post-COVID' along with senior speakers from Japan, Malaysia, Luxembourg and Nepal. The session was moderated by Mr Pranjali Sharma.

In addition, AIMA together with OurCrowd - Israel's leading venture capital and crowd funding organisation, conducted a webinar on the theme 'Innovating Now or Never'. Several Indian and Israeli industry leaders and experts shared insights on the challenges and opportunities brought about by Covid, and tech trends and innovations that are shaping the new business landscape. The dialogue was supported by The Israeli Economic & Trade Mission - Embassy of Israel, New Delhi. You will find brief reports on both programmes inside.

Moving ahead with its hugely popular LeaderSpeak Series, AIMA held two more sessions recently. Mr R C Bhargava addressed on the theme 'Management System and Competitiveness in India'; while Mr Sunil Kant Munjal spoke about his best-selling book - 'The Making of Hero'. Both programmes witnessed participation in large numbers with viewers joining through Zoom, Facebook and Twitter and YouTube etc. AIMA has successfully conducted 34 LeaderSpeak sessions till date with many more on the anvil.

The third session of AIMA's recently introduced Masterclass Series was conducted on the theme 'New Age Leadership' curated by Mr Rajiv Bhaduria and addressed by Mr D. Shivakumar. The sessions were coupled with a Business Simulation workshop, to help participants develop business acumen and hone their strategic decision making skills. The programme was attended by senior participants from various industry sectors across the country, and was very well received.

Building on its Case Study and Research initiatives, AIMA India Case Research Centre (ICRC) recently entered into Memorandum of Cooperation with B.M.S. College of Engineering for enhancing awareness and dissemination of India centric Case Studies. AIMA ICRC's primary focus is on developing and publishing Industry based India-focused research cases. In addition, a webinar on Case Teaching was also conducted in collaboration with BML Munjal University.

Post Covid, AIMA successfully migrated most of its in-person programmes into virtual avatars. The 21st edition of AIMA's National Management Quiz concluded recently. It was conducted virtually across India. The competition witnessed participation of over 200 teams from all over India comprising of private as well as PSU companies, and educational institutes. All forthcoming Competitions and Quizzes will continue to be held online. Brief reports can be found inside along with other updates from AIMA and the Local Management Associations, and some interesting articles on management.

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

With best wishes for your health and safety

Warm Regards

Rekha Sethi
Director General

AIMA OFFICE BEARERS

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Mr Sanjay Kirloskar

Chairman & Managing Director

Kirloskar Brothers Ltd

DIRECTOR GENERAL

Ms Rekha Sethi

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

Tel : 01124645100

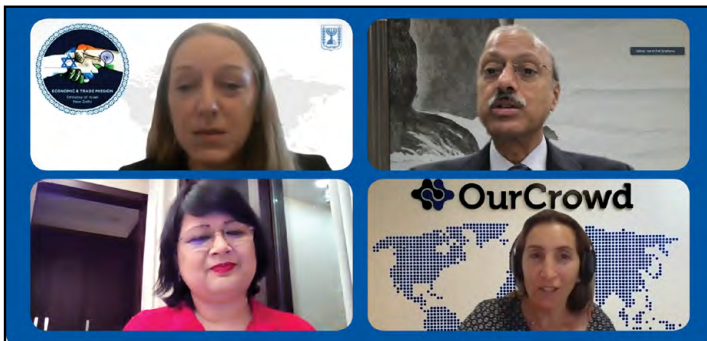
Fax : 01124626689

E-mail : dlma@aima.in

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

Managing Editor
Ms Smita Das

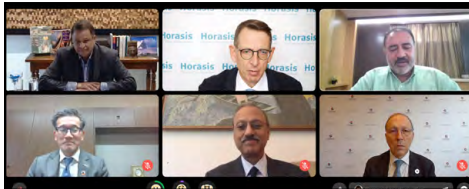
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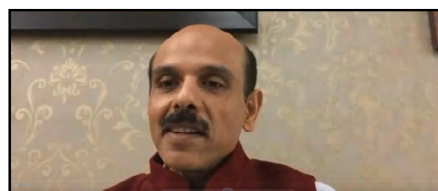
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Ministry of Finance
Government of India

AIMA
ALL INDIA MANAGEMENT ASSOCIATION



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Global Procurement Summit 2021



Procurement as Enabler for COVID-19 Emergency Response

3-4 February, 2021

AIMA, an apex body of management profession in India, join hands with the World Bank, Ministry of Finance and other international/ national partners for bringing together the most senior and regional procurement community to examine the challenges faced during emergency situations and also explore possible solutions to the problem in hand.

This year summit will be held on a specially curated digital platform. Live streaming on AIMA's YouTube, Facebook and Twitter channels will also increase viewership by several thousand.

Topics Covered -

- How procurement is adjusting to new realities – automation, AI/ML, supply chain management, localized sourcing etc.
- Lessons learned for Contract Management and Dispute Resolution after one year of COVID-19
- Challenges and Opportunities for health commodities procurement and distribution, particularly COVID-19 vaccines
- Can PPP help cash-starved governments in boosting infrastructure?
- How to monitor and supervise infrastructure Projects during emergencies
- Controlling fraud, corruption and other undesirable practices in emergency procurement and supply management

Dr. Gurbandini Kaur - Center for Management Education

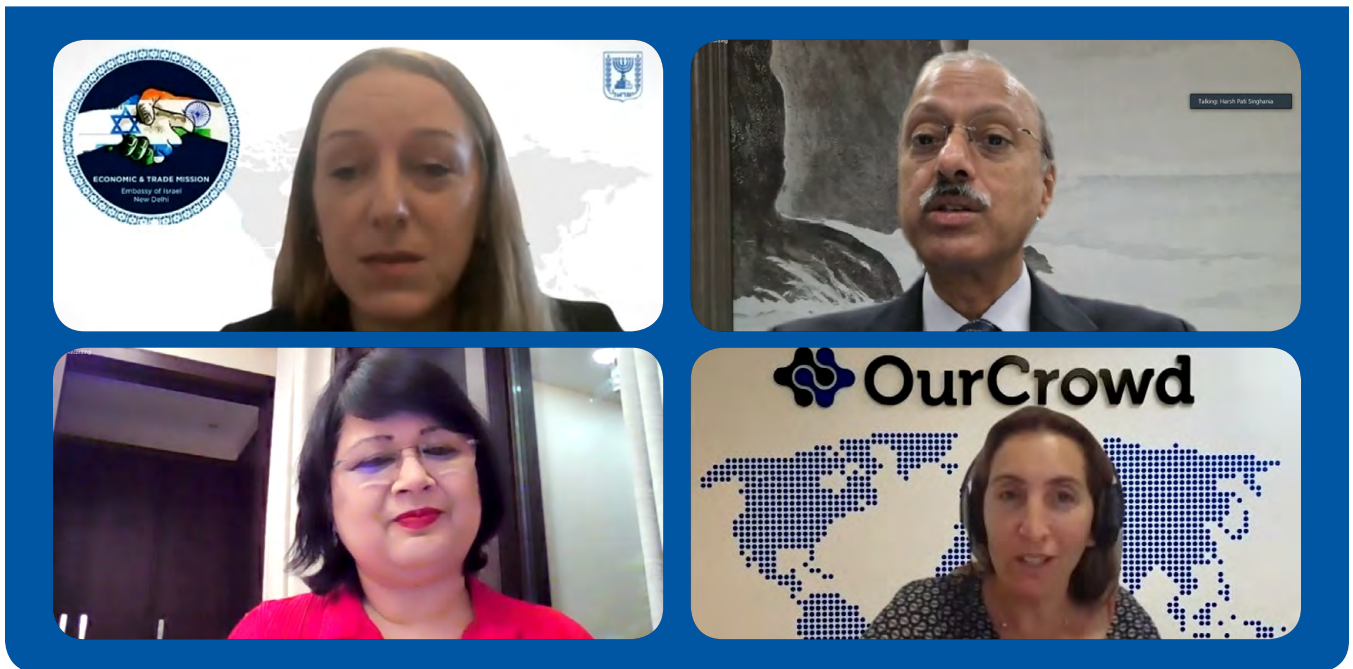
All India Management Association, 15 Link Road, Lajpat Nagar- III, New Delhi - 110024

Mobile: +91 9971140147 / 8800893848, Tel: +91 1147673000, Ext: 710/721, Email: gkaur@aima.in, gps@aima.in

Website: www.aima.in

Innovating Now or Never

A joint webinar with OurCrowd - Israel's leading venture capital and crowd funding organisation



(From Top L-R) Ms Natasha Zangin, Counsellor, Head of Economic & Commercial Mission, Embassy of Israel, New Delhi; Mr Harsh Pati Singhania, President, AIMA & Vice Chairman & Managing Director, JK Paper Ltd; Ms Rekha Sethi, Director General, All India Management Association and Ms Laly David, Partner, Business Development, OurCrowd

AIMA with OurCrowd - Israel's leading venture capital and crowd funding organisation, conducted a webinar on the theme 'Innovating Now or Never' on 26

November 2020. The dialogue was supported by The Israeli Economic & Trade Mission – Embassy of Israel, New Delhi.

Mr Harsh Pati Singhania, President, AIMA and Vice Chairman & Managing Director, JK Paper Ltd delivered the keynote address at the opening session and complimented the Israeli government on accelerating the promotion of Israel-India business ties during the Covid period; and also highlighted the importance of trade and investment between the two countries in a changing world. Ms Natasha Zangin, Counsellor, Head of Economic & Commercial Mission, Embassy of Israel, India, emphasised that given the uncertainty of the times, it was important to bring together cutting-edge companies from both sides for a dialogue.



Mr Pramod Bhasin, Founder, Genpact and Chairman, Clix Capital Services

During the session, Ms Rekha Sethi, Director General, AIMA also stressed that Indian and Israeli business leaders needed to learn from each other’s experience of innovation during Covid and identify opportunities for collaboration for the post-Covid era. Ms Laly David, Partner, Business Development, OurCrowd, told the audience about the company and Israel’s startup ecosystem.

The opening session was followed by two-panel discussions. The first panel focused on the theme ‘Innovative Practices for a Disruptive World’. The panel featured prominent business leaders from both India and Israel and included Mr Pramod Bhasin, Founder, Genpact and Chairman, Clix Capital Services; Mr David Schwartz, Managing Director, PepsiCo; Mr Neil Ackerman, Global Supply Chain Digital Executive, Johnson & Johnson; Ms Ilanit Kabessa Cohen, Advisor and former head of Dole Ventures DAF, Dole Asia Holdings Pte Ltd. This panel was moderated by Mr

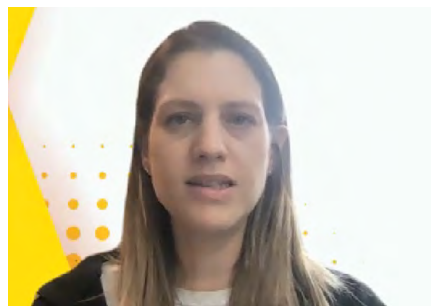
Dan Fishel, Vice President - Business Development, OurCrowd.

The theme for the second panel discussion was ‘Innovating in a Crisis’ and the eminent speakers included Mr Harel Tayeb, CEO, Kryon; Mr Uri Rivner, Co-founder & Chief Cyber Officer, BioCatch; Ms Tom Goldberg-Abramovici, Director of Business Development, Zebra Medical and Mr Dubi Brian Lavi, VP Defense & HLS, Juganu. The discussion was moderated by Mr. Pranjal Sharma, Economic Analyst, Advisor and Writer & Author-India Automated.

The webinar took an insightful look into the challenges and opportunities brought by Covid, and tech trends and innovations that are shaping the new business landscape. The deliberations also focused on the role of technologies play in the innovation strategy and why start-ups are more relevant than ever to shape this new world. The programme was very well attended and received.



Mr Pranjal Sharma, Economic Analyst, Advisor and Writer & Author-India Automated



Ms Tom Goldberg-Abramovici, Director Business Development, Zebra Medical



Mr Dubi Brian Lavi, VP Defense & HLS, Juganu



Mr Harel Tayeb, CEO, Kryon



Mr Uri Rivner, Co-founder & Chief Cyber Officer, BioCatch

Horasis Asia Meeting

Asia's premier gathering of the region's most senior leaders



Mr Harsh Pati Singhania, President, AIMA and Vice Chairman & Managing Director, JK Paper addressing closing plenary session

AIMA was a co-organiser of the Horasis Asia Meeting held virtually on 30 November 2020 organised by Horasis: The Global Visions Community annually. 400 of the foremost business and political leaders from Asia and the world gathered to discuss the profound

economic, political and social disruptions caused by COVID-19 and other forces. Delegates interacted with key political and business leaders to jointly develop solutions for dealing with the current crisis and to shape a durable economic system for Asia's post-COVID future. Over several sessions built around COVID related fallout and recovery; delegates discussed how to travel the path through Asia's big transitions and how to adopt innovation to build a resilient Asia.

Speaking at a the Closing Plenary on 'Shaping the Asian Century Post-COVID', Programme Co-Chair, Mr Harsh Pati Singhania, President, AIMA and Vice Chairman, JK Paper affirmed that India will keep a watchful stance on ASEAN nations' recently agreed new accord – the Regional Comprehensive Economic Partnership, and will join when it is clear there is a level playing field. "Globalisation as we have seen before, will go through



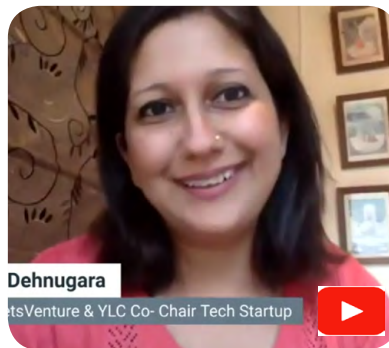
Pranjal Sharma, Economic Analyst, Advisor and Writer & Author-India Automated moderating the session

a change which will be led by Asia; and this new model of globalisation will have to balance the country's interest along with global interest", he added. The session was chaired by Mr Pranjal Sharma, Economic Analyst, Advisor and Writer & Author-India Automated. The annual Horasis Asia Meeting is Asia's premier gathering of the region's most senior leaders from business and government. The location of the meeting

rotates annually and recently has been held in Bangkok, Thailand (2016), Kolkata, India (2017) and Binh Duong New City, Vietnam (2018, 2019). Now, within the COVID epidemic, the meeting has turned to a digital delivery, but its focus remains upon Asia – to present a systemic view of activities affecting the drivers of Asia's economic success and how Asian businesses interact regionally as well as globally.

YLC Online Session

Inspiring and building Leaders of the Future



Mr Harpreet Singh Grover, Entrepreneur in Residence OneBanc Technologies; CoFounder, CoCubes.com, Founder, Be prepared.in and Ms Syna Dehnugara, CBO LetsVenture, Features Editor CNBC-TV18, Co-author of Young Turks

AIMA Young leaders Council organised an online session on 'Lessons and Learning's: Building and Selling

a Company' on 20th November 2020. Mr Harpreet Singh Grover, Entrepreneur in Residence OneBanc Technologies; CoFounder, CoCubes.com, Founder, Be prepared.in and Mr Vibhore Goyal, Founder, OneBanc CoFounder CoCubes (sold to Aon) and Co-Founder at Babajobs (sold to Quikr). Ms Syna Dehnugara, CBO LetsVenture, Features Editor CNBC-TV18, Co-author of Young Turks was session moderator. The session was very well received by the participants.

AIMA ICRC BMSCE MoC Signing

AIMA India Case Research Centre (ICRC) entered into Memorandum of Cooperation with B.M.S. College of Engineering (BMSCE), Bangalore on 9th November 2020. The MoC was signed for creating awareness,

listing and distribution of India Centric Case Studies and teaching notes. AIMA and BMSCE will be collaborating for case development, writing, teaching & research primarily for effective 'learning and teaching'.

AIMA LeaderSpeak Series



Mr Sunil Kant Munjal, Chairman, The Hero Enterprise and Past President, AIMA



Mr R C Bhargava, Chairman Maruti Suzuki India Ltd

Another LeaderSpeak Session was held on 08th December 2020 with Mr Sunil Kant Munjal Chairman, The Hero Enterprise and Past President, AIMA. Mr Harsh Pati Singhania, President, AIMA and Director, J K Organisation and Vice Chairman & Managing Director, JK Paper Ltd was the Session Chair. Mr Sunil Kant Munjal talked about his first book – The Making of Hero and shared how the request for a book on sharing the story

of making of group was pending for a long time, therefore, he decided to come up with the same. Mr Munjal strongly felt that strong family values, strong leadership values, ethics, valuing your team, suppliers and customers, maintaining transparency and thinking ahead of times were few of the key factors for the success of the group. The session was attended by more than 1500 participants joining through Zoom, Facebook and Twitter and YouTube etc.

AIMA's thirty third LeaderSpeak session was held on 25th November 2020 on the theme 'Management System and Competitiveness in India'. Mr R C Bhargava, Chairman of Maruti Suzuki India Ltd was the Speaker and Mr Harsh Pati Singhania, President AIMA and Director, J K Organisation and Vice Chairman & Managing Director, JK Paper Ltd was the session chair. Ms Rekha Sethi, Director General, AIMA introduced the speaker. Mr Bhargava emphasised on important aspects like the need for the Indian Industrialists to partner with workers for productivity and innovation, need for industrialists to avoid lifestyles that upset social stability. He also touched upon how India in order to be able to compete in the global market needed policy stability, develop our own management culture, manage resources ineffectively, strengthen the supply chain, better teamwork and most importantly win the trust of people.



