

JANUARY 2024



MESSAGE FROM THE DIRECTOR GENERAL

Dear Readers,

It's my pleasure present the January edition of AIMA News.

With your support and encouragement, AIMA continued in its mission to enhance management capabilities through a range of initiatives and programmes.

Recognising the growing influence of women in the professional and business world, AIMA organised its first LeadHERship Retreat on the theme 'Aspire, Achieve, Inspire: Women in Leadership Roles' in Colombo, Sri Lanka. The Retreat brought together emerging and aspiring women professionals from diverse industries with visionary leaders and strategists. It was AIMA's privilege to host Mr. Santosh Jha, the Indian High Commissioner to Sri Lanka as Chief Guest for the occasion, who also commended AIMA for establishing a platform where women leaders could share and learn from one another. AIMA Past Presidents, Mr TV Mohandas Pai, and Mr Shiv Shivakumar helped kick off this special programme by addressing the Inaugural Session. The programme witnessed senior corporate and thought leaders from both India and Sri Lanka address the 3-day Retreat over various interesting and interactive sessions. More details are carried in this issue.

AIMA remains committed to nurture and empower the future generation through its youth-centric initiatives. The 81st Shaping Young Minds Programme (SYMP) held in Jamshedpur, in collaboration with Jamshedpur Management Association, provided a platform for young professionals and management students to interact with iconic leaders from different domains. Apart from sharing their life lessons, success stories, and learnings, the leaders also shared with them, tips on effective self-management, informed career decisions and fostering positive work environments. A brief report can be found inside.

Further, AIMA's special youth council- the AIMA Young Leaders Council- continued in its endeavour to provide platforms for learning and knowledge enhancement for India's future leaders. A special session on- 'Unleashing Your Writing Superpowers: Mastering the Art of Worldbuilding' offered valuable insights into the art of writing and effective communication.

India's rising business managers were also the mainstay of AIMA's Young Managers Simulation Championship, which witnessed its 7th edition being held online with pan India participation, and the Grand Finale concluding early this month. This programme is yet another initiative by AIMA, focusing on enhancing the management capabilities of young

managers and fostering the development of the next line of leadership in the country.

Returning to the more seasoned professionals, AIMA organised the 12th edition of the Innovation Practitioner's Case Study Contest and Summit in a virtual setting. The event aimed to applaud, honour, and encourage excellence in innovative practices within the industry. It sought to acknowledge India's leading innovation practitioners who have embraced unique methods to excel in their businesses. Additionally, the Summit provided Winning Teams with an opportunity to present and showcase their distinguished case studies.

Brief reports are carried inside along with other updates from AIMA and the LMAs as well as some interesting articles on management. You will also find the subsequent article in the special series featuring excerpts from Prof. SL Rao's book titled 'My Varied Life in Management: A Short Memoir'

In a few days from now AIMA will be celebrating its 68th Foundation Day and 18th National Management Day on 21st February at Hotel Le Meridien. We have an excellent programme with some of AIMA's marquee awards being presented on the day, and I do hope you would be able to join us on this special occasion.

In the meanwhile, please enjoy this edition of AIMA News, and do share any feedback and suggestions you may have.

Warm regards,



Rekha Sethi

Director General

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GLOBAL ADVANCED MANAGEMENT PROGRAMME

**Expanding Markets by
Leveraging Emerging
Technologies**

**Summer Edition - 12-18 May, 2024
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 60 days prior to the dates of the programme.

Early Bird Discount: USD 500 per participant for registrations received 30 days prior to the date of the programme.

- 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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AIMA LeadHERship Retreat



First LeaderHERship Retreat delegates with speakers

AIMA organised the first LeadHERship Retreat on the theme 'Aspire, Achieve, Inspire: Women in Leadership Roles' from 17 – 19 January 2024 in Colombo, Sri Lanka. Mr. Santosh Jha, the Indian High Commissioner to Sri Lanka, graced the event as the chief guest, and commended AIMA for establishing a platform where women leaders could share and learn from one another. The welcome remarks were delivered by Mr. TV Mohandas Pai, Past President, AIMA and Chairman, Aarin Capital Partners while Mr. Shiv Shivakumar, Past President, AIMA and Operating Partner, Advent International Private Equity gave the concluding remarks. The introductory remarks were given by Ms. Rekha Sethi, Director General, AIMA.

This unique retreat aimed to connect emerging and aspiring women professionals from diverse



Santosh Jha, The Indian High Commissioner to Sri Lanka



(L-R) Rekha Sethi, Director General, AIMA; TV Mohandas Pai, Past President, AIMA and Chairman, Aarin Capital Partners; Santosh Jha, the Indian High Commissioner to Sri Lanka and Shiv Shivakumar, Past President, AIMA and Operating Partner, Advent International Private Equity

industries with visionary leaders and strategists. These leaders shared their perspectives on how women can prepare for leadership roles and elevate themselves to the next level.

