

AIMA News

AIMA'S MONTHLY E-MAGAZINE

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

MARCH 2023



Dear Readers,

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

The past few weeks have been quite busy at AIMA with several large-scale events, regular programmes and special interactions being organised.

AIMA organised its 8th National Leadership Conclave (NLC) on the theme 'Mission 2047: India's tryst with a new destiny', where dignitaries from various fields discussed how India is on the cusp of becoming a global force to reckon with. Mr Nitin Gadkari, addressed the inaugural session via a special video message and appreciated AIMA for setting up forums such as the NLC for discussing India's challenges, opportunities, issues and strategies. The session was also addressed by AIMA President Mr Shrinivas Dempo, Sr Vice President Mr Nikhil Sawhney and myself. Various eminent speakers including Mr Amitabh Kant, Mr Harsh Vardhan Shringla, Mr Sanjiv Bajaj, Mr Sunil Kant Munjal, Mr Sanjeev Sanyal, Ms Sharmila Tagore, Mr Kabir Bedi, Mr Sudhanshu Mani amongst others, shared their views on pertinent topics and themes over several sessions.

The 13th AIMA Managing India Awards were also successfully held the same evening. Mr Jyotiraditya Scindia, the Chief Guest on the occasion, presented the awards to various stalwarts. This year's prestigious recipients included Mr Kumar Mangalam Birla, Mr Venu Srinivasan, Mr TV Narendran, Mr Sanjiv Bajaj, Mr Samir Mehta, Mr Sanjeev Sharma, National Payments Corporation of India, Mr Rahul Kanwal, Mr Tarun Mehta and Mr Swapnil Jain; who were introduced by equally illustrious personalities. The awards Jury, chaired by Mr Sanjiv Goenka included the who's who of India Inc. Further details and glimpses from the awards night can be found inside.

AIMA's close association with the LMAs continued, with several interactions and meetings taking place during the period. An LMA CEOs' Meeting was organised with AIMA President Mr Shrinivas Dempo at AIMA, with representatives from 30 Local Management Associations participating in the interaction. In addition, Mr Dempo and I met with office bearers of all 10 Kerala based LMAs at Kochi. Mr Dempo also presented the Kerala Management Association's Excellence awards at their KMA Annual Award night. Another interaction with 7 western region based LMAs took place at Surat; while a visit was organised to Navsari where the President addressed the NMA Business Leadership Award function.

During the month, AIMA also rolled out the next editions of some of its established programmes and forums. The 4th PSU Summit, chaired by Mr Ranjan Kumar Mohapatra, was successfully held in New Delhi where Mr Sunil Kant Munjal delivered the keynote address. Several industry leaders and subject matter experts addressed the various sessions. In addition, the 11th edition of Pragati – a women centric programme chaired by Ms Veena Swarup - was held online where Ms Rama Kirloskar shared some unique insights and perspective on Inclusivity and Equity; while the 62nd LeaderSpeak programme witnessed Mr Raman Kant Garg shed light on 'Inequality and taxation' in conversation with Mr Dempo. AIMA also participated in the 1st AAMO Council Meeting held online under the new Presidency of the Hong Kong Management Association.

All this, while AIMA's special Councils – AIMA Young Leaders Council and AIMA Aspire – continued to roll out programmes and sessions for young leaders and rising women professionals respectively. AIMA YLC held online sessions for its members on 'Early-stage Investment' and 'Stress Management'; while AIMA Aspire organised the book launch of a special book chronicling the challenges and complexities faced by Asian women in the workforce.

Brief reports are carried inside along with other updates from AIMA and the LMAs, as well as some interesting articles on management.

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

Warm Regards

Rekha Sethi
Director General

AIMA OFFICE BEARERS

PRESIDENT

Mr Shrinivas Dempo
Chairman
Dempo Group of Companies

SENIOR VICE PRESIDENT

Mr Nikhil Sawhney
Vice Chairman and Managing Director,
Triveni Turbine Limited and Director,
Triveni Engineering and Industries Limited

VICE PRESIDENT

Ms Suneeta Reddy
Managing Director
Apollo Hospitals Enterprise Ltd.

IMMEDIATE PAST PRESIDENT

Mr C K Ranganathan
Chairman & Managing Director
CavinKare Pvt Ltd.

DIRECTOR GENERAL

Ms Rekha Sethi

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GLOBAL ADVANCED MANAGEMENT PROGRAMME

**Reviving Growth
Through Open
Innovation Strategies**

**25th June – 1st July, 2023
Silicon Valley, USA**



Programme Director

Solomon Darwin

Executive Director, Garwood Center Corporate Innovation, Haas School of Business, University of California, Berkeley

Programme Objectives

- Identify opportunities for profitable growth.
- Respond and adapt to the challenges in the changing landscape due to rapid global economic trends.
- Examine the latest concepts, ideas and tools to help them align their business practices with global economic developments and conditions.
- Learn to build sustainable and innovative business models.

Programme Framework

- Class Room Lectures and Interactions
- Keynotes by Silicon Valley Startups and CEOs
- Visits to and interaction with the top management teams of some of the iconic and innovative companies like Nvidia, Cisco, IBM Research, Wells Fargo Bank, Standard Chartered Bank, PayPal, Fujitsu Open Innovation Gateway, Chevron Corporation, Pacific Gas and Electric Company (PG&E), Calpine Corporation, Dupont Innovation Centre, UC Berkeley Campus amongst others.

Participation Fee

Delegate Fee per participant: INR equivalent of USD 12500 per participant

Inaugural Discount: USD 1000 per participant for registrations received along with participation fee by 25 February, 2023.

Early Bird Discount: After 25 February, 2023 a discount of USD 500 per participant available for registrations received along with participation fee by 15 April, 2023.

- GST: 18% or as applicable on the date of fee payment will be charged on the participation fee.
- AIMA GSTIN No. 07AAATA1644A1ZH AIMA PAN No.: AAATA 1644 A
- Online registration available, please visit www.aima.in

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8th National Leadership Conclave

Mission 2047: India's tryst with a new destiny



(L-R) P S Puri, Former President, LNJ Bhilwara Group; Uddesh Kohli, Chairman, Construction Industry Arbitration Council; Sudir Jalan, Co-Chairman, Rieter India Pvt Ltd; Sanjay Kirloskar, Chairman & Managing Director, Kirloskar Brothers Ltd; Nikhil Sawhney, Sr. Vice President, AIMA & Vice Chairman & Managing Director, Triveni Turbine Ltd; Shrinivas Dempo, President, AIMA & Chairman, Dempo Group of Companies and Rekha Sethi, Director General, AIMA

AIMA organised its 8th National Leadership Conclave in a hybrid mode on 11th April 2023 at New Delhi on the theme 'Mission 2047: India's tryst with a new destiny', where dignitaries from various fields discussed how India is on the cusp of becoming a global force to reckon with.

Mr Nitin Gadkari, Minister for Road Transport and Highways, Government India addressed the inaugural session via a video message where he said, "I appreciate that AIMA is always taking up current and emerging national issues. For many years, the National Leadership Conclave has been a premiere forum for considering India's challenges, opportunities, issues and strategies. I commend



Nitin Gadkari, Minister for Road Transport & Highways, Government of India addressing the inaugural session via a video message



(L-R) Yezdi Nagporewalla, CEO, KPMG India; Amitabh Kant, G20 Sherpa, Government of India and Nikhil Sawhney, Sr. Vice President, AIMA & Vice Chairman & Managing Director, Triveni Turbine Ltd

AIMA for focussing this year’s leadership conclave on India’s new destiny as the country marches towards its century year in 2047.” He further added, “India is one of the fastest growing major economies in the world. The country has gradually built the economic capacity required to steadily increase its output at a high rate. Today, India has the critical mass of capital, technology, infrastructure, industry, entrepreneurship and management to achieve its goals.” Mr Shrinivas Dempo, President, AIMA and Chairman, Dempo Group of Companies; Mr Nikhil Sawhney, Senior Vice President, AIMA and Vice Chairman & Managing Director, Triveni Turbine Ltd and Ms Rekha Sethi, Director General, AIMA set the tone for discussions on India’s Mission 2047 at the inaugural session.

Numerous intriguing sessions and several fireside chats with distinguished dignitaries and veterans marked the National Leadership Conclave of AIMA.

“Any decision taken by G20 has severe implications

on the global economy. The G20 has grown and evolved as an economic grouping, a grouping of finance ministers and central bank governors to drive



Shrinivas Dempo, President AIMA & Chairman, Dempo Group of Companies



Harsh Vardhan Shringla, Chief Coordinator, G20 and Former Foreign Secretary, Government of India and Sanjay Kirloskar, Chairman & Managing Director, Kirloskar Brothers Ltd

economic growth, prosperity and progress. Every time there's been a financial or economic growth crisis, G20 has stepped in." said Mr Amitabh Kant, G20 Sherpa, Government of India while delivering

the keynote address at a session on 'G20 – India Takes the Lead' moderated by Mr Nikhil Sawhney. Mr Yezdi Nagporewalla, CEO, KPMG India delivered the concluding remarks.



Sanjiv Bajaj, Chairman & Managing Director, Bajaj Finserv Ltd and Sunil Kant Munjal, Chairman, Hero Enterprise

Mr Sanjay Kirloskar, Chairman & Managing Director, Kirloskar Brothers Ltd moderated an interesting session on India's position at a discussion on 'India's global leadership: Navigating geopolitical reality'. The keynote address was delivered by Mr Harsh Vardhan Shringla, Chief Coordinator, G20 and former Foreign Secretary, Government of India. He remarked, "We have come out of Covid-19 as a resilient economy. We have made some fairly dramatic progress in terms of digital transformations and adoption of fintech."

During one of the sessions of the day, Mr Sanjeev Sanyal, Member, Economic Advisory Council of Prime Minister of India, spoke about how India has changed its destiny because of reimagining the nation in the 21st century. He was in conversation with Mr Shrinivas Dempo.

At another fireside chat, moderated by Mr Sunil Kant Munjal, Chairman, Hero Enterprise; Mr Sanjiv Bajaj, Chairman & Managing Director, Bajaj Finserv Ltd, talked about the role digitalisation of finance is playing in democratising banking and financial services.



Sanjeev Sanyal, Member, Economic Advisory Council of Prime Minister of India and Shrinivas Dempo, President, AIMA & Chairman, Dempo Group of Companies

Moderated by Mr CK Ranganathan, Chairman & Managing Director, CavinKare Private Ltd, an engaging session on Train-18 or Vande Bharat story was held with Mr Sudhanshu Mani, IRSME (Retd. General Manager/ CF, Chennai), Independent Consultant & Fellow of Institute of Mechanical Engineers, London. Mr Mani

talked about the key takeaways from the Vande Bharat development for the ‘Atmanirbhar Bharat’. The concluding remarks for the session were delivered by Mr P Balaji, Chief Regulatory and Corporate Affairs Officer, Vodafone Idea Ltd.



Suneeta Reddy, Vice President, AIMA and Managing Director, Apollo Hospitals Enterprise Ltd and Sharmila Tagore, Veteran Actress

During a session on ‘Metaverse and money: A whole new economy is born’, Mr Rajan Navani, Vice Chairman & MD, JetLine Group of Companies & Founder & CEO JetSynthesys, spoke about the role that the government ought to play in regulating the metaverse. The session was moderated by Mr Pranjal Sharma, an economic analyst, advisor, and author.



Kabir Bedi, Veteran Actor and Harshvardhan Neotia, Chairman, Ambuja Neotia Holdings Pvt Ltd

Another film industry veteran and international icon, Mr Kabir Bedi also shared his experiences and insights in conversation with Mr Harshvardhan Neotia, Chairman, Ambuja Neotia Holdings Pvt Ltd. He talked about how the opportunities have changed for Indian entertainers.

Over an interactive and interesting fireside chat, veteran actress, Ms Sharmila Tagore spoke about how she navigated a film world that was in many ways rudimentary. The interaction was moderated by Ms Suneeta Reddy, Vice President, AIMA and Managing Director, Apollo Hospitals Enterprise Ltd.

A panel discussion on the way Gen Z entrepreneurs are different from that of

the previous generation entrepreneurs was held with Mr Kunal Khattar, Founding Partner, AdvantEdge Founders & Director, Rapido Bike Taxi; Mr Apurva Chamaria, Head of Startups & Venture Capital, Google India and Mr Anil Wali, Managing Director, Foundation for Innovation and Technology Transfer,



(L-R) Kunal Khattar, Founding Partner, AdvantEdge Founders & Director, Rapido Bike Taxi; Anil Wali, Managing Director, Foundation for Innovation and Technology Transfer, IIT Delhi; Kartik Sharma, National Chairman - AIMA YLC and Artificial Intelligence Thought Leader and Apurva Chamaria, Head of Startups & Venture Capital, Google India



Rajan Navani, Vice Chairman & MD, JetLine Group of Companies & Founder & CEO JetSynthesys and Pranjal Sharma, Economic analyst, Advisor and Author

(L-R) P Balaji, Chief Regulatory and Corporate Affairs Officer, Vodafone Idea Ltd; Sudhanshu Mani, IRSME (Retd. General Manager/CF, Chennai), Independent Consultant & Fellow of Institute of Mechanical Engineers, London and C K Ranganathan, Chairman & Managing Director, CavinKare Private Ltd

IIT Delhi; moderated by Mr Kartik Sharma, National Chairman, AIMA YLC and an artificial intelligence thought leader.

The conclave was physically attended by more than 350 delegates from industry, government, media

and academia. Live streaming on AIMA's YouTube, Facebook and Twitter channels also increased viewership by several thousand and crossed over 2.55 lacs views on all platforms.



(L-R) Yezdi Nagporewalla; Shrinivas Dempo; Harshavardhan Neotia; Kabir Bedi; Amitabh Kant; Rekha Sethi; Sanjay Kirloskar; Harsh Vardhan Shringla; Nikhil Sawhney; Sudir Jalan and Pranjal Sharma



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01. ((L-R) Nikhil Sawhney; Rekha Sethi; Sanjay Kirloskar; Shrinivas Dempo; Sharmila Tagore; Vinita Bajoria, Chairperson, Nicco Eastern Pvt Ltd; Rajiv Vastupal, Chairman & Mg Director, Rajiv Petrochemicals Pvt Ltd; Sumeeta Reddy and P Balaji

02. C K Ranganathan and Rajiv Vastupal

03. Delegates at the Conclave

04. Sunil Kant Munjal; Sanjiv Bajaj and Deepak Premnarayen, Executive Chairman, ICS Group



13th Managing India Awards

Honouring the Pioneers of Change



Jyotiraditya Scindia, Union Minister of Civil Aviation and Steel, Government of India with AIMA Managing India Award winners and AIMA Office Bearers

On 11th April 2023, AIMA organised its 13th Managing India Awards ceremony, where eminent leaders from various industries were recognised for their exceptional contributions. Mr Jyotiraditya Scindia, Union Minister of Civil Aviation and Steel, Government of India was the chief guest of the occasion and presented the awards to India's high-performing management leaders and institutions for their contribution to nation building.

Mr Scindia congratulated the awardees and called the awards a wonderful portrayal of Indian capability. "For me, it is a sobering moment but also a moment of tremendous pride because we see in India today the capability of straddling multiple domains with ease," he said. Drawing on the diversity of the awards and awardees, Mr Scindia said that the ceremony projected the vibrancy between the old and the



Jyotiraditya Scindia, Union Minister of Civil Aviation and Steel, Government of India addressing



(L-R) Suneeta Reddy, Vice President, AIMA & Managing Director, Apollo Hospitals Enterprise Ltd; Shrinivas Dempo, President, AIMA and Chairman, Dempo Group of Companies; Jyotiraditya Scindia, Union Minister of Civil Aviation and Steel, Government of India; Nikhil Sawhney, Senior Vice President, AIMA and Vice Chairman & Managing Director, Triveni Turbine Ltd and Rekha Sethi, Director General, All India Management Association

new, between ingenuity and entrepreneurship and between brick and mortar and technology. "This capability is the essence of the story of new India," he said.