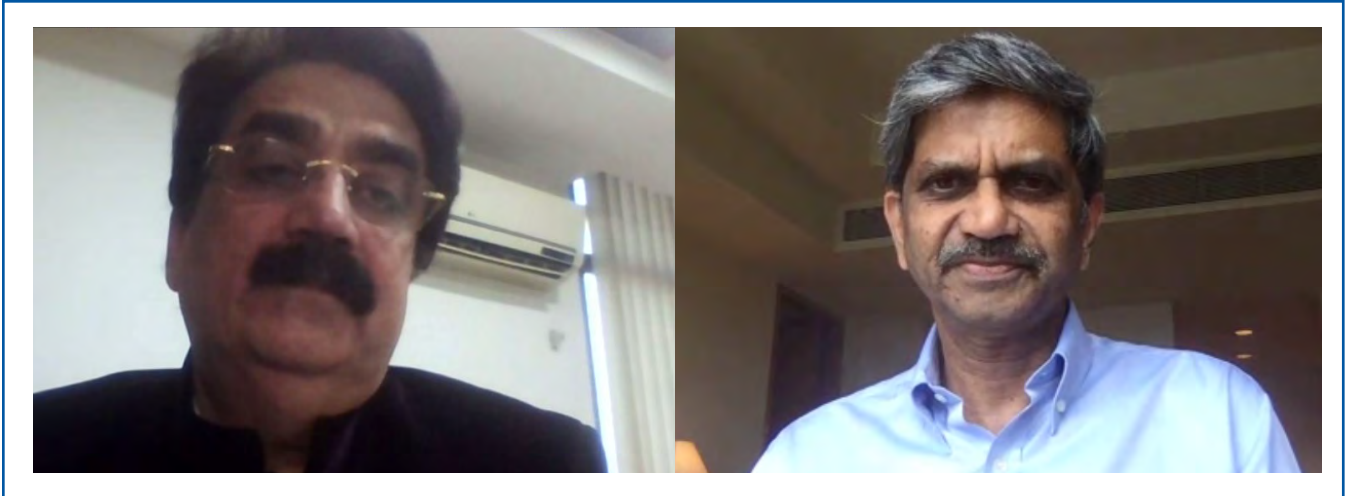
Ms Rekha Sethi, Director General, AIMA



Mr Harsh Pati Singhania, President AIMA and Vice Chairman & Managing Director, JK Paper Ltd

Masterclass Series

New Age Leadership



Mr Rajiv Bhaduria, Founder & Managing Partner, Ebullient Consultancy and Mr D. Shivakumar, Group Executive President, Corporate Strategy & Business Development, The Aditya Birla Group

AIMA organised the third programme under its virtual Masterclass Series on the theme ‘New Age Leadership’ on 21st November 2020. The programme was curated by Mr Rajiv Bhaduria, Founder & Managing Partner, Ebullient Consultancy and addressed by Mr D Shivakumar, Group Executive President, Corporate Strategy & Business Development, The Aditya Birla Group. The programme

helped participants to learn ‘the new’ in leadership to resolve and reset the aftermath of the Covid crisis. This MasterClass was coupled with a Business Simulation workshop to help participants develop business acumen and hone their strategic decision-making skills in a competitive environment. The session was attended by around 27 senior participants from various industry sectors from across the country.

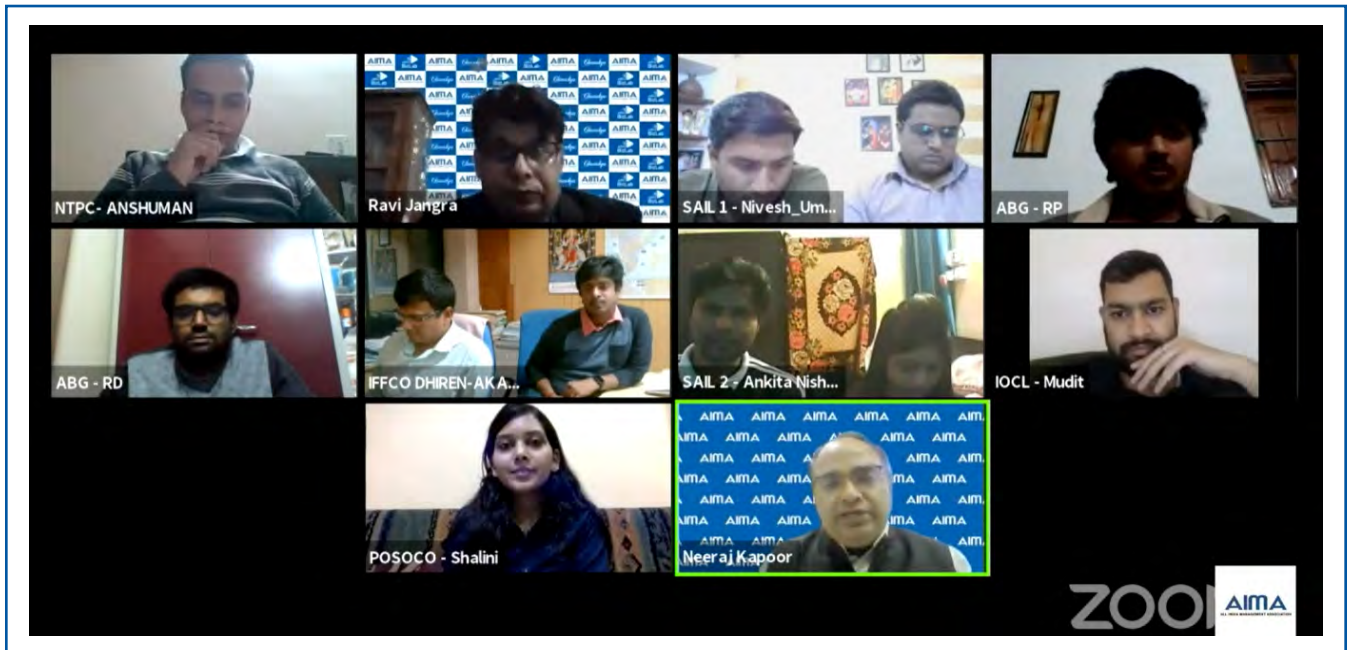
Webinar

AIMA in collaboration with BML Munjal University conducted a webinar on ‘Case teaching: Mastering Student Engagement in Online Classes’ on 31st October 2020.

Some of the eminent speakers included Dr Gita Bajaj, Professor, HR & Communication Chairperson PGDM, DCP, IMT Business School, Dubai; Dr Payal Kumar, Professor and Chair, Head of Research and International Collaborations at BML Munjal University;

Dr Raj Agrawal, Director, AIMA-CME; Dr Anuja Pandey, Associate Professor, AIMA & Head India, Case Research Centre, AIMA-ICRC, and Dr Sakhhi Chhabra, Assistant Professor, IIM Sambalpur. The survey report on ‘Student behaviour in the online class’ conducted as pre-webinar activity was shared and the key finds from the survey were extensively discussed by the experts and participants. Experts shared their key recommendations and suggestion.

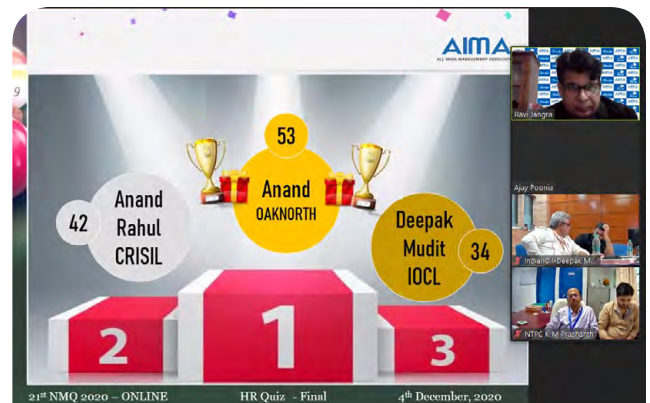
National Management Quiz



Winning teams of National Management Quiz

The 21st edition of AIMA's National Management Quiz was conducted across India virtually. The online regional rounds were held on 23rd November, 26th November, 28th November and 1st December and the Grand Finale was held on 4th December 2020. This year two new segments HR Quiz and Women Only Quiz were introduced. Aditya Birla Group emerged as National Champions in this year's NMQ. NTPC was the National Runners Up I and IOCL was the National Runners Up

II. Oaknorth emerged as National Champions in HR Quiz. Crisil & IOCL was the National Runners Up I & II. POSOCO emerged as National Champions in Women's Only Quiz. SAIL Bokaro was the National Runners Up I and POSOCO was the National Runners Up II. The programme witnessed a participation of over 200 teams from all over India comprising of private, PSU companies and educational institutes.



Man with a selective memory

Have you heard about the professor at the memory workshop? He started and ended by saying, "Friends, I want to tell you two things; the first is about my strong memory and the seconder...second... never mind, we'll talk about it later."

Indeed, memory plays games with us all the time. Often I dial a number and the moment someone answers, I am blank about who I want to speak with. It goes like this "Hullo, who is speaking?"...Whom would you like to speak with please?" Says the other party. "What number is it?" I carry on. "What number have you dialed, sir?" Is her cool response. "Oh, never mind," I mumble and hang up.

Almost immediately it hits me. Of course, I had dialed my travel agent to make a booking for....? God, not again!

The seth I used to work for had an incredible memory. He just didn't forget anything. Be it the technicalities of a hi-tech machine or the finer nuances of a financial package, the sethji was always clear. Once he had read a report, he wouldn't forget a single word even after ten years. We used to marvel always at his uncanny ability.

His prowess was not limited to business, ten years after attending my marriage he remembered where the function was held and whom he had met there. He wouldn't forget where a manager's children studied, who had an ailing parent or a problem sibling.

Naturally, we were amazed when his wife once complained about his poor memory! On a visit to the factory in some far-off place, she had bought shawls. The money was to be sent through the sethji on his next visit. On return, she personally made sure that the money was kept in an envelope in her husband's briefcase.

Six months later, however, the plant manager, on

a trip to Delhi, sought audience with the lady. Very apologetically, he reminded her about the money for the shawls.

The sethani was furious. She had personally sent the money through sethji within two weeks of her return. He had been to the factory many times after that. It was inconceivable that he hadn't paid.

She immediately drove to her husband's office; and barged into the conference room where he was chairing a meeting. "Please tell this man you have paid for my shawls. I gave you the money six months ago," she implored. Sethji was surprised. "What money, what shawls, what payment are you talking about?"

"This is not funny. Let me see your briefcase," thundered the better half. Promptly someone fetched the bag. Sethji opened it and, sure enough, the envelope was right there. Sheepishly he handed it over to the nervous manager. "I am sorry, I forgot," he said graciously. The apology was not accepted with alacrity. "Can you ever remember anything?" were the sethani's parting words as she stomped out.

She has diagnosed his problem. "Man with a selective memory" is how she describes her husband now, "He remembers only what he wants to."

How enviable! I wish we all had that ability. Just like a computer, store and forget, access at random, when you want to, just what you want to.

My favourite joke, however, is about the guy who brought home "Harry Lorrain's memory improvement course" - and forgot to read it.



*by Krishan Kalra
Past President, AIMA*



ADVANCED CERTIFICATE PROGRAMME IN BUSINESS CONSULTING

The Advanced Certificate Programme in Business Consulting is aimed at catering to the growing need for trained and skilled management consultants. This programme will help the participants in gaining knowledge and developing skills to act as a business/management consultant and further develop them as experts who can help the organisations to come out of the problematic situations they face.

Eligibility

- Post-Graduate or equivalent in any discipline from a recognised university
- Minimum work experience of 5 years is desirable

Duration

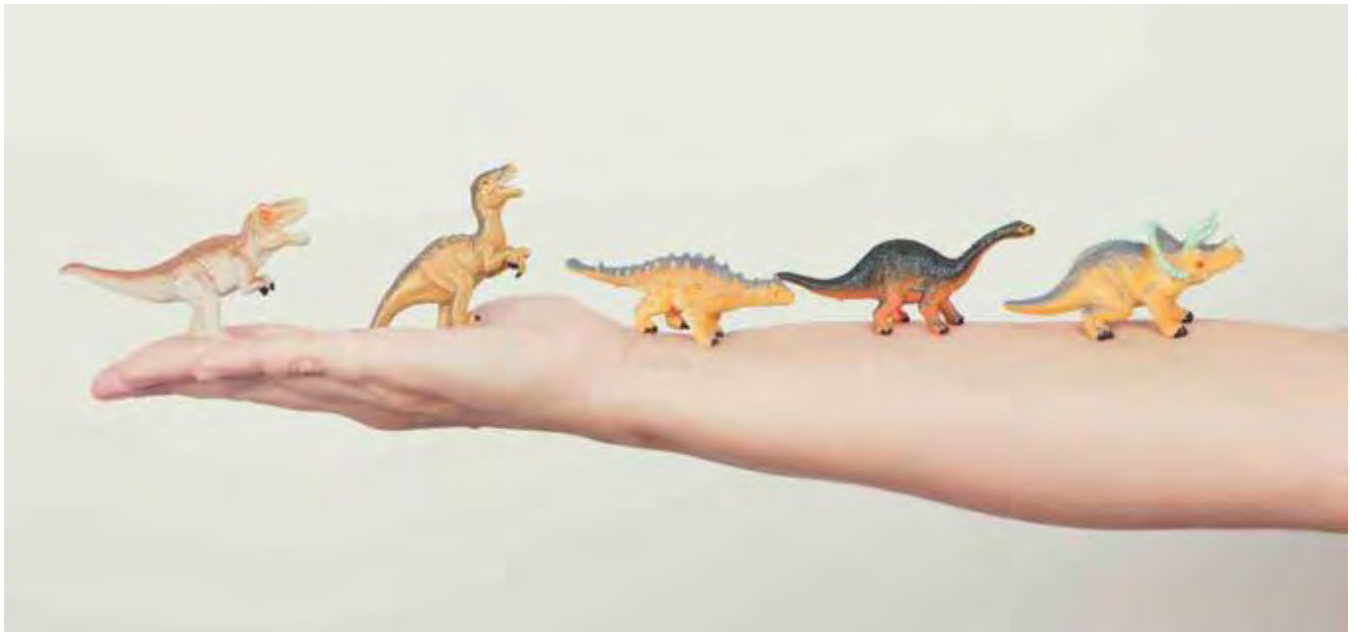
The duration of the programme is 6 months.

Programme Fees

The programme fees for this course is ₹ 41,300/- (including GST @18%) which include cost of Course Learning Material & Examination fees.

Compassionate Leadership Is Necessary — but Not Sufficient

by Rasmus Hougaard, Jacqueline Carter and Nick Hobson | December 04, 2020



Paula Daniëlse/Getty Images

A global pandemic, Depression-level unemployment, civil and political unrest – from New York to Barcelona to Hong Kong, it feels as if the world as we know it is faltering. Economies are unwinding; jobs are disappearing. Through it all, our spirit is being tested. Now more than ever, it's imperative for leaders to demonstrate compassion.

Compassion is the quality of having positive intentions and real concern for others. Compassion in leadership creates stronger

connections between people. It improves collaboration, raises levels of trust, and enhances loyalty. In addition, studies find that compassionate leaders are perceived as stronger and more competent.

As the tragedy and hardship of our current context unfold, companies are awakened to the greater value in caring about people's wellbeing. At Potential Project, we have studied and written about the importance of compassion in leadership for years. Even more important, we've

trained the leaders of global organizations in how to implement compassionate leadership.

Through this work, we've discovered a key component of compassionate leadership, something most other experts overlook: Compassion on its own is not enough. For effective leadership, compassion must be combined with wisdom.

By wisdom, we mean leadership competence, a deep understanding of what motivates people and how to manage them to deliver on agreed priorities. Leadership is hard. To be effective, it often requires pushing agendas, giving tough feedback, making hard decisions that disappoint people, and, in some cases, laying people off. Showing compassion in leadership can't come at the expense of wisdom and effectiveness. You need both. Wise compassionate leadership is the ability to do hard things in a human way.

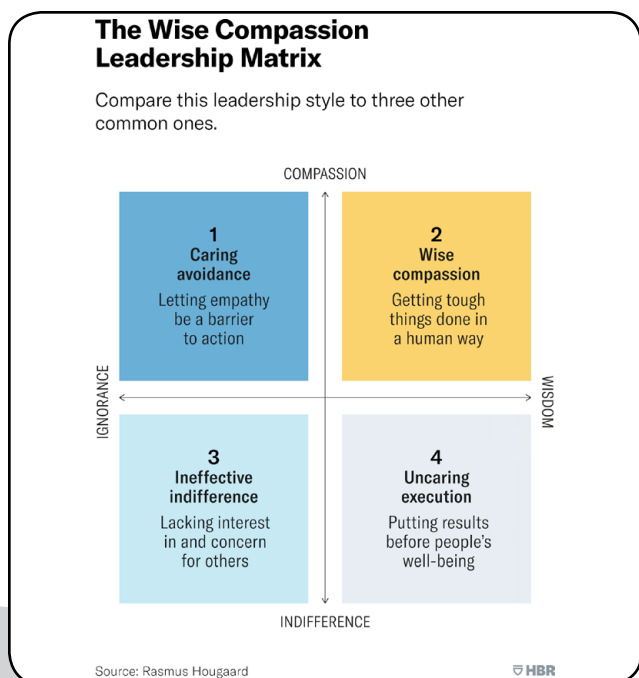
It's important to understand that these styles or modes of leadership do not necessarily indicate permanent, hardwired characteristics of a leader, but more often are indicative of a particular mood or mindset or context that a leader is operating in.

In quadrant 1, at the top left, leaders care for people – which is great – but they tend to avoid the tough parts of leadership like giving hard feedback. In quadrant 3, bottom left, leaders are ineffective and indifferent, operating in a mode that is the opposite of mindful. Lacking both compassion and wisdom, these leaders appear to their followers as uncaring and unprofessional. In quadrant 4, at the bottom right, leaders are effectively executing on their business objectives, but have little compassion.

Finally, in quadrant 2, at the top right – wise compassion – leaders deliver the best results. Leaders operating in this mode are balancing concern for their people with the need to move their organizations forward in an efficient, productive manner. When tough action is needed, they get it done with genuine caring for people's feelings and well-being.

To better understand wise compassionate leadership, we have gathered data from 15,000 leaders in more than 5,000 companies that span nearly 100 countries. (To gauge your own compassion as a leader and contribute to our data set, feel free to take this quick assessment.)

Through extensive data modeling, we have discovered a clear correlation between higher levels of wise compassion and promotability. In other words, the more wise compassion you practice as a leader, the faster and higher you



will rise in the ranks. This is great news, a clear confirmation that we do well ourselves by doing good to others.

Actionable Routines for Cultivating Wise Compassion

One of the most important revelations in our data was that having a regular mindfulness routine leads to increased wise compassion. This effect on leadership style likely results from the fact that mindfulness practice makes people more self-aware and more cognizant of the behaviors and emotions of others. With greater awareness and presence, leaders are more intentional in bringing wisdom and compassion to an issue.