‘Why the World Needs More Women Leaders’ was addressed by Mr Shiv Shivakumar who highlighted the unique aspects and perspectives that women bring to businesses. A fireside chat between Mr TV Mohandas Pai and Ms Obara Gunewardene, Founder and Managing Director, Who We Are, Embark, Obara Foundation & Odel, Sri Lanka, explored entrepreneurship with a purpose-driven approach, blending profits with societal and environmental well-being.

In another session, Mr Dilhan C. Fernando, CEO, Dilmah Tea, talked about the journey of Dilmah. He shared the ups and downs they faced, turning challenges into lessons for market innovation and responsible business. Ms Anoma Wijewardene, a Sri Lankan contemporary artist, and Ms Savithri



Anoma Wijewardene, a Sri Lankan contemporary artist, and Savithri Rodrigo, Managing Director, Stratyx Promotions & Media Concepts, Sri Lanka



(L- R) Kasturi Chellaraja Wilson, Group Chief Executive Officer, Hemas Holdings PLC and Savithri Rodrigo, Managing Director, Stratyx Promotions & Media Concepts, Sri Lanka

Rodrigo, Managing Director, Stratyx Promotions & Media Concepts, Sri Lanka, discussed the power of art in creating global awareness in the 'HEartWORK' session.

A session themed 'Own Your Style: Being Comfortable Leading as a Woman' was addressed by Ms Kasturi Chellaraja Wilson, Group Chief Executive Officer, Hemas Holdings PLC, in conversation with Ms Savithri Rodrigo.

Mr Mohandas Pai spoke on 'Development of Leadership' emphasising the importance of developing emotional and social intelligence for effective leadership; while in another session,

Ms Anusha Shetty, Chairperson and Group CEO, Grey Group India challenged 'Gender stereotypes in media and communications'. Dr Shikha Nehru Sharma, Founder, Nutriwel Health India Pvt Ltd, elucidated the importance of balancing personal and professional aspirations during her session on 'Balancing Act: Wellness and Healthy Living for Working Women'.

AIMA's maiden LeadHERship Retreat offered a comprehensive perspective on empowering women leaders focusing on enriching them with valuable insights and fostering resilience through knowledge exchange. The retreat was attended

by 29 women professionals from Corporates and PSUs, who also participated in a guided city tour of Colombo as part of the programme.



Otara Gunewardene, Founder and Managing Director, Who We Are, Embark, Otara Foundation & Odel, Sri Lanka and TV Mohandas Pai, Past President, AIMA and Chairman, Aarin Capital Partners



- 01 *Rekha Sethi, Director General, AIMA and Santosh Jha, the Indian High Commissioner to Sri Lanka*
- 02 *Shiv Shivakumar, Past President, AIMA and Operating Partner, Advent International Private Equity*
- 03 *Dilhan C. Fernando, CEO, Dilmah Tea*
- 04 *Dr Shikha Nehru Sharma, Founder, Nutriwel Health India Pvt Ltd*
- 05 *Anusha Shetty, Chairperson and Group CEO, Grey Group India*



Shaping Young Minds Programme



Lighting of the lamp at SYMP Jamshedpur

AIMA organised the 81st Shaping Young Minds Programme (SYMP) at Jamshedpur, in collaboration with Jamshedpur Management Association (JMA) on 6th February 2024. Mr T V Narendran, Vice President of AIMA and CEO & Managing Director of Tata Steel Ltd was the chief guest on the occasion. Mr Chanakya Chaudhary, Vice President, Corporate Services, Tata Steel & President, JMA, delivered the welcome address while Mr Amitabh Bhattacharjee, Head Business Development, Technical Services & BE Tata Steel Ltd & Secretary, JMA gave the vote of thanks.

AIMA's SYMP aims to inspire and empower management students and young professionals by connecting them with distinguished figures from various fields. It offers a platform for interaction,



T V Narendran, Vice President, AIMA and CEO & Managing Director, Tata Steel Ltd

Ambassador Gurjit Singh, Former Indian Ambassador Germany, Indonesia, Ethiopia, ASEAN, The African Union, Author & Honorary Professor, IIT Indore and Sanjay Sabherwal, Managing Director, Metaldyne India



valuable insights, and opportunities for personal and professional growth. The focus is on effective self-management, informed career decisions, and fostering positive work environments.

