

AIMA News

AIMA'S MONTHLY E-MAGAZINE

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

NOVEMBER 2023



Dear Readers,

It is my pleasure to present the next issue of AIMA News.

With your constant support and encouragement, AIMA continued in its endeavour to build management capability, both in India and overseas.

AIMA was one of the partners of the annual Horasis India Meeting held in Adelaide, Australia recently, which brought together CEOs, leaders, and senior professionals from some of India's and Australia's most recognised organisations to discuss Indo-Pacific opportunities. AIMA contributed to the discussions with a high-profile delegation of speakers led by AIMA President, Mr Nikhil Sawhney. A special plenary session 'India, Australia and the World Economic Outlook', was also conducted which was jointly developed by AIMA and Horasis. In addition, the other esteemed Indian leaders from the AIMA delegation also addressed several other sessions over the two day programme. Brief reports are carried inside.

Back home, AIMA continued its hugely successful LeaderSpeak programme with the roll out of the 66th session of the series on the theme 'Cyber Security - Current And Future Challenges' with Mr Hanan Szwarcbord, Vice President & Chief Security Officer - Information Technology, Micron Technology USA. The session was moderated by Mr Pranjal Sharma. Mr Szwarcbord provided a compelling overview of the benefits of a robust data security system and the key measures to put in place for organisational cybersecurity. The session saw active participation across various AIMA digital platforms.

AIMA's various initiatives for young and rising professionals continued to gain further ground.

AIMA held the second edition of its Leadership Development Programme - tailored for mid-level professionals. The latest edition was held in Lonavala and was ably steered by Mr R K Mohapatra. These programmes are specially curated and designed to enhance leadership and managerial skills in future and potential leaders, and are being very well received by the industry.

Additionally, the 80th Shaping Young Minds Programme, organised in collaboration with the Bharuch District Management Association, catered to young managers at the early stages of their professional journey in Bharuch and the surrounding region. Further details can be found in this issue.

The AIMA Young Leaders Council (YLC) remained committed to developing programmes on relevant areas for India's young and emerging leaders. Last month, YLC organised an interesting workshop on 'Public Speaking Skills' with Dr Himanshu Talwar. The workshop helped participants understand the nuances of effective communication and how to refine their public speaking skills. The session was very well received by the participants.

More details are carried inside along with other updates from AIMA and the LMAs, as well as the next article from the special series of excerpts from AIMA Past President, Prof. SL Rao's book titled 'My Varied Life in Management: A Short Memoir.'

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

Warm Regards

Rekha Sethi
Director General

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Horasis India Meeting



(L-R): Nikhil Sawhney, President, AIMA and Vice Chairman and Managing Director, Triveni Turbine Ltd; Anton Roux, CEO, ADC Forum; Rekha Sethi, Director General, AIMA and Nicholas Johnson, CEO, Economists without Borders

AIMA was one of the partners of the Horasis India Meeting held in Adelaide, Australia, which brought together CEOs, leaders, and senior professionals from some of India’s and Australia’s most recognised organisations to discuss Indo-Pacific opportunities from 26th to 27th November 2023.

AIMA’s high-profile delegation of speakers, including Mr Nikhil Sawhney, President, AIMA and Vice Chairman and Managing Director, Triveni Turbine Ltd; Mr Rajive Kaul, Past President AIMA and Chairman, Nicco Engineering Services Ltd; Mr R Mukundan, MD and CEO, Tata Chemicals; Mr Richard Rekhy, Entrepreneur, Board Member & Former CEO of KPMG in India, and Ms Rekha Sethi, Director General, AIMA, amongst others. 13 CEOs from the AIMA Young Leaders Council also joined the delegation.

AIMA organised a special plenary session on ‘India, Australia and the World Economic Outlook’. The speakers included Mr Nikhil Sawhney; Ms Rekha

Sethi; Mr Anton Roux, CEO, ADC Forum and Mr Nicholas Johnson, CEO, Economists without Borders. Speaking at the session, Mr. Sawhney underscored



Nikhil Sawhney, President, AIMA and Vice Chairman and Managing Director, Triveni Turbine Ltd addressing



Horasis India Meeting virtual ribbon cutting ceremony

the transformative nature of India’s business scenario and shared that Indian firms are currently evolving into true multinationals, emphasising, “We are at the forefront of globalisation”. Ms. Sethi highlighting the potential for collaboration in higher education said, “India’s appetite for higher education can tap into Australia’s capacity, while Australia can benefit by partnering with India’s top institutes”. The speakers explored strategies for India and Australia amidst a challenging global economic outlook, discussing ways to safeguard GDP growth from inflation shocks and leverage shifts in global supply chains for economic resilience.

In a fireside chat on ‘Repurposing and Advancing Skill Development’, Mr S Ramadorai, Former Chairman, National Skill Development Agency - NSDA, India discussed critical thinking skills and redesigning curriculum to encourage future generations to be critically enquiring, innovative and entrepreneurial. Speaking at a session on ‘Reaching out to the

Global Markets’, Mr Richard Rekhy highlighted India’s potential for high growth noting immediate advantages in sectors incentivised by India’s Production-linked Incentive Scheme.



Rajive Kaul, Past President AIMA and Chairman, Nicco Engineering Services Ltd



S Ramadorai, Former Chairman, National Skill Development Agency - NSDA, India

In addition, a special plenary session was held under the Tata Consultancy Services-Horasis initiative 'Race To Zero', where Mr R Mukundan, observed that the world is facing a tumultuous time, "We entrepreneurs need to navigate towards hope" he opined. Mr. Rajive Kaul succinctly summarised the meeting, emphasising a favourable opportunity for organisations in Australia, especially in Adelaide, to access new knowledge, discern trends, and collaboratively build socio-economic ties with India.



R Mukundan, MD and CEO, Tata Chemicals

On the sides of the meeting, the AIMA delegation also visited the Adelaide Oval to watch a women's cricket match between the teams of Adelaide and Perth.

Now in its 15th year, the Horasis India Meeting has become the foremost annual meeting of Indian business leaders and their global counterparts. Over 250 delegates from India, Australia and the rest of the world attended this year's meeting in Adelaide.



AIMA delegation with other participants and speakers of the Horasis India Meeting

LeaderSpeak Session



(L-R) Pranjal Sharma, Economic Analyst, Advisor and Author; Hanan Szwarcbord, Vice President & Chief Security Officer – Information Technology, Micron Technology USA and Rekha Sethi, Director General, AIMA

The sixty-sixth AIMA LeaderSpeak session was held on 30th November 2023 with Mr Hanan Szwarcbord, Vice President & Chief Security Officer – Information Technology, Micron Technology USA. The theme of the session was cyber Security - Current And Future Challenge. The session was chaired by Mr Pranjal Sharma, Economic Analyst, Advisor and Author – The Next New. Ms Rekha Sethi, Director General, AIMA introduced the speaker and set the context. Mr Szwarcbord emphasised the evolving nature of companies, now cross-functional and international, making a robust data security system essential to prevent errors. With cybercrime becoming a lucrative million-dollar business, companies’ reliance

on cryptocurrencies increases vulnerability. To safeguard against breaches, it’s crucial to protect Intellectual Property, stay vigilant, and train IT professionals. Mr. Szwarcbord recommended promoting cyber hygiene, employing advanced detection tools, enhancing digital forensics, and implementing continuous monitoring for organizational cybersecurity. On an individual level, securing personal information, exercising caution online, and avoiding unverified apps are essential measures against cyber crimes. The session was conducted virtually and was well attended by 300 participants via Zoom and over 200 participants on other AIMA social media channels.

Shaping Young Minds Programme



Deepak Vohra, Special Advisor to the Prime Minister, Lesotho, South Sudan and Guinea-Bissau and to Ladakh Autonomous Hill Development Councils Kargil and Leh addressing 80th SYMP

AIMA organised its 80th Shaping Young Minds Programme (SYMP) at Bharuch, in collaboration with Bharuch District Management Association on 8th December 2023. SYMP is a programme for young professionals and management students to interact with iconic leaders from various fields, know about success stories and learn life lessons from them. The eminent speakers who addressed the programme included Mr Richard Rekhy, Entrepreneur, Board Member & Former Chief Executive Officer of KPMG in India; Ms Nina Chatrath, Independent Board Director & Leadership Consultant; Ambassador Dr Deepak Vohra, Special Advisor to the Prime Minister, Lesotho, South Sudan and Guinea-Bissau



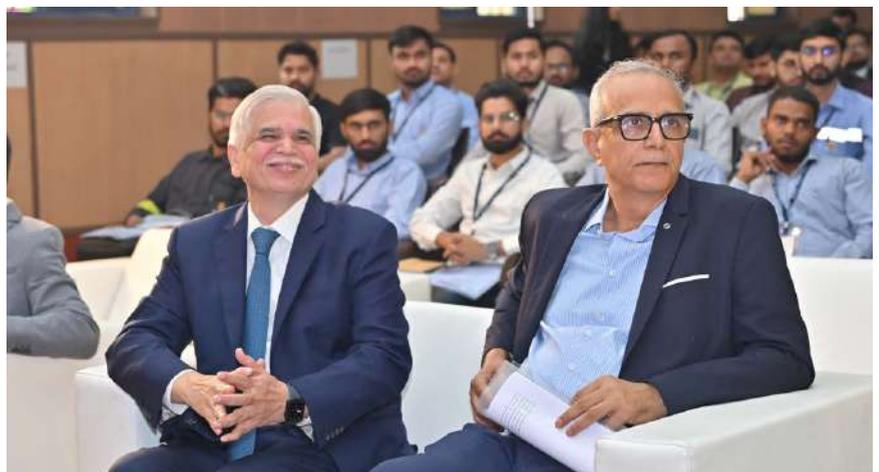
Shailesh Nigam, Site President, Dahej Manufacturing Division, Reliance Industries presenting a memento to Nina Chatrath, Independent Board Director & Leadership Consultant



Harendra Singh Dagur, Site Head, Dahej, SRF Limited presenting a memento to Maj Gen Raj Mehta, AVSM, VSM (Retd), Former Indian Army Officer

Mr Harendra Singh Dagur, Site Head, Dahej, SRF Limited respectively. Mr Devang Thakore, President, Bharuch District Management Association delivered the welcome address and Mr Pravindan Gadhvi, Event Chairman, SYMP Bharuch & Vice President, Bharuch District Management Association gave the vote of thanks. The programme was well received with over 700 participants attending the programme physically.

and to Ladakh Autonomous Hill Development Councils Kargil and Leh; Maj Gen Raj Mehta, AVSM, VSM (Retd), Former Indian Army Officer. The sessions were chaired by Mr Vinod Tiwari, Site Head & Managing Director, Perstorp Industries India Pvt. Ltd; Mr Shailesh Nigam, Site President, Dahej Manufacturing Division, Reliance Industries Ltd; Mr Ashish Garg, Senior President and Unit Head, Cellulosic Division, Vilayat, Grasim Industries Ltd;



Richard Rekhy, Entrepreneur, Board Member & Former Chief Executive Officer of KPMG in India and Vinod Tiwari, Site Head & Managing Director, Perstorp Industries India Pvt. Ltd

Leadership Development Programme



Leadership Development Programme delegates with K Mohapatra, Executive Director & Head, IndianOil Institute of Petroleum Management and Former Director (HR), Indian Oil Corporation

Founder, Play2Transform Group; Col. Dilip Kumar Sharma (Retired), Indian Army; Mr Ramashankar Pandey, CEO, Tata Green Batteries and Mr C. Jayakumar, Executive Vice President & Head, Corporate Human Resources (CHRO), Larsen & Toubro Limited.

The programme was very well received by the 23 mid-level managers representing GAIL India Ltd, NTPC Ltd, Bharat Petroleum Corporation Limited, Indian Oil Corporation Limited, Hindustan Petroleum, WRPL and IRCTC.