Mr Shrinivas Dempo, President, AIMA and Chairman, Dempo Group of Companies delivered the welcome address and said that this year's Managing India Awards reflected achievements across the entire spectrum of Indian economy - from conventional economy to avant-garde ventures, from young entrepreneurs to empire builders, from public sector to multinationals.

Mr Nikhil Sawhney, Senior Vice President, AIMA and Vice Chairman & Managing Director, Triveni Turbine Ltd thanked the minister for presenting the awards and congratulated the award winners. He expressed appreciation for the award jury and the citation readers. Ms Suneeta Reddy, Vice President, AIMA &

Managing Director, Apollo Hospitals Enterprise Ltd introduced the Chief Guest and the introductory



Shrinivas Dempo, President, AIMA and Chairman, Dempo Group of Companies addressing



Kumar Mangalam Birla, Chairman, Aditya Birla Group receiving the AIMA Business Leader of the Decade Award from Jyotiraditya Scindia as Shrinivas Dempo and Nikhil Sawhney look on



Venu Srinivasan, Chairman Emeritus, TVS Motor Company receiving the Outstanding Institution Builder Award from Jyotiraditya Scindia

remarks were given by Ms. Rekha Sethi, Director General, AIMA.

This year's Business Leader of the Decade Award was given to Mr Kumar Mangalam Birla, Chairman, Aditya Birla Group. In his acceptance speech, Mr Birla said, "It is a very special award because it recognises longitudinal contribution over a period of ten years." He stressed that the last ten years had been a period of epochal change for India and the leaders of industry have had a chance to participate in that change and shape the future of the country. The citation was read by Mr Sunil Kant Munjal, Chairman, Hero Enterprise.

AIMA's JRD Tata Corporate Leadership Award - normally given at AIMA's Foundation Day on 21st February - was also presented on the occasion to Mr TV Narendran, CEO and Managing Director, Tata Steel Ltd. Accepting his award, Mr Narendran dedicated the award to the company's past and



TV Narendran, CEO and Managing Director, Tata Steel Ltd receiving the AIMA JRD Tata Corporate Leadership Award from Jyotiraditya Scindia as Harsh Pati Singhania, Vice Chairman, and Managing Director of J K Paper Ltd; Suneeta Reddy and Shrinivas Dempo look on

present employees. He pointed out that Tata Steel has many 5th and 6th generation employees, and it is the only company he has known in his 35-year career. Mr Harsh Pati Singhania, Vice Chairman, and Managing Director of J K Paper Ltd read the citation.

The Transformational Business Leader Award was presented to Mr Sanjiv Bajaj, Managing Director, Bajaj Finserv Ltd and Mr Shekhar Gupta, Founder and Editor-in-chief, ThePrint read the citation. Mr Bajaj called the award important because it recognised



Sanjiv Bajaj, Managing Director, Bajaj Finserv Ltd receiving the Transformational Business Leader Award from Jyotiraditya Scindia as Shekhar Gupta, Founder and Editor-in-chief, ThePrint; Suneeta Reddy, Shrinivas Dempo and Nikhil Sawhney look on



Rahul Kanwal, News Director, India Today and Aajtak receiving the Outstanding Contribution to Media Award from Jyotiraditya Scindia, as Ritu Beri, Indian Fashion Designer, Suneeta Reddy, Shrinivas Dempo and Nikhil Sawhney look on



Sanjeev Sharma, Country Managing Director, ABB receiving the MNC in India of the Year Award from Jyotiraditya Scindia

the endeavour to transform a traditional banking and insurance sector that has not changed much in 200 years into a digitally-led, digitally-first avatar that is relevant to consumers of today.

Mr Venu Srinivasan, Chairman Emeritus, TVS Motor Company received the Outstanding Institution Builder Award for making the TVS group a major force in the domestic and international automotive markets. He was introduced by Mr Suhel Seth, Founder and Managing Partner, Counselage India and Columnist.

Mr Samir Mehta, Chairman, Torrent Group was conferred with the Entrepreneur of the Year Award. He attributed the recent growth of the group to its founder's values. Mr Dilip Cherian, Founder, Perfect Relations read the citation.

The MNC in India of the Year Award was conferred on ABB India Ltd and the award was received by



Samir Mehta, Chairman, Torrent Group receiving the Entrepreneur of the Year Award from Jyotiraditya Scindia

Mr Sanjeev Sharma, Country Managing Director. He pointed out that ABB had been doing business in India for 100 years and manufacturing locally for 70 years. Mr Vikram Chandra, Founder, Editorji Technologies read the citation.

The Outstanding PSU of the Year was awarded to National Payments Corporation of India (NPCI). Mr Vishwanath Krishnamurthy, Chief Risk Officer and Mr Sampath Rangasamy, Chief of New Product Development received the award, and



Vishwanath Krishnamurthy, Chief Risk Officer, NPCI and Sampath Rangasamy, Chief of New Product Development, NPCI receiving the Outstanding PSU of the Year Award from Jyotiraditya Scindia

the company was introduced by Ms Rina Dhaka, Indian Fashion Designer.

This year the Outstanding Contribution to Media Award was given to Mr Rahul Kanwal, News Director, India Today and Aajtak. The citation was read by Ms Ritu Beri, Indian Fashion Designer. Mr Tarun Mehta & Mr Swapnil Jain, Founders, Ather Energy received the Young Entrepreneur Award. Ms Shovana Narayan, Kathak Guru and IAAS (retd) read the citation.

This year's jury members included Dr Sanjiv Goenka, Chairman of the jury and Chairman, RP-Sanjiv Goenka Group. Mr Shrinivas Dempo, President, AIMA & Chairman, Dempo Group of Companies; Mr Harsh Pati Singhania, Vice Chairman and Managing Director, J K Paper Ltd; Mr Sanjay Kirloskar, Chairman & Managing Director, Kirloskar Brothers Ltd; Mr Rajive Kaul, Chairman, NICCO Engineering Services Ltd; Mr Sudhir Jalan, Co-Chairman, Rieter India Pvt Ltd; Ms Preetha Reddy, Vice Chairman, Apollo Hospitals Enterprise Ltd; Mr Inderdeep Singh, President &



Tarun Mehta & Swapnil Jain, Founders, Ather Energy receiving the Young Entrepreneur Award from Jyotiraditya Scindia as Shovana Narayan, Kathak Guru and IAAS (retd), Suneeta Reddy, Shrinivas Dempo and Nikhil Sawhney look on

Managing Director, Continental Device India Pvt Ltd; Mr P Balaji, Chief Regulatory and Corporate Affairs Officer, Vodafone Idea Ltd; Mr Vineet Agrawal,

Managing Director, Transport Corporation of India Ltd and Mr Yezdi Nagporewala, CEO, KPMG India.



Jyotiraditya Scindia with Managing India Award winners, citation readers, AIMA office bearers and other dignitaries.



01. (L-R) Sunil Kant Munjal, Rekha Sethi, Shrinivas Dempo, Venu Srinivasan, Swapnil Jain, Vineet Agrawal, Nikhil Sawhney, Sanjay Kirloskar, Deepak Premnarayen Executive Chairman, ICS Group and Sanjeev Sharma.
02. Suneeta Reddy and Dilip Cherian, Founder, Perfect Relations.
03. Harshavardhan Neotia and Sanjeev Sanyal
04. Sunil Kant Munjal and Kumar Mangalam Birla



- 05. *Rahul Kanwal and TV Narendran*
- 06. *Kabir Bedi, Veteran Actor at the programme*
- 07. *Vikram Chandra, Founder, Editorji Technologies and Suhel Seth, Founder and Managing Partner, Counselage India and Columnist.*
- 08. *Sudhir Jalan, Co-Chairman, Rieter India Pvt Ltd and Venu Srinivasan*
- 09. *Rina Dhaka, Indian Fashion Designer*
- 10. *P Dwarakanath, Treasurer, AIMA & Former Chairman, GSK Consumer Healthcare Ltd; Ajey Mehta, Managing Director, India & Vice President, APAC, Trustonic Ltd and P Balaji, Chief Regulatory and Corporate Affairs Officer, Vodafone Idea Ltd*



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- 11 Jyotiraditya Scindia and Shovana Narayan
- 12. (L-R) Ritu Beri, Rekha Sethi and Kumar Mangalam Birla
- 13. (L-R) Dr JS Juneja, Chairman, Global Projects & Services Pvt Ltd; Nikhil Sawhney, Sanjiv Bajaj, Harsh Pati Singhania and Suneeta Reddy
- 14. Subodh Bhargava, Former Chairman, Eicher Group & Tata Communications; Deepak Premnarayan; Vikram Chandra and T V Narendran
- 15. Sanjeev Sharma and Sunil Kant Munjal



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LMA CEOs' Meeting



Shrinivas Dempo, President, AIMA & Rekha Sethi, Director General, AIMA with LMA representatives

The LMA CEOs' Interaction was organised with Mr Shrinivas Dempo, President, AIMA & Ms Rekha Sethi, Director General, AIMA on 10th April 2023 in New Delhi. Representatives from thirty Local Management Associations participated in the interaction. Ms Rekha Sethi, welcomed the LMA representative and delivered the introductory remarks, followed by Mr Shrinivas Dempo's special address. The meeting had important discussions on ways to strengthen the relationship between AIMA and the LMAs. Mr Dempo suggested LMAs could share the best practices in their region with AIMA and thereafter this information collected could be compiled into one presentation indicating best practices across LMAs and shared by AIMA with all LMAs. It was felt that improving the governance policies of LMAs would be another enabler for growth.



Shrinivas Dempo, President, AIMA addressing



Rekha Sethi, Director General, AIMA and Shrinivas Dempo, President, AIMA and Chairman, Dempo Group of Companies

Mr Dempo re-emphasised that AIMA would continue supporting LMAs with speakers for virtual / physical sessions from time to time and assist LMAs in designing programmes and conducting joint programmes. LMAs representatives invited Mr Shrinivas Dempo and Ms Rekha Sethi, to visit their Local Management Associations. The meeting was very interactive. The LMA representatives also participated in the National Leadership Conclave and the Managing India Awards held on 11th April 2023.



LMA representatives with Sanjay Grover, Director, LMA Relations & Membership and Young Leaders Council



At LMA CEOs meeting



LMA CEOs and representatives

AIMA President's Interaction



Shrinivas Dempo, President, AIMA; Rekha Sethi, Director General, AIMA and Sanjay Grover, Director - LMA Relations & Membership, AIMA with Kerala based LMA representatives

Mr Shrinivas Dempo, President, AIMA had an interaction meeting with office bearers of all 10 Kerala-based LMAs on 17th March 2023 at Kochi. Ms Rekha Sethi, Director General, AIMA also interacted with LMAs at this meeting. Mr Dempo highlighted the significance of the Local Management Associations (LMAs) and how LMAs are the frontline

leaders of the national management movement and how the work and contribution of each LMA adds momentum to the enhancement of management thought and learning across cities and regions of the country. He also emphasised how with increased collaboration and mutual cooperation, AIMA and the LMAs together, could not only enhance the

scope and reach of the work done but also amplify its benefit for the end users – the management community of the country. He requested LMAs to focus their programmes on the AIMA theme of the year - India@75: The road ahead. Mr Dempo also delivered the inaugural address at the KMA annual award night and presented the Kerala Management Association's Excellence awards in different categories. Ms Rekha Sethi, Director General, AIMA delivered a special address on the occasion.



Lighting of lamp - KMA Award Night



Lalit Pandya, President, Navsari Management Association; Shrinivas Dempo, President, AIMA; Shruti Shah, Hon Secretary, NMA and Sanjay Grover, Director, LMA Relations & Membership and Young Leaders Council

Another interaction with 7 Western Region based LMAs represented through their office Bearers was held on 6th April at Surat. The 7 LMAs that joined for interaction included Ahmedabad, Bharuch, Bombay, Navsari, Rajkot, Surat, Tarapur. Navsari Management Association hosted this interaction. Mr Sanjay Grover, Director, LMA Relations & Membership and Young Leaders Council also joined for the meeting. Mr Shrinivas Dempo emphasised on how the Local Management Associations (LMAs) have always been an integral part of the AIMA framework. AIMA has strengthened its relations with the LMAs through continued engagement with LMAs. He also shared how AIMA and the LMAs have an important role to play in building capacity and capability in aspiring and practicing

management professionals; and providing them with the required skills and knowledge to catalyse India's transformation as it enters a new phase of growth and development. The meeting was very interactive with 38 participants from LMAs attending.



Lalit Pandya, President, Navsari Management Association; Shrinivas Dempo, President, AIMA & Chairman, Dempo Group of Companies and Sanjay Grover, Director, LMA Relations & Membership and Young Leaders Council

AIMA President Visit



Shrinivas Dempo, President, AIMA presenting the Business Leadership Award to Himanshu Patel, Founder, Managing Director, HLE Glascoat Limited

Mr Shrinivas Dempo, President, AIMA in his endeavour to reach out to LMAs during his tenure, visited Navsari, where he addressed the NMA - Business Leadership Award function held on 5th April 2023. He addressed on the theme 'From Entrepreneurship to Leadership' and emphasised that the most important factor in making the transition from entrepreneurship to growth is the entrepreneur's mindset, one must have an unflinching desire to build large, dominant businesses despite the challenges of entry and competition, also one needs the leadership competence and organisational capacity to grow. Mr Dempo presented the Business Leadership Award to Mr Himanshu Patel, Founder, Managing Director, HLE Glascoat Limited. The award function was very well attended with over 375 participants.



Lalit Pandya, President, Navsari Management Association presenting a memento to Shrinivas Dempo, President AIMA & Chairman, Dempo Group of Companies.

4th PSU Summit

Reimagining Public Sector: From Legacy to Future's Catalyst



(L-R) Rekha Sethi, Director General, AIMA; Atul Sobti, Director General, SCOPE; Sunil Kant Munjal, Chairman, Hero Enterprise; Ranjan Kumar Mohapatra, Director HR, Indian Oil Corporation and Neeraj Kapoor, Director, Centre for Management Development AIMA

AIMA organised its 4th PSU Summit on the theme 'Reimagining Public Sector: From Legacy to Future's Catalyst' on 14th March 2023 in New Delhi. Mr Ranjan Kumar Mohapatra, Director HR, Indian Oil Corporation was the summit chairman. The keynote address was delivered by Mr Sunil Kant Munjal, Chairman, Hero Enterprise and a special address was given by Mr Atul Sobti, Director General, SCOPE. Ms Rekha Sethi, Director General, AIMA delivered the welcome address.

The summit was specifically designed for the public sector and addressed key areas such as Leadership, ESG, Talent Management and Digital Transformation. The summit aimed to provide a platform for the participants to empower them and improve their ability to handle pertinent issues and areas.



Ranjan Kumar Mohapatra, Director HR, Indian Oil Corporation presenting a memento to Rajesh Magow, Co-Founder & Group CEO, MakeMyTrip

(L-R) Suresh Dutt Tripathi, CHRO, Air India; KS Shetty, Executive Director HR, Hindustan Petroleum Corp Ltd and Ayush Gupta, Director HR, GAIL India Ltd



During the summit, Mr Ranjan Kumar Mohapatra, Summit Chairman & Director HR, Indian Oil Corporation had a fireside chat on leadership with Mr Rajesh Magow, Co-Founder & Group CEO, MakeMyTrip. Mr Nitin Chugh, Deputy Managing Director & Head Digital Banking & Transformation, State Bank of India highlighted the need for digital transformation during another fireside chat with Mr Krishnan Chatterjee, COO, MarketsandMarkets Research Pvt Ltd.