Some of the other eminent speakers who addressed the programme included Ambassador Gurjit Singh, Former Indian Ambassador Germany,

Indonesia, Ethiopia, ASEAN, The African Union, Author & Honorary Professor, IIT Indore; Mr Sunil Alagh, Chairman, SKA Advisors, Former Managing Director and CEO Britannia Industries Limited & Past President, AIMA; Lt Gen (Dr) Subrata Saha PVSM, UYSM, YSM, VSM (Retd), Former Deputy Chief of Army Staff & Member, National Security Advisory



Sunil Alagh, Chairman, SKA Advisors, Former Managing Director and CEO Britannia Industries Limited & Past President, AIMA and Dr Jitendra Singh, Former Dean & Senior Professor, Organizational Behaviour & Human Resource XLRI, Jamshedpur



Lt Gen (Dr) Subrata Saha PVSM, UYSM, YSM, VSM (Retd), Former Deputy Chief of Army Staff & Member, National Security Advisory Board (NSAB) and Prof Sunil Kumar Sarangi, Professor of General Management & Leadership XLRI, Jamshedpur

Board (NSAB) and Dr Shikha Nehru Sharma, Founder, Nutriwel Health India Ltd. The respective sessions were chaired by Mr Sanjay Sabherwal, Managing Director, Metaldyne India; Dr Jitendra Singh, Former Dean & Senior Professor, Organizational Behaviour & Human Resource XLRI, Jamshedpur; Prof Sunil

Kumar Sarangi, Professor of General Management & Leadership XLRI, Jamshedpur; Dr Rajarshi Sarma, Senior Physician, Sarma Clinics and Mercy Hospital and Father S George, SJ, Director XLRI. The programme was well received with over 800 participants.

Dr Shikha Nehru Sharma, Founder, Nutriwel Health India Ltd



12th Innovation Practitioner's Contest & Summit



From Top (L-R) Sameer Sabharwal, Principal Innovation Evangelist, TCS Research & Innovation; M S Shankar, President & Group Head of Technology & Innovation, Anand Group; Shankar Venugopal, Vice President at Mahindra & Mahindra; Rajeev Bhadauria, Managing Partner, Ebullient: Global Speaker, Mentor & Coach Advisor, Corporate Affairs and Public Relations, Reliance Infrastructure; Avi Pratap Singh, Head of Innovation & Upcoming Mobility, HeroMoto Corp and Seenivasan Krishnamurthy, AVP, Watches & Wearables Manufacturing, Titan Co Ltd.

To recognise and encourage best practices in innovation, AIMA organised the 12th edition of its Innovation Practitioner's Case Study Contest and Summit on 12th January 2024, virtually. The Summit featured a Case Study Contest focused on Technological Innovation, Manufacturing and Services Innovation, and Business Model Innovation. Winners in each category were selected by a neutral jury panel composed of industry experts. These winning organisations presented and showcased their case studies at the summit. The winners in the three Innovation categories were IOCL in Technological Innovation; Mahindra & Mahindra in Business Model Innovation and Titan & Co. in Manufacturing & Services Innovation.

The summit also featured insights from industry leaders, including Mr Sameer Sabharwal, Principal Innovation Evangelist at TCS Research & Innovation; Mr Shankar Venugopal, Vice President at Mahindra & Mahindra; Mr MS Shankar, President & Group Head of Technology & Innovation at Anand Group; Mr Rajeev Bhadauria, Managing Partner, Ebullient: Global Speaker, Mentor & Coach Advisor, Corporate Affairs and Public Relations, Reliance Infrastructure; Mr Avi Pratap Singh, Head of Innovation & Upcoming Mobility, HeroMoto Corp; and Mr Seenivasan Krishnamurthy, AVP of Watches & Wearables Manufacturing at Titan Co Ltd.

The summit was well received and attracted a large audience from across the country.



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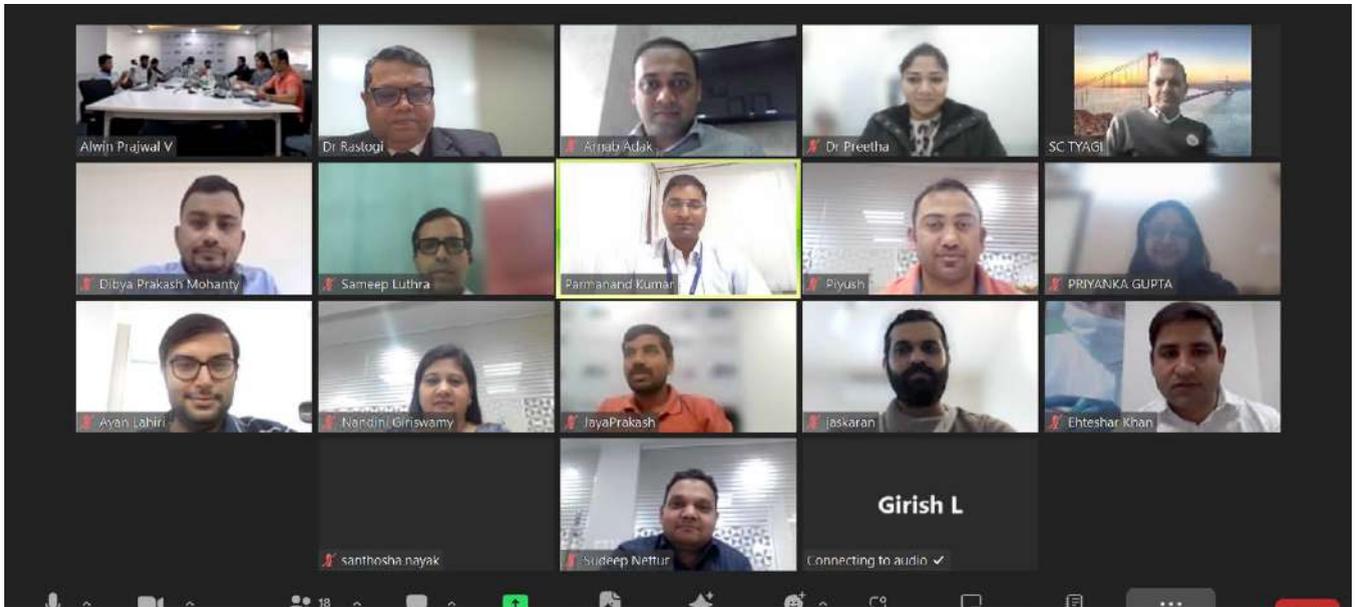
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Young Managers Simulation Championship