AIMA conducted its 2nd Leadership Development Programme, specifically designed for mid-level professionals from 1st to 3rd December 2023 in Lonavala. Mr R K Mohapatra, Executive Director & Head, IndianOil Institute of Petroleum Management and Former Director (HR), IndianOil Corporation was the programme chairman.

Mid-level managers play vital roles in organisations, and they can enhance their leadership skills through awareness and value-based interactions. The programme’s goals included bridging hierarchical gaps for better collaboration, fostering unity across the organisation including remote teams, and building resilience for handling uncertainty, problem-solving, and managing multiple priorities effectively.

Some of the other speakers who addressed the programme included Mr Sumit Sabharwal, Vice President – HR, Fujitsu; Mr Avinash Jhangiani,



R K Mohapatra, Executive Director & Head, IndianOil Institute of Petroleum Management and Former Director (HR), IndianOil Corporation

YLC Workshop



Himanshu Talwar, AIMA YLC Delhi NCR Chapter Chair



Narayan Jaesingh, Mumbai Chapter Chair - AIMA YLC & Chief Business Officer - Vserv AudiencePro

AIMA Young Leaders Council (YLC) organised a workshop on 'Public Speaking Skills' on 17 November 2023, with Dr. Himanshu Talwar, expert in the field. The workshop was moderated by Mr Narayan Jaesingh, Mumbai Chapter Chair - AIMA YLC & Chief Business Officer - Vserv AudiencePro. Under the expert guidance of Dr. Talwar, participants

in the workshop not only acquired valuable insights but also had the opportunity to finely hone their communication prowess. The workshop provided participants with practical techniques and strategies to enhance their ability to articulate ideas confidently and effectively in front of an audience. The workshop was very well received by the participants.

AIMA

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Management Outside the Corporate World

An introduction to Hindustan Lever

This article is a part of series of 8 excerpts from Prof SL Rao's book 'My Varied Life in Management: A Short Memoir'. The series will offer insightful reflections and anecdotes, providing a unique perspective on the world of management and leadership.

For most of my working life, I have participated in activities outside of my work. I have always had varied interests, and I think it is important for a good manager to take on different activities wherever they find the opportunity. As for myself, I was always interested in new challenges.

Of course, I didn't take on challenges that were clearly beyond me. Whatever I took on was - in my view - within my capability even if it was completely new. I always believed that the day is a very long day, and that that no employment can keep you fully engaged. There is plenty of time, apart from the time that must be kept aside for family, to do other things. It is a good thing for a manager to be involved in other activities outside one's employment because it allows them to get involved with their wider environment. In my case, it was through my writing and my work in civil liberties, in consumer action groups, and with management associations... each of these have influenced me and helped me become a better manager in the corporate world.

Writing on management and business

Throughout my career I have written columns in various publications. Probably one of my closest friends was Krishna Raj, my junior from DSE. Krishna Raj was the first editor of the Economic Weekly (he succeeded Sachin Chaudhari, the founder-editor.) He joined the Economic Weekly (which later became the Economic and Political Weekly) in 1960 as

Chaudhari's deputy. Krishna Raj was very interested in my work because not only was I an economist, I was also in business. He was very keen on me writing for the Economic Weekly which till then had practically not covered commercial and business activities in India. I wrote frequently (from the 1960s to the 1990s) for the EPW; for some years I wrote a weekly column in the Economic Times, later in the Telegraph, and occasional columns in the Financial Express, Business Standard, and the Deccan Herald. I also wrote sometimes in Indian Management and in Powerline. By the 1970s, my friend Rajmohan Gandhi had started a magazine called Himmat, and when he asked me to write for it, I began regularly writing in that magazine as well for a few years. Many of these articles led me to other work - for example, an article I wrote on competition in the Indian Industry in the 1970s led to me being invited to become a member of the advisory board of the Competition Commission of India.

Engaging with Management Associations

The first such Association that I got involved was in the Bombay Management Association (BMA). It was operating in the most important industrial city in India and had many able practising managers as members. Its activities were primarily in organising regular lectures by distinguished speakers, running training programmes, and holding a management convention once a year.

I've always felt a sense of responsibility to be involved in public activity that could be useful to my country and my fellow citizens. When I moved to Madras to work at Beardsell, I found I had much more free time on my hands. I was also in top management at Beardsell and so I had the liberty to manage my own time.

Madras was a much more laidback city than Bombay and life was very different and very comfortable. In Madras we lived in a lovely bungalow, which was delightful especially after having lived in small apartments in Bombay up until then.

I was most intensely involved in the activities of the Madras Management Association (MMA). This association had been in existence for some years and was engaged primarily in holding a few evening lectures every month. It was dominated by industry leaders who were mostly proprietors or business owners. My involvement with this association was to help expand its activities so that they ran training programmes, annual conventions and offered advisory services to local businesses.

In a short period of time, we were able to expand MMA's activities and make it well known for its work. We thereby created a management association that became recognised as the best in the country, and it received awards for being the best management association in India from AIMA (the All-India Management Association) almost every year. My efforts were also to significantly enlarge the involvement of professional managers who were not business owners. The MMA's success was due to two principal factors. One was the much larger involvement of practicing managers who could give the time to hold training programmes. The other reason was that we had found a very capable ex-Air Force Officer, Wing Commander Ramadorai, to

manage the association for us. He was meticulous in his planning and in publicising the work of the association. To become successful, voluntary organizations need these two attributes: active participation by its members and highly capable chief executive officers to run the association.

One of the things I successfully did during my time at the MMA was to break the traditional way in which presidents of the association were elected. Traditionally, this post tended to be headed by someone from a big business family. I was the first non-family-business person to be elected President. In due course, I also got elected as the President to our apex body, the All-India Management Association (AIMA).

AIMA was formed some years after the local associations in Bangalore, Bombay and Madras. Its initial years were concentrated on running regular training programmes, hosting conventions, and helping improve the work of some local associations in the country (of which there were over 60) as well bringing out a very good monthly journal called 'Indian Management'. AIMA was also the consultative body for businesses and government. AIMA created its own Management Aptitude Test (MAT), which was used by many management education institutions across the country in selecting students for admission. MAT had a very large clientele and became a significant revenue earner for AIMA.

AIMA developed into a major player in business management in India from the mid-1980s, when as it happened, I had also become its President. Its success in the years since then (and now) has been primarily due to our selection of an outstanding director for AIMA. This is Ms. Rekha Sethi (who still serves as AIMA's Director-General), whose organising ability and leadership has led to its many of its

activities gaining much greater focus. AIMA ran an long executive management education programme through a mix of evening classes and lessons through mail. AIMA thereby enabled working people to learn management by attending part-time classes. This centre also proved to be very popular.

A third important activity of AIMA was in conducting a variety of short management development programmes. These programmes were designed to address current and developing issues that had to be dealt with by managers. These management development programmes also proved to be very popular. All of AIMA's management programmes were popular because of the careful planning and selection of good faculty, mostly from among practicing managers. The timing was also good since the IIMs became very popular after their establishment in the 1960s and management programmes were quite sought after. The membership to the association expanded and management as a profession became a preferred career for many people.

As Director-General, Rekha Sethi has made AIMA's programmes very popular resulting in very substantial additions to AIMA's annual net revenues, building a corpus and investing in real estate for the association.

Another organization I was closely involved with for many years was the Society for International Development (SID). SID was a discussion group. It was intended to help interested people examine various economic and development issues in depth. SID had chapters across the world as well as in India. Every year, it held international conferences, including India in the year in which I was the Indian chapter's President. The advantage of SID was that it could interact with the other development institutions in the country and contribute ideas. My

involvement in SID not only gave me a much deeper understanding of development issues and policies, it also gave me a connection with development professionals in the country and some of the policy makers in government.

Another such group that I created was the Future Study Group. As a marketing person, I was very interested in looking at the future, and I was a member of the World Future Society in the United States. It regularly published a magazine called The Futurist. I set up a group in Madras called the Future Study Group where we examined the different ways in which the futures of different aspects of the country and the world could develop. It had very interesting people as members including Farouk Irani (who was at Citibank and then went on to establish the First Leasing Company), S. Guhan and K. Subramaniam, distinguished civil servants.

An unusual management experience was when my art historian friend Deborah Thiagarajan decided to start a museum of craft and culture in Madras. She asked me to be on her board, which I did happily. My main contribution to that board was in aspects of management like finance, legal issues and overall direction for the museum. Not being either an artist or a craftsman or an expert in any fine art, I found myself being there to react when I thought something might be the wrong direction for the museum to take. It seemed to me that the role of someone like me on the board of such an institution was to be of general use with no specific portfolio. The Dakshinachitra Museum is today one of the best private museums in India, both for its continuing collection of fine exhibits and for its many well received cultural outreach programmes.

In Madras, along with a lawyer friend, Sriram Panchu (now an eminent mediation specialist), I established

the Consumer Action Group (CAG). This was intended to help consumers who had problems for products and services supplied by different organizations.

The PUCL in Tamil Nadu

I am particularly proud of my work in civil liberties. During my time in Madras, I helped establish a local division of the People's Union for Civil Liberties (the PUCL) in 1976. The PUCL in Madras was started by three of us: Govind Swaminathan, a distinguished lawyer who was at the time the Attorney General for Tamil Nadu (from 1969 to 1976), Sriram Panchu and me. I knew Sriram well. Govind and I - we introduced ourselves; I knew he was a very public-spirited lawyer. For our first meeting, the PUCL's President, Justice VM Tarkunde and its General Secretary, Arun Shourie participated, as did George Fernandes. Our first public meeting took place in Pondy Bazaar in 1976. This was in the month just before Mrs. Gandhi declared the Emergency.

We had our work cut out for ourselves at the PUCL. With the Emergency we received considerable information from other parts of India where the authorities had become quite brutal. We were less affected in Tamil Nadu because the chief minister at the time was M. Karunanidhi from the DMK, and he quite strongly resisted Mrs Gandhi and the Emergency.

However, one of the interesting groups that came to us for help was a Naxalite group. Tamil Nadu had Naxalite movements, particularly in the poorer districts like Dharmapuri. We got to know that the Naxals were being hounded by the State police and some were killed while shot in the back while "trying to escape" according to the police. This was obviously a contradiction, and the police were making an example out of some of these Naxals. One development in our PUCL was that our President,

Cho Ramasamy, a distinguished editor of the famous satirical magazine 'Tughlaq' (and my good friend), argued with us that these Naxalites deserved to be shot because they were trying to overthrow the established government. My view was that our task at PUCL was to safe-guard human rights, and as such the Naxals also deserved a fair judicial trial. Cho disagreed and resigned as President.

What would be the advantage if any, for a working professional to devote his spare time to NGOs? After all, I had a fulltime job in the three different companies I worked in who paid me well. I did all this voluntary work without in anyway reducing the time and attention I devoted to my paid job. I did all this because I felt that the various topics were interesting and important to society. In my view, such experiences helped significantly in the quality of work in the professional organization in which I was employed. It helped me work with people better and understand their context and circumstances more empathetically.

I must emphasise that involvement with NGOs does not mean any political involvement. I thought that as a professional, it was understandable not to display any such political attachment. I may add that at no time in my working life have I been pulled up by any government department for this kind of work, which was also well reported. That did not mean that one could not also try to do things that might require help from politicians and government.

After leaving Beardsell in 1985 I worked as a consultant in Madras for a few years. I consulted for several companies such as Pierce Lesley and Toshiba Anand Batteries in Kochi. By then my family was in the United States where my wife Geetha was posted with Air India in New York, and my two sons Biju and Rajiv were studying in universities. My consulting

assignments allowed me to travel a lot, and in this way, I was able to spend a lot of time with my family.

I then moved to Delhi to establish the National Management Programme. I was involved in three very interesting activities. One of them was with the Sanskriti Foundation. Sanskriti had been started by OP Jain and was an iconic establishment a few miles outside of Delhi with an excellent museum, a theatre where performances were regularly held, a library, and considerable space for intellectual interchange and even some residential accommodation for art residencies. It was almost a 'must-do' activity for anyone passing through the city.