Some of the other eminent speakers included Mr KS Shetty, Executive Director HR, Hindustan Petroleum Corp Ltd; Mr Suresh Dutt Tripathi, CHRO, Air India; Mr Ayush Gupta, Director HR, GAIL India Ltd; Ms Abida Aneez, Head CSR & Sustainability, Legrand Group India; Mr Sourav Roy, Chief CSR, Tata Steel Ltd; Mr VK Singh, Director HR, Power Grid Corporation of India Ltd; and Mr Hemang Jani, Secretary, Capacity Building Commission. The summit was very well received by the participants.



Nitin Chugh, Deputy Managing Director & Head Digital Banking & Transformation, State Bank of India and Krishnan Chatterjee, COO, MarketsandMarkets Research Pvt Ltd

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AAMO 1st Council Meeting 2023



AAMO Council members at the first Council Meeting of 2023

AIMA participated in the Asian Association of Management Organisation’s (AAMO) 1st Council Meeting 2023, held online on 7th March 2023, after handing over the Presidency and Head of Office to the Hong Kong Management Association (HKMA) at the end of October, 2022. AAMO representatives from member nations including Hong Kong, India, Macau, Malaysia, Nepal, Pakistan, Philippines, and Sri Lanka exchanged views on how to attract more regional management organisations to join

the AAMO and other channels that the AAMO can pursue to become a catalyst that brings about more regional business cooperation amongst its members. The 1st Council Meeting was held under Mr. S K Cheong’s Presidency, and as the new AAMO Secretariat, HKMA will offer support for the AAMO secretarial work during its 3 year tenure. During the meeting, it was also decided that if conducive, the 2nd Council Meeting of 2023 and the 12th Annual General Meeting will be held physically in Kolkata, later this year.

LeaderSpeak Session



(L-R) - Shrinivas Dempo, President AIMA and Chairman, Dempo Group of Companies; Raman Kant Garg, Commissioner of Income Tax (Exemption) and Rekha Sethi, Director General, AIMA

AIMA conducted its 62nd LeaderSpeak session on 22nd March 2023 with Mr Raman Kant Garg, Commissioner of Income Tax (Exemption) on the theme 'Inequality and Taxation'. The session was chaired by Mr Shrinivas Dempo, President AIMA and Chairman, Dempo Group of Companies and Ms Rekha Sethi, Director General, AIMA, welcomed the speaker and the session chair and introduced the session. Mr Raman Kant Garg, discussed how inequality is a major social, political and economic disruptor and how central to the idea of Inequality is the issue of fairness. Inequality is prevalent globally, also revealed by statistics of the World Inequality

Report, the report says that the top 10% of the global population corners 52% of the global income and the bottom 50% of global population has access to only 8.5% of the global income. Talking about India, Mr Garg felt that the Indian Income Tax structure is moderate and sensible. However, the journey for its contribution of a GDP of 25% unlike other rich countries, is still a little away. Global consensus for global tax on transnational corporation could be a welcome stand, it could be beneficial to India. The session was conducted virtually and was well attended by participants via zoom and other AIMA social media channels.

Pragati - Celebrating Achievements of Women

Embrace Equity: Challenge stereotype through Innovation, Inclusiveness & Inspiration



Veena Swarup, Former Director - HR, EIL; Payal Kumar, Principal Academic Advisor, Indian School of Hospitality, India; Rama Kirloskar, Joint Managing Director, Kirloskar Brothers Ltd and Rekha Sethi, Director General, AIMA

AIMA organised Pragati - Celebrating Achievements of Women virtually on the theme 'Embrace Equity: Challenge stereotype through Innovation, Inclusiveness & Inspiration' on 23rd & 24th March 2023. Ms Rama Kirloskar, Joint Managing Director, Kirloskar Brothers Ltd delivered the special address for the conference and the introductory remarks were delivered by Ms Rekha Sethi, Director General, AIMA. Ms Veena Swarup, Former Director - HR, EIL was the Conference Chairperson.

Some of the other prominent speakers who addressed the conference included Ms Payal Kumar, Principal Academic Advisor, Indian School of Hospitality, India; Ms Maneesh Sharma, Chief Operating Officer and Board Member; Ms Pooja Malik, Group Head – HR, DMI Finance Pvt Ltd; Ms Sangeeta Kaushik, CGM & HOD (Corporate Planning and BD), NTPC Ltd; Ms Renu Luthra, Advisor to Chancellor, Galgotias University; Ms Amandeep Kaur, GM, Welcome Hotel, ITC Group; Ms Ruppal Sharma, Head of the Delhi Campus, S P

Jain Institute of Management and Research; Ms Jyoti Dua, CGM (IA, Gas Authority of India Ltd (GAIL); Ms Anjali Uthup Kurien, Radio Jockey, Radio Mango; Ms Nina Chatrath, Leadership & Business Consultant, and Independent Board Director – Oriental Hotels & Dwarikesh Sugar Industries; Ms Caroline Edwards, Managing Partner, Hong Kong APAC DHR Global; Ms Shikha Sharma, Founder and Managing Director, Nutriwel Health (India) Pvt Ltd and Ms Monisha Chowla, Director, Media Monks amongst others.

This Pragati included Best Practices and National level only-Women Quiz Competitions. HPCL Ltd emerged as the Champions, IOCL and Titan Company Ltd were declared runners up I & runners up II.

AIMA's National level women quiz was conducted by the quiz master Mr Ajay Poonia. Vizag Steel Plant was declared the Champion, followed by Reserve Bank of India and Grid Controller of India Limited as the 1st Runners-up and 2nd Runners-up.

AIMA Aspire Session

Book launch of 'How Women Work'



(L-R) Rekha Sethi, Director General, AIMA; Shiv Shivakumar, Past President, AIMA, and Advent International Private Equity - Operating Partner and Aarti Kelshikar, Intercultural Coach, Founder, 3A Consulting, and Author

AIMA Aspire organised a session for the launch of 'How Women Work- Fitting In and Standing Out In Asia', a book by Ms Aarti Kelshikar, Intercultural Coach, Founder, 3A Consulting, and Author. Mr Shiv Shivakumar, Past President, AIMA and Advent International Private Equity - Operating Partner was the guest of honour to keynote the event.

While talking about her new book, Ms Kelshikar talked about how her research and data encompassed '3 years, six countries, and 60 people'. Explaining further about what went into the book, she said that the core elements for her were leadership inputs and cultural contexts. She pointed out that her book has

accounts of the challenges and complexities faced by Asian women in the workforce. Mr Shivakumar's keynote address reiterated what Ms Kelshikar had spoken about, but he made it all the more engaging for the audience with his witty one-liners and his personal anecdotes. While sharing accounts of his career life, he mentioned that in many companies he worked for, the percentage of women handling different departments was about 40–60%. He also commended women for being detail-oriented and readily adhering to work ethics. The programme was very well received by the audience.

AIMA YLC Sessions



Saurabh Jain, AIMA YLC - National Events Co-Chair and Founder, Fun2Do Labs; Dhianu Das, Founder, Agility Ventures and Saarthak Bakshi, AIMA YLC National Brand Communication Co-Chair and CEO, RISAA

AIMA-YLC organised a virtual session on the theme ‘How to Pitch to Early Stage Investors?’ on 24th March 2023. Mr Dhianu Das, Founder, Agility Ventures (a leading Angel Investors Network) and Dr Saarthak Bakshi, AIMA YLC -National Brand Communication Co-Chair and CEO, RISAA were the speakers of the session. The programme was moderated by Mr Saurabh Jain, AIMA YLC - National Events Co-Chair and Founder, Fun2Do Labs. The session focused on how funding a bootstrapped startup is difficult,

and how entrepreneurs generally find it difficult to convince early investors. To help in pitching to early-stage investors AIMA YLC brought two experienced early-stage investors to provide insights and tips.

Another virtual session on the theme ‘Thriving Under Pressure Effective Strategies for Stress Management’ on 31st March 2023. Ms Eva Kovač, Performance Psychologist and Vice President, 24alife from Slovenia was the speaker of the session. The programme was moderated by Dr

Wilona Braganza, MD, Emotional Wellness Trainer & Consultant Psychiatrist. The session highlighted today’s fast-paced world and managing stress. The session helped participants to develop skills and strategies to manage stress. Additionally, it also helped them to take the first step towards a healthier, psychologically safe, more productive, and more fulfilling work life.



Wilona Braganza, MD, Emotional Wellness Trainer & Consultant Psychiatrist and Eva Kovac, Performance Psychologist and Vice President, 24alife



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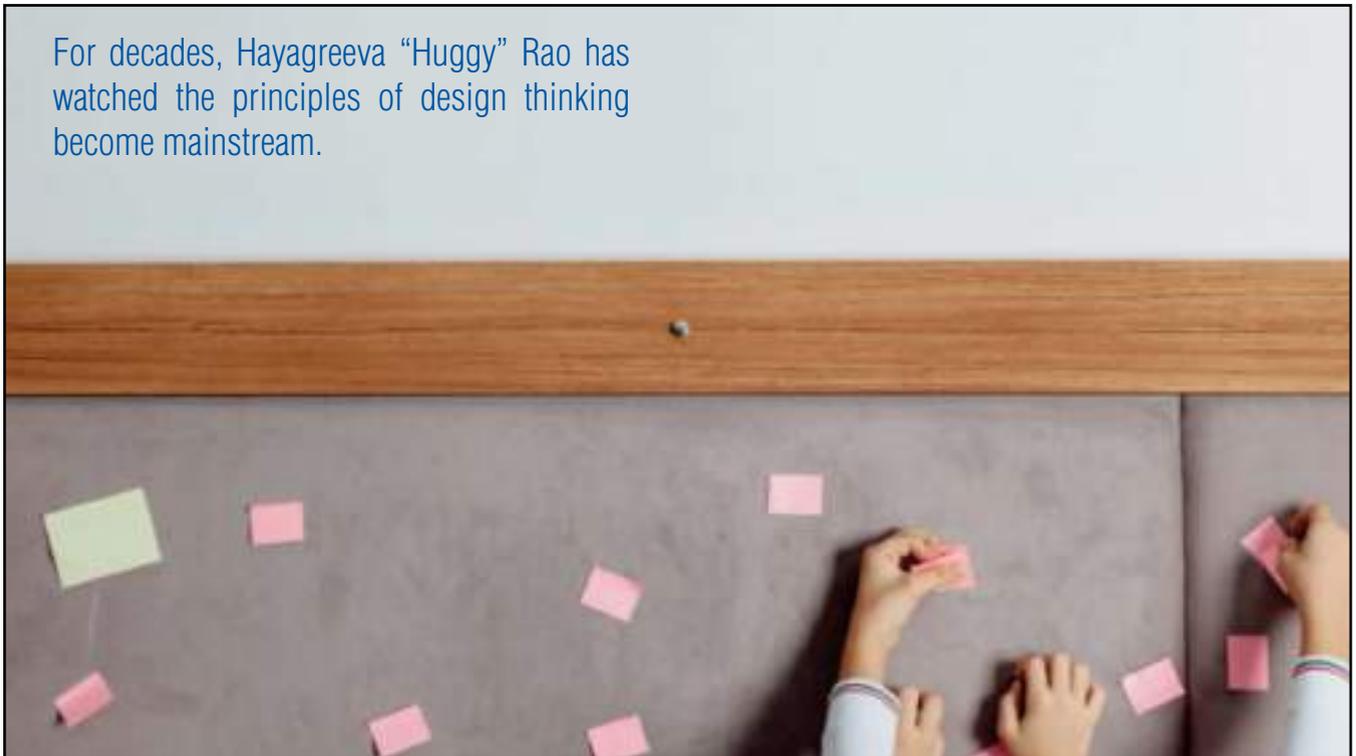
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What Happens When Kids Get a Crash Course in Design Thinking

An experiment with middle school students boosts their creativity and confidence.

August 26, 2022 | by Dylan Walsh

For decades, Hayagreeva “Huggy” Rao has watched the principles of design thinking become mainstream.



A short design thinking course inspired one girl to leap into “the search for solutions.” | iStock/cometary

Corporations such as GE, Netflix, and Airbnb have embraced the concept. His courses on the subject at Stanford Graduate School of Business are quickly over-enrolled. Executives flock to the Customer-Focused Innovation program, which he co-founded with fellow professor of organizational behavior Bob Sutton in 2006.

“But, funnily enough, the idea of studying design thinking never crossed my mind,” Rao says. “Until I went to India.”

There, he met with the CEO of Agastya International Foundation open in new window, a nonprofit near Bangalore focused on giving poor kids access to science education. Rao suggested that Agastya teach design thinking alongside science, and then study the outcomes of these two different curricula. Would design thinking do what its advocates say it does, imbuing the students with “creative confidence”? Would it help them to see things from others’ points of view and take more risks?

“Design thinking is certainly celebrated, but it is equally heavily criticized,” Rao says. (One detractor compared it to syphilis: “contagious and rots your brains.”) “I wanted to conduct a study showing whether it works.”

The results were encouraging. In a collaboration with Phanish Puranamopen in new window and Jasjit Singhopen in new window from INSEAD Singapore, Rao tracked two groupsopen in new window of Indian middle school students (average age: 13), one in Agastya’s science-based courses, the other in a design thinking course. Those who studied design thinking demonstrated greater levels of creativity and confidence.

A Quick Hit of Design Thinking

The experiment followed a straightforward design: Students were randomly assigned to attend either Agastya’s standard science education course or a newly created design thinking course. Instructors, too, were randomly assigned to teach one of these two courses. After three days of instruction, the students took a series of short tests to measure how, if at all, design thinking had influenced them.

To measure creativity, Rao and his coauthors gave the students a grid of 40 circles and asked them to draw as many objects that integrated the circle in the picture as they could. Creativity was measured along several dimensions, from the number of ideas produced to how many different categories the ideas spanned and how original they were. The researchers also measured students’ confidence levels and ability to take perspectives beyond their own.

“The results show that design thinking helps creativity by increasing the number of ideas students have, along with the number of categories those ideas cover,” Rao says. “We also saw how design thinking boosted confidence, especially among girls.”

“Design thinking is ultimately a good way to get people to choose the more curious and generous version of themselves.

Attribution.”

Hayagreeva Rao

The researchers did not see a strong effect on the originality of students’ ideas. Given this, they suggest that design thinking may be more useful for pragmatic problem solving than in searching for breakthroughs. Hesitant to jump too quickly to conclusions, though, Rao wonders if these results are the product of a very limited experiment — the children’s instruction in design thinking spanned only three hours over three days — in addition to the particular measure of creativity used; drawing objects from circles, he notes, is a fundamentally cognitive and abstract way to test creativity.

As an anecdotal counterpoint, he describes an informal follow-up with one of the girls who had taken part in the design thinking course. When he asked her what she had learned, she offered the example of riding the bus. Before learning about design thinking, when she boarded a bus and the conductor didn’t have the right amount of change on hand, she would simply wait. After the Agastya class, she immediately began puzzling over what kind of coin dispenser would make the exchange smoother for both conductor and passenger.

“After the class, her mind leapt to the search for solutions,” Rao says. “I think that if we’d given these students a more active test of creativity, we may have

seen how design thinking helped them reimagine whatever problem is at hand.”

A More Curious, Generous View

This work provides some of the first experimental evidence on the benefits of design thinking. For Rao, the results suggest the importance of getting design thinking “embedded in schools, to the extent that we can. We now see the value of this.”

One possibility, he suggests, would be a Teach-for-America-like program that places the graduates of elite universities inside schools to lead classes on design thinking. He singled out middle school as a particularly important moment when kids are old enough to understand the principles of design thinking but are still mentally flexible.