Young Managers Simulation Championship (YMS) participants

The 7th edition of AIMA’s Young Managers Simulation Championship (YMS) successfully concluded on 1st February 2024. Over 20 teams from various organisations across India, including both private and public sector units, participated in the competition.

The objective of the championship was to enhance the management capability of young managers and to develop the next line of leadership in the country. AIMA has been focusing on building programmes and platforms around capability mapping, situational exposure, critical thinking and

decision making. The participants are sensitised to acquaint themselves with the challenges faced by the top leaders, decision-makers, and administrators as functional heads and tackle these by forming business plans and making strategic decisions.

This year NTPC bagged all the 3 podium positions at the competition. The Champion team will get a wild entry in the Grand Finale of the National Management Games (NMG 2024). Organisations including NTPC, SAIL and RHEA Health Care Private Limited etc participated in the competition.

AIMA Young Leaders Council Session



Dr Himanshu Talwar, Executive Board Member and Chair, Delhi-NCR Chapter, AIMA YLC and Santosh Kumar Gopala, Vice Chairman, AIMA YLC

The AIMA Young Leaders Council (YLC) successfully hosted a workshop on 12th January 2024, on the theme 'Unleashing Your Writing Superpowers: Mastering the Art of Worldbuilding'. Dr Himanshu Talwar, an Executive Board Member and the Delhi-NCR Chapter Chair of AIMA YLC led the workshop, diving into the intricacies of creative writing.

Dr Talwar stressed the responsible use of technology in writing, highlighting its relevance while cautioning against over-dependence or misuse. A significant takeaway was the 'Write, Put, Do' approach, urging authors to draw from real-life experiences for

authentic storytelling. The workshop also illuminated practical aspects of book publishing, covering topics such as understanding and securing copyright, designing impactful book covers, crafting engaging snippets, selecting the right publisher, and obtaining an International Standard Book Number (ISBN). The importance of reading research papers and seeking feedback was emphasised.

The workshop not only offered valuable insights into the art of writing but also provided practical guidance for aspiring writers. Mr. Santosh Kumar Gopala, Vice Chairman of AIMA YLC, moderated the session.

In-Company Training



In-company training programme participants

AIMA successfully conducted an in-company training programme for Yara Fertilisers India Pvt Ltd on 'Mentoring for New Mentors' on 17th January 2024. The objective of the mentoring programme was to establish trusting relationships with accountability and responsibility between mentors and mentees. The programme also aimed to assist high-performing employees in developing their

leadership abilities and to educate new workers about the company and management expectations. The programme witnessed participation from senior members across various departments, creating a diverse and enriching experience. The session garnered high praise from all involved, highlighting its effectiveness and positive impact.

Orientation Programme

AIMA conducted a virtual orientation session for the 10th batch of the Certificate Programme in Contractual Dispute Resolution with technical support from the World Bank on 6th January 2024. Ms Anna L. Wielogorska, Practice Manager at The World Bank; Mr. Atul Agrawal, General Manager of Planning and Systems at the Central Procurement Group, NTPC-Raipur; and Mr. Puran Kumar, Head

of Contracts & Claim Management at Larsen & Toubro Limited were the eminent speakers of the programme.

The participants primarily consisted of middle and senior-level officials from the Central and State Governments, as well as Public Sector Undertakings.

Trainings on Government e-Marketplace

AIMA organised a one-day training programme for officials of the Government of Odisha at the Indian School of Business (Mohali campus) on 12th January 2024.

The programme aimed to familiarise participants with the diverse functionalities and features available on the GeM platform for buyers. It covered aspects such as the latest updates, user account management, procurement methods, and the end-to-end order and payment process. The key takeaways emphasised staying updated on GeM's

latest updates and functionalities, effective user management, understanding and application of various procurement methods, mastery of the procurement process, and compliance with GeM policies and guidelines.