The second was with the Indian Ocean Group (IOG). I thought there was a great opportunity for India in developing closer alliances with countries in the Indian Ocean. I did this with the support of people in government (especially Mrs Lakshmi Puri, then the Joint Secretary at the Ministry of External Affairs). Early in our effort to create this group, we received the unstinting support of the Australian government (in particular, the Foreign Minister, Gareth Evans). The IOG was able to develop ideas for easing the business, trade and financial relationships between countries in the region. The idea of such a group seemed almost to become a part of the policy of many governments in this region, including India, as evidenced in the developments in recent years.

The third was my work with the Aga Khan Foundation. For some years, I was on the board of the Aga Khan Foundation for India. This foundation

has developed a quiet but impressive reputation for its work with the deprived. It is best known for its work in Pakistan, though being Ismaili, they did not escape the attacks on minorities. In India, however, they have been extremely effective in implementing the projects they took up, which included building hospitals and nursing institutions, architectural conservation and heritage (for example their excellent work with Humayun's Tomb in Delhi and Babur's tomb in Kabul). They also developed the Nizamuddin Basti in Delhi. I thoroughly enjoyed being on their board. During that time, Professor Ashutosh Varshney, a professor of Political Science at Brown University, had brought out a book on communal riots in India and had found that urban centres in India where community leaders met each other regularly had either no or fewer communal riots, and much less killing. I suggested to my very distinguished colleagues that we might financially support such meetings in selected urban centres in India, so that community leaders could limit such communal riots. My colleagues were unresponsive. This was an area in which they did not think they should get involved.

What came through clearly to me was that non-profit organizations with a strong sense of purpose were very successful when they had a committed chief executive who worked to further the purpose of the organization; and where at least some of the organization's board members were willing to give considerable time to its functioning.

Disclaimer:

The views expressed in this excerpt are solely those of the author.

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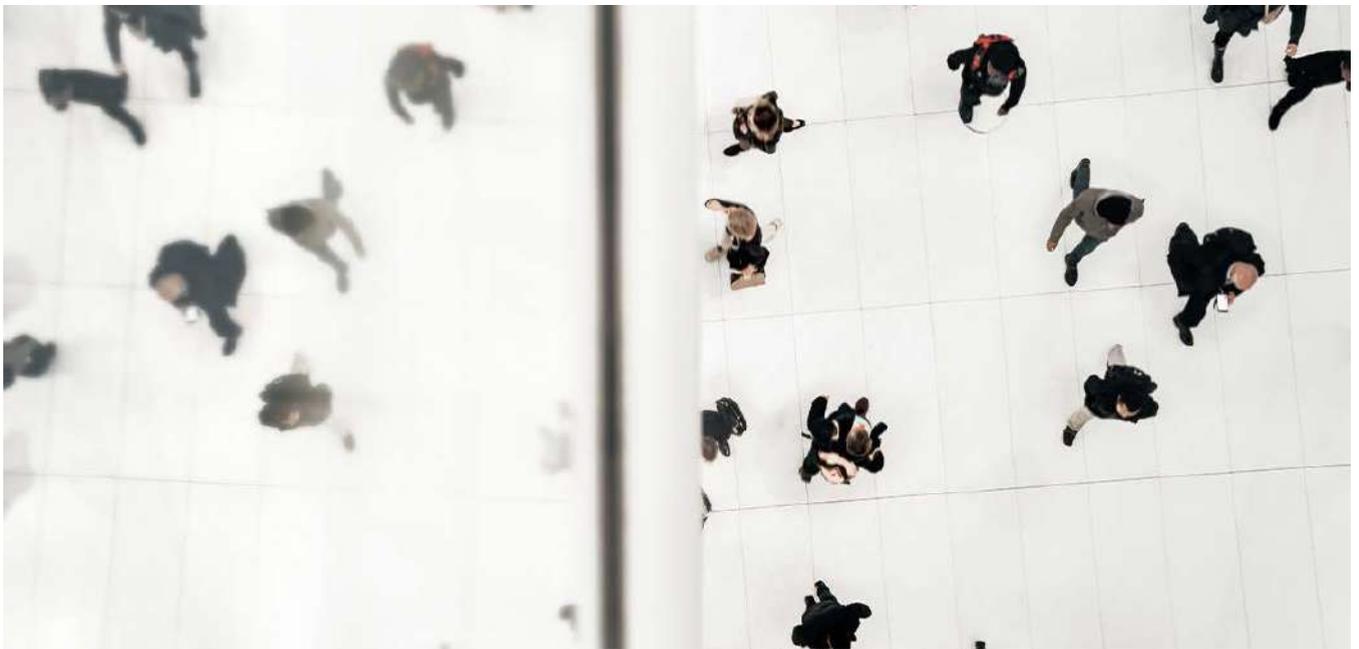
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Talent Management in the Age of AI

by Ryan Roslansky

December 04, 2023



Orbon Alija/Getty Images

Summary.

The world of work is changing fast and the most important thing to do is realize that the old playbooks, especially around talent management, will not work — now, it’s time to adapt. Leaders should focus on three big shifts that will set their businesses up for new levels of success in the age of AI. They should: 1) redefine jobs as a collection of a skills and tasks, not titles, 2) bring skills and workforce learning to the center of talent management, and 3) embrace AI to focus teams on human-to-human collaboration. **close close**

Business leaders have navigated an immense amount of change in recent years: varying hiring trends across industries, evolving remote and hybrid work strategies, swings in the number — and type — of people switching jobs, and changing generational preferences. But none of that compares to the seismic shift AI represents as it starts to fundamentally redefine the way we work across sectors and societies.

As the CEO of LinkedIn, a platform dedicated to creating economic opportunity for the global workforce, it’s no surprise then that in almost every conversation I have these days, especially with fellow CEOs, I’m consistently asked the same question: “What is happening with AI and work, and what does it mean for me?”

Here’s my response: The world of work is changing this fast and the most important thing to do is

realize that the old playbooks, especially around talent management, will not work — now, it's time to adapt. Ignoring that truth all but guarantees that your business will fall behind. But embracing it, with a focus on three big shifts, will set your business up for new levels of success in the age of AI.

Redefine jobs as a collection of a skills and tasks, not titles.

The smartest companies today are starting to redefine jobs as a collection of skills and tasks — instead of just titles — and are considering how those skills and tasks will evolve as AI advances.

If this thinking is new to you, it's easy to embrace. Take the jobs done by your team or across your workforce and categorize them not by title but by the key tasks that get done every day. We know that AI will eventually impact virtually all tasks at some level given the increasing integration of AI tools into our day to day. But the impact of AI is going to be more pronounced on some teams than others.

When you see jobs as a collection of tasks, you'll quickly be able to see which jobs are more prone to be automated than others. In those areas, it's not a given that a job goes away. Instead, you can focus on up-skilling workers to manage more complex tasks and help them develop the people skills that AI is least likely to automate, such as communication and collaboration. This view of jobs as tasks not titles empowers leaders to identify the skills your workforce must cultivate to stay competitive and agile in the age of AI.

If that sounds too big of a shift to implement at your company, consider what's being done at places like Unilever. Unilever is one of the world's largest consumer goods brands and has been redefining roles as a collection of skills for some time. That shift enabled them to create flexible pathways for employees to unlock opportunities they may

otherwise not have been considered for, fostering a more dynamic internal talent marketplace. Unilever's innovative employment model, U-Work, helps employees transition between a diverse set of assignments based on their skills, rather than being tied to fixed titles and roles. In between assignments, U-Work employees (or "U-workers") can pursue other passions, whether that's setting up their own business or spending more time with family. This offers employees flexibility and creates agility for the organization.

Figuring out how best to build this new thinking — and the systems around it — at your company is going to be one of the most important tasks every leader faces in the coming years. In fact, it's likely we will see an entirely new category of jobs at companies crop up centered around the idea of "AI transformation," where teams are tasked with figuring out which AI tools are the right tools to grow your business and, as a result, which workforce strategies are the right strategies to keep your teams agile and engaged. The battle for that talent will be fierce and it's already begun.

Bring skills and workforce learning to the center of talent management.

Jobs are changing on us, even if we're not changing jobs. The average LinkedIn member has seen the skills needed for their job change by 25% over the past eight years. That number is expected to reach at least 65% by 2030 due to AI.

Think about it. We're already upskilling en masse on AI-adjacent skills to keep pace with change. How many of us have tried ChatGPT, experimenting with a slew of questions, trying to get the best results from AI? "Prompting" as a skill isn't something taught in school, but being proficient in it has already become core to work in the last year.

For leaders, that means one thing: We need to

prioritize and accelerate workforce learning, as it'll be practically impossible for a one-off moment of learning (like a degree, or a two-year stint at a company) to last an entire career. Companies should start embracing a "training to hire" mindset with onboardings and apprenticeships as well as a "training to promote" mindset through upskilling and tours of duty that help guide employees into new functions, and perhaps even new careers.

IBM does this well. A longtime leader on skills-first thinking, IBM launched an apprenticeship program a few years ago to develop the skills that were essential for future roles at the company, building a framework centered on learning courses and on-the-job training. Now, they've had a thousand apprentices across 35 roles including cybersecurity, software development, data science, and design. The success of the program led IBM to commit to investing \$250 million toward their Registered Apprenticeship and other training programs by 2025.

Another company leading the way is Genpact. This global professional services company has built an AI-enabled, scalable learning platform that harnesses the collective intelligence of Genpact experts at scale and delivers personalized reskilling paths for their 115,000+ global workforce. For example, as soon as GenAI took off, they identified it as a key skill for everyone and were quick to curate training courses on the basics, including prompt engineering and how large language models can be leveraged for their clients. So far, over 75,000 people have taken the beginner course, contributing to Genpact's remarkable threefold increase in learning since 2019 — totaling nearly 40 million learner hours to date.

To help companies assimilate to the AI-led changes, leaders need to foster a culture of learning. Not just to boost AI literacy, but to build great soft skills, like leadership and problem solving, and create

a workforce that's resilient and agile in the face of change. And AI will help us do this better too — features like AI-powered coaching in LinkedIn Learning can help offer employees real-time advice and tailored learning content recommendations all personalized based on job title, career goal, and skills they follow.

Embrace AI to focus teams on human-to-human collaboration.

We're seeing that professionals are excited that AI can help improve their productivity and reduce their workloads. Microsoft's Work Trend Index shows that 70% of employees would like to delegate as much work as possible to AI to lessen their workloads and, at LinkedIn, our estimate is that more than 80% of our members are in a position to use AI to automate at least a quarter of the mundane and repetitive tasks that we do every day.

This is big news for leaders. It means, with the right AI tools in place, your employees will have more time for the tasks that require human innovation and strategy. For example, recruiters can save time and focus on the more strategic parts of the hiring process — like speaking to and building relationships with candidates — while AI takes on the heavy lifting of helping find the right pipeline of candidates that have the right skills. Or salespeople can focus on deepening customer trust and enhancing relationships, as AI helps with lead qualification and sales forecasting.

At LinkedIn, we've already seen the benefits of AI with our customer service team. By embracing self-service AI-powered experiences, our teams are no longer spending time on the basic questions they get all the time (How do I edit my profile? How do I get more followers?) and instead are spending time solving complex inquiries that only humans have the skills to do (think: empathy, patience, and cross-

company collaboration). As a result, we're becoming more effective by the day at solving all customer inquiries.

While it's easy to look at AI as a tool that's going to take away parts of our work, now is the time to reframe your mindset to see all your teams stand to gain with the help of AI. Simply put, AI is helping people focus more on the people part of work, which is why we see 70% of U.S. executives agree that soft skills are more valuable to their organization than AI skills.

What's possible when we get this right

As big a deal as AI is, it's not the first time — even in our lifetime — when technological change upended everything in our lives. When the internet became more mainstream in the 1990s, the conversation was very similar to the one we're having today. Some jobs were lost, but ultimately, many more were created — in fact, 60% of employment in 2018 was found in

jobs that didn't exist in 1940.