Rao also believes design thinking can support any resource-strapped organization, as it gives people

access to more ideas and greater confidence to pursue them. Government agencies and nonprofits are two sectors where design thinking could prove useful but is not yet widely adopted.

Finally, Rao describes the far-reaching social implications of taking design thinking seriously — not just for schools and companies, but for citizens and countries.

“Design thinking is ultimately a good way to get people to choose the more curious and generous version of themselves,” he says. “To me, that is the real promise. What we need in society is more curiosity — the foundation of creativity, of searching and questioning — and we need more generosity, which is the essence of compassion. I truly believe that design thinking makes these more accessible to people.”

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Why Managers Should Think More Like Hackers

by Paulo Savaget

April 06, 2023

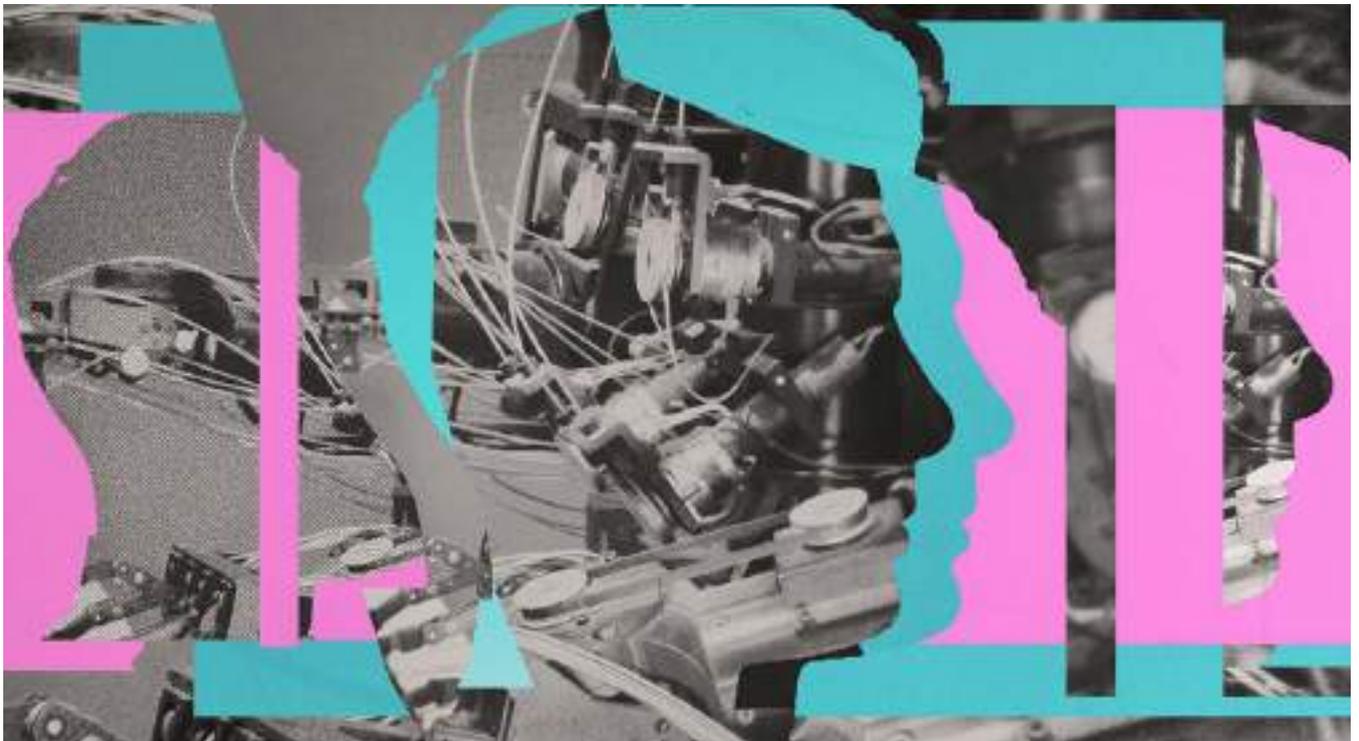


Illustration by Mr. Nelson Design

Summary.

Hackers are systems thinkers; they have an attitude that allows them to identify opportunities to make outsized impacts creatively, quickly, and resourcefully. Managers could benefit from thinking more like hackers. Hacking helps us take a step back from the worn-out management tenets of efficiency, long-term planning, hierarchical decision-making, and full information, to adopt instead more adaptable strategies. Adopting a hacker attitude can help managers work around obstacles, find opportunities across siloes, cultivate a culture of pragmatism, mobilize staff around processes instead of end goals, and navigate situations in which there isn't an obvious answer or clear choice.

Once while procrastinating at work, I stumbled upon the story of a computer hacker and cybercriminal, Albert Gonzalez. At 14, he was the ringleader of a group of mischievous computer geeks who hacked into NASA, drawing the attention of the FBI. Almost

13 years later, and after very little additional formal training, Gonzalez was prosecuted in one of the world's largest and most complex identity theft cases — he and his colleagues had stolen more than 40 million credit card and ATM numbers.

What struck me the most about the story was a relatively small detail: Gonzalez wasn't a gifted programmer. According to his friends and accomplices, he could barely write simple code. What distinguished him from others was his ability to "understand systems and fillet them with singular grace."

The knowledge and ingenuity of hackers like Gonzalez have been long ignored or purposefully dismissed. Over the past seven years, I researched hacking – I joined online communities, interviewed hackers and cybersecurity experts, and analyzed documents on hacking on media, blogs, books, and online platforms. I found that hackers are systems thinkers; they have an attitude that allows them to identify opportunities to make outsized impacts creatively, quickly, and resourcefully, even in systems that were designed to keep them out. I also learned that hacking isn't always malicious and isn't limited to the world of computing. As Paul Buchheit, creator and lead developer of Gmail, once wrote, "Wherever there are systems, there is the potential for hacking, and there are systems everywhere."

Managers could benefit from thinking more like hackers. Hacking helps us take a step back from the worn-out management tenets of efficiency, long-term planning, hierarchical decision-making, and full information, to adopt instead more adaptable strategies. Adopting a hacker attitude can help managers work around obstacles, find opportunities across siloes, cultivate a culture of pragmatism, mobilize staff around processes instead of end goals, and navigate situations in which there isn't an obvious answer or clear choice.

Work around obstacles.

It's human nature to tackle obstacles head-on, but this often results in us banging our heads against the wall or feeling completely paralyzed. The secret of

hackers is that instead of avoiding or confronting the bottlenecks that lie in their way, they work around them. Think of the myth of the Trojan Horse: With a workaround, the Greeks didn't need to break Troy's gate or walls to get in. It's no coincidence that Trojan Horse is also the name of one of the most notorious computer hacks.

These workarounds may not solve problems all at once, but they allow hackers to obtain good-enough outcomes — and quick wins can sometimes pave the way for big unpredicted change.

The early days of Airbnb demonstrate how a company can adopt this mentality. The then start-up knew it offered a promising service, but it was cash-strapped and didn't have a big budget for advertising. The company knew that its target audience — people who needed lodging but didn't want to stay in hotels — was on Craigslist, which had a massive user base, but fell short on user experience. So Airbnb implemented a clever workaround: Every time an Airbnb host created a listing, Airbnb sent them an email with a link that allowed the user to automatically cross-post the listing to Craigslist. When someone surfing on Craigslist found a listing that originated on Airbnb, they would click on a link that rerouted them to Airbnb's platform. This meant free site traffic and new sign-ups for Airbnb, both for new listings and for prospective lodgers. Airbnb's listings were far superior: offering professional photography services for their listings, a more user-friendly experience, and personalized ads. Eventually, users started going straight to Airbnb, ignoring Craigslist for their lodging needs.

Find opportunities across siloes.

Organizations often create or reinforce existing siloes to better assign responsibilities, maintain a steady workflow, and meet the expectations of key stakeholders. Within a silo, employees can produce

plans and go through their checklists more quickly. However, they get numb to different ways of interpreting and acting in situations that are all too familiar to them; they live in the near-future tense, always expecting what comes next.

A hacker, on the other hand, does not start from too many assumptions: they explore uncharted territories, and this often allows them to find unconventional pairings that work exceptionally well.

I studied a very hacky nonprofit, ColaLife, whose mission was to increase access to diarrhea medicine in remote regions of Zambia. Diarrhea is the second leading cause of death among children under the age of five in sub-Saharan Africa, and most cases can be treated with cheap, over-the-counter medicines that weren't widely available. While most health care actors tried to tackle the obstacles preventing access to medicine, such as by improving infrastructure, Jane and Simon Berry, ColaLife's founders, circumvented them. They noticed that Coca-Cola was widely available in the country, reaching even the remotest places but life-saving medicines weren't — so why couldn't diarrhea treatment get a free ride in Coca-Cola crates? They raised funds to test their idea in an exploratory trial in Zambia. As they engaged with Coca-Cola and its bottler in Zambia, SAB Miller, they shifted their plans from merely inserting medicine into the crates of Coca-Cola to making use of the entire system of relationships that made distribution possible. For that, they mapped key actors in Coca-Cola's distribution, and convinced them that they could make a profit by moving and selling diarrhea treatment too. By thinking like hackers, they used the success of the fast-moving consumer goods sector to address a persistent healthcare problem: In 2019, the partnering pharmaceutical company distributed more than 615,000 kits in Zambia, saving thousands of lives.

Cultivate a culture of pragmatism.

Adopting a hacker's mindset can help create a culture of pragmatism, valuing experimental and incomplete approaches. Once I met a computer hacker who told me of a time that he wanted to boil an egg for lunch, but he didn't have a kettle or a stove at his disposal — only a sophisticated coffee machine that combined multiple functions: It was simultaneously a boiler, a grinder, and a milk frother. He looked past the "full" technology and tapped into the part he needed, the water boiler, to make his lunch.

Managers often focus on what they lack, ignoring resources at their disposal that they can repurpose. Hackers understand that resources represent more than hardware; they are also objectified ways of thinking. By valuing imperfection and rethinking an object's functions, they experiment on the way to new or evolving opportunities. The approaches they pursue may look clumsy, but in the words of Steve Rayner, who was a professor at Oxford University, they "damn well work."

The engineer Topher White was very hacky when he developed an innovative approach to address one of the world's greatest environmental challenges: illegal logging. It's very costly and difficult to monitor the world's vast forests. But White noticed in Borneo that cell phone service was available even in some of the remotest areas of the rainforest, hundreds of miles from the nearest road. He decided to repurpose old cell phones to "listen" for chainsaw noises. The phones are charged with solar energy and put in protective boxes hidden up in tree canopies, distributed across the rainforest to maximize coverage. Because the phones are connected to a network, when they "hear" chainsaws, they send a real-time alert with the location of the logging to people on the ground, who can catch the loggers in the act.

Mobilize your team around a process instead of goals or outcomes.

Employees may not be as motivated by fat bonuses as many business leaders think. Management scholars have increasingly highlighted the importance of mobilizing employees around purposes that go beyond making a profit — such as social responsibility or a sense of belonging.

A hacker approach can expand on this. Most hackers are not the stereotyped nerds hunched over a laptop, maliciously stealing credit cards. My research revealed that they are, instead, self-organized and diverse groups of individuals who are much more interested in embarking on exciting processes than in a predetermined end goal or ownership of an outcome. This is one of the reasons they often anonymize themselves; hackers want to be recognized by their hacking abilities, “not bogus criteria such as degrees, age, race, sex or position” as one hacker once told me. These hackers enjoy the process of exploring the unknown as they muddle through uncharted territories.

Hackers are very entrepreneurial and run into some of the same governance challenges as more traditional organizations but find different ways of organizing themselves. For example, it’s not uncommon to see open-source, self-run projects that balance the need for accountability and adjudication with collaboration and flexibility — the so-called “Benevolent Dictator for Life (BDFL)” model (originally a reference to Guido van Rossum, who created the Python programming language). Through this approach, anyone can implement improvements and make changes as they move forward but the founder retains the final say in the case of large disputes or decisions.

Just like hackers, managers can identify ways of motivating staff and soothing distress, helping them to make sense of confusing predicaments while

also granting people flexibility. This helps avoid unnecessary rivalry for ownership and allows others to enjoy innovation journeys.

Keep it simple — and complex.

Many of today’s biggest challenges are messy. They’re not neat puzzles that can only be solved one way, so it doesn’t make sense to approach them as if they were. As Rick Hickey, creator of the programming language Clojure, said in a public talk: “Overcoming complexity is not work, it is waste.”

Hackers excel in complex situations because they focus on what they call “essential complexity,” or the key properties of the challenge they’ve taken on. They try to strip away the “accidental complexity,” or the unintentional challenges that we often take for granted but that can distract from the task at hand.

Computer programmers taught me that the key to robust software or digital networks often lies in creating and connecting simple components. Think of Legos: They allow multiple assemblages with unembellished and modular building blocks. The more complicated the configuration of a Lego block, the less you can do with it, and the harder it will be to pivot if you change your mind. In other words, simplicity yields usability: with simple building blocks, you can build a castle, a bridge, a house, a Star Wars Millennium Falcon, and many other assemblages.

When managers believe that every complex problem requires a complicated solution, they wind up trying to tackle obstacles head-on and fail to parse essential complexity from the accidental. Some of the world’s toughest challenges are complex because they are constantly evolving and intertwined, and would-be solvers who try to address every facet are bound to come up short. Simplicity won’t make things easy, but focusing on it will make you more adaptive to evolving challenges.

High-tech companies, like Google, often start off with a hacker mentality, according to Paul Graham, creator of the programming language Lisp and a co-founder of Y Combinator. Yet, as companies grow, once-hackers turn into CEOs and the hacker attitude concedes to management tenets of long-term planning, hierarchical decision-making, the primacy

of shareholder value, and the emphasis on efficiency. Exploring new “interfaces” between management and hacking, balancing governance with the free-spirited hacker mindset that allows for challenging the status quo, could help companies preserve the dynamism of their early days as they age.

About Author:

Paulo Savaget, author of *The Four Workarounds*, is associate professor at Oxford University's Engineering Sciences Department and the Saïd Business School. He holds a PhD from the University of Cambridge as a Gates Scholar and has a background working as a lecturer, consultant, entrepreneur, and researcher finding innovative solutions for a more inclusive world. As a consultant, he worked on projects for large companies, non-profits, government agencies in Latin America, and the OECD. He currently resides in Oxford.

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The course is delivered as a blend of e-Learning, instructor-led-sessions, self-study and social learning. The delivery of this course is governed by the 'Charter on Public Procurement Studies' (CPPS). The ILT sessions (face to face) are spread over five days. At the end of comprehensive online and offline training, a summative assessment will be conducted. On successful completion of the programme, the partner institute will award the Professional Diploma in Public Procurement (PDPP).

Will benefit :

- Procurement Professionals for updating their domain knowledge
- Non-procurement professionals who participate in or manage procurement function
- Employees of private sector bidding in Public Procurement
- Anyone interested in Public Procurement.

Key Features

- Certification by premier institute like AIMA and the World Bank
- Enhance Knowledge and skills to undertake effective procurement using best in class practices
- Blended learning/ Actionable learning
- Opportunity to get AIMA's library membership
- User friendly & easy to use technology interface
- Benefit from strong AIMA industry connect and networking
- Student membership of AIMA with all privileges like subscription to Indian Management Journal

Ahmedabad Management Association

Talk

AMA organised a session on 2nd March with Mr. Kushal Shah, the Director of Ratnakar Securities Pvt Ltd, who gave a talk on 'Asset Allocation - Key for Individual's Sustainable Financial Growth' which was attended by 70 participants.