Here are a few tips to better develop compassion and wisdom as components of your leadership style. If your wisdom is strong but you still need to develop more compassion, here are a few things you can do:

Have more self-compassion: Having genuine compassion for others starts with having compassion for yourself. If you're overloaded and out of balance, it's impossible to help others find their balance. Self-compassion includes getting quality sleep and taking breaks during the day. For many leaders, self-compassion means letting go of obsessive self-criticism. Stop criticizing yourself for what you could have done differently or better. You probably wouldn't talk to a good friend or colleague who needed help the same way you address yourself. Instead, cultivate self-talk that is positive. Then reframe setbacks as a learning experience. What will you do differently in the future?

Check your intention: Make a habit of checking your intention before you meet others. Put yourself in their shoes. With their reality in mind, ask yourself: How can I best be of benefit to this person or these people?

Adopt a daily compassion practice: Compassion is a trainable skill. Our brains have an incredible level of neuroplasticity, which means that the mental states you develop can get stronger and more prominent. (We've developed an app that can support you in increasing your compassion.)

If your compassion is strong but you would like to increase your wisdom, here are a few helpful strategies:

Practice candid transparency: As leaders, it is our responsibility to provide the guidance people need, even if it is difficult for them to hear. When a team member is underperforming, be candid and tell her or him what to work on. If you conceal your concerns in an attempt to be kind, people will neither understand expectations nor benefit from your wisdom. Because of this, concealing tough criticism is not kind – it is misleading. Instead, being clear is kind. Be direct and transparent.

One daily direct interaction: If your natural inclination is more oriented towards compassion, being kind is your comfort zone. To improve your wisdom, try to adopt a habit of having at least one daily direct and assertive interaction with a person. It will help you to move out of your comfort zone and better develop your leadership wisdom.

Adopt a daily mindfulness training: Research shows that when we practice mindfulness, we gain greater wisdom and leadership competence. (Here is a tool that can help you get started with mindfulness training.)

There will be many hard days, weeks, and months ahead. A mindset of wise compassion is the most effective, and humane, way to support people through these difficult times. As we collectively face the challenges, we'll need to make tough decisions. We should all strive to do these hard things in a human way.

About Author:

Rasmus Hougaard is the founder and CEO of Potential Project, a global leadership, organizational development and research firm serving Microsoft, Accenture, Cisco and hundreds of other organizations. He is author of *The Mind of the Leader – How to Lead Yourself, Your People and Your Organization for Extraordinary Results* with HBR Press and will be publishing his next book *Compassionate Leadership – Doing Hard Things the Human Way* with HBR in 2021.

Jacqueline Carter is a partner and the North American Director of Potential Project. She is co-author of *The Mind of the Leader – How to Lead Yourself, Your People and Your Organization for Extraordinary Results* (HBR Press, 2018) as well as co-author with Rasmus Hougaard on their first book *One Second Ahead: Enhancing Performance at Work with Mindfulness*.

Nick Hobson is the Director of Behavioral and Data Sciences of Potential Project, and a behavioral design strategist for leading organizations and brands. His award-winning podcast, *It's All Just a Bunch of BS*, illustrates the promises and perils of applied behavioral science in work and life.

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AIMA & AICTE
Present Capability Building
Workshop on Case Teaching &
Writing (In Online Mode)

(With a focus on developing
Cases based on Indian Ethos)

12th, 18th, 19th & 20th December 2020
In Online Mode

For Further Details Please Contact

Dr. Anuja Pandey, Workshop Director

For Registration: Shini James - 9971479392

All India Management Association Centre for Management Education
Management House, 14 Institutional Area, Lodhi Road, New Delhi - 110003

T: 24645100/43128100 | Ext: 726 | F: 24626689, 24643035

E: fdp@aima.in | Website: www.aima.in

The Costs and Benefits of Supply Chain Transparency

Should firms be required to disclose the negative social impacts of their suppliers? A new study investigates that question from the perspective of investors.

November 6, 2020 | by Drew Calvert

For the past decade, policy-makers and NGOs have pushed for greater transparency in supply chains, with the goal of encouraging more responsible sourcing practices. The Dodd-Frank Act, for example, required firms to disclose their suppliers' involvement with any "conflict minerals" such as gold, tin, or tantalum, a metal used in phones and computers. More recently, France passed legislation to ensure carbon emissions reporting.



When companies are forced to disclose any harmful impacts they discover about their suppliers, sometimes they simply choose not to look. | Illustration by Alvaro Dominguez

At the same time, many companies have pledged to be more vigilant and open about protecting the people who manufacture their products. After the Rana Plaza disaster in Bangladesh in 2013 — a building collapse killed more than a thousand garment and textile workers — a

number of brands joined a coalition to hold their suppliers accountable.

At the heart of this push for transparency is a fundamental question: Is it better to let the Unilevers and Walmarts of the world — who often source from countries with lax regulatory

practices — report voluntarily on their own suppliers' social and environmental impacts? Or should they be compelled to do so by law or some other mandate?

A new paper by Erica Plambeck, professor of operations, information, and technology at Stanford Graduate School of Business, and Basak Kalkanci, associate professor of operations at Georgia Tech, addresses this question in a novel way. Using a game theory model to track the dynamics and variations of supply chain transparency, the authors try to determine whether mandatory or voluntary disclosure is more effective in reducing suppliers' impacts.

The paper's findings are manifold, but two of its features are especially noteworthy for policymakers seeking to shape ethical supply chains. First, unlike most of the popular and scientific literature, which focuses on disclosure in the narrow sense of firms displaying their own impacts on their website, Plambeck and Kalkanci consider the costs, challenges, and benefits of firms performing due diligence on a multitiered supply chain. Second, they highlight the key role that investors play in this complex game.

Plambeck explains that, ultimately, disclosure mandates can backfire (by deterring firms from engaging with suppliers to learn about and reduce their impacts) and that, under some conditions, voluntary disclosure is just as effective. However, a disclosure mandate can be effective when combined with high enough penalties for suppliers' impacts. The implication for policymakers, according to Kalkanci, is that "mandatory disclosure by itself is not effective.

It must be complemented by an adequate prospect of penalties for suppliers' impacts."

Public Pledge vs. Government Regulation

Plambeck says it's important to note that mandatory disclosures, as defined here, are not necessarily imposed by outside entities, such as government regulators. They can include cases in which firms publicly pledge — before any investigations begin — to disclose their suppliers' impact no matter what those investigations uncover.

With voluntary disclosures, on the other hand, a firm first gauges a supplier's impact and then decides whether to disclose its findings.

The paper uses a Bayes model, in which participants make rational decisions based on limited information, and it focuses — uniquely — on the company-investor relationship..

Learning about impacts is the necessary first step toward reducing those impacts.

Erica Plambeck

Consider, first, the perspective of a multinational company with a vast supply network. The model assumes that the company — whose goal is to maximize its market valuation — will ask itself three questions regarding supply chain transparency: 1) How much do we want to learn about our suppliers' impacts? 2) How much money, if any, do we want to invest in reducing these impacts? 3) Should we disclose our suppliers' impacts to investors?

Investors, meanwhile, are left to value companies based on disclosure reports, which they recognize might be incomplete, either because the company is withholding bad news or because it doesn't have enough information about its suppliers. Investors use those disclosures to assess risks — resource shortages, supply disruption, potential brand damage from a labor violation, etc. — that might impact future profits.

So what's the benefit of reporting? At first glance, it might seem that the company would face only risk. But one of the paper's notable findings is that when companies don't report on impacts — for example, greenhouse gas emissions — investors tend to assume the worst, and typically lower the valuation.

And although there are obvious risks involved in reporting about one's supply chain, the companies that do so can potentially earn a higher valuation, because investors will take this into account and assume the company has saved itself from costs and risks in the future.

The Benefits (and Costs) of “Learning”

Because social, environmental, and governance impacts are not easily visible to firms — in fact, learning about them can be difficult and costly — the test of a company's commitment to supply chain transparency is not whether it publishes a list of suppliers online, as the California Transparency in Supply Chains Act currently requires. The true test is how much time and money they spend investigating the details.

“When we are talking about supply chain responsibility, ‘learning’ is really the centerpiece, because many buyers don't know what's going on with their suppliers,” Kalkanci says.

“Learning” in this context could mean inspecting the suppliers' facilities (either directly or through a third party) for violations or red flags, or requiring suppliers to self-report — on emissions, for example — then validating those reports. If it discovers issues, the buying firm can ask for corrective action.

In certain cases, however, it can be too costly for a company to monitor its supplier. In 2012, when a provision of Dodd-Frank required companies to audit their supply chains for “conflict materials” in Africa, the SEC said it could cost firms up to \$4 billion.

“When the learning cost is too high,” Kalkanci says, “a company might decide it's not worth making the investment to find out what exactly their suppliers' operations are like.”

Policy Implications

So what does this mean for policymakers? Well, it's complicated.

“We found that transparency can have unintended consequences,” Kalkanci says. “For example, disclosure mandates can backfire because they discourage companies from learning about suppliers' impacts.”

On the other hand, mandatory disclosure can also have positive impacts on a company's bottom line. “Learning about impacts is the necessary first step toward reducing those impacts,” Plambeck says. “And, often, learning uncovers opportunities for profitable impact reduction, such as when learning about greenhouse gas emissions uncovers profitable opportunities for energy efficiency and waste mitigation in general.”

Mandates also can give firms a stronger incentive to go beyond a “quick, minimal fix” if they do find problems in their supply chain, Plambeck notes. However, a mandate is only effective if a company expects to be punished — either through brand damage or rising costs — for their suppliers’ negative impacts.

In that sense, the goal for policymakers might be to incentivize companies to learn about their supply networks and disclose their findings. When firms do so under mandate, the paper

finds, they increase their valuation, because it gives investors faith in the leadership’s strategy (and future profits).

“If companies do not expect to be penalized,” Kalkanci says, “then voluntary disclosure is going to work better, because firms are going to learn more and invest more in reductions. But if they are expecting to be heavily punished, then a mandatory disclosure can work better at reducing supply chain impacts.”

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Allahabad Management Association

Allahabad Management Association organised a workshop on 22nd November on Skype on 'How to communicate effectively using proper Nuances of English Communication' with Mr. Vibhav Bajpai, Director, HP4, President, AMA.

He gave tips on voice & accent, phonetics, rhythm and intonation. About 52 students attended the workshop which was well received and beneficial for the students.



Mr Vibhav Bajpai, Director HP4, President, AMA

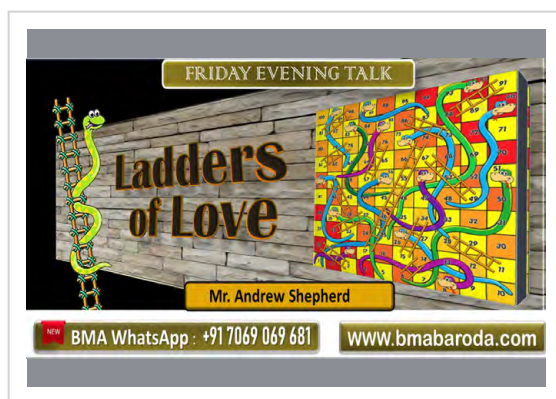
Baroda Management Association

Friday Evening Talk

Baroda Management Association organised an evening talk on 6th November on the topic, 'Sales Digitisation - Growth engine of new India' with the speakers Mr. Drupad H Solanki & Mr. Ganesh Kamble. They discussed on How to increase the reach and range through the use of technology; How technology helped organisations to cope with business challenges like COVID; Increase efficiency in sales and distribution through technology and how Digitalisation helps an organisation to increase its 'Top Line' with case studies.



An evening talk on 'Sales Digitization - Growth engine of new India'



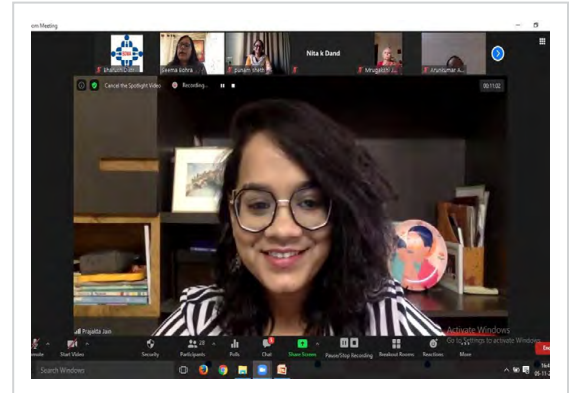
An evening talk on 'Ladders of Love'

BMA organised another evening talk on 27th November on the topic 'Ladders of Love' with Mr. Andrew Shepherd. He discussed that Ladders of Love is akin to our 'trishul'. The session suggested a work flow of leaders on how to first develop themselves and then help their team members to grow. The session unfolds the three basic practices leaders need for better outcomes and results. The three prongs of the 'trishul' are based on scientific experiences and suggest easy methods that can be incorporated into a leader's daily life: Employee Engagement and Experience; S-curve and Cognitive skills. The session was interactive and urged all leaders to practice the critical lessons.

Bharuch District Management Association

Women's Forum

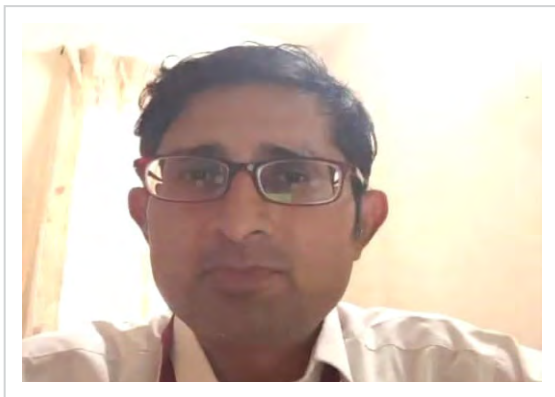
Women's Forum has launched one more Session Series titled 'Talent Unlimited' – Power of Passion. The forum intends to rope in personalities who have taken out of the way approach to pursue their passion and also motivate others for keeping their passion alive inspite of being professionally qualified. The Inaugural session of the series was organised by BDMA on 5th November jointly in association with Rotary Club of Bharuch Femina & InnerWheel Club of Bharuch. Ms. Prajakta Jain, Pastry Chef from Mumbai shared her vital experience of turning to a Pastry Chef only due to her passion despite being a qualified Chartered Accountant. The session and objective of the new initiative was well appreciated by the participants.



Ms. Prajakta Jain addressing the session

CSR Forum Meet

BDMA has introduced a new CSR Forum under its fold with sole intention to promote knowledge sharing on pertinent Issue of topics & trends related to CSR and share best practices and learn from each other. The CSR Forum organised its 1st meet a presentation on 'Community Initiatives by Sewa Rural, Jhagadia' on 6th November. Dr. Shrey Desai presented and gave an overview of various community development initiatives undertaken by the Sewa Rural Society for Education, Welfare & Services. Dr. Dhiren Modi and Mr Girishbhai Shah gave their presentation in the respective field. The initiatives that reach out to the community followed by betterment of

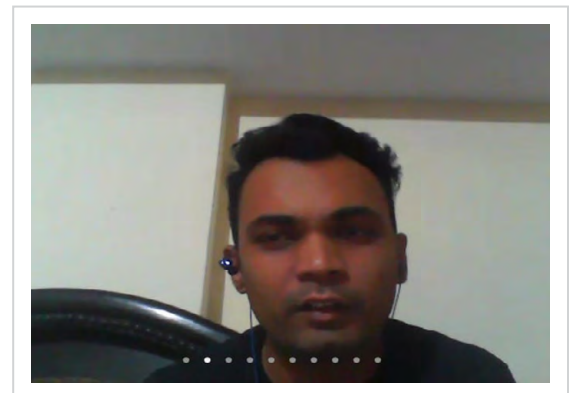


Dr. Shrey Desai addressing CSR Forum Meet

lives were the most classic examples and well appreciated by the participants.

EHS Forum Meet

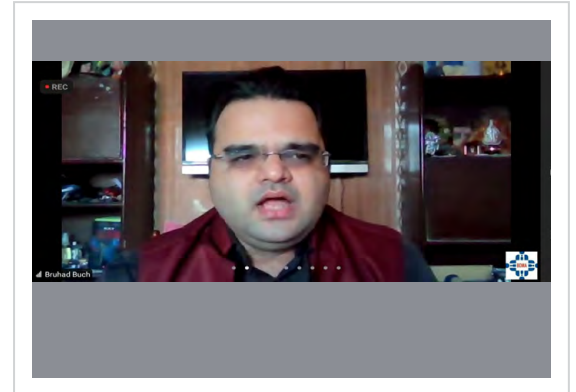
EHS Forum organised a session on 9th November on 'Learning from Incidents' case studies on recent Industrial accidents with Mr. Mayank Joshi, Deputy Manager, EHS from Cadila Healthcare Ltd. He elaborated in detail about some of the recent accidents happened in industries of Bharuch District with its root cause analysis and also suggested precautions to be needed essentially. The session was attended by nearly 40 EHS professionals and was very interactive. The presentation received excellent feedback from all attendees.



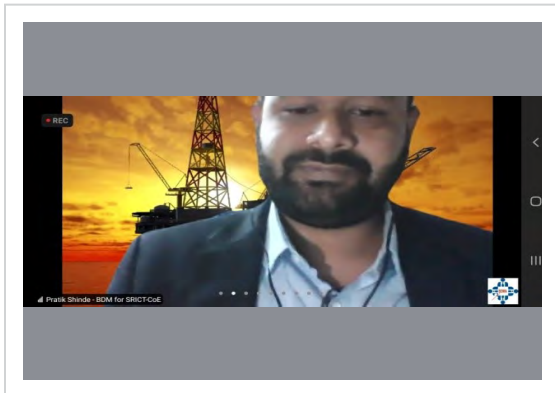
Mr. Mayank Joshi addressing the EHS Forum

HR Forum Meet

HR forum organised its 47th Meet on 24th November on the topic 'Learning in the ever changing Normal' by Mr. Bruhad Buch from AumaSolutionists, Mumbai. Mr. Bruhad explained the 'New Concept of SIP of continual Learning' emerging out of different situations including innovations in pandemic as 'Ever Changing Normal'. The talk was a thought provoking and interactive one.