Today, we don't talk about the "internet." Instead, we talk about the things we do with the internet: e-commerce, content creation, remote work, and the list goes on. The same will be true with AI. Eventually, we won't talk about "AI," we'll talk about the ways AI is changing how we work and live, and that's what makes this such a defining moment.

Across history, leaders just like us built and rebuilt the world of work time and again. This is our moment to rebuild the systems and pathways in place today and make them more equal, dynamic, and transparent than ever before. In creating these new playbooks, we could see economic opportunity reach more people in more places than ever before for decades to come, leading to innovation and growth at levels previously unseen. That future is not decided or inevitable. It's up to us to create together.

About Author:

Ryan Roslansky is the CEO of LinkedIn, the world's largest and most powerful network of professionals. Ryan joined the company in May 2009 and has since held leadership roles in every part of LinkedIn's business. He led the evolution of LinkedIn's products into a single, holistic, global ecosystem of 756 million members, 57 million companies, 120 thousand schools, and 38 thousand skills. Under his leadership, LinkedIn has also seen record levels of engagement on the platform and accelerated growth across the company.

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INTERNET MARKETING

AIMA

ALL INDIA MANAGEMENT ASSOCIATION

PGCM IN DIGITAL MARKETING & STRATEGY

Approved by AICTE*

The digital technology and internet has emerged as a platform to facilitate global businesses and communication. Virtually, every organisation today is using some or the other digital/online marketing tools.

Leveraging the digital marketing tools, and technology to achieve the competitive advantage and building market lead, CRM and innovations is the main objective of the digital marketing strategy programme.

The programme is intended for Sales & Marketing and IT professionals, who want to take, advantage of digital marketing tools and techniques to upscale their career and achieve better revenues for the organisation and create business values.

*in ODL mode

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Ahmedabad Management Association

Talk

On 2nd November, the inaugural session of the Pre-Vibrant Gujarat 2024 Series unfolded, focusing on 'Export Opportunities in Apparels, Made-Ups, and Leather Goods.' Esteemed speakers, including Mr. Dhaval Shah, Founder of V-Care Group, Mr. Meit Vakil, President and CEO of Yeti Real Leather Inc., New York, and Mr. Jayprakash Goel, Head-Gujarat-WR at FIEO, led a dynamic panel discussion that captivated the engagement of 56 eager participants.



The panelists during the event



(L-R) Mr. Akshay Chudasama and Mr. Sundip Shah

On 3rd November, in commemoration of Japan's Culture Day, AMA hosted an enlightening lecture titled 'The True Essence of Japanese Culture' presented by Mr. Akshay Chudasama, a distinguished Hyperpolyglot and expert in Japanese Language and Culture. The event garnered enthusiastic participation from a diverse audience of 31 individuals.

On 4th November, 43 participants gathered for an inspiring session titled 'Strides to Marathons: A Runner's Journey' featuring Mr. Lihas Trivedi and Mr. Amit Bhattacharjee. The dynamic duo shared personal insights, weaving tales of their running journeys, creating a motivational atmosphere for all attendees.



Speakers at the session



Participants during the session

On embarking on a journey of holistic learning during the festive season, Amazing Diwali Workshops, held from 20th to 25th November, catered specifically to students aged 10-16. The eight specially curated sessions, including topics such as 'Choose Friends Wisely,' 'Effective Communication Skills,' and 'Smart Tech: Making us Dumb or Smart?' aimed to empower 300 enthusiastic participants with essential life skills and insights, fostering personal and academic growth in a festive spirit.

On 23rd November, the 2nd HR Forum Masterclass focused on 'Training and Development – Changing Dimensions – Skill-Up to Scale-Up.' Facilitated by Mr. Hiren Vakil, an HRD Expert from Mumbai, the event catered to leaders, managers, executives, and aspirants in the HR and Learning and Development community.



Mr. Hiren Vakil addressing



The panelists during the event

On 24th November, the event 'Block chain for Everyone: Simplifying Digital Documentation and Identification' brought together industry experts for an insightful discussion. The speakers included Er. Niraj Shah, Owner, Arihant Satiare, Dr. Nisarg Pathak, Independent Mentor, Ms. Jigna Hathaliya, Blockchain Whiz and Research Scholar, Ms. Sanjana Shah, Culture Catalyst, BlockSuitcase.

On 24th November, the speaker's forum meeting convened with a focus on the theme, 'Luck helps those who help themselves.' Skilfully facilitated by Mr. Manish Khanolkar, an accomplished HRD Consultant, Trainer, Public Speaker, and Toastmaster, the event drew active participation of 13 enthusiastic individuals.



Mr. Manish Khanolkar addressing



Mr. Anil Pratham, IPS addressing

On 25th November, an engaging talk unfolded on 'Strengthening Police and Community Relationship' featuring Mr. Anil Pratham, IPS, DGP (Police Reform) from the Government of Gujarat. The session was attended by 35 participants, not only provided valuable insights but also witnessed an intriguing Q/A session.

On 26th November, The B. N. Dastoor - AMA Learners' Forum delved into the enriching topic, 'Be Self Dependent for Happiness.' The event featured a special interaction with Mr. Pranav Trivedi, a retired banker, poet, writer, and freelance journalist. Dr. Nilesh V. Suchak, Associate Professor at R. J. Tibrewal Commerce College, skilfully moderated the session, fostering meaningful insights.



Mr. Pranav Trivedi and Dr. Nilesh V. Suchak

Ahmedabad Management Association hosted a Diploma Convocation for the January-June 2023 Batch of its continuing diploma programmes. Minister of State Jagdishbhai Vishwakarma, overseeing diverse portfolios, presented the post-graduate diplomas, emphasising the government's vision for a self-reliant India through effective management practices. Mr. Ajay Umat, Group Editor of Ahmedabad Mirror and NavGujarat Samay, brought inspiration to the ceremony by delving into Swami Vivekananda's vision for education and lifelong learning.



MOS Jagdishbhai, Ajay Umat, Dr. Savan Godiawala (AMA President) with Diploma Gold medalist Students

Allahabad Management Association

MDP

Allahabad Management Association in collaboration with Shambhunath Institute of Engineering and Technology, Jhalwa, Allahabad organised a MDP on 6th November on the theme 'From Campus to Corporate- the changed scenario' for the management faculty and final year students. The speakers were Mr. Ravi Prakash, Chairman Big Skills /President AMA, and Mr. Vibhav Bajpai, Director HP4' who gave a presentation on effective communication skills and emphasised on the fact that communication is a vital link and Mr. Ravi Prakash gave an in-depth presentation on Employability Skills 0.5. 50 faculty registered for the event which was attended by 32 members of AMA. Dr D. K. Tiwari President SIET proposed the vote of thanks.



Mr. Ravi Prakash, Chairman Big Skills /President AMA, and Mr. Vibhav Bajpai, Director HP4'addressing

Special Executive Committee Meeting

AMA under its MoU with All India Radio and Doordarshan Allahabad organised a wellness programme – Healthcare in Elderly on 11th November with speakers Dr Shanti Chaudhri, MO SRN /PRO AMA, Dr Gaurav Garg,

MD Gastroenterologist and Dr Sudha Yadav, MD which was telecast on Doordarshan Allahabad. The speakers emphasised that the biggest problem faced by elderly was loneliness and lack of proper geriatric care.

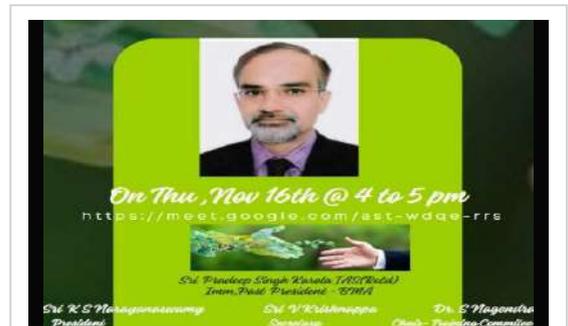
On 23rd November, AMA signed a MoU with United University to establish a start-up incubation center on the university campus. AMA will register various start-ups at the center, providing them with technical know-how and assistance in securing finances by connecting them with the MSME office at Allahabad. On the same day, two start-ups, O-biz and Electrotherm, were registered.



Speakers- Dr Sudha Yadav, MD, Dr Shanti Chaudhri, MO SRN /PRO AMA and Dr Gaurav Garg, MD Gastroenterologist

Bangalore Management Association

BMA organised a virtual session on 16th November with speaker C S Deepak Jain on 'Towards a Sustainable World' – Sustainability encompasses a wide range of topics that address the need for responsible and balanced approaches to environmental, social, and economic issues. The key sustainability topics discussed were Climate Change, Renewable Energy, Waste Management, Sustainable Agriculture, Water Conservation, Plastic free world.



Session on 'Towards a Sustainable World' by speaker- C S Deepak Jain

Bharuch District Management Association

AGM

BDMA organised its Annual General Meeting for 2022-23 on 5th November. Mr. A K Sahni, Hon. Secretary-General of BDMA, shared the Secretarial Report, providing glimpses of various events. Mr. Devang Thakore was announced as the New Incoming President of BDMA. Sponsors and Forum Members were honoured with special recognition by receiving mementos for their service and efforts towards BDMA. CA Arpita Talati, Treasurer of BDMA, presented the final accounts for the year 2022-23 during her speech to all members for approval. She also felicitated new corporate members by distributing mementos.



New committee Members of 2023-2024

MDP

BDMA organised an MDP on ‘First Aid Training’ on 8th November. The expert doctors Dr. Kesha Joshi and Dr. D K Parekh – CIH Faculty were the facilitated trainers from Lifeline Foundation. The objective of this training was to educate and teach candidate about importance and significance of First Aid to save human life and to disseminate scientific information about various concepts of First Aid so that participants build confidence in early assessing of medical emergency. The MDP received an excellent response from 25 participants.



Dr. Kesha Joshi addressing the participants



Ms. Minal Dave narrates a Ghazal.

238th Book Lovers’ Meet

BDMA organised its 238th Book Lovers Forum on 25th November for the narration of Ghazals of Mr. Barkat Virani on the occasion of his birthday by Ms. Mayurika Leuva, Mr. Manoj Solanki, Mr. Nikunj Bhatt and Mr. Ankur Banker. The ghazals were beautifully narrated which brought extreme excitement among the audience. The forum received an excellent response and was attended by 22 participants.

HR Forum Meet

BDMA’s HR Forum organised a round table discussion on 30th November on the topic ‘Benefits Value Proposition and Trends.’ The discussion focused on the advantages that a product, service, or solution provides to the customer, addressing the question, ‘What’s in it for the customer?’ In the business context, trends can encompass various aspects, including consumer behaviors, technological advancements, market preferences, and industry practices. Staying abreast of trends is crucial for businesses to adapt and remain competitive. The forum meeting was attended by 12 participants and received positive feedback.



Round table discussion by HR Forum members

Bhopal Management Association

Bhopal Management Association successfully organised a Discourse on 'Self-Management' on 19th November at Bhartiya Vidhya Bhavan, Bhopal. BK EV Gireesh, Faculty, Business and Industry Wing, Brahma Kumaris, Mumbai was the guest speaker and BK Kiran Behan was the guest of honour. The welcome address was given by Mr. Suneel Bhargava, President, BMA, and the speaker profile was read by Dr. Nishtha Tyagi Pachouri, Co-Chairperson, Women Enrichment Committee, BMA. BMA also presented membership certificates to newly members. The concluding remarks and the vote of thanks was given by Mr. R.G. Dwivedi, Chairperson, AAC, BMA. The programme was moderated by Dr. Aditya Gupta, Hon. Secretary, BMA and was very well appreciated by the participants.