Mr. Kushal Shah addressing the participants



Ms. Nikita Maheshwari and Ms. Jyoti Sudhir along with the participants

AMA organised a talk on 3rd March on 'Ahmedabad Next: Business Growth Stories' featuring Ms. Nikita Maheshwari, the Founder of Tatkalorry.com, and Ms. Jyoti Sudhir, the Director and COO of InventIndia Innovations Pvt. Ltd. They shared their experiences and success stories of businesses in Ahmedabad, and discussed strategies for business growth. The event was attended by 70 participants.

On 4th March, Dr. Darshna Thakker, MD (Ob-Gyn), DEA, MBA, Director: Sarjan Health Care, Senior Gynecologist and Motivational speaker, Internationally Licenced HYL (Heal Your Life) Teacher, conducted an immersion session titled 'Women and Dreams: How to Fulfil Them'.



Speaker, Dr. Darshna Thakker addressing



Speakers along with the moderator

AMA conducted a session on 9th March with speakers CS Apeksha Modi, Compliance Officer at KIPS de Capital, and Ms. Amrita Mashar, Pro-Desk Trader and Entrepreneur, who spoke on 'Money Management' and 'System-Based Investing from a Woman's Perspective' respectively. The event attracted 35 participants who gained valuable insights into managing their finances and investing wisely.

On 10th March, AMA organised a conference on 'Empowering Women to Mitigate Climate Change' featuring expert speakers Dr. Megha Bhatt, Dr. Geetika Saluja, Prof. Indira Parikh, Dr. Sweta Purohit, Mr. Tejas Deshmukh, Dr. Nainesh Modi, Mr. Sandeep Kumar, Dr. Mayur Joshi, and Ar. Parul Zaveri. The conference was well attended by 68 participants.



Participants along with speaker



The Team of Vitamin – P during the book launch

AMA hosted a book launch on 19th March, for Vitamin-P: Motivational Dialogue for Youth-India @ 75, with author Dr. Mital Makrand in conversation with Padma Shri Devendra Patel, International Media Professional, and author; Mr. Amitabh Shah, Founder and Chief Inspiration Officer, YUVA Unstoppable, alongside the guest of honour, Dr. Mona Desai, M.D. (PED), the National Chairperson of Mission Pink Health,

the Chairperson of the Finance Committee of the Indian Medical Association, as well as other distinguished guests. 83 participants attended the session.

As a financial educator, author, and podcaster – Ms. Priyanka Acharya, Founder of LaxmiGyaan, the key speaker at 'Dil Mil's special programme for women' –on 24th March explained the need of bonding in DIL's and MIL's through an exciting exercise. The event was a great success with 47 attendees.



Ms. Priyanka Acharya addressing



Speakers during the programme

AMA hosted the 21st Annual HR Conference on 11th March on 'Building Exponential Organisations: How Accelerating Technology Is Reshaping HR's Future' with keynote speeches from Chief Guest Mr. Yatindra Sharma, Past President, AMA and Managing Director, KHS Machinery Pvt. Ltd., Dr. Surayanarayan Iyer, Mr. Sumeet Varghese, Mr. Chirag Jain, Mr. Bhavesh Upadhyay, Mr. Parth Hirani, and Dr. Shalini S. Mr. Bhaskar Joshi, a Management Consultant, coordinated the event which was well attended by 120 participants.

Speakers Forum was held on 11th March on 'It is important to Unlearn, to Learn' and facilitated by Mr. Manish Khanolkar with an audience of 35 participants.



A participant sharing her viewpoint during the speakers forum



Mr. Unmesh Dixit – ED, AMA; Mr. Deevyesh Radia – President, AMA; Dr. Savan Godiawala – VP, AMA; Mr. Achal Bakeri; Dr. Ketan Patel; Mr. Parag Desai and Dr. Jaimin Vasa

AMA organised a conversation on MSME on 15th March on 'Innovative Marketing Tools for SME Growth', featuring expert speakers Mr. Achal Bakeri, Chairman and Managing Director of Symphony Limited, Ahmedabad; Past President – AMA; Dr. Ketan Patel, and Mr. Parag Desai. The discussion covered

the challenges faced by MSMEs in adopting innovative marketing tools for their growth. The event was well attended by 184 participants.

Virtual Brand Fest 2023

AMA organised a Virtual Brand Fest on 18th and 19th March, and brought together business enthusiasts to celebrate ideas and innovation. The event featured leading industry experts, including Mr. Sam Balsara, Chairman, Madison World, Mumbai, Ms. Manimala Hazarika, Mr. Aalap Desai, Ms. Soumya Mohanty and Mr Jayen Mehta, I/C Managing Director, Amul. The virtual session was attended by 125 participants.



Speaker-Mr. Jayen Mehta

On 19th March, on-ground brand quiz was conducted at AMA with quiz master Mr. Sanjay Chakraborty, KwizMate, anchored by RJ Megha, a celebrated emcee and communication consultant. The fest was well attended by 100 participants.



Mr. Luke Coutinho addressing

AMA organised an insightful and life-changing session by Mr. Luke Coutinho, Holistic Nutrition and Lifestyle Medicine expert, on 18th March titled 'Journey Towards a Balanced and Fulfilling Life' who shared practical tips and strategies for achieving

optimal health and wellness through a holistic approach that encompasses nutrition, exercise, sleep, stress management, and more. A grand total of 380 participants attended the session.

Learner's Forum included talks on 'Management Mantras for Start-Ups' on 26th March. Mr. BN Dastoor, trainer, consultant, and author facilitated the session by sharing his expertise on effective management strategies that can help start-ups succeed in today's competitive market. The event was attended by 85 participants.



Mr. BN Dastoor with all the participants

Allahabad Management Association

Management Workshop

Allahabad Management Association organised a management workshop on 13th March at the Central University of Allahabad. The speakers were Dr. Shefali Nandan, assistant professor, Motilal Nehru Institute of Research and Business Administration, Central University of Allahabad, and Mr. Ravi Prakash, corporate trainer, and soft skills consultant, NSDC, Government of India.

Dr. Nandan in her presentation deliberated upon what is emotional intelligence, the key elements, and the importance of EI at the workplace. Mr. Ravi Prakash, in his presentation, stressed the fact that the corporate world is changing fast and the need to innovate and move ahead. The workshop was a great success, and a large number of students and members were also present.



Mr Ravi Prakash addressing the students



Dr Shanti Chaudhri, PRO, AMA addressing the participants

Seminar

AMA, under its project of collaborative programmes, organised a seminar on 17th March on 'Gender Discrimination in India' in collaboration with RFDF University, Bhopal. Dr. Shanti Chaudhri, PRO, AMA, social activist, writer, publisher, and health expert was the main speaker. Dr Chaudhri in her address emphasised that across India, gender inequality results in unequal opportunities and while it impacts on the lives of both genders, statistically it is girls who are more affected.

Bangalore Management Association

International Women's Day

Bangalore Management Association celebrated International Women's Day on 8th March which was organised by District Skill Mission – Kaushalya Karnataka. The chief guest was Dr. Madhurani Gowda Chairperson B-School committee, BMA.



Inauguration by Dr. Madhurani Gowda



President BMA, Former CEO, ELCITA, Col. Ravindra Singh and Dr. Madhurani Gowda, Chairperson B-School Committee, BMA presenting a memento to Dean Management from Global Institute of Management

B- School Lecture Series

Bangalore Management Association in collaboration with Global Institute of Management Sciences organised a lecture on 9th March on Strategies and Techniques for building a professional brand at ELCITA, by Col Ravindra Singh – Consultant and Former CEO, ELCITA. The session was attended by President, Secretary and MC Members.

National Seminar and Research Paper Presentation

BMA in collaboration with Mount Carmel College, Autonomous PG Department of Commerce organised a seminar and paper presentation on 10th March on Virtual Inclination of Commerce and Management Education in the Arena of digitalisation by speaker Mr N M Sharma.



Inauguration by BMA President Dr. K. S Narayana Swamy



Monthly MC meeting in progress

Monthly MC Meeting

BMA conducted its monthly MC meeting on 10th March with Past Presidents Mr. Jairaj, Mr. Valliyappa, Mr. Krishnamurthy, Mr. Veeranna Gowda to suggest developmental activities for MDC and BMA. The past Presidents gave valid suggestions and expressed their support for all the activities.

Executive Development Programme

On 18th March, BMA organised a one-day executive development programme on building a high-performance team, which involves more than assembling a group of talented individuals. For a team to be truly effective, its members must unite around the same vision and be motivated to bring that vision to life. The speakers were Dr. Sitara and Mr. Rajesh Chakravarthi.



Speakers addressing the EDP

Bharuch District Management Association

Women's Forum

BDMA organised a Women's Forum meet on International Women's Day on 3rd March. Ms. Rita Jain, an international veteran table tennis player, was the guest speaker, and Dr. Leena Patil, IPS, District Superintendent of Police, Bharuch, was the chief guest who graced the occasion on account of Women's Day. The Chief Guest felicitated the young aspirant female pilot from Bharuch District and also felicitated Miss Batul Sanchwala, SVM School, who was awarded for winning the prestigious VeerGatha 2.0 competition organised by the Ministry of Defence and Ministry of Education, Government of India. The meet was well received by around 30 participants.



Guest Speaker, Ms. Rita Jain and Chief Guest Leena Patil with Young Aspirant Female Pilot, Urvashi Dubey



Panelists at BDMA addressing various points in terms of empowering Women

Celebration of International Women's Day

BDMA in collaboration with Jan Shikshan Sansthan celebrated International Women's Day on 8th March on the topic 'Digit-All: Innovative and Technology for Gender Equality'. Ms. Himani Zambre, Fashion Icon and Business Entrepreneur, Bharuch was felicitated. Mr. Zainulabedin Saiyed, JSS discussed how important it is for women to flourish in the fields of Innovation and Technology as it is in demand for future jobs in years to come. The guest speaker Dr. Binal Shah, Gynecologist and National Chairperson of Indian Menopause society also discussed about the importance of women's health in Indian Society. Ms. Alpaben Patel, Bharuch Zilla Panchayat was the chief guest at the event.

Meeting

BDMA organised a meeting of Mr. Joachim Rocha, Trade Commissioner, Government of Canada with Mr. Kamleshbhai Udani, Director, Lewens Lab Pvt. Ltd and Mr. Vital Patel, Managing Director, Vihita Chem Pvt. Ltd on 14th March. They discussed about mandate of Canada Trade office and opportunities for investment in Canada. He also visited BDMA office and met Mr. Devang Thakore, Vice President and Mr. A K Sahni, Hon. Secretary, BDMA.



Mr. Joachim Rocha, Trade Commissioner, Government of Canada with BDMA Officials and MD, Vihita Chem Pvt. Ltd.



Guest Speaker, Mr. Paresh Sheth along with participants at the training programme

MDP

BDMA organised a MDP on 25th March on 'Integrating Corporate and ESG Strategy: Opportunity and Challenges' with the facilitator, Mr. Paresh Sheth, CEO and Director, CASI New York. Various professionals across Bharuch District participated in the training. The meet received a great response by 17 participants.

Visits

BDMA organised a visit to Infrastructure Project, Bhadbhut Barrage on 25th March. Around 13 professionals from Bharuch District visited the Barrage.



Participants at Infrastructure Project, Bhadbhut Barrage



Students from SVMIT at BEIL Infrastructure Ltd. for industrial visit

BDMA organised an industrial visit on 31st March for the students of engineering college of SVMIT. 17 students and 1 faculty participated in the visit at BEIL Infrastructure Ltd.

75th HR Forum

BDMA organised its 75th HR meet on 28th March on the topic 'Competencies required to manage Contemporary HR' by speaker Mr. Yogesh Dubey who discussed in detail about various skill sets required to manage contemporary HR. The meet was well received by all.



Mr. Yogesh Dubey addressing the 75th HR Forum Meet

28th CSR Forum

BDMA conducted its 28th CSR Forum meet on 29th March on the topic 'Scope of CSR for 2023-23' where various experts of CSR came together to discuss various points with focus on 2023-24. The programme was held physically and well received by around 10 participants from Bharuch District.



Mr. Sanjeev Verma addressing the Forum Meet

EHS Forum

BDMA organised its EHS Forum meet on 30th March on the topic 'Strategic Planning for the year 2023-24'. The agenda was to discuss planning of activities for 2023–24, a BDMA MoU with GIDM to formulate forward planning, various MDPs, and the EHS Conclave for 2023. The meet was attended virtually by 15 participants through Zoom and received excellent feedback from everyone.

230th Book Lover's Forum

BDMA revived its 230th Book Lovers Forum meet on the book 'Krushnapurvak - Arjun, Geeta ane Aapne' by speaker, Mr. Ankit Trivedi which was held on 31st March. He narrated few parts of book and engrossed participants with detailed discussions on the subject. The meet was attended by around 108 participants physically.



Speakers during the Book Lovers Forum meet

Calicut Management Association

Seminar

Calicut Management Association in collaboration with Malabar Chamber of Commerce organised an interactive session on the topic 'Recent Amendments in Direct and Indirect Taxes and Its Impact on Business Community' on 7th March by speaker CA. A. Mony, Chartered Accountant and a skillful teacher who explained Recent Amendments in the Direct Tax and Indirect Tax. Around 80 participants attended the seminar consisting of Business Class, Professionals, and Management students.



Chief Guest and office bearers of Calicut Management Association and Malabar Chamber of Commerce

26th Annual Management Convention

Calicut Management Association held its 26th Annual Management Convention on 11th and 12th March at the Indian Institute of Management, Kozhikode. The inauguration of the event and the award ceremony were held on 11th March by Dr. Rajendra Nargundkar, Vice Chancellor of Prestige University, Indore, who lit the lamp with other guests, office bearers, and past Presidents. CA Sujith Kumar T. N., President of CMA, presided over the function, and Prof. Prasad Krishna, Director of NIT Kozhikode, delivered the keynote address. Dr. Reena Anil Kumar, Senior Vice President of CMA, welcomed the guests and the gathering. Mr. Ashick KP, Chairman of AMC, presented the theme 'Next Gen Management: Unlocking the Power of Intelligence'. CA Ravi Chandrashakar, convener of AMC, introduced the chief guest to the audience, and Dr. Rajendra Nargundkar presented his thoughts and ideas on the theme of the event. Er. Jayaram, Joint Secretary, introduced the keynote speaker, Prof. Prasad Krishna, Director of NIT, Kozhikode.



Chief Guest, Keynote Speaker, CMA Office Bearers, and Past Presidents with Award recipients at the function



(L-R) Prof. Debashis Chatterjee, Director, Indian Institute of Management, Kozhikode; CA Jomon K George – Former Chairman of SIRC of Institute of Chartered Accountants of India; Mr. Rajesh Nair- Business Head Kerala, Ernst and Young LLP; Dr. Thomas George – Chairman and Director LEAD College of Management; Mr. Vijay Nair- Chief Technology Officer, Assyst international Private Ltd and PanApps Inc., and Mr. Sreenath Moorchildot- Managing Director, Busifrog Tech Pvt Ltd

The technical sessions of the 26th Annual Management Convention of the CMA were held on 12th March. The eminent speakers who made their presentations on various topics were Prof. Debashis Chatterjee, Director of the Indian Institute of Management, Kozhikode; Dr. Thomas George, Chairman and Director of LEAD College of Management; Mr. Rajesh Nair, Business Head Kerala, Ernst and Young LLP; Mr. Vijay Nair, Chief Technology Officer, Assyst International Pvt Ltd and PanApps Inc. It was followed by a presentation on 'Metaverse Beyond the Hype' by Mr. Sreenath Moorchilot, Managing Director, Busifrog Tech Pvt Ltd, and the last session of the event was by former Chairman, SIRC, of the Institute of Chartered Accountants of India, CA Jomon K George, on the topic 'Startups and MSMEs: Ecosystem, Benefits, and Tech Strategies'.