Mr. Bruhad Buch addressing the 47th HR Forum Meet



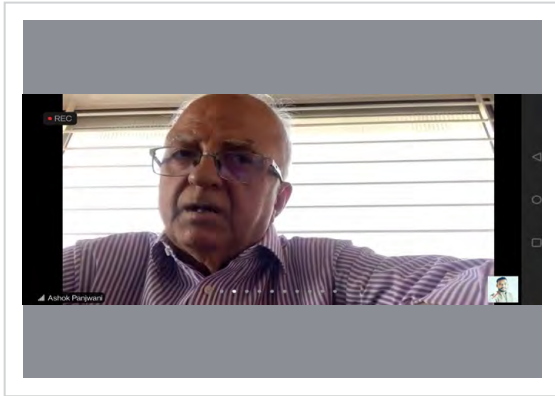
Mr. Pratik Shinde addressing the webinar

Webinar

EHS Forum organised a webinar on 28th November on 'Total Safety Solution Model' in association with Gexcon India Ltd and SRICT by Mr. Pratik P. Shinde, Business Development Manager in Center of Excellence, SRICT from Gexcon India Ltd. He shared the highly effective six stage process of the Total Safety Solution Model to the participants. The session was well received and attended by more than 50 professionals.

Virtual 'Curtain Raiser' Programme

BDMA participated in virtual 'Curtain Raiser' programme on 30th November for launching AICTE approved PGDM, PGCM and other Professional Management Courses conducted by AIMA in association with SRICT, now the new coordination center for AIMA Courses in Gujarat. Prof. Shrikant J Wagh, Principal, SRICT gave a short introductory presentation and BDMA officials, Dr. Mahesh Vashi, Secretary and Mr. Harish Joshi highlighted the need for skill development mainly on account of high attrition rate. Dr. Raj Agrawal explained and praised SRICT, BDMA for the subject initiative, cooperation and expressed confidence about it success in time to come. Mr. Ashok Panjwani, ED-UPL, Vice Chairman, SRICT and Past President, BDMA gave a highly motivational speech in line with the perceived vision of SRICT following this unique initiative undertaken. The necessary details about Professional Management Courses conducted by AIMA were provided by Prof. Rajkumar Singh, Deputy Director, AIMA. This endeavour will provide a golden opportunity for working professionals from Industry, Business Centers, Management Institutes, final year and fresh Qualified Graduates from academic Institutions to undertake online Diploma for 2 Yrs and Certificate for 1 Year Courses in order to scale up the ladder of their career development. The programme concluded with a brief Q/A session.



Mr. Ashok Panjwani addressing the meeting

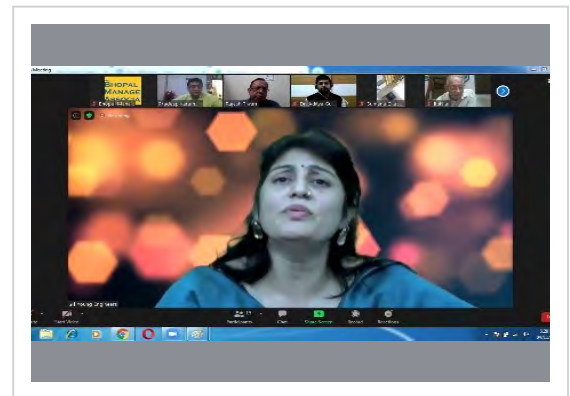


Prof. Rajkumar Singh briefing about AIMA Courses

Bhopal Management Association

Leader Speak Series

Bhopal Management Association organised its Leader Speak Series on 4th November on the topic 'Changing of Face of HR Challenges and Opportunities in Post Covid Scenario' with Dr. Roopali Bajaj, Ph.D. MBA, B.E. (Industrial & Production Engineering). The welcome address was given by Mr. N.K. Chhibbar, Hon. Secretary, BMA and moderated by Dr. Aditya Gupta, Placement Officer, IIFM. The vote of thanks was given by Mr. Pradeep Karambelkar, Co-Chairman, BMA and coordinated by Mr. Aamir Khan, Centre Coordinator, BMA.



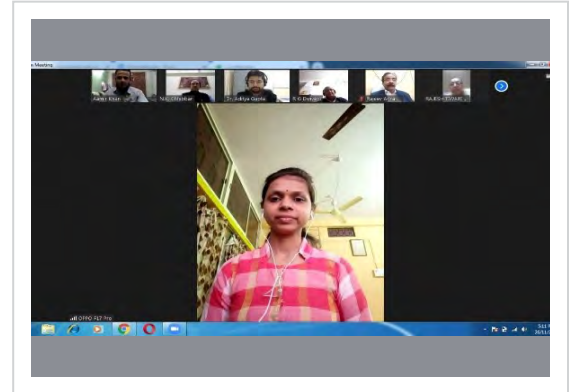
Dr. Roopali Bajaj addressing



Dr. Basudev Sarkar addressing

BMA organised a panel discussion on 7th November on the topic 'Industrial Relation Code 2020' with the panelists Dr. Basudev Sarkar, Former Deputy Labour Commissioner, Government of Madhya Pradesh; Adv. G.K. Chhibbar, Labour Law Expert & Columnist and Mr. Rajesh Tiwari, Former Vice President- HR, Anant Spinning Mills, a Unit of Vardman Textiles Ltd, Mandideep. The session was moderated by Mrs. Sumana Chatterjee, Former Dy. Chief Labour Commissioner, Government of India. The welcome note was given by Mr. N.K. Chhibbar, Hon. Secretary and the vote of thanks was given by Mr. R.G. Dwivedi, Co-Chairman, BMA. The programme was coordinated by Dr. Aditya Gupta, Placement Officer, IIFM, Bhopal.

Bhopal Management Association organised another Leader Speak Series on 26th November on the topic 'How to Build a Strong Immunity and Bring a Balance in Life' with Dr. Darshna Soni, a Doctor, Educationist and Counselor. The welcome address was given by Dr. Mahesh Shukla, Chairman, BMA. The programme was moderated by Dr. Aditya Gupta, Placement Officer, IIFM, Bhopal and the vote of thanks was given Mr. N.K. Chhibbar, Hon. Secretary, BMA.



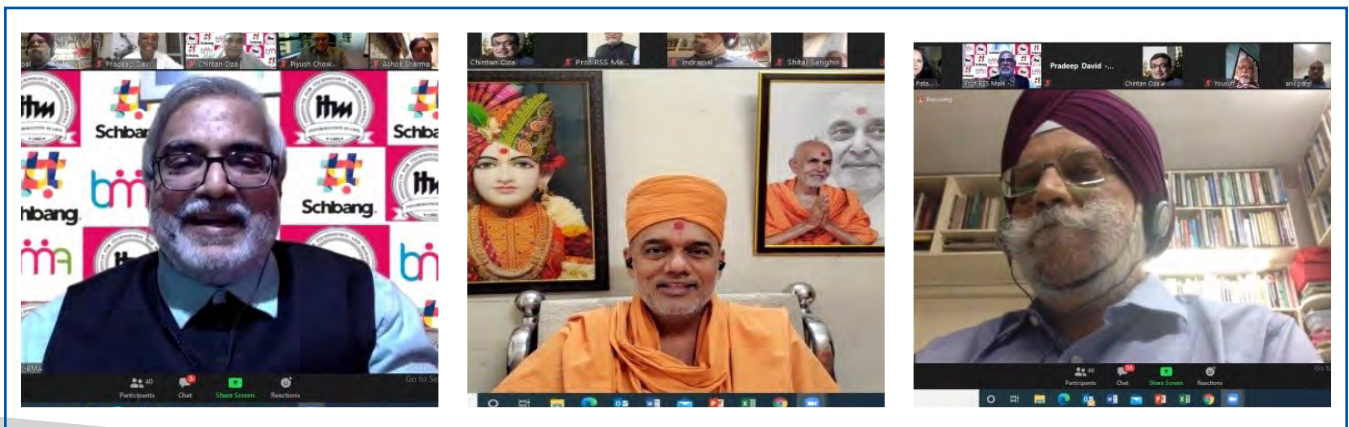
Dr. Darshna Soni addressing

Bombay Management Association

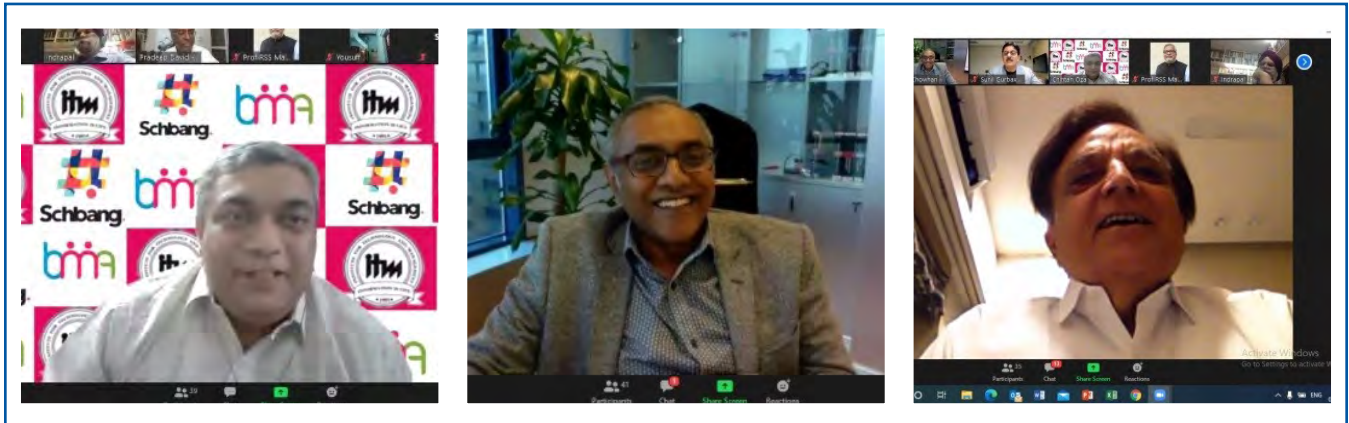
Annual BMA Digital Leadership Summit 2020

BMA successfully conducted day one of the Digital Leadership Summit 2020 on 5th November on the theme 'Vision to Action – India's 5 Trillion Economy'. The summit started with the Presidential address by Prof. RSS Mani and followed with a motivational talk by Pu. Gyanvatsal Swamiji, BAPS Swaminarayan Sanstha during the inaugural session of the Summit. In the Manufacturing track, Mr. Anil Patel and Mr. Pradeep David were the speakers and the session was chaired by former president and industry veteran Mr. Indrapal Singh.

In the Retail track, Mr. Sunil Gurbaxani and Mr. Piyush Chowhan were the speakers and the session was chaired by former president and industry veteran Mr. Ashok Sharma. The session was moderated by Mr. Chintan Oza, member of EC at BMA and attended by 68 participants.

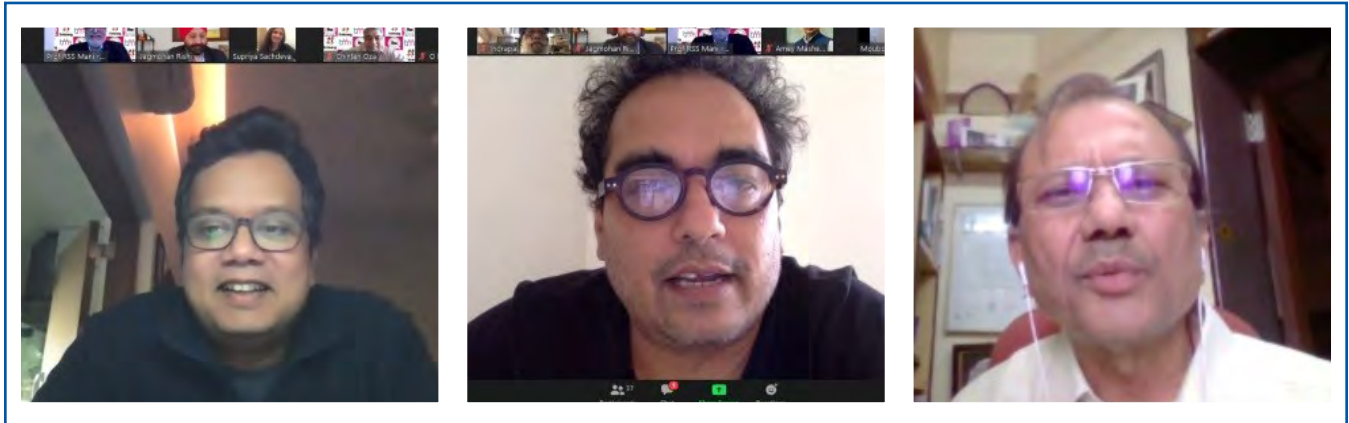


(L-R) Prof RSS Mani, President BMA & VP-ITM Group; Pu. Gyanvatsal Swamiji, BAPS Swaminarayan Sanstha; Mr. Indrapal Singh, the Former President



(L-R) Mr. Chintan Oza, Executive Committee Member; Mr. Piyush Chowhan, Group CIO at Lulu Group International; Mr. Ashok Sharma, Former President of BMA

BMA successfully conducted day two of 'Digital Leadership Summit' on 6th November with the welcome address from Prof. RSS Mani, BMA President. It was a rare opportunity for all to be in the company of the leaders in the digital space Mr Amey Mashelkar, Head - Jio GenNext & Mr Ninad Vengurlekar, CEO & Co-Founder of Utter. It was followed by an excellent session in the Govtech Track by Mr. Harsh Gune, CEO, Vidarbha Defence Cluster & Mr. Amit Shukla, Founder & MD, EasyGov and chaired by Mr. M. D. Agarwal, Past President, BMA. The speakers in the Healthcare session were Mr. Sanjiv Navangul, Managing Director and CEO at Bharat Serums; Dr. Peter Velez, Founder of Credo Web from Bulgaria & Mr. Shashin Bodavala, Director of Business Excellence at Boehringer Ingelheim. The session was chaired by Dr. Murtaza Khorakiwala, Managing Director, Wockhardt Ltd and former President of BMA. The entire proceedings of the 2nd day was moderated by Mr Jagmohan Rishi, EC Member, BMA.

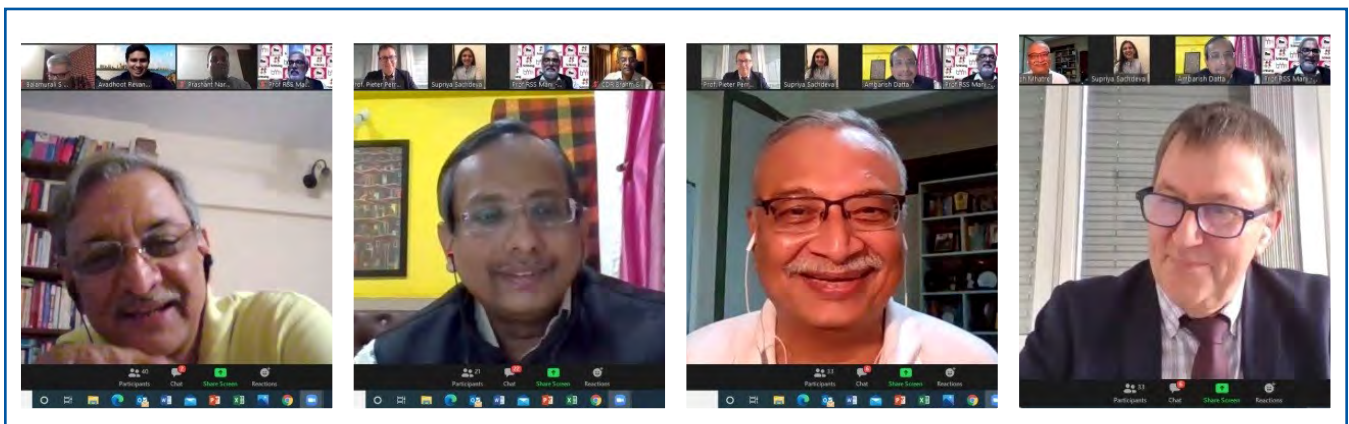


(L-R) Mr. Amey Mashelkar, Head of Jio GenNext; Mr. Ninad Vengurlekar, CEO & Co-Founder of Utter ; Mr. MD Agarwal, Former President, BMA



(L-R) Mr. Harsh Gune, CEO at Vidarbha Defence Cluster; Dr. Murtaza Khorakiwala, MD of Wockhardt Ltd; Mr. Sanjiv Navangul, MD & CEO of Bharat Serum; Dr. Peter Valev, Founder at CredoWeb

BMA successfully conducted day three of 'Digital Leadership Summit' on 7th November with the Presidential address by Prof. RSS Mani who also introduced the speaker Mr Srikant Velamakanni, Co-Founder, Group Chief Executive at Fractal Analytics. He delivered an excellent session on Digital Transformation. The session on Marketing included speakers like Mr. Avadhoot Revenkar, Chief Growth Officer & Business Head at Netcore Solutions and Mr S Balamurali, Marketing Leader, IBM India. The session was chaired by Mr. Niteen Bhagwat followed by a session on Finance which was chaired by Mr. Suresh Mhatre and the speakers were Mr Ambarish Datta, MD & CEO at BSE Institute Ltd highlighting the industry perspectives & Mr Pieter Perrett, Professor at University of Applied Sciences Northwestern Switzerland on Finance Analytics. The session was moderated by Ms Supriya Sachdeva, EC Member, BMA. The event was sponsored by ITM Group and Schbang.



(L-R) Mr. Niteen Bhagwat, Former President, BMA; Mr. Ambarish Datta, MD & CEO at BSE Institute Ltd; Mr. Suresh Mhatre, Former President, BMA; Mr. Pieter Perrett, Professor at University of Applied Sciences Northwestern Switzerland

BMA conducted the 31st edition of Wednesday Wisdom Webinar on 4th November on 'Dental Care: Gateway to Good Health' by well-known dentists Dr. Nishigandha Bajaj & Dr. A Kumarswamy, Founding member, Indian Academy of Aesthetic & Cosmetic Dentistry.



(L-R) Dr. A Kumarswamy, Founding member, Indian Academy of Aesthetic & Cosmetic Dentistry; Dr. Nishigandha Bajaj addressing the participants

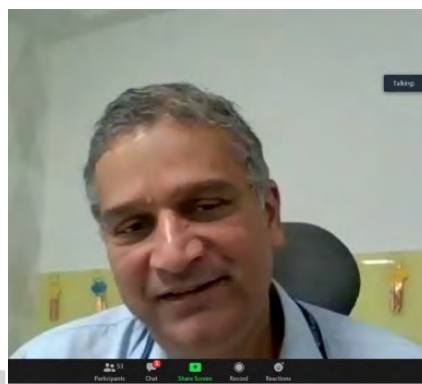
The webinar addressed the following questions: How safe are Dental Visits? How to get your smile brighter? Lasers in dentistry, etc. It was facilitated by Prof RSS Mani, President, BMA. The session was very well received by 55 participants.