The methodology employed involved delivering the workshop in a physical mode, facilitating in-person participation and one-on-one interactions with experts for ISB participants. The programme featured dynamic and interactive sessions, providing an immersive learning experience.



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.

Regulation, Management and Governance in Infrastructure Sectors

An introduction to Hindustan Lever

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

All organizations, whether run for profit or not for profit need managements to execute all the activities required to achieve their objectives. Beyond the managers who run different parts of the organization lies the governance of the organization. Governance focuses on the purpose of the organization and how it is to be achieved. For this, organizations have boards, and a well-planned organization would have carefully selected members of their boards of governors.

While management and governance are core aspects of an organization, we must not forget that organization function within social system. Therefore, they must fit into that social system and its mores. This requires all organizations to be compliant not merely with the laws of the country in which it functions. In many countries there are special regulatory bodies as well that oversee the functioning of a sector. Where such bodies do not exist there are government departments that lay out such requirements and oversee that organizations are in compliance with them.

Thus, for example, the banking sector in a country would certainly have a central banking institution that also oversees the functioning of the banks. Similarly, the telecommunications sector has a

telecommunications regulator that issues licenses to different telecommunication operators, based on standards of performance, and is there as an appellate body to assist consumers etc. This could be said for many other services and especially services that deal with large infrastructure projects such as electricity, media, entertainment, airlines, and airports etc. However, there are substantial infrastructure services that do not have such separate regulatory bodies and governments perform the same function. They do not necessarily do this well and are also subject to the influence of political and other interests.

In the rest of this chapter, I discuss how such regulatory bodies function. What needs elaboration is the detail of how such regulatory bodies might be created and might function. Should all regulatory bodies work to some common principles such as the selection of the regulators or the extent of their authority? This has certainly not occurred in India and different regulatory bodies perform in their own different ways. The purpose of independent regulatory bodies must always be to benefit the consumer and society, without giving undue advantages to a particular body.

It is only in the last twenty to thirty years that

regulatory bodies have been set up for large infrastructure sectors such as electricity or telecommunications. This was also the period when the world was globalising, and the Indian economy was undergoing liberalisation. There are many other areas in which such bodies have yet to be set up (for example, roads and highways). One must regard independent regulation as part of the overall control over these different sectors, so that one sees management as dealing with the operations of the organization, governance as setting and overseeing goals, and regulation as a way in which social objectives are taken account of.

There are large infrastructure services in India such as civil aviation, ports, roads and highways and some others, that are regulated either by government departments or by regulatory bodies entirely controlled by government. A good example is that of the Directorate General of Civil Aviation (DGCA). This is not merely a regulatory body, but also a licensing one. Some like roads and highways do not have even such a body! The other point to note is that where such independent regulatory bodies exist, they do not function in an independent manner.

Independent Regulation in India

It is not as if independent regulation began only with the new infrastructure regulatory commissions that came into being as the economy liberalised from the 1990s. After all, The Reserve Bank of India had been the independent financial regulator for the banking system for decades; the Securities and Exchange Board of India (SEBI) has been the regulatory body for the financial market for many years.

In the 1990s, when economic liberalisation began in India, private parties were allowed to enter what were till then government monopoly sectors such as electricity and telecommunications. The

Government of India then decided that these sectors must be independently regulated. The purpose was to ensure efficiency, service quality, and competitive tariffs among others. These important infrastructure sectors needed to be run efficiently and at reasonable cost so that they did not place a heavy burden on users. They could not be left to freely charge what they wished but had to charge rates determined by the regulatory body.

I would like to comment on the ineffectiveness of the RBI especially after the nationalization of banks by Mrs Gandhi in 1969. This act led to massive loans being given without sufficient investigation and poor (and perhaps deliberately so) follow-up on collections, leading to large non-performing assets, especially among these newly nationalized banks. Nationalized banks were subject to external influences in sanctioning loans and in recovering them. The result is that over sixty percent of the Indian banking system is owned by the government and has extremely high levels of non-performing assets (NPA) requiring frequent infusions of massive capital by the central governments. Even privately-owned banks were allowed by the RBI (as the regulator) to accumulate vast NPAs because the RBI either deliberately or unknowingly accepted the evaluations as well as the accounting statements and audit reports submitted by these banks, and which the RBI apparently was not able to examine sufficiently (for example, in 2019, Yes Bank, the Punjab and Maharashtra Cooperative Bank, etc. Even large and established nationalized banks like the Punjab National Bank developed astonishingly large non-performing assets. There were other such banks as well.)