Participants along with the speaker

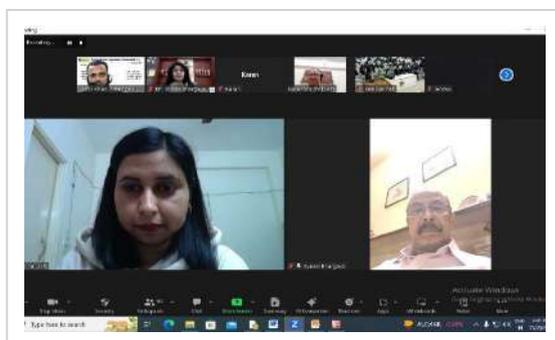


Students Participants and speakers of the motivational talk

Motivational Talk

BMA Student Chapter at Vidhyapeeth Group of Institutions, Bhopal, organised a motivational talk on 'Happiness, A Way of Life' on 25th November. The insightful talk was delivered by Mr. Rajeev Mishra, a highly experienced marketing and advertising professional, and the Founder and Chief Creative Officer of Marketing Communication Studio, Mystique7. The Guest of Honour, Adv. G.K. Chhibbar, shared how the discourses organised

through the BMA Student Chapters, by inviting renowned experts, benefit the students, the faculty, and the institute. The programme was coordinated by Mr. Aamir Khan, Manager, BMA.



(L to R) Ms. Alka Sharma and Mr. Suneel Bhargava

Webinar

Women Enrichment Committee, BMA successfully organised a webinar on 'Workplace Effectiveness and Nutrition' on 29th November through Zoom. The eminent speaker Ms. Alka Sharma, Founder, Khadyot Naturals Pvt. Ltd., Bhopal addressed members. She emphasised the significance of health in achieving personal and professional goals. The welcome address was given by Mr. Suneel Bhargava, President, BMA, and the speaker was introduced by Ms. Rupali Gaikwad, Student

Member (Oriental College of Management), BMA. The concluding remarks were given by Dr. Shikha Bhargava, Chairperson, Women Enrichment Committee, BMA, and the vote of thanks was proposed by Dr. Nishtha Tyagi Pachouri, Co-Chairperson, Women Enrichment Committee, BMA. The programme was moderated by Ms. Ariba Firdous, Head Content Writer, BMA Newsletter 'Prabandhan Samvad' (LNCT). More than 100 professional members of BMA and management students from different institutes attended the programme.

Bombay Management Association

Saturday SenSession

BMA organised an interactive session on 18th November on 'Re-orient your Leadership Strategy for Success in Life' with speaker Mr. Pawan Verma and the moderator was Mr. RSR Murthy. The speaker emphasised that we have all been raised with the notion that we should strive to become well-rounded individuals by enhancing our strengths and mitigating our weaknesses. In the course of your life journey, it is crucial to embrace imperfection with courage and to focus on making your strengths so formidable that your weaknesses become inconsequential.



Interactive session on 'Re-orient your Leadership Strategy for Success in Life'

Calicut Management Association

Management Talk

Calicut Management Association organised its monthly management talk on 23rd November, featuring a discussion on the topic 'Navigating the Storm: Global Shocks and The Indian Economy' by Prof. Rudra Sensarma, Professor of Economics at the Indian Institute of Management, Kozhikode. The speaker explored into the various challenges currently facing the global economy, particularly post-pandemic and amid conflicts in Ukraine and the Middle East. The talk addressed the challenges associated with achieving this growth, strategies to bolster the pace of progress, in India's economic advancement. The event saw a total of 52 participants, including managing committee members, CMA members, office bearers of trade bodies, other invitees, and members of the media.



Chief Guest and speaker, Prof. Rudra Sensarma addressing the participants

Coimbatore Management Association

Monday Musings

Coimbatore Management Association hosted a session on 6th November featuring Dr. L. Karthikeyan, Director at Nehru College of Management, Coimbatore. The session focused on the topic 'Logistics and Supply Chain Management.' Dr. Karthikeyan reached into various documents in logistics, including Proforma Invoice, Bill of Lading, Letter of Credit, Packing List, Airway Bill, Insurance Certificate, and others,



Session by Dr. L Karthikeyan

emphasising their significance for a document controller. The session concluded with a Q/A segment, and participants expressed great enthusiasm and satisfaction.

CMA hosted a session on 20th November with Dr. M. Akila, Chief Executive Officer (CEO) at KSR Educational Institutions while also serving as a Professor in the Department of Information Technology at K. S. Rangasamy College of Technology, Tiruchengode, who spoke on the topic ‘Strategic Management’. She spoke on the importance of strategic management, which sets a clear direction for an organisation’s future, and facilitates better decision making by aligning actions with goals.



Session by Dr. M. Akila, Chief Executive Officer (CEO) at KSREI



Talk by Dr. K. Durai

CMA’s Monday Musings hosted a session on 27th November with Dr. K. Durai, a Senior Assistant Professor in Organisational Psychology at Vivekananda Institute of Management Studies, Coimbatore. He is also a reviewer in American Journal of Management Science and Engineering and spoke on the topic of ‘Resilience’. The session concluded with a lively Q/A session.

Delhi Management Association

Diwali Celebration

Diwali, the festival of lights, arrived at the Delhi Management Association in a resplendent display of culture, tradition, and camaraderie. The celebration’s highlight included numerous fun games and the presentation of the best traditional dress award, followed by lunch.



President Mr. Yogesh Misra, Vice President Mr. Navneet Kumar Sharma, Hon. Secretary Mr. Amit Arya and with all DMA members

Coffee Table Book Placing

DMA organised the launch of the eagerly awaited book by BusExe, a unit of Sulumar Infrastructure Products and Services Pvt. Ltd., a corporate life member, for the placement of the coffee table book titled ‘Influential Indians: Volume III’ in the DMA library. The coffee table book, printed by The Crazy Tales, focuses on influential Indians of today and delves into the lives of individuals who have been selected for inclusion.



(L – R) Ms. Amrita Kar, Ms. Chhavi Prabhakar, President Mr. Yogesh Misra, Kr. Partha Dhiraj Sinha and Mr. Manish Mishra



Speaker- CS Deepak Jain

DMA along with Bangalore Management Association organised a webinar on ‘Towards A Sustainable World’ on 16th of November. DMA ESG Committee is spreading awareness on sustainability under the leadership of CS Deepak Jain, chairman DMA ESG Committee. The programme was well appreciated by BMA members.

Intra College B-Plan Competition

DMA participated in the Institution Innovation Council at Rukmini Devi Institute of Advanced Studies for the Intra College B-Plan Competition. Mr. Amit Kumar Arya, Honorary Secretary of DMA, was invited as the chief guest for Ideathon 2.0, Phase-1. DMA commends all the teams for their outstanding performances; each presentation showcased creativity, critical thinking, and a commendable understanding of contemporary business dynamics.



Mr. Amit Kumar Arya, Honorary Secretary, DMA the chief guest for Ideathon 2.0



CS Deepak Jain with speaker Ms. Shivani Garg with other DMA members.

DMA conducted an evening talk on work-life balance on 18th November. The speakers were CS Deepak Jain, Company Secretary and Ms. Shivani Garg, Management and Behavioral Training Consultant. The participants appreciated the DMA initiative in conducting frequent sessions on such a relevant topic, covering various aspects of life.



CS Deepak Jain with other panelists

DMA ESG Committee was one of the theme partners of the 15th GRIHA Summit on Sustainability organised by GRIHA Council (promoted by TERI) on 23rd and 24th November. CS Deepak Jain was one of the speakers on 'Role of Local Economies in Sustainable Development'. DMA management committee has identified sustainability as one of the focal areas for its various awareness initiatives.

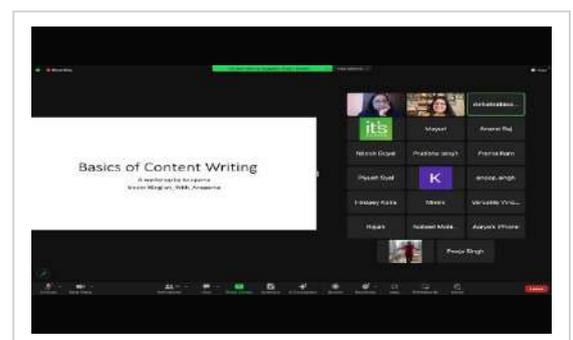
DMA and Doon Business School collaborated to organise an online session on 'Sustainability and Convergence: The Future of Corporate Governance System.' The session received positive feedback from both faculty and students.



Session on 'Sustainability and Convergence: The Future of Corporate Governance System.'

Faridabad Management Association

On the 4th and 5th of November, Faridabad Management Association organised a virtual Management Development Programme (MDP) on 'Content Writing,' facilitated by Ms. Anupama Garg, a Communication Strategist. Ms. Garg provided insights into crafting a content writing portfolio to engage the target audience effectively. Additionally, she shared techniques for tailoring content for diverse online channels such as blogs, social media, and e-commerce sites. The event gathered participation from both industry and academia.



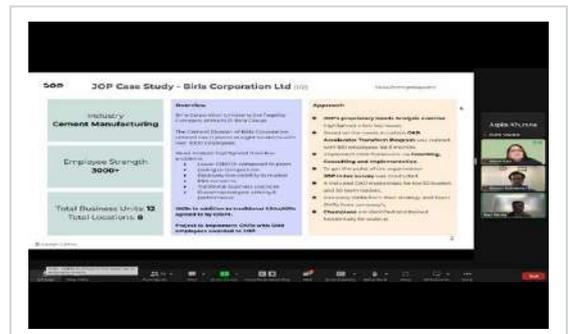
Management Development programme on 'Content Writing'

FMA conducted its 2nd 'Unnati Talk Show' – (Women Empowerment) at Imperial Auto Industries, Faridabad on 16th November. The event started with a welcome note by Ms. Prabhleen Kaur – Head- Human Resources, Imperial Auto Industries and Mr. Tarun Lamba, Director, and CEO of Imperial Auto Industries, who welcomed the guest speakers Ms. Harpreet Kaur Taneja, CEO, Weaving Synergies, Ms. Saloni Kaul, President-FMA and the host Ms. Monica Anand, Director, Corporate Relations – Anand Engineering and Head – Academia Relations, FMA. Ms. Harpreet spoke about her incredible journey of struggles and triumphs. The event was attended by women employees of Imperial Auto Industries and the members of FMA.



(L – R) - Mr. Tarun Lamba, Director and CEO, Imperial Auto Industries giving a floral welcome to Guest Ms. Harpreet Kaur Taneja, CEO, Weaving Synergies

FMA conducted a virtual panel discussion on the topic 'Unlocking Strategic Success Through OKRs' on 24th November. The event was hosted and moderated by Ms. Saloni Kaul, President -FMA who opened the discussion after her welcome address. Mr. Gaurav Sabharwal, Co-founder, and CEO of GETJOP, initiated the conversation on the topic. It was further substantiated by Mr. Ravi Verma, Vice President -Growth, GETJOP by giving Case Studies of 2 Successful Companies using OKRs i.e., Tech Services and Digital Marketing, New Jersey, US and New Delhi, India, and Birla Corporation Ltd. A vote of thanks was proposed by Mr. V. Thyagarajan, Executive Director, FMA.



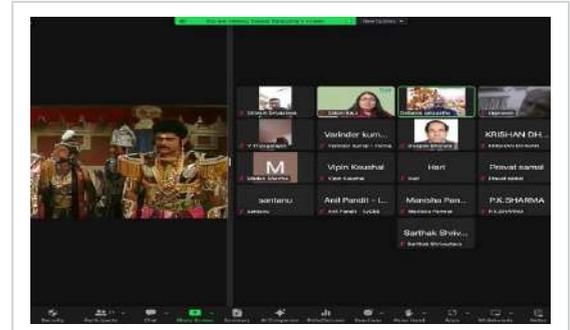
Panel discussion on 'Unlocking Strategic Success Through OKRs'



(L-R) Mr. Ravinder Singh, Head - Membership, FMA, Guest Speaker Dr. Varun Prathap Singh, Osteopath and Shoulder expert, Mr. R.N. Dewan, Patron, FMA and CEO UTE Group, Faridabad, Ms. Saloni Kaul, President, FMA and Founder and CEO - It's People and guest speaker Dr. Anshu Mala, Dry Needling and Pelvic Floor Rehab Specialist

On 25th October, FMA conducted Holistic and Wellness Series 'AROGYATA' at Imperial Auto Industries, Faridabad. The event commenced with a welcome address by Ms. Saloni Kaul, President, FMA. The guest speakers for the session were Dr. Varun Prathap Singh, Osteopath and Shoulder Expert and Dr. Anshu Mala, Dry Needling and Pelvic Floor Rehab Specialist. Mr. R.N. Dewan, CEO – UTE Group and Patron, FMA also shared his experience. It was attended by employees of Imperial Auto and members of FMA from Industries. A vote of thanks was proposed by Mr. Ravinder Singh, Head, Membership, FMA.