BMA conducted the 32nd edition of Wednesday Wisdom Webinar on 11th November on 'Happiness Quotient' by Motivational Speaker Mr. Suresh Srinivasan, Enthusiasm Specialist. The speaker emotionally connected with each of the participants and empowered them to face the challenges and take charge of their own lives. This led to renewed confidence and a determination to achieve greater things in life among the participants. It was facilitated by President, Prof RSS Mani and participated by 64 participants.



Mr. Suresh Srinivasan addressing the participants

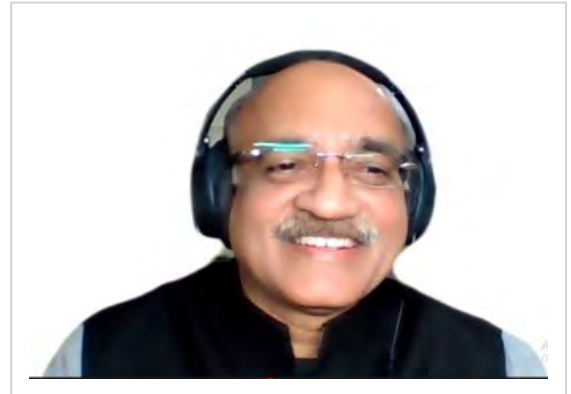
BMA conducted the 33rd edition of Wednesday Wisdom Webinar



(L-R) Mr. Madan Sabnavis, Chief Economist, CARE Ratings Ltd; Mr. Anirudh Gupta, CEO & Certified Corporate Director (Institute of Directors), Ashiana Financial Services

on 18th November on 'Economic Outlook for the Medium-term: A Panel Discussion' by Mr. Anirudh Gupta, CEO, Ashiana Financial Services & Mr. Madan Sabnavis, Chief Economist, CARE Ratings Ltd. The panelists enlightened on the current situation and future outlook of rural markets, exports, the domestic economy, and the road ahead, also on the key issues faced by the Banking sector. It was attended by 62 participants.

BMA organised an authentic conversation on 25th November by Mr. Arun Chitlangia, member of the EC of BMA. In the session, the participants explored the benefits of being authentic, the risk of being non-authentic, and most important – methods to become authentic. Some of the topics that were covered were Discovering authenticity and transforming obstacles; Types of communication; Facets of Authenticity; Value of Authenticity and Cultural & Social facets of authenticity. The session was attended by 40 participants.



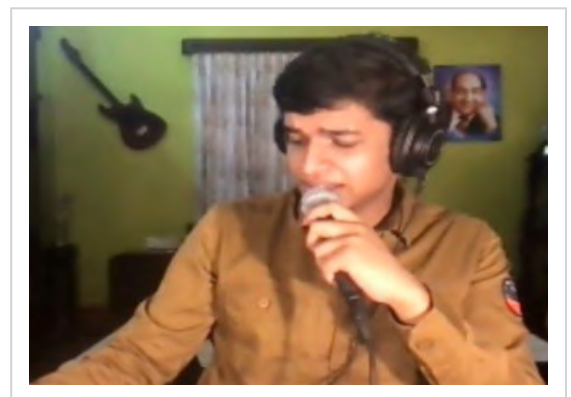
Mr. Arun Chitlangia addressing the participants



Medical Doctors sang songs from Hindi films on the occasion of Diwali

BMA organised a special Diwali programme 'Saaz Ek Sureela Dhamaka' in collaboration with The Tuning Folks, the popular group of singing medical specialists, doctors and medical professionals. It was held on 13th November on the very auspicious day 'Dhanteras' on the BMA Youtube Channel to usher in the festive season of Diwali. The programme was facilitated by Dr. A Kumaraswamy & Dr. Anil Bradoo. Over 200 participants enjoyed the musical night.

BMA Diwali Special events concluded with a Dhamaal on 16th November with Mr Saurav Kishan fondly called 'Chota Rafi'. He enthralled one & all with the wonderful rendering of around 10 best songs of Md. Rafi. All those present in this live session showered rich praise on him and felt that Rafi Saab was indeed reborn. The programme was moderated by Prof RSS Mani, BMA President.



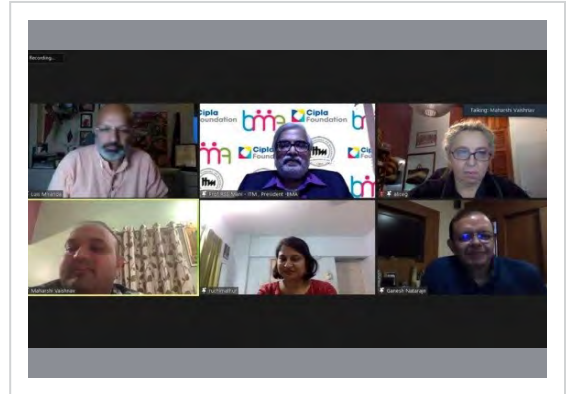
Mr. Saurav Kishan sang songs on the occasion of Diwali



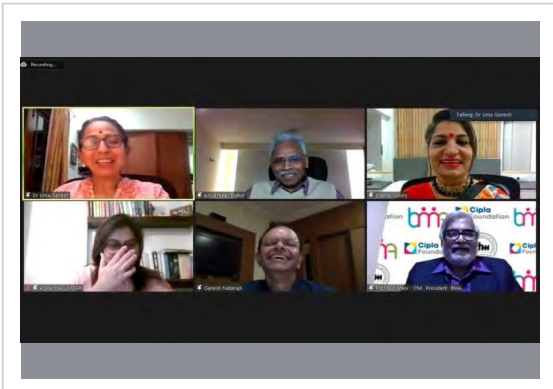
The panelists during the 'BMA CSR Conclave'

Bombay Management Association conducted 'BMA CSR Conclave: Scaling Social Initiatives in India' on 20th November in digital format. In the inaugural session 'Experience Sharing by Corporate & Social Veterans' the panelists were Mr. Mark Jankelson, Chair SVP Melbourne; Mr Ganesh Natarajan, Chair Lighthouse Communities India; Mr "Desh" Deshpande, Chair Deshpande Foundation, Boston & Prof RSS Mani, President-BMA & VP, ITM.

In the 2nd session 'Challenges and Joys of Scaling' the panelists were Mr. Luis Miranda, Social Evangelist; Maharishi Vaishnav, Chief of Staff, Educate Girls; Ms Ruchi Mathur, CEO, Pune City Connect & Alice Gugelev, CEO, Global Development Incubator, Africa.



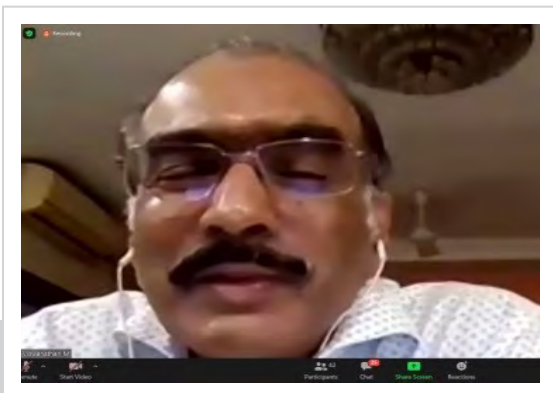
The panelists during the webinar



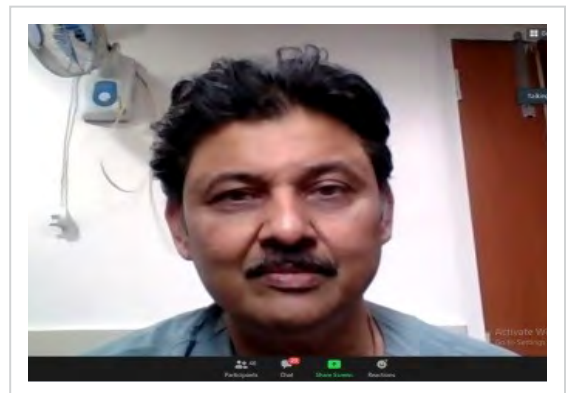
Top (L to R) Ms. Uma Ganesh, Chair Global Talent Track; Mr A Sudhakar, Head Human Capital & CSR, Dabur; Ms Shanta Vallury Gandhi, Head HR & CSR Ratnakar Bank Ltd; Ms Aloka Majumdar, Head Corporate Sustainability, HSBC India; Dr. Ganesh Natarajan & Prof. RSS Mani

In the 3rd session 'Building the support eco-system' the panelists were Ms. Uma Ganesh, Chair Global Talent Track; Ms Shanta Vallury Gandhi, Head HR & CSR Ratnakar Bank Ltd; Ms Aloka Majumdar, Head Corporate Sustainability, HSBC India & A Sudhakar, Head Human Capital & CSR, Dabur. The session was chaired by Dr Ganesh Natarajan, member of AIMA Council of Management followed by Q&A session with a participation of 85 participants. The event was sponsored by ITM Group of Institutions and Cipla Foundation.

BMA Wellness Series 11th edition was conducted on 27th November on the topic 'Zen and the Art of Cardiac Maintenance'. This session dwelled on and discussed various reasons for heart diseases, dispelled myths and misconceptions, and most importantly guided us to a healthy lifestyle for the prevention of cardiac disease. The faculty were Dr. M Viswanathan, Interventional Cardiologist at Jaslok SR Mehta Hospitals and Dr. Roy V. Patankar, Consultant GI & Laparoscopic Surgeon, Director at Zen Multispeciality Hospital.



Dr. M. Viswanathan addressing the participants



Dr. Roy V. Patankar addressing the participants

Calcutta Management Association

Calcutta Management Summit was held digitally on 21st November on the theme 'New Normal – Re-Imagining the Future' inaugurated by Mr. N R Narayana Murthy, Chairman Emeritus, Infosys. The Sir Jehangir Ghandy Memorial Oration was delivered by Mr Rajiv Sabharwal, MD & CEO of Tata Capital. The Oration was followed by the concluding session with Mr. Nakul Anand, Executive Director, ITC Ltd and Mr. Raghu Krishnan, President & MD, Johnson & Johnson, Philippines as the keynote speakers. The session was moderated by Mr. Sunil Alagh, former MD & CEO, Britannia industries. The first online summit of CMA received a huge response and was considered as a successful event.



CMA Summit on 'New Normal – Re-Imagining the Future'

Calicut Management Association

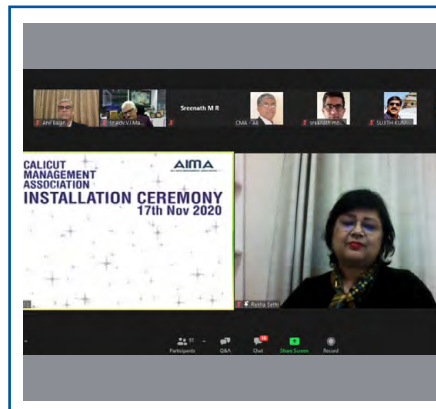
Installation Ceremony

The Installation Ceremony of Calicut Management Association office bearers under the leadership of Capitan K K Haridas as President was held on 17th November through zoom platform. Ms Rekha Sethi, Director General, All India Management Association was the Chief Guest, and the Guest of Honour of the function was Sr. Adv VJ Mathew Chairman, Kerala Maritime Board.

More than 120 people attended the online programme and the installation was done over an augmented reality platform.

Dr Varghese Kurian Birth Centenary celebration with MILMA Kerala

Dr Varghese Kurian Birth Centenary celebration with MILMA Kerala was held on 26th November and was conducted at MILMA Kozhikode. A special postal stamp on this occasion was received from MILMA Chairman by CMA President Capt KK Haridas. MILMA Managing Director and CMA MC Member Mr. Vijaya Kumar was the programme coordinator.



Ms Rekha Sethi, Director General, All India Management Association at CMA Installation Ceremony through zoom meeting



Incoming President Capt KK Haridas taking over for the year 2020-21



Releasing of special stamp on birth centenary celebration of India's Milkman Dr. Varghese Kurian.



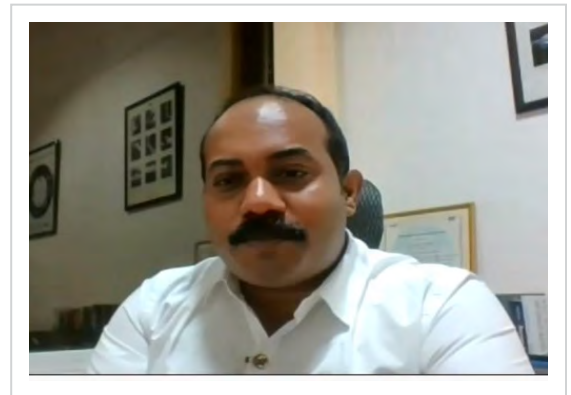
Mr. Magdy Ashraf, Co-Founder & COO – Potafo addressing

Speaker Meet

CMA in-house experience sharing session was organised on 29th November. Mr. Magdy Ashraf, Co-Founder & COO – Potafo was the speaker of the session. The session was very well received by the participants and more than 45 participants attended the session.

CMA Lecture Session

CMA Lecture Session on 29th November was held with Mr. Rahul Jyothi Kumaran, India Head, Investment Services, Sundaram Finance Limited. The theme of the session was 'Decoding Your Portfolio'. The session was held through zoom.



Mr. Rahul Jyothi Kumaran, India Head, Investment Services, Sundaram Finance Limited addressing

Chandigarh Management Association

Chandigarh Management Association conducted a physical Seminar on 21st November on 'How to Leverage the Business Networking Platforms' at Lions Bhawan by following full Covid-19 precautions and protocol as advised by Government of India and Chandigarh Administration. Happiness Guru, Mr. P.K. Khurana, a well known public relations Consultant gave tips on how to leverage various networking platforms and also shared tools to connect better and build lasting relationships. CA Uma Kant Mehta, President, CMA said that though people join many organisations with the sole motive of networking but somehow could not get the desired benefits out of the same due to lack of knowledge as to how to get benefit out of the same and hoped that these tips will be useful for all the members in their professional lives.



President, CMA, CA Uma Kant Mehta and Gen Secretary Dr. Ashwani Vig welcoming the speaker Mr. P.K. Khurana

Delhi Management Association

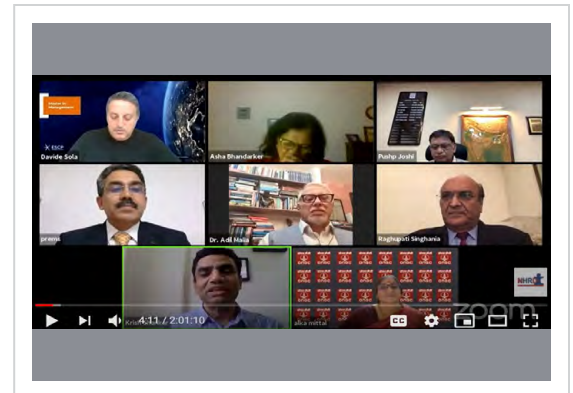
Delhi Management Association supported ISTD Delhi Chapter for their virtual panel discussion on 'Digitalisation in L&D' on 12th November. Mr. Mukesh Jain, Chairman, ISTD, Delhi Chapter welcomed the eminent panel of women leaders Ms Deepshikha Malik, Sr. HR Manager, Lead D&I & L&D, Hero Motocorp; Ms Ashima Roona, Vice President, HR, Cosmo Films and Ms Gunjan Shukla, AGM, Corporate L & D, BHEL; Dr G P Rao, Founder & Managing Partner, GPR HR Consulting LLP and Event Curator and the fellow participants. The session was moderated by Ms Simin Askari, Vice President, Corporate HR & Business Excellence, DS Group.



Panel discussion on 'Digitalisation in L&D'

Mr Jain shared that the research continues to show that most employees prefer digital methods for learning and working. Digital transformation in L&D is important for an organisational success and therefore organisation must invest heavily in digitally transforming their L&D programmes and initiatives. The speakers shared the initiatives taken towards digitalisation in L&D and also discussed the challenges and strategies. The session was concluded with a vote of thanks by Mr. Ajaya Kumar Sahoo, Founder Director, IRHS LLP, Delhi.

Delhi Management Association supported National HRD Network Delhi and NCR Chapter in organising the first Padma Shri Dr Pritam Singh Memorial Lecture on 19th November on the topic 'Organisational Excellence – Navigating through Turbulent Times'. Dr Raghupati Singhania, Chairman and Managing Director, JK Tyre & Industries Ltd was the Chief Guest and Dr Davide Sola, Professor Entrepreneurship, ESCP Business School was the Key Speaker. In the panel discussion, Mr. Rajeev Dubey, Principal Advisor, Mahindra & Mahindra; Dr Adil Malia, CEO & Partner, The FIRN; Dr Alka Mittal, Director-HR, ONGC and Mr. Pushp Josji, Director-HR, HPCL were the eminent speakers and the session was anchored by Dr Asha Bhandarker, Distinguished Professor, Organisational Behaviour, IMI.



Dr Pritam Singh Memorial lecture

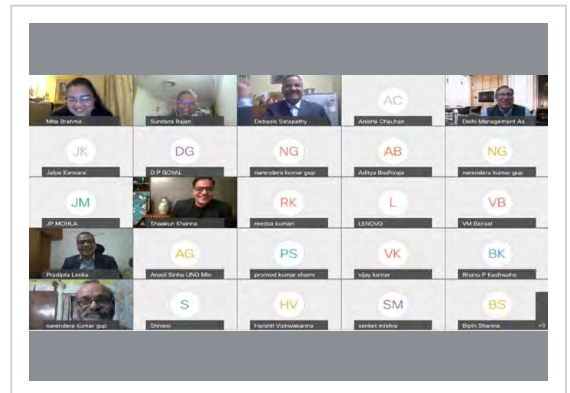


Workshop on Mercantile law

An online workshop on Maritime Law was conducted by Delhi Management Association in association with Lawctopus Law School on 22nd & 23rd November with Capt. Pankaj Kapoor associated with a reputed law firm India Law Offices LLP as a Sr. Partner and also a member of Skill Development Council under DMA as Key Faculty. The welcome address was delivered by Mr. Rajan Johri, Chairperson, Skill Development Committee, DMA. Mr. Rajan Pandhi, Director, DMA shared a brief about the programme and the activities of DMA. The programme was attended by over 45 participants.