What is needed are independent and frequent audits of all assets and especially loans given by the banks, and at the same time, a truly objective evaluation

of the status of each bank which can be done by independent rating agencies. Unfortunately, the RBI many times just accepted audit reports as they were given to them and did not examine the way in which ratings of banks were made by these rating agencies. This occurred because the auditors were regulated only by their professional bodies, the Institute of Chartered Accountants of India which cleared many auditors and their work without adequate scrutiny and not an independent external body. For example, Price Waterhouse Coopers (PWC) was found to have accepted the audit report of Satyam which had borrowed vast sums from its bankers, and these payments remained unpaid. Such an audit report should have been examined by the regulator, along with that of the concerned bank. The result was that as a regulator, the RBI was unable to prevent the accumulation of non-performing assets, and this resulted in a decline in the availability of capital in the economy.

Such failures also occurred with other independent regulation. A good example of this was that of the Telecom Regulatory Authority of India (TRAI). Under TRAI's regulation, the number of operators in the telecom sector declined when it should have risen, given the enormous and growing demand. One example was that of the hounding of Vodafone, and the enormous fine levied on it which made it exceedingly difficult for Vodafone to operate. TRAI did not intervene in this matter.

An even more outstanding example of TRAI not bothering much about money power and its use to stifle competition is that of the telecommunication industry where a new entrant with deep pockets from other revenues allows it to cut tariffs and offer incentives to its users which were beyond the ability of other telecom operators. TRAI and the Competition Commission of India, both recently

created independent regulators should have ensured that operators were not hounded out by superior money power. They could have stopped the operator from using its other capital resources to enable it to quickly attract large numbers of users and become a dominant player within a short time. In my view, it was the function of the regulator to ensure that competition was preserved, and that one operator was not allowed to use or access to resources to defeat its competitors.

I had written in the Economic and Political Weekly ("Towards a National Competition Policy, in February 1998) that competition was an essential part of building consumption, markets and efficient supplies. This was negated in many states that used their monopoly over distribution to prevent competitive supplies from entering their state from other states. Indeed, I think that the Competition Commission of India was created with this purpose in mind; namely, enabling the growth of efficient supplies. But in none of these cases did the Competition Commission of India intervene to enable effective competition. Despite my having been appointed from the outset to its advisory board, I was unable to make the Competition Commission ensure fair competition.

In brief, regulatory bodies have many times to depend on other organizations for information, evaluation, etc. An example of course is the dependence of financial regulators on chartered accountants, auditors and rating agencies, many of whom do not work in a transparent and independent manner when providing such information. Ideally, these other professional bodies need to be independently regulated as well. We should in all cases have a complete listing of what each regulatory body is to regulate. This is why I argue for a comprehensive listing of functions for all regulatory bodies and for them to be in communication with each other. I also

very strongly believe that independent regulatory commissions need to be truly independent. If their members did not have this authority, the goals of these commissions would never be achieved. To do this, the members of these commissions must not be subject to any other influence or authority. Sadly, while independent regulation was a brilliant innovation in India, the selection of members was almost entirely from the bureaucracy. The result was that every regulatory commission that was created had regulators who almost invariably were in their fifties, had reached reasonably high levels in the administration services and were inured to administrative methods over a long period and could not change much. What ended up happening was that these regulators replicated their traditional ways of thinking and were unable to function independently. They were also easily subject to state and central government influence.

The different commissions also had their own objectives, and it was very unusual for any one of them to use the arguments or decisions of another commission in coming to decisions for their own body. When I was appointed as the first Chairman of the Central Electricity Regulatory Commission, the CERC, I carefully read the Act that created my position. The Indian constitution divided electricity between the central government and the different state governments. There was no provision for coordination between these two levels and I found that to be a very limiting factor. Electricity is the same whether it is generated by a central plant, is flowing inter-state, or within a particular state. I felt that it was necessary therefore that there be a commonality between the central and state commissions. I therefore initiated the creation of the Forum of Indian Regulators (FOIR) and CERC was its first member, followed by state electricity commissions as they

were created. This would enable an interchange of ideas between these regulatory commissions across the country.

The Forum of Independent Regulators (FOIR) was intended to be a space for consultation and shared learning. As equal members of FOIR, all the regulatory commissions could be a part of decisions and agreements so that everyone would handle similar issues in the same way. FOIR would provide them with a forum in which they could interact and communicate. However, the other intention that I had was that all independent regulatory commissions – in other words, from other sectors as well (for e.g., telecommunication) – become members of FOIR, enabling the principles of independent regulation to become universal. This never happened. Other regulatory bodies never joined FOIR and therefore the regulatory methods could not be shared amongst all independent regulators in India.

In my view, as a result, independent regulation could not achieve what it could have. It should have led to a greater degree of understanding and response to consumer needs. Obviously, I had no authority as the Chairman of a regulator either to increase the ambit of CERC's authority, and of course could do nothing about the other regulatory bodies. We therefore had the unfortunate situation of regulatory bodies permitting situations which should not have occurred. This was particularly so with financial regulation. FOIR is now a national body with all electricity regulators as members. I am not sure that there has been much progress in developing ideas and principles.

Incidentally, when India started trading electricity with other south-Asian nations, I helped found the South Asian Forum for Infrastructure Regulation (SAFIR) to achieve similar purposes. We held one

meeting at Murree in Pakistan that was attended by representatives from south Asian countries but not much seems to have been done since. The body exists but is not effective.