Another signature virtual event ‘Management Lessons from Mahabharat’ was conducted by FMA on 26th November. The session started with a welcome address by Ms. Saloni Kaul, President, FMA. Thereafter, Mr. Debasis Satpathy, Chief General Manager- NBCC (India) Ltd., spoke on the topic ‘CONFLICT MANAGEMENT STYLES – Krishna, Bhishma, Drona and Karna’. It was followed by Q/A session which was handled by Ms. Saloni Kaul, President, FMA. Finally, a vote of thanks was proposed by Mr. V. Thyagarajan, Executive Director, FMA.



Virtual session on ‘Management Lessons from Mahabharat’

Ghaziabad Management Association

Ghaziabad Management Association organised a half day workshop on ‘Unlocking Potential: The Power of Automation’ on 16th November to gain a comprehensive understanding of automation across industries. The speaker was Mr. Satish AV, Head of Strategic Partnerships and Sales at Orangewood Labs. The workshop was to understand diverse automation technologies (robotics, AI, IoT) for practical applications. There was a live demonstration of robot working which was attended by 48 participants, including industry owners and students.



Felicitation of speaker by GMA



Members of GMA, Rotary, Director ITS with Speaker

GMA organised a lecture on 23rd November on ‘The Israel – The Arab Stalemate’ in partnership of Rotary International at Institute of Technology and Science, Ghaziabad by eminent speaker Mr. Pramit Pal Chaudhuri, who is South Asia practice head for the Eurasia Group, based in New Delhi. The lecture was attended by 175 members of GMA, Rotary international and students of the Institute.

GMA organised a lecture on ‘Data Strategy - AI/ML’ on 28th October at IMT, Ghaziabad. The speaker was Ms. Anu Jain, MD, JP Morgan Chase Bank, New York. Over 400 participants from different industries, GMA and students attended the lecture. Participants gained valuable insights into addressing key aspects of a comprehensive data strategy, including data collection, storage/infrastructure, integration, quality, security, scalability/flexibility, and continuous improvement.



GMA presenting a memento to the speaker

GMA organised a ‘Cervical Cancer Detection Camp’ in association with CARTE, a NGO, and Beautiful Tomorrow Trust on 29th November. The Doctor first explained the importance of detection of the disease of Cervical Cancer in females. After their consent, the test was conducted on 10 patients. This is the first of its kind detection camp organised by GMA and is planning to have this camp organised every month to cover large society.



Doctors, Principal with GMA ED



Plant visit in progress

GMA organised an industrial visit for GMA members at International Tobacco Limited on 29th November which was attended by 19 members. The General Manager explained the process and it was followed by the visit of the plant.

Goa Management Association

Goa Management Association hosted LeaderTalks on 16th November, featuring Mr. Vasu Ramanujam, Partner – Growth and Strategy at KoiReader Technologies Inc., at the International Centre Goa, Dona Paula. The event centered around the theme ‘Logistic and IT – The Golden Sunrise.’ Mr. Ramanujam shared his four-decade journey in IT and logistics, from using Hollerith punched cards in the 1980s for inventory management to his current role in an award-winning American startup utilising Artificial Intelligence in logistics. Mr. Rajesh Mehrotra, Vice Chairman of GMA, and Mr. Virendra Acharya, Hon. Treasurer, introduced the speaker and conveyed the vote of thanks.



Mr. Vasu Ramanujam addressing

Hyderabad Management Association

SDP

HMA organised an industrial visit in collaboration with St. Ann’s College for Women (Autonomous) at Dolphin Foods in Hyderabad on 7th November. A total of 98 students along with 3 faculty members were part of the visit. The industrial visit aimed to provide students with practical insights into the operational dynamics of a successful food processing company.



Students with their faculty at the Dolphin Foods India



The office bearers and COO at the event

HMA NMDC Sustainability and Business Quiz, sponsored by NMDC, is being organised by HMA across 30 institutions in Telangana. Mr. Raja Satish, a Quiz Master and Communication Professional, is conducting the event. The Preliminary round will take place in these institutions, with an elimination round comprising a written test for teams of 2 participants. The inaugural session was held at RG Kedia College on 24th November, inaugurated by Jt. Secretary Mr. Mishra and HMA President Mr. Jaywant Naidu.

The Associated Chambers of Commerce and Industry of India (ASSOCHAM) jointly with HMA, with SOHAR Free Port Freezone, Oman and Pharma Export Promotion Council of India organised an interactive session on 23rd and 24th November to spread awareness on various business opportunities in Oman for Indian enterprises and how they can access SOHAR Port and Freezone strategic advantages and location within global trade routes to maximise their market reach in the Middle East, Africa and the US.



Inauguration of the HMA NMDC Sustainability & Business Quiz

MDP

On 28th November, HMA organised an online Management Development Programme focusing on ‘Flexibility and Adaptability.’ The session featured Mr. Arnaab Booral, a distinguished Change-Maker, Story Creator, Voice-over Artist, and Theatrical Storyteller, renowned for his work in impromptu and outbound training who addressed mid-management and junior-level employees of SeedWorks International Ltd from across India. Mr. Booral emphasised the importance of personal confidence in responding positively to change and new working methods.



MDP focusing on ‘Flexibility and Adaptability.’

Indore Management Association

Management Film Show

IMA Student Chapter organised a management film show for the students of the Institute of Business Management and Research (IBMR) IPS Academy, Indore (M.P.) on 3rd November. The selected movie for the session was 'The 5 Habits to Success.' Mr. Abhishek Mishra, a corporate trainer and facilitator, served as the facilitator for the session.



Felicitating the speaker, Mr. Abhishek Mishra



Participants at the industry visit

Industry Visit

IMA Student Chapter organised an industrial visit for the students of Govindram Seksaria Institute of Management and Research - [GSIMR], Indore (M.P.) on 4th November at Rajratan Global Wire Ltd., Pithampur.

IMA Student Chapter organised an industry visit for the students of the Institute of Business Management and Research (IBMR) IPS Academy, Indore (M.P.) on 4th November at Capco Industries Pvt Ltd., Pithampur. Mr. Hardeep Bagga, HR Head, explained to the students about the firm's internal functioning.



Participants during the industrial visit



Students during the visit at Dainik Bhaskar

IMA Student Chapter organised an industrial visit for the student of Medicaps University, Indore (M.P.) on 24th November at Dainik Bhaskar.



Acharya Shekhar Pandey with the participants

IMA Learnings from the Life of the Legend

IMA organised the learning from the Life of the Legends session on 'Management Sutras from Ancient Granth' by Acharya Shekhar Pandey on 7th November. The facilitator of the session was Acharya Shekhar Pandey, President at Vedic Science Research organisation and the Director at Cosmos Vedic world.

IMA Centre of Excellence

IMA student chapter organised a centre of excellence on 18th November for the students of Medicaps University Indore (M.P.) on the topic 'Building Soft Skills for Enhancing Employability'. The facilitator of the session was Ms. Reena Sharma, Corporate Consultant - TCS, Indore.



IMA student chapter organised a session at Medicaps University Indore (M.P.)



Mr. Javed Khan being felicitated

IMA student chapter organised a centre of excellence on 24th November for the students of Shri RGP Gujarati Professional Institute Indore on the topic 'Industry Ready Student.' The facilitator of the session was Mr. Javed Khan, HR -Head, FLB TATA International Ltd., Dewas.

Adarsh Matdan Kendra (Model Polling Booth)

IMA was honoured to champion civic engagement and social responsibility in our dynamic community. The recent initiative, the Adarsh Matdan Kendra (Model Polling Booth) was held on 17th November, witnessed a significant turnout. Facilities, including AC booths, healthcare services, and an inclusive environment, aimed to make the electoral process accessible and enjoyable for all.



Coverage of Adarsh Matdan Kendra (Model Polling Booth)



Dr. Sandeep Atre with the participants

Women Forum

IMA organised a powerful women forum session on 22nd November on the topic ‘Unlocking Your Voice - the Psychology of Social Interaction and Public Speaking’. The facilitator of the session was Dr. Sandeep Atre, Counseling Psychologist and Emotional and Social Intelligence expert, Founder – Socialigence, Co-founder CH Edgemakers.

IMA Breakfast Couple Meet

IMA organised a Breakfast Couple Meet on 26th November at Daly College Business School, Indore. Three dynamic duos from diverse domains shared their perspectives on the topic ‘Balancing Passion, Personal and Professional Life’. The facilitators were Dr. Poonam Newalkar, Obstetrician and Gynecologist; Dr. Prashant Newalkar, Senior Consultant Neurosurgeon; Ms. Mehak COO, Chef’s Alcove and Chef Karan Kakkar Chef and Founder - Chef’s Alcove; Dr. Preeti Partner - Travel funda and Marathoner and CA Naveen Khandelwal, Vice President IMA, Insolvency Professional and Registered Valuer.



Speakers during the session



Mr. Pushpendra Singh along with the participants

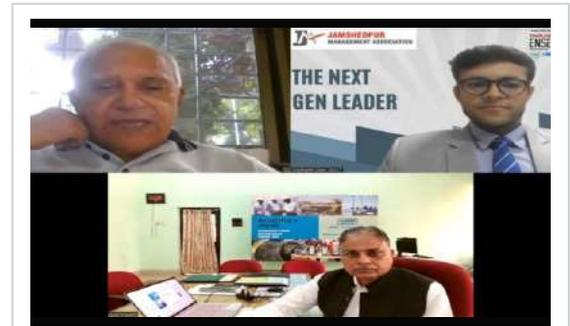
Reader’s Clique

IMA organised a reader’s clique- a book review session on the book ‘The 22 Immutable Laws of Marketing and The 1 - Page Marketing Plan’ on 30th November. The facilitator of the session was Mr. Pushpendra Singh Jadon, Director, Key Elements Marketing Solutions, Indore.

Jamshedpur Management Association

Educational Partner for XLRI Ensemble Valhalla

JMA collaborated with XLRI Jamshedpur for the annual cultural fest 'Ensemble Valhalla' and organised the Next Gen Leader Case Study Competition on 4th November, held virtually. Participants from various colleges, including NMIMS Mumbai, Welingkar Mumbai, IIM Lucknow, NALSAR Hyderabad, Great Lakes Gurgaon, SIIB Pune, and SPJIMR Mumbai, took part. The jury comprised Dr. Jittu Singh, XLRI & Tata Steel veteran, and Mr. Alok Tripathi, General Manager at NTPC Ltd. JMA congratulated all the participants for their efforts and dedication.



JMA jury sharing their valuable inputs with the participants



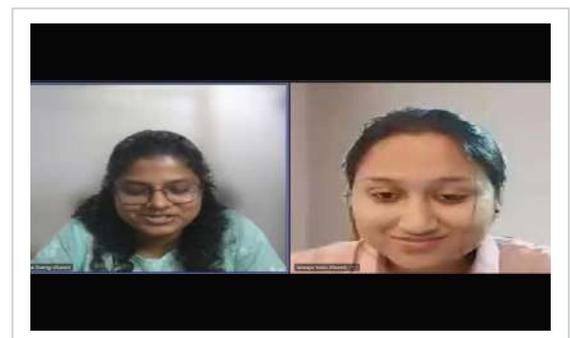
Mr. Ashish Satyavrat Sahu with the participants

Young Achiever Series Talk

JMA organised a Young Achiever Series talk on 'Changing Potential into Performance' on 7th November with Mr. Ashish Satyavrat Sahu, Founder of Khadiwala Designer and Johargram. Mr. Sharma highlighted the importance of unlocking individuals' full potential to drive outstanding performance, emphasising creativity, innovation, and collaboration with local craftsmen. The session saw participation from over 50 attendees.