Webinar

Delhi Management Association organised a webinar on 28th November on 'Psychometric Tests for Talent Acquisition and Development'. In the opening remarks, Mr. Debasis Satapathy, GM-HR, NBCC welcomed the eminent speakers and the fellow participants. Mr. A Sundara Rajan, Founder Director, Thomas Assessments shared his views on the various kinds of psychometric tools. Mr. Pradipta Lenka, Founder, Ace People shared his views on applications, need and usage during hiring decisions, performance management, succession planning, leadership development initiatives and Mr. Shaakun Khanna, Head of HCM Applications, Asia Pacific, Oracle shared his views on the future of psychometric testing with technology as an enabler use of workplace data, analytics and gamification. The session was moderated by Ms. Mita Brahma, Advisor- Strategic HR, NIIT.



Participants during the webinar

Mr. Pandhi extended the heartfelt thanks to all the eminent speakers for their presence and the audience for their active participation and enthusiasm. He also conveyed his sincere thanks to Gen Z solution, NDIM, DTU-DCE Fraternity Forum, FULKI and Jaipuria Institute for all the support extended.

Faridabad Management Association

Faridabad Management Association organised a virtual event on 8th November on the topic 'Discovering Life's Purpose' with the speaker Ms. Saloni Kaul, Founder & CEO, Its People. The session started with the introduction of speaker by the host Ms Gunjan Saini of Capgemini. Ms. Kaul spoke about know your IKIGAI ie. Our IKIGAI is the reason we get up in the morning and also discussed about the matrix to simplify to achieve our IKIGAI. She made the audience gradually build up some realistic goals based on their passion as to what they want to do in their life. The vote of thanks was delivered by Mr. V. Thyagarajan, Executive Director, FMA and highly appreciated by the participants from industry, consultants and academia.



Session on 'Discover Your Life's Purpose' by Ms Saloni Kaul

Panel Discussion on 'Digitalisation in L&D'

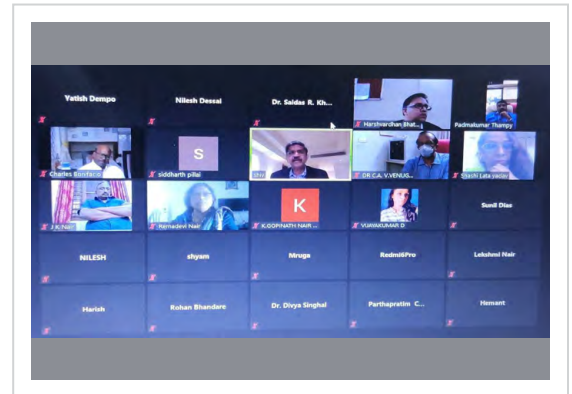
Faridabad Management Association supported an event organised by ISTD Delhi Chapter on 12th November on the topic 'Digitalisation in L&D'. The event was curated by Mr. G.P. Rao and the speakers were Ms. Simin Askari, Vice President, Corporate HR & Business Excellence, DS Group; Ms. Deepshikha Malik, Sr. Manager, Lead D&I and L&D, Hero Moto Corp; Ms. Ashima Roona, Vice President, Human Resources, Cosmo Films and Ms. Gunjan Shukla, AGM, Corporate L&D, BHEL. It was attended by industry as well as academia. Mr. V. Thyagarajan, Executive Director, FMA also gave positive remarks about the event and the vote of thanks was given by Mr. Mukesh Jain, Chairman, ISTD.

FMA supported NHRD, Delhi & NCR Chapter in organising the first Padma Shri Dr Pritam Singh Memorial Lecture a virtual panel discussion on 19th November on the topic 'Organisational Excellence –Navigating through Turbulent Times'. Dr Raghupati Singhania, Chairman and Managing Director, JK Tyre & Industries Ltd was the Chief Guest and Dr Davide Sola, Professor Entrepreneurship, ESCP Business School was the Key Speaker. The other prominent speakers were Mr. Rajeev Dubey, Principal Advisor, Mahindra & Mahindra; Dr. Adi Malia, CEO& Partner, The Firm; Dr. Alka Mittal, Director – Hr, ONGC and Mr. Pushp Joshi Director- HR, HPCL. The panel was moderated by Dr. Asha Bhandarkar, Professor, Organisational Behaviour, International Management Institute. It was attended by industry, consultants and academia.

Panel Discussion on 'Organisational Excellence –Navigating through Turbulent Times'

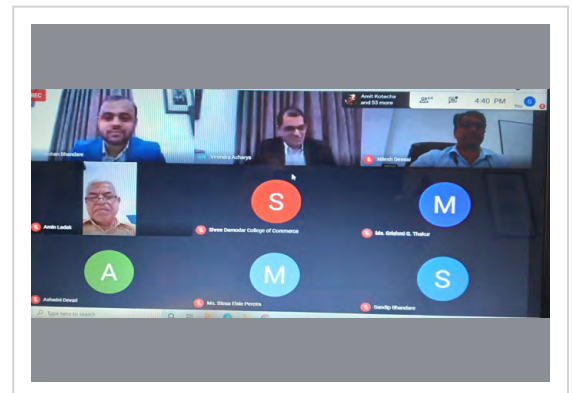
Goa Management Association

GMA organised a lecture by Mr. Shiv Shivakumar, Group Executive President, Corporate Strategy & Business Development, Aditya Birla Group on the topic 'Looking Ahead' on remembering Mr. D Kumar Pillai, Past Chairman of Goa Management Association (GMA) on 3rd November on his 1st Death Anniversary. Mr. Amin Ladak, Chairman, GMA welcomed the audience while Mr. Virendra Acharya, Executive Committee Member of GMA spoke few words on Late. Mr. D Kumar Pillai and Mr. Deepak Bandekar, Vice Chairman, GMA introduced the speaker to the participants. The event was moderated by Mr. Harshvardhan Bhatkuly, Immediate Past Chairman of GMA and the vote of thanks was presented by Mr. Srijit Kumar, son of Late Mr. D Kumar Pillai.



'Looking Ahead' Talk by Mr. Shiv Shivakumar

The BBA, Financial Services Department of VVM's Shree Damodar College of Commerce & Economics, Margao organised a webinar on 23rd November in collaboration with Goa Management Association on 'GAFA Digital Economy and the Challenges Ahead' virtually through Google Meet. The key persons were Mr. Virendra Acharya, Treasury Head, VIMSON Shivanand Salgaocar Group and CA Rohan Bhandare, R.S. Bhandare & Associates.



Webinar on 'GAFA Digital Economy and the Challenges Ahead'

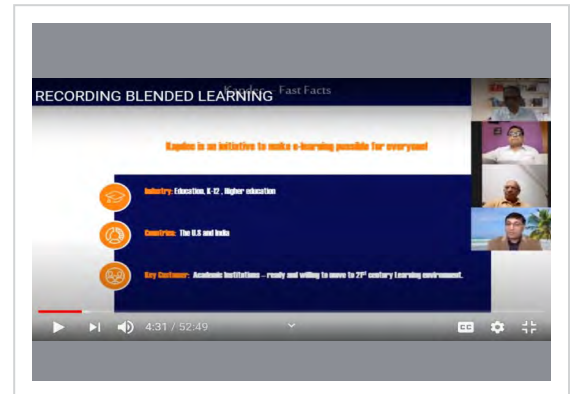
The welcome address and brief overview was given by Prof. Prita D. Mallya, Principal of the College. In the first session, Mr. Virendra Acharya elaborated upon GAFA. He said the Big 4 tech giants – Google, Apple, Facebook and Amazon have changed the way the world is now doing business. The GAFA economy offers innumerable digital opportunities for small and big businesses.

The second session was conducted by CA Rohan Bhandare, who focussed upon developments in India. He explained the concepts of digital growth, digital development and digital sustainability with special reference to Reliance Jio. He highlighted that the Government of India is playing the role of an inclusive innovator in the process of a nation-wide digital revolution by implementing UPI, AI Strategy, Arogya Setu, etc. The webinar was interactive and attended by 68 participants. Asst. Prof. Ms. Ashwini Devari coordinated and compered the webinar and Asst. Prof. Ms. Grishmi Thakur introduced both the speakers. The vote of thanks was proposed by Asst. Prof. Mayuresh Adsul.

Ghaziabad Management Association

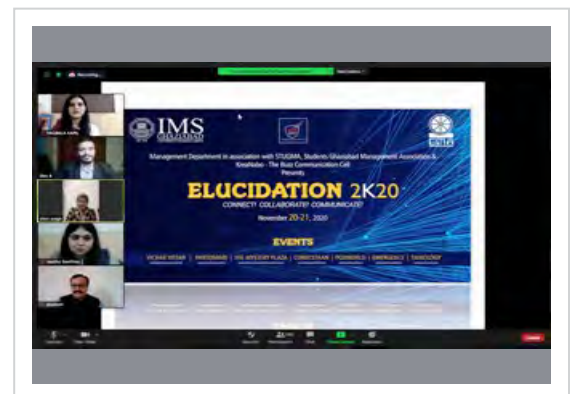
Webinar

A webinar on 'Blended learning' was organised on 10th November as this is the future of learning mode in education for the future with the speakers Mr. Parveen Kochar, CEO, Newtech Information Services; Mr. Yogesh Makkar, Founder Director, Kapdec Inc., USA & Mr. Alok Saxena, Director SNC Infotech Pvt. Ltd, Jt Secretary, GMA coordinated the session. They explained how we need a blend of physical and virtual classes to run concurrently and this will be the new normal of education in schools as well as in higher education. Therefore, there is a need to develop a platform which can deliver the content and also execution of the classes.



The speakers during presentation on 'Blended learning'

Student Body of GMA – 'STUGMA' in association with IMS Ghaziabad organised a workshop on 20th & 21st November on 'Communication - 'ELUCIDATION 2k20'. In the opening ceremony, Dr. Geeti Sharma, Chairperson Management Department addressed the audience and welcomed all the dignitaries. The other Guests of Honour were Mr. Nishant Nalwa, AWS Associate certified, GCP associate cloud Engineer certified, Cisco trusted business advisor-BVP professional; Ms. Gemini Dhar, an International Keynote speaker, Empowerment Coach and Prof. David Wittenberg, Professor of entrepreneurship innovation at the Indian school of management and entrepreneurship, Mumbai, Corporate Trainer and Consultant, Author, Speaker & Educationalist. The two day mega event on communication was a blend of diversified activities Podworld, Vichar Vistar, Mystery Plaza, Talkology, Live-Art & Poetry, Pantomime and Comicstan with a participation of 280 participants. At the closing ceremony, Dr. Geeti Sharma addressed the audience and congratulated all the participants for their zeal and enthusiasm in the event. The Guest of Honour Mr. Vinay Gupta, Executive Director Ghaziabad Management Association having numerous years of industry experience congratulated all the winners, participants and organisers for the success of Mega event. He further mentioned that these activities are not solely about imparting stronger professional skills but also an opportunity to spend time with others of similar interests especially in virtual mode which has completely changed the meaning of communication. All winners have shared their experience about the event and appreciated the efforts made by STUGMA Members & KreaNabo team. Prof Ashish Srivastava & Prof Yagbala Kapil proposed the formal vote of thanks to GMA & STUGMA members.

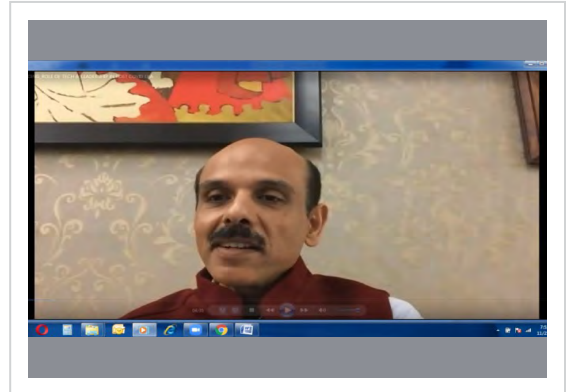


The workshop on 'Communication - 'ELUCIDATION 2k20'

A webinar was organised on 21st November on 'Role of Technology and Leadership in the New Normal' with Mr. P Balaji, Chief Regulatory and Corporate Affairs Officer, Vodafone Idea Ltd. Mr. Balaji, based on his rich experience

of Vodafone Idea, Tata and other organisations spoke at length on how to deal with the situation on the principle of SURVIVE, REVIVE & THRIVE. He shared with us the big picture in all sectors and domains on how we could approach the situation for a solution. The session on Zoom was filled with capacity of 100 participants.

Ghaziabad Management Association along with AKGIM organised an FDP on 'Psychometric Analysis and Testing' from 23rd to 27th November on Google Meet for faculty in management institutes and managers from industry also attended the session. The programme consisted of explaining the concepts and the necessity of the Psychometric tests and analysis and also hands-on practice on tools like FIRO-B, LSI and DISC required in the testing and how they are evaluated and deciphered. The programme was well attended by 60 participants.



The speaker, Mr. P Balaji addressing the participants



FDP on 'Psychometric Analysis and Testing'

Ghaziabad Management Association organised a webinar on 28th November on 'Personal Financial Planning for Comfortable Retirement' with speaker CA Devendra Arora. He shared his presentation titled 5 Easy Steps to retire rich. He shared various calculations to indicate how to plan our investments so that we are able to get what we need at any point in time in future. He shared an excel tool with certain formulae with help of which we can calculate our investments schedule. The session was attended by 35 participants and the presentation generated a good amount of interactions.



The speaker, CA Devendra Arora addressing the participants

Guwahati Management Association

Guwahati Management Association organised a monthly meeting on 28th November on the topic 'Mushroom Cultivation as a Social Enterprise' by Mr Pranjal Barua, General Secy. Mushroom Dev Foundation through Zoom. Mr Bhabesh Hazarika, Hony GS, GMA welcomed the members and guests participating in the event. Mr Barua began his talk with his endeavour in mushroom cultivation from way back in 1994 and his motivation to make it a social enterprise. With these objectives in view, the Foundation had taken the initiative as mushroom is the most nutritious vegetable protein unlike animal protein, it is low in carbohydrate and cholesterol and high in amino acid. He displayed some slides of the Foundation's work in villages of Meghalaya and how the village folks are benefited. He talked about participation of the Foundation in various expositions in India and outside where raw mushrooms are sold and cooked products were well received. The webinar ended with a vote of thanks by Joint Secretary, Mr Bibhuti Dutta with a participation of 42 members and guests.

Hyderabad Management Association

Joint Panel Discussion with India Direct Selling Association

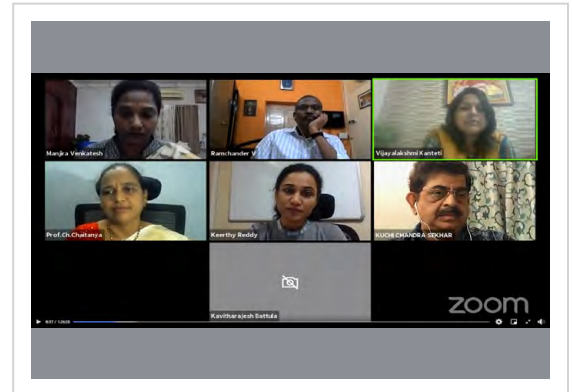
Hyderabad Management Association conducted a Virtual Panel Discussion on 7th November on Role of 'Entrepreneurship' for a Self-Reliant India with the vision of the Prime Minister for an Aatma Nirbhar Bharat Abhiyaan. The panelists were Mr. Jayesh Ranjan, IAS, Principal Secretary, Industries & Commerce and Information Technology, Telangana Government; Mr. Ajay Khanna, Vice President & Country Head, Herbalife International India Pvt. Ltd; Mr. Shishir Jha, General Manager & Country Head, 4Life Trading India Pvt. Ltd; Mr. V Venkatram, CEO, SeedWorks International Pvt. Ltd and LCDR Navy (Retd) Sainath Abbaraju, Area Manager, Telangana State & Andhra Pradesh, Larsen & Toubro Ltd. The views of the panelists from different angles proved to be very informative and educative to the audience who were from all over India. The moderator was Mr. Sanjay Kapoor, President, HMA.

The poster features the logos of Hyderabad Management Association (HMA) and Indian Direct Selling Association (IDSA). The title is 'Panel Discussion on Role of Entrepreneurship in Self-Reliant India'. The Chief Guest is Mr. Jayesh Ranjan, IAS, Principal Secretary, Industries & Commerce (I&C) and Information Technology (IT), Govt. of Telangana. The panelists are Mr. Ajay Khanna (Vice President & Country Head, Herbalife International India Pvt. Ltd), Mr. Shishir Jha (General Manager & Country Head, 4Life Trading India Pvt. Ltd), Mr. V Venkatram (CEO, SeedWorks International Pvt. Ltd), and Mr. Sainath Abbaraju (Area Head (ATA) Telangana, Larsen & Toubro Limited). The session is moderated by Mr. Sanjay Kapoor, President, Hyderabad Management Association. The event is on November 07, 2020 (Saturday) from 6:30 PM to 8:30 PM. It can be watched live on the Facebook page of Hyderabad Management Association and Indian Direct Selling Association. Contact information for HMA and IDSA is provided at the bottom.

Panel Discussion 'Role of 'Entrepreneurship' for a Self-Reliant India'

Women Development Programme

HMA organised a Panel Discussion on 19th November on 'Realise the Unstoppable Woman in You' with Mrs. Manjeera Venkatesh, Sr Advocate & Mediator; Prof Chaitanya Ch. Principal, Vijaya School of Business and Ms Keerthy Reddy, AVP People & Culture, Maxivision Group of Eye Hospitals. The moderator was Ms. Kavitha Rajesh, Vice-President, HMA. Mrs Manjira Venkatesh highlighted that there are several laws that gave women the power to fight and also stressed that while doing the legal battle women should not lose herself in any situation. Mrs Keerthy Reddy talked about how women are born multitaskers and how they are psychologically much stronger than men. Prof. Chaitanya focused on the challenges faced by women employees, students and all other women stakeholders in higher education institutions.



Panel discussion 'Realise the Unstoppable Woman in You'

Survey

Hyderabad Management Association launched an online survey on 11th November for capturing the citizens' perceptions about Covid & its vaccine across the country. This survey examines the citizen's health engagement and their intention to take the Covid -19 vaccine as and when it is released. The survey has 3 sections & 14 questions in total with multiple drop-down options. A report based on this study will be submitted to Ministry of Health, Government of India.