As I have mentioned, I have been on the board of the Competition Commission of India from its inception in early 2000s. It was intended to stimulate competition in all sectors and of course in the other regulated sectors like power and telecom. However, for the same reasons which made these regulators less effectively than they could be, namely – only appointments from the administrative services, considerable involvement of the government in important decision making, the desire to within state governments to stimulate state government-owned enterprises etc., the Competition Commission has been much less effective than it should have been.

Improving independent regulation in India

My experience over the years has taught me that it is not as important to be an expert on electricity or telecom or finance, as it is to have complete clarity in understanding the context in which the regulatory body is to function. This requires the careful selection of regulators and I think that a body like the Union Public Services Commission (UPSC) might well be created to select regulators. It is essential that they are truly independent and will not allow themselves to be influenced by external pressures from bureaucrats, politicians, etc. I do not see this happening in our political system.

Disclaimer:

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

MANAGE THE FUTURE

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(You need not be in the academic profession)

If so, apply to be an Accredited Management Teacher

Accreditation of Management Teacher is a service initiated by All India Management Association (AIMA) to overcome shortage of full time and guest management faculty in B-Schools.

The AMT certification process involves

Screening of Application

Presentation

Interview

Applications are invited from

Trainers

Corporate Managers

Academicians/Faculty

Consultants

Eligibility

Qualification: Post Graduate Degree or equivalent in any discipline relevant to management education.

Experience: Post graduate level regular teaching experience of minimum 3 years OR Industry/ Consultancy/ Training/ Research experience of minimum five years.

Note: Experience will be counted subsequent to achieving the requisite PG Degree or equivalent qualification.

Accreditation Session is conducted normally on the second Friday of each month at Delhi
Accreditation Session is held selectively in other cities also.

Register online at <https://applyadmission.net/amt>

For further information, please contact:

Manager (AMT), Centre for Management Service,

All India Management Association, 15, Link Road, Lajpat Nagar 3, New Delhi -110024

Tel: 09599024188, 011-47673000, 49868399 (Ext 817), Direct : 011-47673032, Email: amt@aima.in, Website: www.aima.in

3 Types of Overthinking - and How to Overcome Them

by Melody Wilding

February 07, 2024



Henrik Sorensen/Getty Images

Summary.

*Many people look at overthinking as a monolith, when in fact there are three different types: rumination, future tripping, and overanalyzing. In this article, the author offers guidance on how to spot and handle each of the three types of overthinking. Identifying the type of overthinking you or your team is dealing with is the first step in breaking free from its grasp — and more crucial than ever when the demand for quick yet thoughtful decision-making is high. **close***

here's no shortage of situations to overthink in today's work world. Whether it's fretting over the implications of a new market trend, agonizing about the tone of an email to a major client, or losing sleep over an employee's reaction to feedback, the oppor-

tunities for leaders to get trapped in their own heads are endless.

As we have access to more information and higher demands than ever before, it's no surprise that half to nearly three-quarters of adults confess to thinking

too much. After coaching professionals at some of the world's top companies for over a decade, I've observed a common pattern: Some people who appear outwardly successful tend to overcomplicate everything, layering unnecessary complexity into their decisions, and deliberating far longer than needed. This tendency is particularly pronounced among a group I refer to as Sensitive Strivers — those who are hardwired to process the world around them more deeply and are often their own toughest critics.

Constantly churning thoughts can be exhausting, and if left unchecked, overthinking can contribute to anxiety and burnout. There's far-reaching consequences for organizations, too. When individuals — or entire teams — habitually overthink, it creates a bottleneck. Decision-making slows, opportunities are missed, and a culture of risk-aversion can take hold, stifling business growth.

Clearly, there's a pressing need for more effective solutions to overcome overthinking in the workplace. But to truly tackle this issue, it's important to first acknowledge and understand that there are actually three forms of overthinking: rumination, future tripping, and overanalyzing. Armed with this knowledge, it's possible to develop targeted strategies that lead to meaningful and lasting change for workers and the organizations that employ them.

Here's how to spot and handle each of the three types of overthinking.

Rumination

Rumination is best described as a mental loop where you dwell on past events, particularly negative or distressing ones. Those who ruminate are often caught in a whirlpool of regret, guilt, and “woulda, shoulda, coulda” scenarios. They review what went wrong, often blaming themselves. A key aspect of rumination is its orientation towards the past — and

getting stuck there.

Signs to watch out for:

- You fixate on negative feedback.
- You often bring up past failures, setbacks, or slip-ups in conversation with others.
- You're overly cautious, perhaps double or triple-checking your work, because you want to avoid mistakes.