Managing Committee Meeting

CMA conducted its 7th Managing Committee meeting on 20th March at the CMA Office, where they reviewed the 26th Annual Management Convention and other administrative matters. 14 members attended the meeting.

Chandigarh Management Association

Better Management Series

Chandigarh Management Association organised a web talk on 1st March on 'Failure - A Symptom of Success' as part of its 'Better Management Series'. The speaker, Mr. Sukhwinder Singh Uppal, founderpreneur of Priority Solutions and an ace entrepreneur, discussed how failures can be turned into success by learning from them and avoiding blame games. The talk was moderated by Dr. Navjot Kaur and attended by over 85 CMA members and industry professionals.



Speaker, Ace Entrepreneur Sukhwinder Singh



Women of Substance Awardees

Womens' Day Celebration

Chandigarh Management Association and the World Sikh Chamber of Commerce celebrated International Women's Day on 8th March with a panel discussion featuring life coaches and women activists as panelists. The discussion touched on various sensitive themes around women, including challenges and courage. The General Secretary of CMA, Mr. Abhishek Gupta, emphasised the importance of seeking equal rights for women rather than equal roles in his concluding remarks. Celebrity Ms. Jonita Doda was the chief guest, and 24 women achievers

from various walks of life were honoured with the 'Woman of Substance' award. CMA President Mr. Gursimran S Oberoi thanked the 120 attendees and invited them to become life members of CMA.



CMA delegation at the Blind School

Visit

CMA with key members during the tenure of President Mr. Gursimran S Oberoi visited the Institute for Blind on 18th March. The delegation was led by CMA General Secretary Mr. Abhishek Gupta. Mr. JS Jayara, Principal of the Blind School, welcomed the delegation and shared the activities being done with voluntary support from people, the UT Administration, and the Society for Care of the Blind. The students recited a prayer song for the delegation, and CMA members honoured the women staff in the spirit of International Women’s Day. CMA Life Member

Mr. Dinesh Kapila proposed a vote of thanks, while Mr. Abhishek Gupta honoured the Principal and Secretary of the blind society for facilitating the event.

CMA Management Quiz

The CMQ for the month of February was on ‘Customer Relationship Management’, and it saw an overwhelming response from the members. Three CMA members were declared winners- Mr. Rakesh Bhan, Mr. Sanjiv Gupta, and Ms. Tanishka Tikoo. Winners were felicitated by the Executive Committee.



President CMA with Ms. Bharti Sood, Regional Director, PhD Chamber of Commerce

On 22nd March, a delegation from Chandigarh Management Association (CMA) led by President Mr. Gursimran S Oberoi attended a seminar on National IP Yatra 2023 at PHD House. The seminar highlighted that protecting the IPR of MSMEs is a complex and challenging task due to factors such as unawareness, complexity, and infringement. Ms. Bharti Sood, the Regional Director of the PhD Chamber of Commerce, honoured President CMA for participating with a large delegation.

Coimbatore Management Association

Monday Musings

Coimbatore Management Association organised a talk on ‘Women’s Day special Community-Based Business’ on 6th March, where a young lady-entrepreneur and young mother, Ms. Deepika Thiyagu shared her innovative ideas for the up and thriving space of community-based business. Ms. Deepika’s talk was confident, mature, and quite informative, worth emulating by the young generation. The 460th episode was opened by Dr. Vandana Madhavkumar, who also thanked the speaker.



Talk by Ms. Deepika Thiyagu



Talk by Mr. Ramabishek

CMA organised a session on 13th March on 'Innovation in Marketing' with Mr. Ramabishek an engineer in Instrumentation and Controls and a Master's in Entrepreneurship and Innovation, from the University of Sussex, UK, ventured to start a novel café called Abi's Café, which has gained popularity in Virudhunagar and other southern districts of Tamilnadu. The interactive session, with around 160 participants, was welcomed and thanked by the faculty and students of GRGSMS.

CMA conducted a talk on 20th March by Dr Jayanthi Mohan, an Associate Professor at Coimbatore Institute of Technology, who published a book, 'Be Your Own Boss – Make Things Happen' and has also presented several articles and research papers in National and International journals and conferences. Mr. Lakshmanan, Executive Committee member of CMA, who hosted and moderated the episode, wrapped up the talk with a few more noteworthy names of Coimbatore's social entrepreneurs like Ms. Vanitha Mohan of Siruthuli, and Manikandan, Anbzhagan and Gangadharan of MAG Solar Systems.



Presentation by Dr. Jayanthi Mohan



Presentation by Ms. Kanaka Ananth

The 463rd episode of Monday Musings was held on 27th March by Ms. Kanaka Ananth who made toys out of wood and other biodegradable, sustainable products, completely handmade, including the packaging (bamboo boxes). She has worked with Creative Educational Aids Pvt. Ltd, Delhi and Funskool India, before starting her own brand of toys, Maniams Toys, which went on to win the All India 'Toycathon' in 2021. She was also one of 40 women shortlisted across India for Google Digipivot with ISB. The event was moderated by Prof. Sreeram Nandhi of DJ Academy of Managerial Excellence.

CMA Student Chapter Inauguration

Coimbatore Management Association inaugurated its landmark 10th student chapter on 30th March at a ceremony conducted on the campus of the Jansons School of Business. The event started off with a welcome speech from Dr. AGV Narayanan, the Director of the Jansons School of Business, who emphasised the significance

of programmes like the CMA student chapter in developing the upcoming generation of business leaders and professionals. Mr. R. Varadaraj, President of the CMA, delivered a keynote speech and the Vice President, Dr. Nitin Devaraj, shared the need for young professionals to be proactive in their learning and development and urged students to take advantage of the numerous tools and opportunities provided by the CMA.



CMA President, Mr. R. Varadarajan; VP, Dr. Nithyanandan Devaraaj, along with Jansons Director, Dr. AGV Narayanan and Prof. Sri Krishna



CMA President, Mr. R. Varadarajan; VP, Dr. Nithyanandan Devaraaj; Secretary, Dr. Raveendran with VIMS; Director, Dr. Valarmathi, VIMS; CEO Dr. C. Gunasekaran and Dr. Vickraman, Anna University releasing the Journal 'VICHAARA'

CMA VIMS International Conference

On 10th March, the Vivekananda Institute of Management Studies, Coimbatore, organised a one-day international conference on 'Digital Management, Business Analytics, and Social Sciences: Innovation and Technology' (VIMS-ICON '23) in association with CMA, Debre Tabor University, Ethiopia, and CRCP. At the inaugural function, Dr. A. Valarmathi, Director, VIMS, delivered the welcome address, and Dr. C. Guna Sekaran, CEO, VIMS, delivered the presidential address. The chief guest, Mr. R. Varadarajan, President, CMA, stressed the impact of innovation and technology on day-to-day usage of products. Dr. Kindye Essa, Dean, College of Economics at Debre Tabor University in Ethiopia, was the special guest, and more than 80 research papers were presented by candidates from various nations through online and offline modes. In the valedictory function, Dr. Nithyanandan Devaraaj, Vice President, CMA, and the chief guest said that today's managerial education has moved from time-based to task-based management, which helps meet human expectations. On this occasion, the International Conference Journal 'VICHAARA', published by VIMS, was released.

Faridabad Management Association

Faridabad Management Association conducted a virtual event on 4th March on 'AROGYATA' signature event on the topic 'Secrets to Slimmer, Healthier and Younger Self'. The event started with a welcome address by Ms. Saloni Kaul, President, FMA and Founder of Its People. The session was conducted by Ms. Rakhee Sharma, PCC, ICF, Mindful Leadership Coach and Facilitation, Founder, Mindful Solutions and Showers of Comparison. Mr. V. Thyagarajan, Executive Director, FMA proposed a hearty vote of thanks, which was attended by the industry as well as academia.

International Women's Day was celebrated by FMA on 8th March on the theme 'Embrace Equity'. The members posed in an embrace position to extend support and due respects to the Women fraternity all over the World. There was a participation from both industry and academia.



Speaker-*Ms. Rakhee Sharma, PCC, ICF, Mindful Leadership Coach addressing the session*



FMA-Event-8thMarch2023-International Womens Day- Extreme Left :Ms. Saloni Kaul, President-FMA Extreme Right Below:Ms. Charu Smita Malhotra General Secretary, FMA Centre Mr. V. Thyagarajan, Executive Director-FMA surrounded by Participatns.



Ms. Saloni Kaul, President, FMA and Mr. Subhash Jagota, CEO, Global Business Solutions with participants

On 17th March, FMA conducted a MDP on 'Higher Results through Emotional Intelligence' at Imperial Auto Industries, NHPC Chowk, Faridabad. The session started with a welcome and theme address by Ms. Saloni Kaul, President, FMA. Mr. Subhash Jagota, CEO, Global Business Solutions joined Ms. Saloni Kaul to deliver a joint presentation of the MDP. The session ended with a summing up and concluding remarks by Mr. Subhash Jagota.



Top (L - R) Mr. DK Bakshi, CEO - Global Talent Company; Ms. Saloni Kaul, President, FMA; Mr. Aditi Joshi., Head-Legal at Yellow; Ms. Meeta from Moolah and Mr. V. Thyagarajan, Executive Director, FMA

Faridabad Management Association in collaboration with Moolah held a virtual webinar on 'Making a Will' on 26th March. The session commenced with a welcome address by Ms. Saloni Kaul, President, FMA and the presentation was made by Ms. Aditi Joshi, Head Legal at Yellow. The webinar ended with a detailed Q/A session. Mr. DK Bakshi, CEO, Global Talent Company participated from Thailand and put up many questions. Finally, Mr. V. Thyagarajan, Executive Director, FMA made the concluding remarks and thanked the speaker and the audience.

Ghaziabad Management Association

GMA, with AKGIM, held a two-day Management Simulation Game 'CHANAKYA' on 13th and 14th March by AIMA. Participants faced a hypothetical scenario and made decisions to maximise their winning criteria amidst changing conditions like labor strikes and cost increases. The event featured seven teams from six organisations, playing on data divided into five quarters, and competing in a virtual market through pricing, advertising, bank loans, and equipment purchase. The goal was to outperform rivals by procuring raw materials, pricing goods, and selling to maximize after-tax profit. The team from NTPC Dadri was the winner, AKG Institute of Management was the First Runner up and Shriram Pistons and Rings. Ltd was the Second Runner-up.



The winning team – NTPC



The 1st Runners up – AKGIM

GMA, in association with the Entrepreneurship Cell of IMS Ghaziabad, organised the Start-Up Conclave 2023 on 25th March. The conclave focused on 'Innovation for Sustainability' and brought together distinguished entrepreneurs to nurture students' entrepreneurial ideas. The event included an inaugural session with Chief Guest Mr. Sujit Banerjee, Director, Department of Science and Technology and Guests of Honour Mr. Shyamal Ranjan Saha, (Head of Transformation, Global Service Delivery Centre, Nokia India) and Dr. Abhilasha Gaur, COO, Electronic Sector Council. Celebrity Guest Mr. Ritesh Andre (SPOC, Mumbai Dabbawalla) shared his journey, and there were events related to the Start-Up Expo, En-Venture (Pitch Your Plan), and Enigma (Problem Solution Fit Exercise). Around 350 delegates from 40 leading institutes of India participated, competing for the prize money of Rs. 1,00,000/- sponsored by member industries of GMA. The event concluded with a valedictory address by Dr Sindhu Bhaskar, Co-Chairman and Founder, EST Global Inc. Cambridge Innovation Center,



All award winners

USA, and Mr. Mohit Jauhari, Head Supply Chain Management, Shriram Piston and Rings Ltd.

GMA organised an outreach event of donating artificial limbs to the accident victims on 31st March so that they lead a normal and fruitful life and are properly rehabilitated for livelihood. This was done through the CSR fund of corporate member, M/s Shriram Pistons and Rings Ltd. A team of the company and GMA met the beneficiaries who received the limbs.



Handing over the donation cheque

Goa Management Association

Panel Discussion

Goa Management Association, in collaboration with the Department of Business Administration, MES College of Arts and Commerce, Zuarinagar celebrated Management Day 2023 on 4th March on the theme 'Managing the Unprecedented: Harnessing the Uncertainty'. The panelists were Mr. Rajesh Mehrotra, MD, Berger Becker Coatings Ltd, Pilerne and Vice Chairman – GMA; Mr. Sanjay Amonkar, Director General, Goa Chamber of Commerce, and Industry; Ms. Hema Sood – Author, and Aaron Rodrigues – Proprietor and Executive Director of ACR Hospitality and Allied Services, Chinchinim, Goa. It was moderated by Mr. Delight Pereira, GMA Best Management Student 2022 - UG award winner. The programme was attended by the students of BBA and BBA (Shipping and Logistics).



Panel discussion in progress



Talk by Mr. Arun Agarwal

Talk

GMA in collaboration with Goa Chamber of Commerce and Industry (GCCI), Panaji Goa organised a talk on 16th March by Mr. Arun Agarwal, a retired CEO of Insurance Company and a recipient of the Lifetime Achievement Award at the Asia Insurance Industry Awards, 2020, Singapore on the topic 'Time for Bharat'. Mr. Agarwal spoke on public governance framework across all sectors to charge India forward as a Human Power House. Mr. Deepak A Bandekar, Chairman, GMA, welcomed

the audience followed by Mr. Sanjay Amonkar, Director General of GCCI, briefed about GCCI. Dr. Pradeep B Salgaonkar, introduced the speaker and moderated the session. CA Rohan Bhandare, Hon. Secretary, GMA compered the event.

Guwahati Management Association

North East Healthcare Management Conclave

Guwahati Management Association organised the North East Health Care Management Conclave on 11th March at Cotton University, Guwahati. Dr. Siddharth Singh, IAS, Commissioner and Secretary to the Government of Assam, Dept. of Medical Education and Research, was the Chief Guest of the event. At the outset, Mr. Chiranjit Chaliha, President of GMA, welcomed the guests and delegates, and a souvenir published on the occasion was formally released by Dr. Vijay Agarwal, Chairman, Consortium of Accredited Healthcare Organisations (CAHO). Dr. Singh spoke on the various steps taken by the government in the state regarding health care and infrastructure development and also stated that in the healthcare sector, Assam is poised to emerge among the top five states in the country. The technical sessions started thereafter with the keynote address on 'Building a Culture of Safety Practises in Hospitals' for better patient care by Dr. Vijay Agarwal, Chairman of CAHO. The event was organised jointly with CAHO and Pinnacle Health Care Consultants, Guwahati, and was attended by over 230 delegates. At the end, Dr. Jeet Patwari, member of GMA and Managing partner of Pinnacle Health Care Consultants, offered the vote of thanks.

Hyderabad Management Association

Industry Readiness Programme

Hyderabad Management Association organised a programme on 2nd March with Mr. B V K Harinath, HR Advisor, Asa Bhanu Technical Services Ltd, who said that a successful manager understands and works intelligently towards managing personal energy levels that enable engagement with work, and through colleagues, suppliers, clients, and various stakeholders purposefully to deliver required outcomes.



Presentation by Dr Anjan Kumar

HMA conducted an online programme on 9th, 10th, 11th, and 12th March for its Certification Course Industry Readiness Programme on 'Spreadsheet Skills' by Dr Anjan Kumar, Assistant Professor, Department of Business Management, MVSR Engineering College, Nadergul, Hyderabad. He trained students to master the advanced functions of spreadsheet applications, enabling them to produce more sophisticated reports, to perform complex mathematical and statistical calculations.