The link for the survey is as below:

http://www.zintecsoftware.com/hma_survey.html

Industry Readiness Programme Virtual Session

A Session on 'Effective Communication' was held on 1st November with Dr. K Tirumal Reddy, Professor CBIT. Great communicators have a distinct advantage in building influence and jumpstarting their careers. Prof. Dhananjay Singh, Assistant Professor, IMT Hyderabad delivered a session on 1st November on 'Personal Branding' which is one of the latest phenomena in the purview of branding.

Mr Dakshina Murthy, Sr DGM, Vasant Chemicals Ltd delivered a session on 7th November on 'CV Building'. He opined that documentation plays a very important in the process of employment.

Mr Eshwar Subramaniam, Head HR, ITW Chemin delivered a session on 8th November on 'Group Discussions'. According to him, one of the key factors in an executive's success in corporate ladder is group discussion. Mr Dakshina Murthy, Sr DGM, Vasant Chemicals Ltd delivered a session on 8th November on 'Personal Interview Skills'. Personal interview questions are questions about a student's personally, work style, work ethic, how he/she handles stress, what he/she expects from an employer, and how he/she will handle certain situations. Mr Shrinivas Ayyagiri, Management Consultant at Elevate Management & HR Consulting delivered a session on 8th November on 'Presentation skills'. He shared that presentation skills refer to all the qualities you need to create and deliver a clear and effective presentation.

Prof. Irla Lokananda Reddy, Associate Professor, SMS, University of Hyderabad delivered sessions on 21st, 22nd, 28th and 29th November on 'Spreadsheet skills'. He trained students to master the advanced functions of spreadsheet applications, enabling them to produce more sophisticated reports, to perform complex mathematical and statistical calculations.

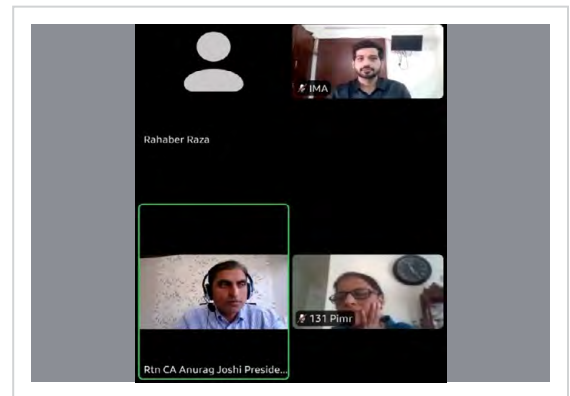
MDP

The Export and Import Management programme was conducted on 30th November by Prof. Sivaram Tekuru, a member of HMA with Hyderabad Management Association. The following topics were covered like opportunities for Export and Imports as a business, dispelling the myths, and difficulty feeling people perceive about the EXIM transactions; International commercial terms like Ex-works, FCA, FAS, FOB, C&F, CIF, CPT, & CIP and internationally accepted harmonised system codes for better product identification, transaction and also several other standardised documents were discussed. Payments in foreign trade such as advance payment, open an account, bill of exchange, documentary creditor letter were also discussed.

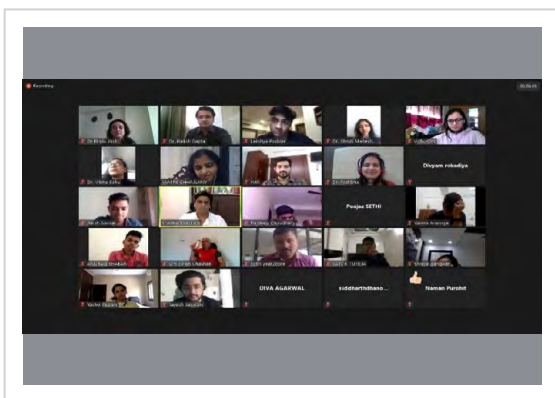
Indore Management Association

IMA Student chapter –COE

Indore Management Association Student Chapter organised a webinar for management professionals & students on 9th November on the topic 'Financial Planning at the beginning of Career' with the speaker CA Anurag Joshi, Chartered Accountant and President, Rotary Club, Indore.



CA Anurag Joshi addressing the webinar



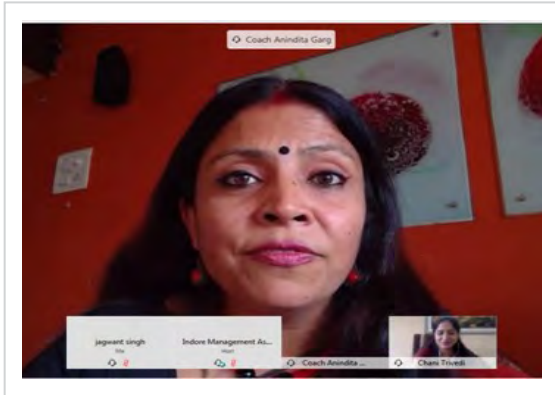
Speaker and participants during the session

IMA Student Chapter organised a webinar for management professionals & students on 21st November with Mr. Shashank Kasliwal, Director - Emotional Intelligence Inc. Indore. The session featured a discussion on the movie 'Jab We Met'.

IMA Student Chapter organised a webinar on 28th November on the topic 'The Greedy MNCs' with the speaker Mr. Ankit Jain, Marketing Manager, MRF Ltd, Raipur.



Mr. Ankit Jain addressing the session



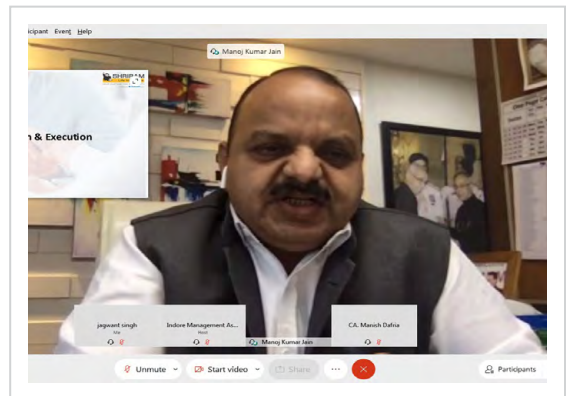
Ms. Anindita Garg during the session

IMA Exclusive Session

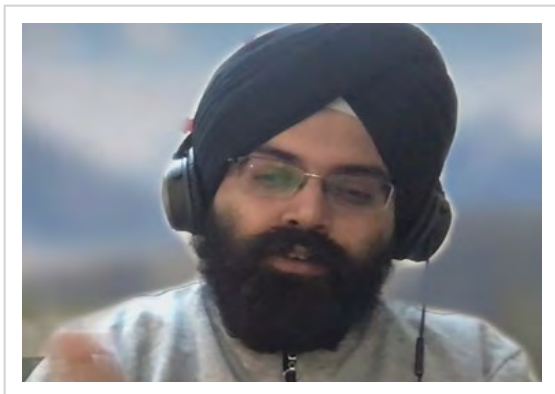
IMA organised a webinar for individual professionals & corporate on 6th November on the topic 'The Joyful You' with Ms. Anindita Garg, Women Entrepreneur, Mindware, Pune.

Mentoring From CEOs

Indore Management Association organised an evening session for management professionals & corporate on 7th November on the topic 'Leadership - Vision & Execution' with the speaker Mr. Manoj Kumar Jain, MD, Shriram Life Insurance Co. Ltd.



Mr. Manoj Kumar Jain, MD, Shriram Life Insurance Co. Ltd



Mr. Pratik Uppal addressing the session

Reader's Clique

IMA organised an evening session on 24th November on the Book 'The Go-Giver' with Mr. Pratik Uppal, HOD Renaissance University (IPM Course), Indore.

Contemporary Learning

Indore Management Association organised an evening session for management professionals & corporate on 26th November on the topic 'Intermittent fasting for busy professionals' with Dr. Priyanka Dubey, PhD (Food & Nutrition).

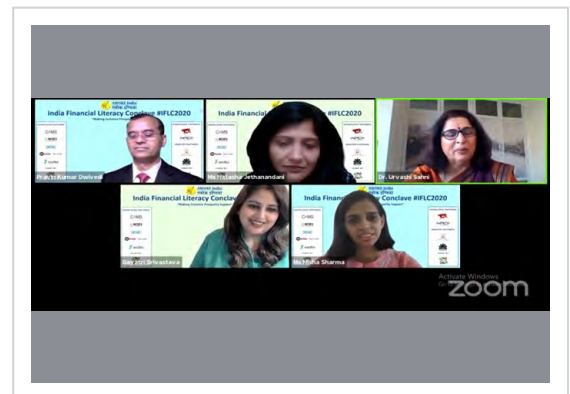


Dr. Priyanka Dubey during the session

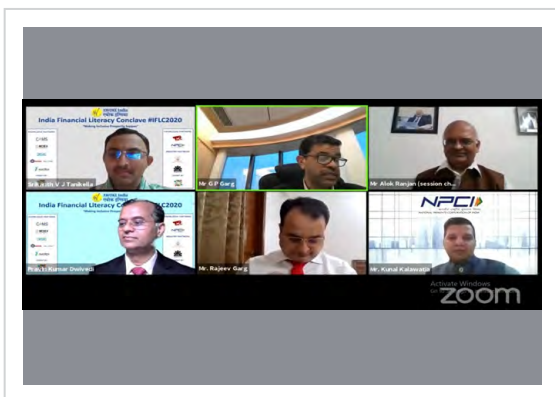
Lucknow Management Association

India Financial Literacy Conclave

Lucknow Management Association joined hands as knowledge partner with AWOKE India Foundation for their two day online 'India Financial Literacy Conclave' held on 6th November. The Conclave was inaugurated by Dr Anup Chandra Pandey, former Chief Secretary, UP & Past President, LMA. 21 eminent panelists from CAMS, BSE, NPCI, SIDBI and NCDEX spoke during the two day sessions.



The panelists addressing during India Financial Literacy Conclave

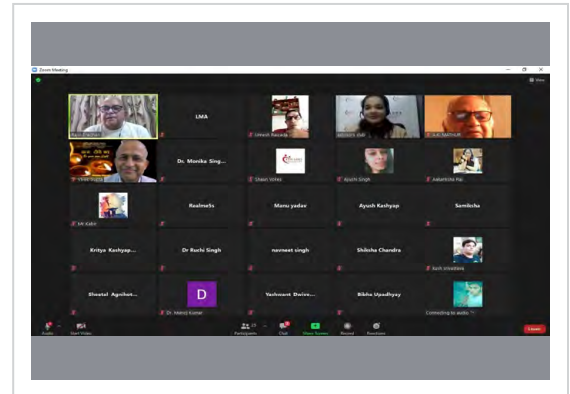


The speakers addressing during the 'India Financial Literacy Conclave-2020'

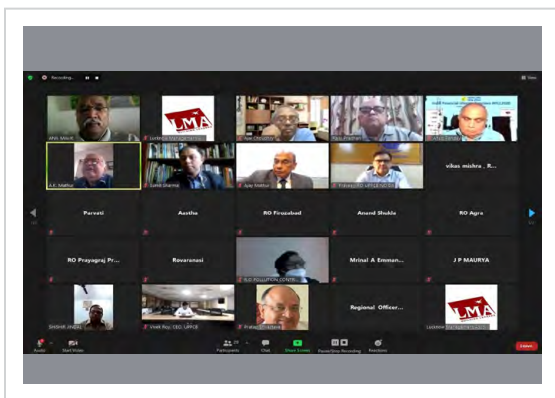
On day two, 7th November, Mr Alok Ranjan, former Chief Secretary, UP & Past President LMA chaired the session on 'Making Inclusive Prosperity Happen' and Mr A K Mathur, Vice President, LMA moderated the valedictory session.

Knowledge Sharing & Motivational Webinar

Lucknow Management Association in collaboration with Advisor's Organisation, Pune organised a webinar on 12th November on 'Masterclass on Developing Soft Skills and Energy Booster Motivation' by Ms. Khushbu R. Newra, a Life Coach and Corporate trainer. Mr Rajiv Pradhan, Executive Director, LMA introduced the speaker and Mr A.K. Mathur, Vice President, LMA made the closing remarks and proposed the vote of thanks.



Participants during the webinar

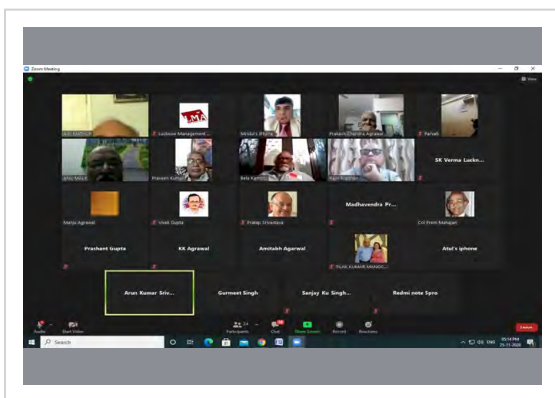


Participants during the panel discussion

Panel Discussion

LMA in association with The Energy & Resources Institute organised an online Panel Discussion on 20th November on 'Cleaning Air in U.P.'s Cities' with a presentation by Dr. Sumit Sharma, Director, Earth Science and Climate Change TERI on a TERI project on reducing air pollution on Lucknow- Kanpur corridor. Dr Navneet Sehgal, ACS MSME, GoUP & President, LMA made the opening remarks and also addressed by Dr Ajay Mathur, Director General, TERI. The session was moderated by

Dr. Anup Chandra Pandey, Former Chief Secretary, U.P. & Member Oversight Committee National Green Tribunal and the vote of thanks was given by Mr A.K. Mathur, Vice President, LMA. The session was attended by respective officials from all over the state.



Participants during the webinar

LMA organised a webinar on 25th November on 'Covid-19 and Human Immunity' by Dr Mridul Mehrotra, Professor Microbiology at Hind Institute of Medical Sciences & Director Academics H.I.M.S. The vote of thanks was given by Mr A K Mathur, Vice President, LMA and Mr Rajiv Pradhan introduced the speaker.

LMA organised a knowledge sharing webinar on 30th November on 'Digital Minimalism' by Dr Dheeraj Mehrotra, Corporate Trainer, Academic Evangelist, Author, TEDx Speaker, a President of India Awardee Educationist and Limca Book Record Holder and Secretary LMA. The session was moderated by Mr Rajiv Pradhan, Executive Director and Mr A.K. Mathur, Vice President, LMA made the closing remarks and Dr Anurag Srivastava from SMS proposed the vote of thanks.



Webinar on 'Digital Minimalism'

Ludhiana Management Association

Ludhiana Management Association organised a 'Virtual Panel Discussion on Revolutionary Fashion Trends post COVID' on 3rd November with three fashion designers Ms. Rita Nicolas; Ms. Saba Tark and Ms. Salima EL Boussouni joined from different parts of the world i.e. Dubai, Europe and Morocco via ZOOM Video. The session was moderated by Mr. Amit Jain, MD, Shingora Textiles and attended by more than 150 members including entrepreneurs, industrialists and students from fashion designing background.

Ms. Harpreet Kang, General Secretary, LMA started the webinar by setting the context and introduced the panellists and moderator with the members. She briefed everyone about the accomplishments of each panellist and moderator. Mr. Amit Jain started the session by asking Ms. Salima if she or anyone in the family has witnessed Corona virus like crisis earlier also, where she explained COVID-19 is completely different and effected majority of people badly and how she changed her business model to low budgeted during lockdown to keep the workshops open and people working.

Ms. Saba Tark explained how big brands have shifted their collection from designer or fancy clothes to home wear and comfy clothes during lockdown. Ms. Rita Nicolas explained that even though Corona is a disaster but at the same time it is blessing in disguise for fashion industry, it acts as a catalyst for the industry and forced



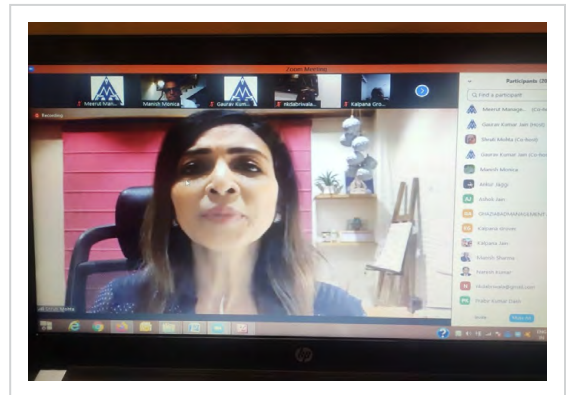
Webinar on 'Revolutionary Fashion Trends post COVID'

the designers to create something new, those who adapts themselves with these changes will only survive otherwise they will fail. The panellists also discussed that due to Corona the world moves from physical to digital world and E-Com is leading as the markets are closed due to lockdown.

The session followed by Q/A where the participants in the end asked questions like what will be the trend in fashion industry which was explained by Ms. Saba Tark in a very detailed manner. The vote of thanks was given by Dr Sandeep Kapur, President LMA where he thanked all the panellists and moderator for sharing their insights with the participants. He also thanked Ms. Harpreet Kang for organising the session and shared his experience and the challenges companies face during this pandemic like managing supply chain, change management etc.

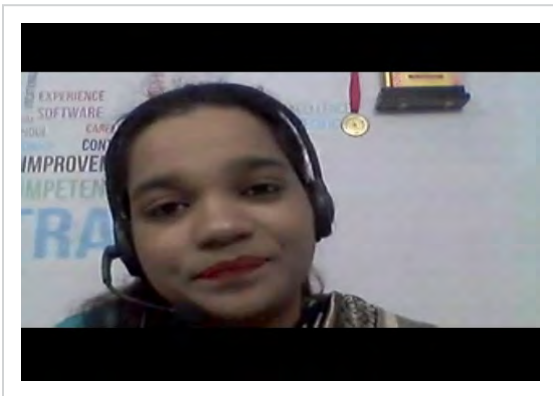
Meerut Management Association

Meerut Management Association organised a webinar on 2nd November in association with Wordsworth Book Club on the theme 'Organ Donation Awareness' with Ms. Shruti Mohta, Founder, Live Kingsize Die Kingsize Foundation via Zoom. The moderator was Mr. Manish Jain, Sr. Vice President, MMA. The webinar was widely appreciated by all the participants.



Ms. Shruti Mohta addressing the participants.

A webinar was organised by Meerut Management Association on 22nd November on the theme 'Importance of Personal Needs and Self Care – Lecture cum Demonstration' with the speaker Dr. Khushbu Newra via Zoom. Mr. Gaurav Jain, President, MMA was the moderator of the event. Members exchanged questions and additional inputs as a part of knowledge sharing session.