Talk

Jamshedpur Management Association organised a virtual session an Enriching Life Series (E.L.S) talk on 'Wonders of Jigsaw: A Tool for Mind Health' on 9th November. The speaker for the event was Ms. Geetika Dubey, Founder of Rapturous and Neysara, and a Research Scientist in the Department of Medical Devices at NIPERH. Ms. Dubey discussed how jigsaw puzzles provide cognitive benefits, enhancing mental well-being by improving problem-solving skills, memory, and concentration. The session was attended by more than 52 participants.



Ms. Geetika Dubey addressing the session

Industrial Visit

On 23rd November, a team of 30 students from Arka Jain University had the enriching opportunity to participate in an educational industrial excursion to CTC India. The visit aimed to provide them with a firsthand experience of real-world operations. At the facility, students were immersed in industrial processes, cutting-edge technologies, and dynamic work environments that characterise today's industries.



Industrial visit to CTC India



Battle of Titans at IIM Ranchi

Battle of Titans

JMA, in collaboration with IIM Ranchi, organised a Battle of Titans competition on 26th November at the IIM Ranchi campus. The event comprised three different competitions: Poster Making, Case Study Competition, and Panel Discussion, each with various subcategories. Mr. Sanjay Sinha from KNL Group and Mr. Satish Agarwal, Manager at Affine Analytics, served as the judges for the event. More than 80 students participated in all three competitions.

Industrial Visit

On 28th November, 30 students from Srinath University experienced an enlightening educational industrial excursion to the TATA Motors Jamshedpur plant. Tailored to offer a hands-on encounter with real-world operations, the visit immersed students in industrial processes, cutting-edge technologies, and dynamic work environments. Direct interactions with seasoned professionals enriched their understanding of diverse sectors and illuminated potential career pathways.



Industrial visit to TATA Motors, Jamshedpur

Training

JMA organised an Advanced Excel Training for Timken India and Indian Steel & Wire Product Limited (ISWPL) executives on 28th November. The training covered a diverse range of topics, including Excel customisation, fundamental functions, formatting, proofreading, mathematical operations, protection, text manipulation, what-if analysis, logical operations, data validation, lookup functions, pivot tables, chart creation, slicers, and more. Mr. Prateek Agarwal from IVY School conducted the session, receiving positive feedback from all participants.



Mr. Prateek Agarwal with the executives

Workshop

JMA organised a one-day workshop on ‘AI for All’ for executives from TATA Steel, Indian Steel & Wire Product Limited (ISWPL), and Enar Group on 29th November. The programme aimed to provide participants with a comprehensive understanding of artificial intelligence (AI) principles, applications, and ethical considerations. The curriculum covered introductory concepts such as machine learning, neural networks, and natural language processing.



Participants at the workshop on ‘AI for All’

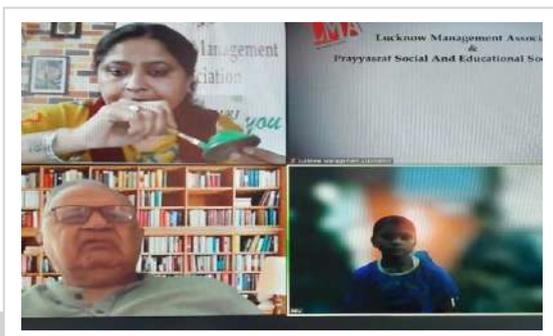
Lucknow Management Association

Classical music festival

Lucknow Management Association in collaboration with Trisaamaa Arts Cultural Organisation and Bhatkhande Sanskriti Vishwavidyalaya organised the 4-day Classical music festival- Annapurneshvari from 2nd – 5th November. The festival aimed to provide a holistic celebration of Indian arts and classical music, featuring captivating music concerts, immersive workshops, thought-provoking film screenings, and a fascinating picture exhibition on the lives of legendary musicians in our country, including Pt. Nityanand Haldipur, Vidushi Sandhya Apte, Pt. Basant Kabra, Ustad Akram Khan, and Pt. Manoj Mishra. The Chief Guest, Padma Shri Smt. Malini Awasthi, graced the occasion, adding to the grandeur of the event.



Pt. Nityanand Haldipur performing



Ms. Vandana Misra along with the students

Online Workshop

LMA and Prayyasrat Social and Educational Society (NGO) organised an online workshop with Bhartiya Vadhira Vidhyalaya students on making handmade craft items by Ms. Vandana Misra, Founder, Director with brand name Kraftgiri on 7th November. The items made for Diwali were sold in exhibition at Shalimar Mall, the stall for the BVV was sponsored by the NGO from 3rd November to 5th November.

Interactive Session

Young Managers Forum of LMA organised a session for Careers in the Stock Market on 7th November. The session was conducted by CA Devesh, a Chartered Accountant. During the session, students received information about various careers in the stock market and the necessary skill set for success in those fields.



CA Devesh Agarwal interacting with students



Mr A.K. Mathur addressing the session

Online Northern Region Meeting

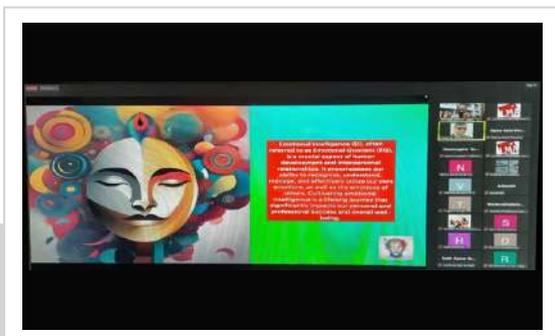
LMA in collaboration with AIMA organised a virtual meeting of the Northern Region - LMA Coordination Meeting on 8th November. Mr. A.K. Mathur, Vice President, LMA, coordinated the meeting. LMA's which were part of this group include Allahabad, Bathinda, Chandigarh, Dehradun, Delhi, Faridabad, Ghaziabad, Gurgaon, Hardwar, Lucknow, Ludhiana, Meerut, Noida, Rohilkhand, Yamuna Nagar Jagadhri Management Association.

PhotoExpo-2023

LMA in collaboration with Uttar Pradesh Photo Fair Trust and IISE group of Institutions organised a three-day Uttar Pradesh 9th Digital and Imaging PhotoExpo-2023 from 7th-9th November at Ekana Stadium. The Chief Guest Mr. Jaiveer Singh, Minister of Tourism and Culture, Uttar Pradesh, added grandeur to the occasion. The presence of LMA members, including Mr. Pravin Kumar Dwivedi, Col (Dr) Sameer Mishra, Ms. Renu Chaudhary, and Dr. Arun Kumar Shukla, further enhanced the event's significance.



Uttar Pradesh 9th Digital and Imaging PhotoExpo-2023



Dr Dheeraj Mehrotra sharing the presentation

Online Session

LMA organised an online session on 'Cultivating Emotional Intelligence' on 18th November by Dr Dheeraj Mehrotra, Author and National Awardee. Col Sameer Misra, Member Core Group, LMA welcomed and introduced the speaker and proposed a formal vote of thanks. A virtual gathering of more than 85 professionals and students were there.

LMA organised an online webinar on ‘Public Speaking and Presentation Skills’ for the Shield Defence Academy SSB students on 23rd November. Ms. Renu Chaudhary, GM of LMA, welcomed and introduced the expert, Ms. Shyamala. The vote of thanks was delivered by Mr. Col (Dr) Sameer Mishra, Executive Director of LMA.



Ms. Shyamala sharing the presentation



Presentation by Mr Varun Vidyarthi

LMA in collaboration with Global Citizen Network, a Cooperative registered in Finland and operating in several countries of the world, organised an online session on Solutions for solutions to help the poorest rural communities combat poverty on 30th November. The keynote speaker was Mr Varun Vidyarthi, Founder of Manavodaya, an NGO based in India, known for its pioneering self-help methods that help the poorest rural communities’ combat poverty and social injustice with innovative values and approaches.

Ceremony

LMA, in collaboration with Guide Social Welfare Institute, organised the Golden Age Yugpuruush Samman Investiture Ceremony on 19th November. The event aimed to honour highly distinguished individuals for their invaluable contributions to societal reconstruction. Dr. Hari Om Ji, Principal Secretary of the Ministry of Social Welfare, served as the chief guest. Dr. Anil Rastogi presided over the investiture programme. Mr. Atma Prakash Mishra, Assistant Director, Doordarshan Lucknow, was the main speaker. Special guests included Additional Director Prosecution, Mr. Satya Prakash Rai, and Mr. A.K. Mathur, Vice President, Lucknow Management Association. Dr. Indu Subhash, Chief Coordinator of the programme and Founder of Guide Social Welfare Institute, played a key role in the event.



(L-R) Mr. A.K. Mathur and Ms. Renu Chaudhary

Conference

LMA, in collaboration with the Micro Finance Association of Uttar Pradesh (UPMA), hosted a conference on 20th November. The event focused on the theme ‘Microfinances Role in Contributing to Uttar Pradesh GDP of 1 trillion Dollars.’ Mr Kunwar Brijesh Singh, Honorable State Minister of PWD, Government of U.P, graced the occasion as the Chief Guest. The distinguished speakers included Mr. H.R. Khan, Former Deputy Governor of RBI, Dr. Navneet Sehgal, President of LMA, Dr. Balu Kenchappa, Regional Director of RBI, Mr. Prakash Kumar, Dy. Manager Director of SIDBI, and Ms. Sundusha Bose, GM at NABARD.



Dr. Navneet Sehgal addressing the conference



(L-R) Mr A.K. Mathur, Col Sameer Misra and Ms. Renu Chaudhary

LMA, in collaboration with the Faculty of Architecture and Planning at AKTU and VITO Belgium, hosted a two-day International Urban Climate Resilience (URBCARE) conference on 22nd and 23rd November at the AKTU Campus in Lucknow. Dr. Shri Arun Kumar, the Honourable State Minister (Independent Charge) of the Environment, Forest and Climate Change Department, Government of Uttar Pradesh, was the chief guest.

IFLC 2023

The 6th International Financial Literacy Conclave on ‘Financial Inclusion: Bridging the Gap’ was held in hybrid mode on 24th November organised by Awoke India Foundation in collaboration with Lucknow Management Association. The conclave featured panel discussions on various topics related to digital financial services. The event attracted over 150 attendees from various professional backgrounds.



Panelists at the session

Conversation

LMA in collaboration with Indian Institute of Management Lucknow organised a conversation on Road Map for Building Expertise in Artificial Intelligence and Machine Learning on 29th November at IIM Campus Lucknow. The guest speaker for the event was Mr. Pranjal Pathak, a 1996 graduate of electrical engineering from IIT Kanpur, with a Master of Science from Case Western Reserve University in Cleveland, USA. The session was moderated by Prof. Kartik Yadav, and Mr. A.K. Mathur, Vice President of LMA, welcomed and introduced the speaker. The session also featured insights from Varun Vidyarthi, who discussed the training and solutions provided by Manavodaya.



(L-R) Mr. Pranjal Pathak, Prof. Kartik Yadav and Mr A.K. Mathur

Pala Management Association

Monthly Programme

Pala Management Association held its general body meeting on 25th November with 27 participants. The President, Mr. Jacob TJ presided over the meeting. The keynote speaker, CA. Santhosh N, Vice President, and Head of Finance (Enterprise Business Segment) of Vodafone Idea Ltd, LinkedIn Top Leadership Voice Badge holder, and certified trainer on Blockchain, shared his vast knowledge on the subject of ‘Blockchain Basics’. He explained the main characteristics and features, evolution, and transformational stage of Blockchain Technology.