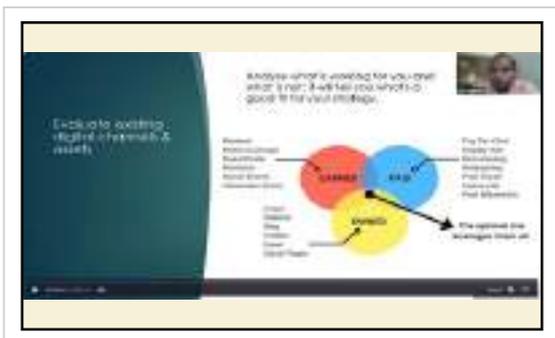
Presentation on Emerging Trends – Start Ups

HMA organised a session on 13th March with Mr. Suraj V Rao Meiyur Founder – CEO of Next Skills 360 EdTech Pvt Ltd., who delivered a session on Emerging Trends – Start Ups. He spoke about co-working spaces, now we have an eco-system so the new entrepreneurs do not have to struggle, besides technology and AI and virtual reality which makes life easy.

HMA organised a session on ‘Personal Branding’ on 15th March by Prof. Dhananjay Singh who spoke about the need for every individual to understand their strengths and come out with their own way and style within given parameters. He explained that branding happens over a period of time and has much to do with consistency.



Prof Dhananjay sharing the presentation



Presentation in progress

On 17th March, Mr A Vinod Kumar, CEO, SAND Network took an interactive session with the students on digital marketing and why it is important especially in today’s world. He spoke on the different types of marketing – what it takes to understand customer behaviour and how the students should adopt and adapt to the changing situations to change the marketing strategies.

HMA organised a session with Dr Sriharsha Reddy, IMT Hyderabad on 20th March who said that the fintech industry is constantly evolving and improving, and 2023 is no exception. In the fintech industry, embedded finance has been gaining traction recently and is poised to become the dominant trend in 2023.



Session in progress



Prof (Dr) Tulika Sharma sharing her presentation

On 21st March, Prof (Dr) Tulika Sharma, Asst Prof. IMT Hyderabad took a session on 'Emerging Trends in Sustainability'. As the vulnerable state of our planet is becoming a daily headline, and individuals and businesses are feeling the pressure to make changes, we're curious to find out what trends 2023 might bring that can enhance sustainability efforts.

HMA organised a session on 23rd March with Mr. Chirantan Chatterjee, Founder and CEO Py's AI Labs and Omion Fusion who touched base on the digital business models and services, digital consumer experience, intelligent process automation. He spoke how data and digital transformation is changing the way customers are engaged – mobiles and social media platforms have been able to garner the interest of the customers. This interesting session revived the student's curiosity and interest.



Speaker, Mr. Chirantan Chatterjee sharing his presentation



Mr B P Acharya, IAS Retd. awarding an IRP topper

Annual Awards Function

HMA organised the 50th Annual Awards Ceremony on the 24th of March. Professor Srikrishna Deva Rao, Vice Chancellor NALSAR University of Law, Hyderabad was the Chief Guest along with the President Mr V Ramchander; the Vice President, Mr. Jaywant Naidu; Secretary, Mr K Chandra Sekhar, and Mr Devender Reddy Jt Secretary, presided the event.



Mr Rajanna receiving the Lifetime Achievement Award



Prof Srikrishna Deva Rao being felicitated by the President

Indore Management Association

IMA Movie Review Session

IMA organised a movie review session on the movie 'WHIPLASH' on 4th March with the facilitator Mr. Pratik Uppal, HOD of Renaissance University and Senior faculty at Nahata Professional Academy.



Mr. Pratik Uppal addressing the session

IMA Exclusive Session

IMA organised an exclusive session on 10th March on the topic 'Faith, Fight, Fun in Relationships'. The facilitator of the session was Ms. Vidya Iyer Vyas, Ex-Entrepreneur, Banker, Management Professor, Trainer, and Author.



Ms. Vidya Iyer Vyas addressing the session

IMA organised an exclusive session on 27th March on the topic 'Improving the Profitability- TOC ways'. The facilitators for the session were Mr Girish Bhave, founder of Saarthi Consulting and Mr Aditya Pandit, founder of Holistic Consulting.



Facilitators during the session

Student Chapter

IMA organised an industrial visit for the students of Daly College Business School (DCBS) on 10th March at Tata International Limited, Dewas.



Students during the visit

IMA organised an industrial visit for the students of Avantika University, Ujjain on 15th March at Yellow Diamond (Prataap Snacks), Indore.



Students during the industrial visit

Student Chapter COE

IMA Student Chapter organised a centre of excellence session for the students of Jaipuria College at Jaipuria Institute of Management, Indore on 17th March on the topic ‘Sales Forecasting and Sales Motivation’. The facilitator for the session was Mr. Rohan Jhanjhariya, CEO at Dwarka Casting.



Mr. Rohan Jhanjhariya addressing the students



Dr. Nitin Merh during the programme

IMA Student Chapter organised a management game for the students of Shivajirao Kadam Institute of Technology and Management (SKITM), Indore on 27th March. The facilitator for the session was Dr Nitin Merh, Corporate Trainer and Life Coach.



Speaker- Mr. Abhishek Mishra addressing the participants

Diksha- In House Training

IMA organised ‘Diksha’ in-house training session at Vacmet India Ltd., Ujjaini on 17th March on the topics ‘Teamwork’ and ‘Stress Management’ by Mr. Abhishek Mishra, Corporate Trainer, Educator, Success, and Life Coach.



Ms. Trilekha Pathak during the session

IMA organised an in -house session for Indira Securities Pvt. Ltd., on 25th March on the topic ‘Team Building and Personal Growth’ with Ms. Trilekha Pathak, Communication Skill, Corporate and Soft Skills trainer.



Mr. Prahlad Pandey addressing

IMA Staff Development Programme

IMA organised a staff development programme for the Eagle Seeds and Biotech Ltd., on 18th March at IMA, Indore on the topic ‘Intrinsic Motivation’. The facilitator for the session was Mr. Prahlad Pandey, Behavioural Trainer, Leadership Coach, and OD Consultant.

Industrial Visit

IMA Student Chapter organised an Industrial visit for the students of Prestige Institute of Global Management, Indore on 18th March at Gabriel India Limited- Plant 5, Dewas.



Students at the industry visit



Mr. Abhishek Mishra addressing the participants

IMA Evolution for Excellence

IMA organised an Evolution for Excellence Programme on 23rd March on the topic 'Adapting for a Stronger Team' with Mr Abhishek Mishra, Corporate Trainer, Educator, Success and Life Coach.

Kerala Management Association

KMA Women Summit 2023

Kerala Management Association organised the Women Managers Summit 2023, which was inaugurated by Rajya Sabha MP Adv. Jebi Mather on the occasion of Women's Day. Actress and famous fashion designer Ms. Purnima Indrajith was the chief guest and the event was presided over by KMA President, Ms. L. Nirmala. WMF Chairperson, Ms. Lekha Balachandran and Secretary, Algiers Khalid spoke at the function. Dr. Kuljit Uppal, Chief Council, and Integrity Leader Sandhya Vishal, DAIGEO CMO Ms. Deepika Warriar, and AVT McCormic Managing Director, Ms. Sushma Srikanth took the classes about parity, power, and progressivism.



Inaugurating KMA Women Managers Summit 2023 by MP JB Mather; Mr. Algiers Khaled; Actress Purnima Indrajith; Ms. L. Nirmala, and Ms. Lekha Balachandran are seen nearby

KMA Annual Awards

Kerala Management Association's Excellence Awards were distributed at a function held in Kochi. Cochin Shipyard General Manager, Mr. V.P. Shiraz, was selected as the Manager of the Year. V Guard Industries bagged the KMA Excellence Award for Best In-House Magazine. Federal Bank bagged the second position, and BPCL

Kochi Refinery bagged the third position. Cochin International Airport received a special jury mention. Mr. Shrinivas Dempo, President, AIMA, and Chairman, Dempo Group of Companies inaugurated the event held at the Gokulam Convention Centre. KMA President, Dr. Nirmla Lilly presided. AIMA DG, Ms. Rekha Sethi; Awards Night Chairman, Mr. Jibu Paul; Secretary, Mr. Algiers Khalid; Senior V P, Balakrishnan, and Cochin Shipyard CMD, Madhu S. Nair, were also present at the event.



AIMA President, Mr. Shrinivas Dempo inaugurating KMA Annual Award Ceremony

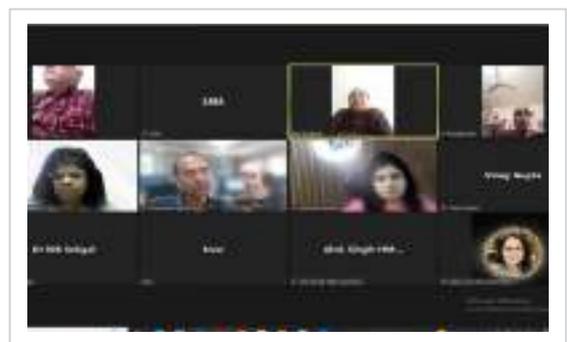


(L-R) AIMA President, Mr. Shrinivas Dempo and Ms. Rekha Sethi, DG-AIMA addressing KMA Annual Awards

Lucknow Management Association

Online Meeting

All India Management Association and Lucknow Management Association organised a Northern Region - LMA Coordination Meeting on Zoom on 2nd March. Mr. A K Mathur, Chairman, Northern Region LMA Coordination Group addressed the discussion.



Mr. A.K. Mathur addressing the session

Visit

Lucknow Management Association organised a visit for LMA members at Milind Raj's startup 'Roboz.in' on 3rd March who is also known as the 'Drone Man,' a renowned innovator and robotic expert in India. Mr. A.K. Mathur, Vice President LMA; Ms. Renu Chaudhary, General Manager, LMA; Mr. Suman Guchh, Member LMA; Mr. Sanjiv Govil, Member LMA, and other members were present on the visit.



Mr. A.K. Mathur and LMA members during the visit

Round Table

AIMA and LMA organised a round table on 15th March on 'Leveraging ESCO Model for Energy Savings for High Energy Consumer and Role of Energy Efficiency in Achieving Net Zero Target'. The eminent speakers were Dr. Ajay Mathur, DG of International Solar Alliance; Mr. Atul Bagai, Country Head of UNEP; Mr. Abhishek Sharma, Dy Director of Bureau of Energy Efficiency; Mr. Vishal Kapoor CEO of Energy Efficiency Services Ltd and Mr. Anupam Shukla, Director, UPNEDA successful ESCOs and many large consumers from industry, hospital, etc participated in the discussion.



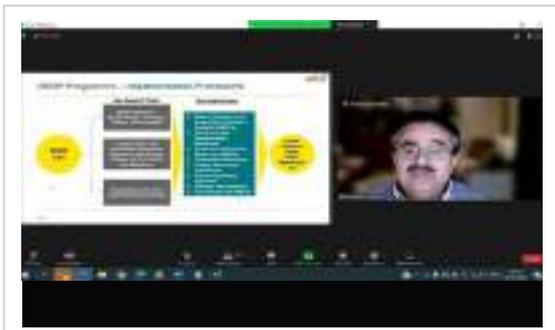
Mr. A.K. Mathur and speakers on dais

Workshop

LMA in association with LUMBA, University of Lucknow organised a workshop on 17th March on 'Design Thinking and Innovations' by Dr Dheeraj Mehrotra, Author and National Awardee. Mr. A.K. Mathur, Vice President welcomed and introduced the speaker and proposed a formal vote of thanks at the end of the session.



Dr Dheeraj Mehrotra receiving a memento



Dr Navneet Sehgal, IAS giving his presentation on 'ODOP'

Online Session

AIMA and LMA jointly organised a virtual session on 'One District One Product' a flagship initiative of the state of Uttar Pradesh and its relevance in another state on 18th March with Dr. Navneet Sehgal, Additional Chief Secretary, Government of Uttar Pradesh, and President of LMA. Mr. A.K. Mathur, Vice President welcomed and introduced the speaker and proposed a formal vote of thanks at the end of the session.

Awards Evening

Lucknow Management Association conferred LMA Awards and Women Achievers' Awards on 21st March in different categories. Dr. Navneet Sehgal, Additional Principal Secretary, GoUP and President LMA and Mr. A.K. Mathur, Vice President and Mr. Pravin Dwivedi, Sr. Vice President besides LMA Members and guests were present. Shri. Brajesh Pathak, Hon. Chief Minister GoUP was the Chief Guest.



Seated (L-R) Mr. A.K. Mathur, Mr. Pravin Dwivedi, Mr. Brajesh Pathak, Dr Navneet Sehgal, Mr. M.A. Khan and Mr. A.K. Singh with awardees

Career Counseling Session

Young Manager Forum of LMA in association with Kunwars Global School, organised a Career Counseling session at Kunwars Global School on 21st March. The session was delivered by CA Devesh, Chartered Accountant and Coordinator YMF. Students, faculty, and Dr Dheeraj Mehrotra, Principal, Kunwars Global School were present at the session. Ms. Yogita Mehrotra delivered the vote of thanks.



(L-R) CA Devesh Agarwal and Ms. Yogita Mehrotra



Annual show 'Ujalon Ka Sansar'

Annual Show

LMA in association with AWOKE India Foundation organised an annual show 'Ujalon Ka Sansar' on 25th March with under privileged students of ALAKH. Mr. Pravin Dwivedi, Sr Vice President LMA; Ms. Dipti Dwivedi, Member LMA; Mr. M.A. Khan, Member CG LMA; Ms. Renu Chaudhary, GM LMA and parents of students were present in the programme.

Health Talk and Check-up Camp

LMA in collaboration with Medanta Hospital, Lucknow organised a talk on 'How to live Healthy with Diabetes and Hypertension' by Dr. Sakshi Manchanda followed by Free Health Check-up Camp on 31st March. Ms. Renu Chaudhary, General Manager LMA proposed a formal vote of thanks.



Dr. Sakshi Manchanda addressing the session

Meerut Management Association

35th Annual Convention

Meerut Management Association organised its 35th annual convention on 18th March on the theme 'Economic Growth Coupled with Ecological Sustainability'. Mr. Vijai Kumar IAS (Retd.) was the Chief Guest of the Convention and focused on a green planet and economic growth that is carbon neutral. Dr. Smita Tewari Jassal, Dr. Rahul Bansal, and Mr. Sanjay Rastogi also shared their views on the topic. Dr. Poonam Devdutt, President, MMA, welcomed all the guests with a bouquet. Col. (Dr.) Naresh Kumar, Chairman, Annual Convention, introduced the guests. Capt. V.K. Gupta proposed the vote of thanks. The souvenir, ENDEAVOUR, was also released by all the dignitaries. The flagship event was thoroughly enjoyed and appreciated by all attendees.



Releasing of Souvenir

Noida Management Association

NMA in collaboration with Sahaja Yoga organised a programme on 'Stress Management' on 11th March at NMA. Mr. Anish Kohli from Sahaja Yoga presented his talk to NMA members and shared his expertise on how to reduce stress, anxiety and fear. He also explained that by doing yoga one can build up self-motivation, self-dignity, and self-confidence.



President NMA welcoming the speaker

Pala Management Association

Monthly Meeting

Pala Management Association held its monthly meeting on 23rd March at the River Valley Club, Pala. The keynote speaker was Mr. Mathukutty Tom, a former corporate executive turned agripreneur and state award winner for the best young farmer. In his address titled 'Sustainable Farming in Kerala— My Experience', he shared his life experiences in the field of agriculture and explained how he developed a passion for farming and how that passion led him forward unwaveringly even in times of extreme adversity.