Dr. Khushbu addressing the participants

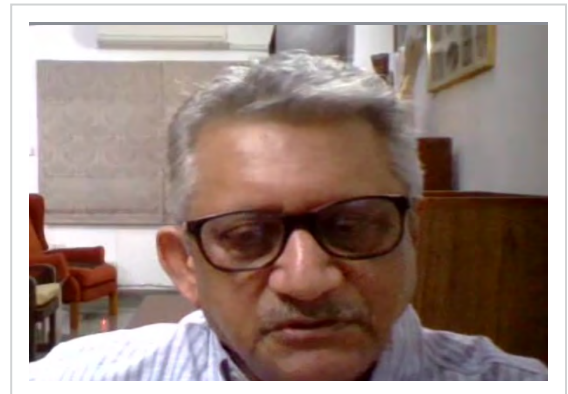
MMA organised a webinar on 28th November on the theme 'The Secret of Double or Quitz' by Mr. Avinash Singh Alag, Former President, Meerut Management Association and Life Transformation Coach via Zoom. Mr. Gaurav Jain, President, MMA was the moderator of the event. The webinar was widely appreciated by all the participants.



The speaker, Mr. Avinash Singh Alag addressing the participants

Pala Management Association

Pala Management Association held a public meeting on digital platform on 21st November for the benefit of its members as well as an impressive audience from the public. After a formal briefing about the activities conducted during the month, Dr. Jubilant J Kizhakkethottam, President, PMA introduced Mr K. Roy Paul, IAS (Rtd) the Chief Guest and keyNote speaker of the event to the participants. Mr Roy Paul spoke on the topic 'Planning for a Happy Life' which was well received by the participants. He has sighted many examples from his professional life and highlighted the need for having a target that is not tainted with over ambition, counting the blessings in one's life, making responsible decisions and working hard, amongst others. The meeting ended with a brief Q/A session.

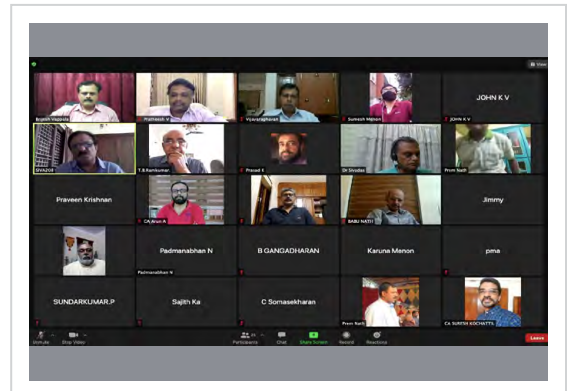


Mr K. Roy Paul, IAS (Rtd) addressing the participants

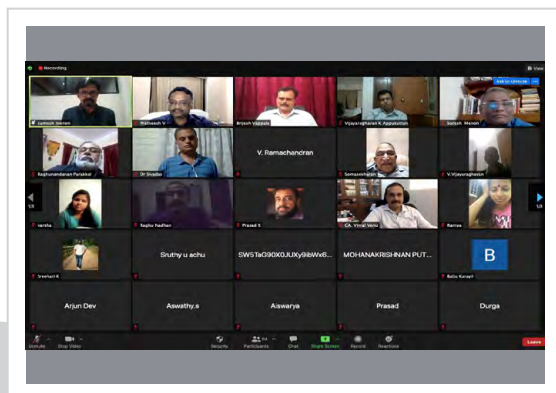
Palghat Management Association

Kerala Day Celebration

Palghat Management Association celebrated the Kerala Formation Day also known as the Kerala Day on 1st November through video conference with the Chief Guest Mr Mohan Kumar, IAS, Chairman, Kerala Food Commission. The cultural heritage of Kerala was highlighted during the day by a musical entertainment by Mr Mannoor Rajakumarunni, Carnatic musician and Violin recital by Mr Chandrasekharan. The session was well attended by PMA members.



Participants during Kerala Day Celebration



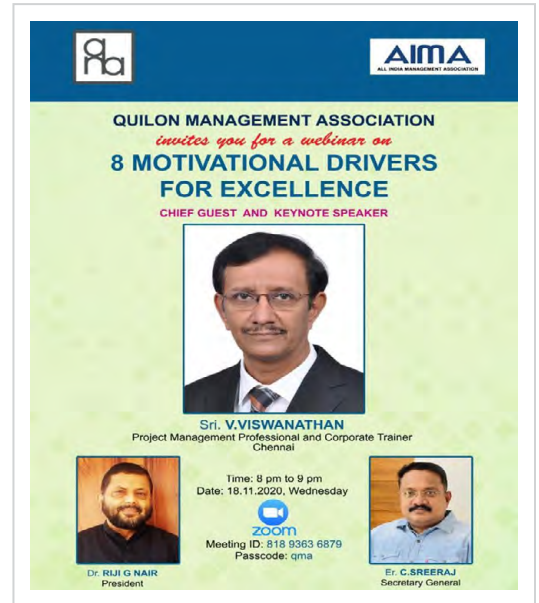
Participants during the webinar

Webinar

Palghat Management Association organised a webinar on 27th November on 'Impact of Technology on Human Values and Behaviours' by Mr Sumesh K Menon, CEO, Winds Business Solutions Pvt Ltd. The objective of the session was to highlight how our values and behaviour is being reshaped with high adoption of technology in our daily lives. The session was discussed in detail on the psychological influence by the technology particularly the role played by social media platforms like Facebook and Whatsapp. The session was well attended by members and their families.

Quilon Management Association

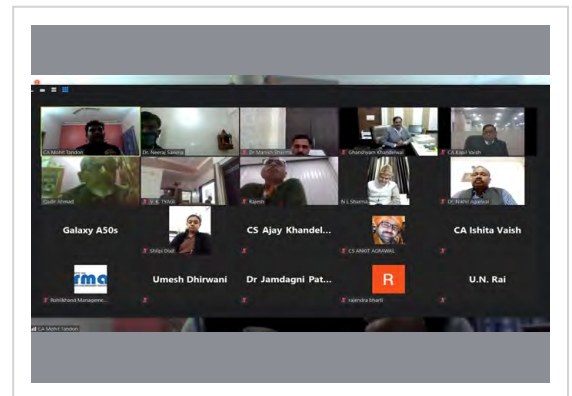
Quilon Management Association organised a webinar on 18th November on '8 Motivational Drivers for Excellence' with the Chief Guest and keynote speaker Mr.V.Viswanathan, Project Management Professional & Corporate Trainer through Zoom. Mr. Sreeraj.C Secretary General, QMA welcomed the members and the session was chaired by Dr. Riji G Nair, President, QMA. The introduction of the chief guest was given by Prof. Biju.K, Secretary (programmes) QMA. Mr.Viswanathan explained the '8 Motivational Drivers for Excellence' with simple examples and real-time stories. Around 85 members participated followed by a Q/A session. The vote of thanks was given by Mr.Jayachandran, Treasurer, QMA.



Webinar on '8 Motivational Drivers for Excellence'

Rohilkhand Management Association

Rohilkhand Management Association organised a webinar on 'Coming back to business' with Chief Guest, Mr. Ghanshyam Khandelwal a versatile leader and Managing Director of B.L. Agro Industries Ltd. The key speakers were eminent Chartered accountants C.A. Kapil Vaish and C.A. Mohit Tandon. RMA President, Dr. Manish Sharma welcomed the Chief Guest, Speakers, Past President of RMA, Mr. S.R. Laghate, Past Vice President of R.M.A, Mr. V.K. Tyagi and all other participants and shared his views on the topic. The Chief Guest and the speakers in their deliberations highlighted important issues and their solutions for coming back to business or unlock the business after lockdown. Corona pandemic caused profound impact on businesses who have faced an unprecedented level of disruption. Participants also shared their views on the topic during Q&A session. The solutions of the challenges discussed are rethink, reassess and reorganise the business, stay calm, forget fear, bump into instead of sidestepping, cooperate with each other, avail opportunity to do something new, be kind and do justice, take quick decisions, motivate customers for on line shopping, manage cash flow smartly, be an authentic leader and improve execution ability. The Government efforts to solve the issues were highly appreciated. Learned Professor Dr. N.L. Sharma smartly summed up the deliberations with his wonderful views about issues and solutions. The programme concluded with appreciable attendance and vote of thanks was given by C.S. Ankit Agarwal.

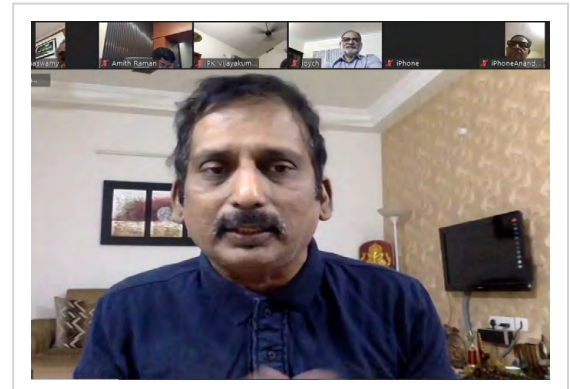


Speakers & participants during the webinar

Thrissur Management Association

Valedictory event of TMA Activities 2019-20

A webinar was held on 13th November on the topic 'Happiness in the Digital Age' as a part of the valedictory event through Zoom meeting with the Chief Guest CA V Pattabhi Ram, Author & Public Speaker. He spoke about the three rules of happiness, the first was accept the world as it is then embrace diversity and the third less choice and lower expectations. He also taught the six F's to Happiness namely Fame, Fortune, Family, Friends, Fitness & Future. The programme was well received and attended by around 120 members.



'Happiness in the Digital Age' by. CA V Pattabhi Ram, Author & Public Speaker

Annual General Body Meeting

The 30th Annual General Body Meeting of TMA was held on 18th November through Zoom meeting. During the AGM, the new managing committee for the year 2020-2021 was selected and attended by 60 members.

TMA New Office Bearers for 2020-21

Managing Committee meeting was held on 18th November and selected the following office bearers for the period 2020-21. The new Managing Committee were Dr. V M Xaviour as President; Er. Vinod Manjila as Sr. Vice President; Mr. K Paul Thomas as Vice President; Mr. Prathap Varkey as Hon. Secretary; Er. Francis George as Hon. Jt Secretary & CA. Shaji P J as Hon. Treasurer for the period 2020-21. The Managing Committee also elected CA Geo Job as CEO and CA Manoj Kumar as the Student Chapter Convener for the year 2020-21.

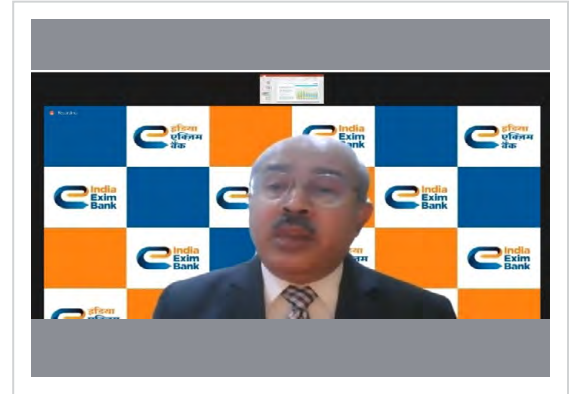


Inaugural Event of TMA Activities 2020-21

TMA organised a webinar on 25th November on the topic 'Creating a Self-Reliant Indian Economy' with Mr. David Rasquinha, MD & CEO of Export-Import Bank of India as the Chief Guest of the event. He touched upon the history of the economic super power of India centuries ago, how British colonisation led to the economic decline, post-independence revival of its economy and what should be done in the future to regain India's economic glory. Dr. V M Xaviour, President of TMA presided over the function; Er. Vinod Manjila, Sr. Vice President introduced the new office bearers; Mr. K Paul Thomas, Vice President introduced the chief guest & Mr. Prathap Varkey, Hon. Secretary proposed the vote of thanks. The session was attended by around 100 members.



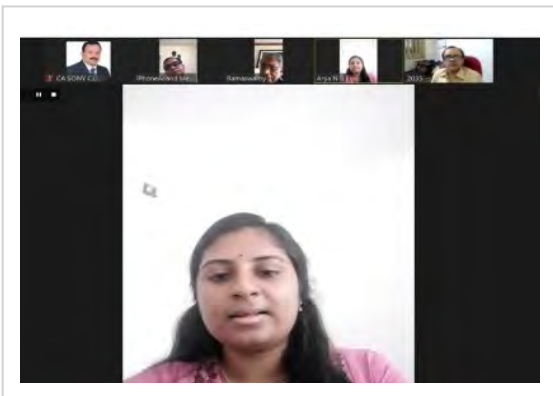
Presidential Address by Dr. V M Xaviour



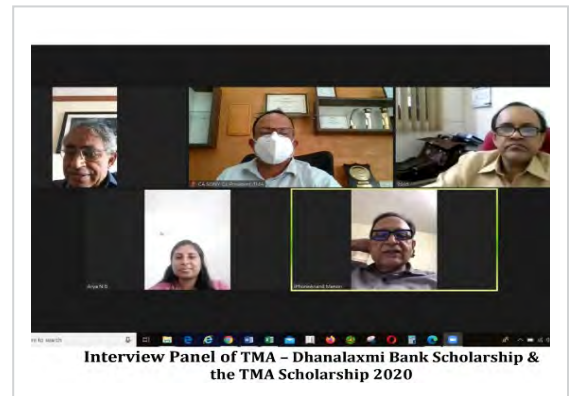
Mr. David Rasquinha, MD & CEO, EXIM Bank

TMA- Dhanlaxmi Bank and TMA Scholarship Interview

TMA- Dhanlaxmi Bank Merit cum Means scholarship and TMA Scholarship interview was held on 4th November through Zoom. Fourteen students were selected for the final interview. These scholarships are for financially challenged and meritorious B-School students in and around Thrissur. Two scholarships worth Rs 50,000 each were given by Dhanlaxmi Bank and one scholarship worth Rs 50,000 was given by Mr. T N Ramaswamy.



Candidate Appearing for TMA- Dhanlaxmi Bank Scholarship & the TMA Scholarship 2020



Interview Panel of TMA - Dhanlaxmi Bank Scholarship & the TMA Scholarship 2020

Trivandrum Management Association

Trivandrum Management Association organised a student chapter elite series on 24th November for B-School Students on 'Campus to Corporate' by Mr. Alok Kumar Tripathi, AGM & Sr. Faculty, NTPC Regional Learning Institute, Chhatisgarh through Zoom. The programme was well received and attended by the HoD, faculty and students.

TRIVANDRUM MANAGEMENT ASSOCIATION
(Affiliated to All India Management Association, New Delhi)

is organising an Elite Series for B-School Students

“CAMPUS TO CORPORATE”

Guest Speaker
Mr. Alok Kumar Tripathi
AGM & Sr. Faculty,
NTPC Regional Learning Institute,
Chhatisgarh, India

Virtual Platform :
ZOOM

24th November 2020 (Tuesday)
6.30 pm to 8.30pm

With Regards

Rajesh Jha
President
(MD & CEO)
Adani Vizhinjam Port Pvt. Ltd.

Wg.Cdr. Ragashree D. Nair
Chairperson -
TMA Student Chapter
(Co chair & Group CEO,
Medicaid Ethics Pvt. Ltd.)

Sunil Kumar. A
Secretary
(General Manager, KJIFB)

www.tmakerala.com **RSVP : tmavmkerala@gmail.com | +91 7907933518**

TMA Student Chapters

AIMA, NMA, IMA, IIM, RAJADHANI Business School, CAMS, INFLACON, INFLACON

Webinar on 'Campus to Corporate' by Mr. Alok Kumar Tripathi

Vaikom Management Association

A webinar was organised on 15th November on the 'Central Farm Act 2020: Impact on Kerala' via Zoom with Prof. Dr P Sudheer Babu, Dean, Kerala Veterinary and Animal Science University. He discussed in detail the agricultural and farming scenario in India since independence and narrated the changes the new legislation intends to bring about the field. The programme was attended by invited guests and members of VMA. In the interactive session, participants expressed their views and apprehensions on how the new laws are going to influence the farming and marketing of agricultural production. The Secretary General, Er A Saifuddin welcomed the participants and Er P Rajendraprasad, President made the introductory speech. The introduction of the speaker was given by Er T Rajendran, Member of the Executive Committee and the vote of thanks was given by Mr V G Krishnakumar, Secretary, Administration.



Dr. P. Sudheer Babu



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AIMA Events Calendar

Event	Programme Chairman /Director	Venue	Date
LeaderSpeak Series on Race For Immunity: Delivering Covid Vaccine To All	Ms Preetha Reddy Vice Chairman Apollo Hospitals Ms Shobana Kamineni Executive Vice-Chairperson Apollo Hospitals Group Mr Puansh Kamineni Executive Director Keimed Private Limited	Online	15 December 2020
2nd BusinessUnusual Series Adaptive Strategy Winning by Changing		Online	16 December 2020
LeaderSpeak session on 'State of the Economy Post Covid'	Mr Shekhar Gupta Founder & Editor-in-Chief Printline Media Private Limited	Online	18 December 2020
9th Innovation Practitioners Case Study Contest, Awards and Summit		Online	18 December 2020
AIMA & AICTE Capability Building Workshop Case Teaching & Writing		Online	18 - 20 December 2020
2nd BusinessUnusual Series The Great Reset: Leadership in a transformed world		Online	15 January 2021
National Competition for Managers		Western Southern Northern Eastern	20 January 2021 22 January 2021 28 January 2021 30 January 2021
2nd BusinessUnusual Series Disruptive Technologies and Industry 4.0		Online	22 January 2021
Global Procurement Summit		Online	03-04 February 2021

Event	Programme Chairman /Director	Venue	Date
2nd BusinessUnusual Series Instant karma: Marketing at the speed of byte		Online	05 February 2021
Regional Management Conclave with Hyderabad Management Association		Online	10 February 2021
2nd BusinessUnusual Series The Great Reset: Leadership in a Transformed World		Online	12 February 2021
65th Foundation Day and 15th National Management Day		Online	20 February 2021
2nd BusinessUnusual Series Programme on HR Leadership		Online	05 March 2021

To view full calendar please visit www.aima.in

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ALL INDIA MANAGEMENT ASSOCIATION

All India Management Association

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

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

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