Speaker - CA. Santhosh N addressing the participants

Thrissur Management Association

TMA’s Vision 2047: Thrissur CEO Meet Up

Thrissur Management Association and Thrissur Municipal Corporation organised a CEO Meetup on 8th November. The event, graced by Mr. M K Varghese, Honorable Mayor of Thrissur, brought together CEOs and stakeholders from diverse organisations in Thrissur. During this insightful meeting, participants shared valuable perspectives and ideas for the city’s development, making it a highly fruitful and collaborative event.



Mr. M K Varghese, Hon. Mayor and CA Geo Job President, TMA addressing the members

Management Development Session

On 9th November, TMA GEC Student Chapter organised a management development session at the Government Engineering College, Thrissur. The event, centered around the theme ‘Campus to Career: Checking In,’ featured a compelling session led by TMA MC Member Er Rajeevan C G. Around 100-chapter members actively participated, making the event a resounding success.



Er Rajeevan C G interacting with students



Mr K Babu (Former Executive Vice President, Federal Bank)

On 16th November, TMA organised a session at Sahrdaya College of Advanced Studies, Kodakara, Thrissur. The session featured a lecture and interactive discussion led by Mr. K Babu, Former Executive Vice President of Federal Bank, on the topic ‘Above the Rain Clouds.’ The session was attended by 100 members.

On 23rd November, TMA organised a MDP at Christ College, Thrissur. The esteemed speaker for the session was Rev Fr. Roy Vadakkan, Assistant Professor at Jyothi Engineering College. The focal point of his address was ‘Reengineering Minds for a Successful Career.’ 100 students from diverse departments participated in the session.



Rev Fr. Roy Vadakkan (Asst. Prof Jyothi Engineering College) addressing

Er. Francis George, Hon Treasurer, TMA and Former VP, Citibank Singapore addressed a seminar on 24th November which comprised post-graduate students and faculty members of commerce and economics from various colleges. The topic of the seminar was 'Fintech and India's Digital Revolution'. He covered the concept of fintech and how india's digital public infrastructure aided the rapid growth of fintech in India.



Er Francis George, Hon Treasurer, TMA and Former VP, Citibank Singapore



TMA Members with Chief Guest

TMA Guest Lecture

TMA organised a guest lecture session on 10th November. The event was inaugurated by Mr. M K Varghese, Honorable Mayor of Thrissur. The guest speaker for the session was District Collector, Mr. V R Krishna Teja, who delivered a captivating keynote address on the topic 'Signatures.' The session was well-received by 100 members.

TMA Managing Committee Meeting

TMA conducted its monthly management committee meeting on 14th November, and CA Shaji P J, TMA MC member, hosted the gathering. The committee deliberated on upcoming programmes and discussed new initiatives. 41 MC members actively participated.



Presidential address by CA Geo Job

TMA Guest Lecture

On 20th November, TMA organised a guest lecture session on the topic 'Indian Stock Market: Future Perspective.' The session featured Prof Dr V K Vijayakumar, Investment Strategist at Geojit Financials Services Ltd, who provided valuable insights into the future of the Indian stock market. The event was presided over by TMA President CA Geo, and the Immediate Past President and MD and CEO of ESAF bank, Mr. K Paul Thomas delivered a special address.



(L-R) Prof Dr V K Vijayakumar, (Investment Strategist, Geojit Financial Services Ltd) and Mr K Paul Thomas (Immediate Past President, TMA)

Thrissur Vision 2047: Stakeholders Meeting

As a crucial step towards TMA's Vision 2047 and the Thrissur Development Plan, a joint meeting of various stakeholders was convened on 21st November at the Thrissur Collector Chamber. Chaired by the Honorable Mayor, Mr. M K Varghese, and attended by esteemed figures including District Collector V R Krishna Teaj, TMA President, CA Geo, TMA representatives, and members from various organisations.



TMA's Vision 2047 Stakeholders meeting with Thrissur Collector



Mr Seejo Ponnore (MD, Aquastar Industries) addressing

TMA Student Chapter Inauguration and Management Development Session

On 22nd November, the TMA-KAU Agri MBA student chapter was inaugurated by TMA Secretary CMA Madhu AP, who initiated the chapter activities. The event featured a keynote address by Mr. Seejo Ponnore, former TMA Secretary and MD of Aquastar Industries. The address, titled 'An Antidote,' explored pertinent topics such as the latest entrepreneurial changes, skilled management, and the future of AI in management.

TMA Thrissur Vision 2047 Committee Meeting

The Committee Meeting of TMA Thrissur Vision 2047 took place on 23rd November. The session focused on deliberating the vision plan for the Thrissur district, with active discussions centering on the beautification of key landmarks such as the town hall and other strategic plans. Around 15 members actively participated.



TMA Thrissur Vision 2047 Committee Meeting in progress

TMA Meet with CEO

TMA Meet with CEO programme took place on 25th November by Mr. Kochouseph Chittilappilly, Founder Chairman of V Guard Group who shared his inspiring life journey and experiences with TMA MC Members. The session was attended by 40 members.



Mr. Kochouseph Chittilappilly, (Founder Chairman, V-Guard Group) addressing TMA Members



CAT R Anantharaman, Sr Vice President, TMA addressing

Student Chapter Inauguration and Management Development Session

The inauguration of the TMA-MD College Student Chapter took place on 28th November at MD College, Pazanji, Thrissur. CAT R Anantharaman, Senior Vice President of TMA, spearheaded the initiation of chapter activities. His engaging address on ‘Corporate Job vs Entrepreneurship: Practical Insights’ resonated well with 100 attending chapter members.



TMA presenting a memento to Mr. P R Sheshadri, MD and CEO of South Indian Bank

Meeting

On 30th November, four members from TMA had a constructive meeting with Mr. P R Sheshadri, the recently appointed MD and CEO of South Indian Bank. The TMA representatives presented an overview of TMA Vision 2047 and discussed various initiatives.

Trivandrum Management Association

TMA’s Environmental Initiative

Trivandrum Management Association organised the ‘Honoring the Guardian Angels of Kerala’s Environment’ event on 8th November in Thiruvananthapuram. Recognising the exemplary dedication of Haritha Karma Sena, the event celebrated their efforts in environmental rejuvenation and underscored their broader mission to enhance residents’ well-being. The event not only commemorated achievements but also catalysed a transformative call to action, highlighting the impactful role of collective efforts towards a cleaner, greener, and more sustainable Kerala.



Participants during the event

Coffee with Corporate Leader

TMA Student Chapter Committee hosted ‘Coffee with a Corporate Leader,’ at CET School of Management, Sreekariyam, Trivandrum on 9th November. The Guest Speaker was Mr. Raj Kalady, CEO of Pallium India, and Former Managing Director of PMI India. He emphasised the following key attributes to thrive in a constantly changing world: interdependence, accepting reality, focus and patience, networks, and networking, getting out of the comfort zone, cultivating hobbies, and adaptation. The programme saw enthusiastic participation from students and faculty members.



Mr. Raj Kalady addressing the students



Mr. C. Padmakumar, President of TMA, extending a warm welcome to the students

Training programme

TMA organised an impactful one-day training programme for students on 25th November at TMA House in Jawahar Nagar, Kowdiar, Thiruvananthapuram. Led by the esteemed Corporate Trainer, Mr. N Sethu Madhavan, the event was designed to enhance the personal effectiveness and interview skills of management students. The event was well-received by the students.

Study Tour

TMA’s study tour to the Kerala Arts and Craft Village (KACV) in Vellar, Trivandrum, proved to be an enlightening experience, providing a deep immersion into Kerala’s rich cultural heritage and exceptional artistic talent. The visit served as a testament to the ingenuity and traditional skills of local artisans, showcasing their innovative spirit.



Participants at the Kerala Arts and Craft Village (KACV) in Vellar, Trivandrum



Dr. S. Unnikrishnan Nair addressing the participants

Lecture

Dr. S. Unnikrishnan Nair, Director of Vikram Sarabhai Space Centre delivered an insightful talk on ‘Challenges in Human Space Mission’ on 27th November. The talk delved into the programme objectives, its current status, and future directions, captivating the audience with a captivating journey through the intricacies of space exploration.

Vaikom Management Association

VMA conducted the third series of Employability Skills training at ICM Computers, Thalayolapparambu, on 11th November. Ms. Indira. N. G, Vice President of VMA, delivered the welcome speech and introduced VMA and faculty to the participants.

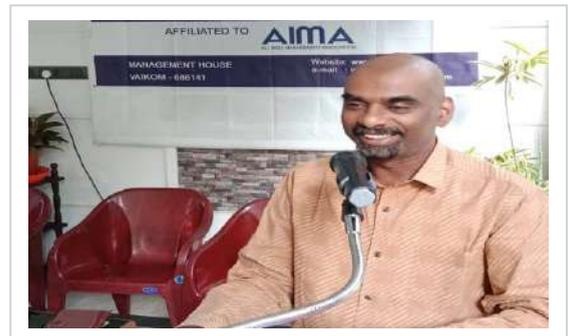
The first session featured a motivational speech by Mr. N. Shine Kumar, President of VMA, who discussed career development, utilising opportunities, and advancing various soft skills with a positive attitude. The second session was conducted by Mr. M. Raju, Secretary General of VMA, and the third session by Mr. Vaikom Nandan, a renowned HR Consultant, Clinical Hypnotherapist, and motivational speaker, providing insights into the mindset and approach of the current young generation. The session concluded with a meditation enjoyed by all participants, and Ms. Anjali Ajimon expressed the vote of thanks.

VMA organised its monthly meeting on 26th November, starting with a prayer song and observing a one-minute silence to pay respects to the victims of the CUSAT stampede tragedy. The speaker, Mr. Preeth Bhaskar, expressed happiness in sharing his thoughts with the elite group. Mr. D. Narayanan Nair, former Vice President of VMA, presented a gift to the speaker, and Mr. M. Raju, Secretary General of VMA, extended the vote of thanks.

Mr. M. Raju, Secretary-General, VMA participated in the Southern Region Coordination Committee meeting held online on Zoom platform on 7th November and presented the activities of VMA, conducted during the last 3 months and the future plans.



Mr. Vaikom Nandan, addressing the session at ICM Computers training Hall



Session by Mr. Preeth Bhaskar

AIMA Events Calendar

Event	Programme Chairman/Key Speaker	Venue	Date
12th Senior Leadership Retreat	Sunil Kant Munjal Chairman Hero Enterprise	Goa	18 - 20 December 2023
Sixty Seventh LeaderSpeak Session	Mr M J Akbar An Indian Journalist and Politician	Online	22 December 2023
Young Managers Simulation Championship		Online	December – 2023 January 2024
National Competition for Managers		Online	December 2023 - January 2024
Innovation Practitioner’s Case Study Competition		Online	12 January 2024
Workshop on “Unleashing Your Writing Superpowers: Mastering the Art of Worldbuilding	Dr Himanshu Talwar Chairman - AIMA YLC Delhi & NCR Chapter and International TEDx Speaker	Online	12 January 2024
Women LeadHERship Retreat		Colombo, Sri Lanka	17-19 January 2024
Shaping Young Minds Programme		Jamshedpur	06 February 2024
Dr K S Basu Memorial Lecture	Sanjiv Mehta Former CEO and Managing Director Hindustan Unilever Limited	Online	08 February 2024
AIMA’s Foundation Day & National Management Day		New Delhi	21 February 2024
Corporate Management Olympiad		Online	February -March 2024
Pragati		New Delhi	March 2024
Student Management Games		Various Regions	Till April 2024
Student Management Quiz		Various Regions	Till April 2024

Event	Programme Chairman/Key Speaker	Venue	Date
National Leadership Conclave and Managing India Awards		New Delhi	22-23 April 2024
Global Advanced Management Programme		Silicon Valley, USA	May 2024

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