Speaker-Mr. Mathukutty Tom addressing

Webinar

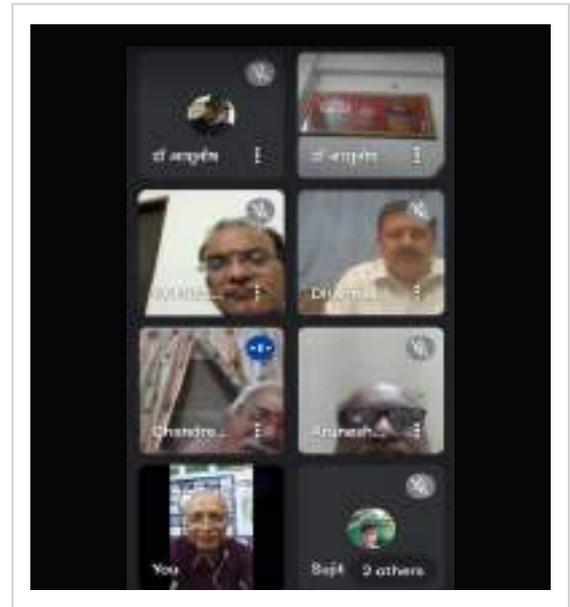
Pala Management Association and Vaikom Management Association jointly organised a webinar on 30th March over Zoom. Mr. V. B. Pyarelal IAS, former Additional Chief Secretary of the state of Assam, gave a keynote address on the topic 'Decision Making in Government'. The interactive session witnessed the exchange of interesting information amongst the participants, as some former government servants from the audience also contributed to the topic.



Keynote address by Mr. V B Pyarelal, IAS

Patna Management Association

Patna Management Association and Bihar State Productivity Council jointly organised a webinar on 30th March on the topic 'Leadership and Management Lessons from Bhagwat Gita'. The chief speaker was Dr Ashutosh Upadhyya, Principal Scientist, ICAR, and the guest speaker was Prof. Chandeshwar Khan, ex-Tata Group. Mr. D. K. Srivastva, patron of PMA, delivered the welcome address, and the president of PMA, Adv. B. K. Sinha, gave the brief address on the theme. The points that came out of the discussions were that Bhagwat Gita suggests that leaders cannot lead effectively unless they know themselves; one should think about everybody and the whole world; and leaders should be resilient in their actions and should not be weakened by pain or pleasure.



Session in progress

Rajkot Management Association

Rajkot Management Association organised a meeting on 15th March with the Director and Editor of Sanj Samachar, a leading newspaper of the region, associating for empowering and enabling the MSME's and industries of the region. RMA delegates—Mr. Chetan Kothari, Former Chairman; Mr. Parag Jobanputra, Chairman; Dr. Kalpit Sanghvi, President; Mr. Harshit Shah, Honorary Secretary; and Mr. Nilesh Suchde, Executive Council exchanged ideas with Mr. Karan Shah, Director, and Editor of Sanj Samachar. Mr. Karan Shah shared remarkable observations and ways to create a positive impact on the future with Vision Rajkot Industry and Economy 2030, followed by the CEO Cafeteria.



Mr. Karan Shah, Director, and Editor of Sanj Samachar addressing

Rohilkhand Management Association

Meeting and Round Table Discussion

Rohilkhand Management Association held its executive body meeting on 25th March. The unprecedented rise in activities of RMA and the graceful events organised during Management Week in February were appreciated by the executive body and other special invitees present. More efforts will be made to improve performance and keep the momentum going. After the meeting, a roundtable discussion on the economy of Uttar Pradesh was held.



Executive body and special invitees during the meeting

Surat Management Association

On 14th March, Mr. Nitin K. Oza, President SMA interacted on solar plants in collaboration with the Surat Management Association and Vanita Vishram University, followed by Q/A session. Mr. Jethwa, Mr. Harikrishna Shashtri, Dr. Pankaj Gandhi, Ms. Shobha, and Mr. Jeet graced the occasion from SMA. Around 70 students from B.S. and M.S. in Physics participated and interacted. The programme was coordinated by Dr. Hardik Desai, HOD, Physics Department, V.V. University.



Felicitation to Mr. Nitin K. Oza, President, SMA

Thrissur Management Association

Management Development Session

TMA Managing Committee Member and Former Executive Director of BPCL, the chief guest, Er. George Paul took a Management Development session on 1st March at Christ College on the occasion of the valedictory event for outgoing students. TMA MC Member, CA. Shaji P. J., offered felicitations during the function.



Handing over of certificates

TMA-Young Leaders of Thrissur Conclave

TMA-Young Leaders of Thrissur organised its first TMA-YLT conclave on 10th March in association with the Chamber of Commerce Youth Wing and presented TMA-YLT Awards during the function on the theme 'Empower: Unlocking and uplifting Next Generation of Business Leaders'. The chief guest was Ms. Aishwarya Dongre, IPS

(District Police Chief, Thrissur Rural). Around 200 young entrepreneurs and professionals in and around Thrissur participated in the function. During the event, the TMA-YLT Young Entrepreneur Award was presented to Mr. Abin Jose Tom, Founder and CEO, Webandcrafts; the TMA-YLT Young Achievers Award was presented to Mr. Sajeesh Kumar, Managing Director, Elanad Milk Pvt Ltd; and the TMA-YLT Innovative Startup Award was presented to Mr. Liyas Thomas, Founder and CEO, Hoppscotch.



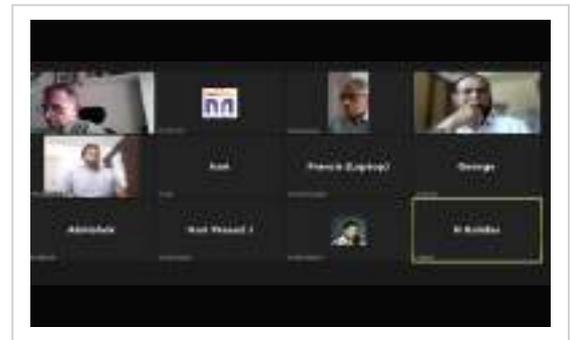
TMA-YLT Chairman Mr. Seejo Ponnore setting the context for the conclave.



Lighting of the lamp by the Chief Guest Ms. Aishwarya Dongre IPS, District Police Chief, Thrissur Rural

13th TMA Hykon Business Plan contest 2023

TMA conducted one of its flagship events, the TMA-Hykon Business Plan Contest Final, on 10th and 11th March in an online mode. 11 teams were selected for the grand finale and presented their business plans in front of the judging panel, comprising of Mr. T. N. Ramaswamy, Er. Anand Menon, Er. M. R. Gopalakrishnan, and CA. Hari Krishnan. Er. Francis George was the programme convenor. The first prize was won by the team from Dr. John Mathai Centre, Thrissur.



13th TMA Hykon Business Plan contest 2023



Inaugural Address by Er. Anand Menon P, TMA Past President and Former CGM, KSE Ltd

Inauguration of TMA Student Chapter

TMA conducted a Management Development programme on 14th March at Jyothi Engineering College, where the Past President of TMA and former CGM of Kerala Solvents Ltd., Er. Anand Menon gave a keynote address on leadership and management styles. Also, the TMA student chapter activities of the college were inaugurated during the event. Mr. Joy Joseph, TMA Student Chapter Coordinator, gave a brief about TMA Student Chapter activities.



Mr. M P Ramachandran, Chairman Emeritus, Jyothy Labs addressing Chapter Members

TMA conducted a Management Development session on 22nd March at St. Thomas College, Thrissur where Chairman Emeritus of Jyothy Labs took the students through his entrepreneurial journey. It was a great learning experience to the students as they could hear from one of the India's greatest entrepreneurs. CA. V. Venugopal, Past President of TMA and Mr. Joy Joseph, Students Chapter Coordinator gave felicitations during the meeting.

Managing Committee Meeting

TMA Managing Committee meeting was held on 14th March in an open-air pool side venue at Regency Club, Thrissur. TMA President, Mr. K. Paul Thomas, presided over the meeting and detailed deliberations on the various activities of TMA were discussed. Convention Chairman and Sr. Vice President of TMA, CA. Geo Job detailed the plans for the Annual Management Convention.



Presidential address by K Paul Thomas



Inaugural ceremony of 31st Annual Management Convention of TMA

TMA Annual Management Convention and Presentation of Management Awards and Scholarships

TMA conducted its flagship event, Annual Management Convention on 22nd March and the chief guest was Mr. M. Rajeshwar Rao, Deputy Governor of RBI. The guests of honour were District Collector of Thrissur, Mr. V. R. Krishna Teja IAS, and Mr. Aneish Kumar, former MD of The Bank of New York Mellon.

During the function, TMA Manappuram Group Lifetime Achievement Award was presented to Mr. M P Ramachandran, Chairman Emeritus, Ujala and TMA Leo Pharma Management Excellence Award was presented to Mr. Murali Ramakrishnan, MD, and CEO of The South Indian Bank Ltd. TMA in association with Dhanlaxmi Bank gave 3 Merit cum Means Scholarships to MBA students. Also, TMA T R Raghavan Memorial Best Management Student Award was given during the function. More than 400 participants attended the function.



Welcome address by CA Geo Job, Convention Chairman and Sr. Vice President, TMA

Southern Region LMA Coordination Meeting

The Hon. Secretary of TMA, CA. Manoj Kumar attended the Southern Region LMA Coordination Meeting on 22nd March. Ways of collaboration between LMAs were discussed, and the participants were briefed about the various activities conducted by LMAs.



CA M Manoj Kumar represented TMA at AIMA - Southern Region LMA Coordination Meeting



TMA Members with AIMA President, Mr. Shrinivas V Dempo and AIMA DG, Ms. Rekha Sethi

Interaction with Mr. Shrinivas V Dempo - President – AIMA

Five members of TMA attended the interactive session with AIMA President, Mr. Shrinivas V. Dempo and Director General, AIMA, Ms. Rekha Sethi at the event hosted by KMA. The meeting was very informative and interactive.

TMA Management Voice

MD and CEO of The South Indian Bank Ltd released the 4th Volume of Management Voice- the in-house magazine of TMA during the Annual Management Convention by handing over a copy to TMA President, Mr. K Paul Thomas. CS Jackson David, Editor of Management Voice was also present.



TMA's bi-monthly magazine, Management Voice being handed over to TMA President, Mr. K Paul Thomas

Trivandrum Management Association

Lecture Programme

TMA organised an interactive session on 14th March on 'Below the Radar' by Mr. C. Balagopal IAS (Retd.) the author of the book and Chairman, The Federal Bank Ltd. The session was aimed to discuss the book's theme and provide valuable insights into modern manufacturing growth in Kerala. He emphasised the challenges he faced in setting up Terumo Penpol, which became a leading manufacturer of blood bags in India. He emphasised the role of institutions like the Kerala Startup Mission in creating a supportive ecosystem for entrepreneurs. The session was well attended by entrepreneurs, policymakers, TMA members, b- school and other institutions faculty, and students etc.



Mr. C. Balagopal addressing the participants

Workshop

TMA in association with aHOPE Solutions, and the Federal Bank conducted a two-day workshop on 'Blue Ocean Strategy' on 28th and 29th of March, led by INSEAD alumnus and Blue Ocean practitioner Mr. Stephanos George Eapen and Mr. Ajit Mathai, founder, aHOPE Solutions, to enable participants to discover Blue Ocean opportunities and equip them with the strategic tools to effectively tap into them. The workshop also included a session with Dr. Saji Gopinath, Vice Chancellor of Kerala University of Digital Sciences, Innovation and Technology (Digital University Kerala) and ex-CEO, Kerala Startup Mission and Mr. C. Balagopal, Chairman of the Federal Bank, and founder of Terumo Penpol. The event was well received by the delegates.



Delegates of Blue Ocean Strategy Workshop

Vaikom Management Association

Monthly Programme

VMA conducted its Monthly Meeting by Ms. Lakshmi R. Nair, Assistant Professor in the department of computer science and engineering at the College of Engineering, Cherthala, and led a training session on the latest technology, 'Machine Learning', on 11th March at ICM Computers. Smt. Indira N. G., Chairperson of the Women's Wing, welcomed the participants and delivered the Women's Day message, highlighting women's empowerment and the current year's theme, 'Embrace Equity'. Ms. Geetha Devi K. S., Vice President of the VMA, invited more active involvement of the women's community in all areas of society. The session was highly informative and lively, with interactions from the participants, students, and members.



Asst. Professor Lakshmi R. Nair, College of Engineering Cherthala, delivering the session

14th Foundation Day

Vaikom Management Association held its 14th Foundation Day on 26th March, and the Chief Guest was Ms Sheela Thomas, IAS (Retd.), Chairperson and Managing Director, Kerala Rubbers Ltd. Noted singer Dr. Vaikom Vijayalakshmi graced the occasion. VMA Vice President and founder Secretary General, Mr. S. Aneesh, delivered the welcome speech, covering the milestones of the organisation. Ms Indira N. G., Chairperson of the VMA Women's Wing, introduced the chief guest. VMA honoured its former office bearers and artist members. As a token of respect, VMA presented the chief guest with a memento and gifts. The Secretary General, Mr. M. Raju, spoke about the foundation day and the recognition of women's goals in the workplace. Adv. K. P. Sivaji, Secretary-Public Relations, expressed his vote of thanks. The event ended with a traditional Sadya for the participants.



Ms Sheela Thomas, IAS (Retd.) addressing



ADVANCED CERTIFICATE PROGRAMME IN BUSINESS CONSULTING

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

Eligibility

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

Duration

The duration of the programme is 6 months.

Programme Fees

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

AIMA Events Calendar

Event	Programme Chairman/Key Speaker	Venue	Date
YLC Session on Sustainable Growth and Opportunities	<p>Naina Lal Kidwai Chairperson Rothschild & Co India & Former Chairperson HSBC India and Executive Director on the Board of HSBC Asia Pacific</p> <p>Kartik Sharma National Chairman - AIMA Young Leaders Council and Artificial Intelligence Thought Leader</p>	Online	24 April 2023
YLC Workshop	<p>Dr Shikha Nehru Sharma Founder, OneHealth</p> <p>&</p> <p>Dr Himanshu Talwar Chairman, AIMA YLC Delhi & NCR Chapter and International TEDx Speaker</p>	New Delhi	26 April 2023
WomenSpeak Session	<p>Rhea Mazumdar Singhal CEO Ecoware</p>	Online	10 May 2023
Women Leadership Workshop		Online	26 May 2023
Training Programme on Green Public Procurement (GPP)		New Delhi	09 June 2023
National Management Quiz		<p>East & South</p> <p>West & North</p> <p>Grand Finale- NMQ, HR and Women Quiz</p>	<p>22 June 2023</p> <p>04 July 2023</p> <p>06 July 2023</p>
Global Advanced Management Programme 2023		USA	25 June 2023

Event	Programme Chairman/Key Speaker	Venue	Date
Convocation		New Delhi	08 August 2023
National Management Games		Regional Rounds & Grand Finale	June - August 2023
Open House Workshop		Online	June 2023
National Competition for Young Managers		Regional Round 1 Regional Round 2 Regional Round 3 Regional Round 4 Regional Round 5 Grand Finale	22 August, 2023 04 September 2023 15 September 2023 22 September 2023 29 September 2023 29 September 2023
Business Responsibility Summit		Online	24 August 2023
Shaping Young Minds Programme (SYMP)		Kolkata	25 August 2023
Women Leadership Workshop		Online	September 2023
Open House Workshop		Online	September 2023
Global Advanced Management Programme (Europe)		Munich, Lausanne & Zurich	03-09 September 2023
Shaping Young Minds Programme (SYMP)		Thrissur	15 September 2023
National Management Convention		New Delhi	26- 27 September

To view full calendar please visit www.aima.in

For any feedback, suggestions or advertising queries please write to, aimanews@aima.in

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AIMA

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