How to address it:

Counterintuitively, it can be helpful to schedule “worry time.” Instead of letting rumination overrun your entire day, confine it to a manageable slot — usually no more than 15 to 30 minutes. Choose a time of day that works for you (just not right before bed) and pick a specific place for your worry time. It could be a particular chair, room, or even a spot in a park. Divide your worries into two categories: those you can control and those you cannot. For worries within your control, brainstorm possible actions or solutions. For example, if you're worried about meeting a deadline, your action steps could include saying no to another commitment. Each time an uncontrollable worry arises, try visualization. Imagine placing the worry in a balloon and releasing it into the sky.

By setting aside a designated time to address these thoughts, you're not in a constant battle to push them away. You're simply postponing them to a more convenient time. If rumination crops up outside your designated worry time, gently remind yourself, “Not now, I'll tackle this later,” which helps bring greater awareness and control to your thought patterns.

Future tripping

Instead of being trapped in the past, those who are future tripping are concerned about what lies ahead.

While some degree of anticipation is beneficial, future tripping can escalate to the point where it holds you back. The uncertainty of what might happen, the potential for failure, and the fear of the unknown can make it a challenging form of overthinking.

Signs to watch out for:

You spend excessive energy planning for every possible scenario to feel prepared for any eventuality.

You find it hard to celebrate your successes because you're always thinking about what's next.

You often feel restless or agitated, driven by thoughts of outstanding to-do items.

How to address it:

Use your ability to look forward to your advantage. Mentally projecting yourself into the future, beyond the point of your current worries.

For example, Caelin, a marketing manager, is overwhelmed with the launch of a new product. The deadline is tight, expectations are high, and his team is under significant pressure. He's concerned about the campaign strategy, the team's workload, and potential customer reactions.

Caelin finds a quiet conference room during his lunch break. He closes his eyes and pictures himself five years from now. He's in a more senior role, reflecting on his career path. From this future perspective, Caelin realizes that the product launch was just one of many projects he handled. He's able to put it in perspective. While it's important, it's not a defining moment of his career. He recalls how some aspects didn't go as planned, but also how the team adapted and learned from the experience.

This strategy, known as temporal distancing, can reduce the immediacy and intensity of your concerns, helping you focus on the present with a calmer, more balanced mindset.

You can also choose to practice "selective ignorance" by reducing your exposure to unnecessary stressors. Be intentional about the information you consume, especially from news sources and social media. Identify triggers that escalate your future-tripping, such as updates about constant market fluctuations and industry predictions or constantly checking KPI dashboards or financial accounts. If certain updates or data do not impact your day-to-day work or decision-making, they might not be necessary. Prioritize information that you can act upon.

Overanalyzing

While rumination and future tripping are bound by time — one looking back and the other looking forward — overanalyzing is centered on depth. It involves diving incredibly deep into a topic, thought, or situation, often to the point of excess. While this can sometimes lead to profound insights, more often than not, it results in getting bogged down in details that might not be particularly relevant.

Signs to watch out for:

You procrastinate or delay taking action to research further.

You frequently seek out others' approval or confirmation, because you lack confidence in your own analysis.

You have difficulty distinguishing between high-priority and low-priority tasks, leading to a backlog of decisions.

How to address it:

Instead of striving for the perfect choice, aim for one that is "good enough" with an approach known as satisficing. Once a decision meets your established criteria and is satisfactory, you should go ahead with it, even if a potentially better option might exist. Compare this to maximizers, who examine every op-

tion and keep searching for better alternatives, deals, or outcomes — to their own detriment. Of the two decision-making types, maximizers are more prone to overanalyzing, less likely to feel happy with the results of their decisions, and more likely to negatively compare themselves to others.

Key decision criteria — principles, guidelines, or requirements — help you prioritize the most important variables weighing into a decision. Your decision criteria can be professional or personal. For example, let's say you're trapped in analysis paralysis around whether or not to offer a new feature for your product or service. Your decision criteria could include: cost, profitability, effort, risk level, or impact. Now let's say, you're trying to make a per-

sonal decision, like whether to move for a new job. You might consider criteria like how well the role fits your strengths, the salary, or whether the role aligns with your future aspirations. Select three criteria at most, with one that outranks the others. If you're in a group decision-making situation, have everyone brainstorm and agree on the criteria together.

It's important to remember that the goal is not to eliminate all deep thinking, but rather to prevent it from spiraling into the unproductive kind. Identifying the type of overthinking you or your team is dealing with is the first step in breaking free from its grasp — and more crucial than ever when the demand for quick yet thoughtful decision-making is high.

About Author:

Melody Wilding, LMSW is an executive coach and author of *Trust Yourself: Stop Overthinking and Channel Your Emotions for Success at Work*. Get a free copy of Chapter One here.

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INTERNET MARKETING

AIMA

ALL INDIA MANAGEMENT ASSOCIATION

PGCM IN DIGITAL MARKETING & STRATEGY

Approved by AICTE*

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

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

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

*in ODL mode

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Ph: +91 011-47673000/49868399 Extn:- 732/709 | Mobile: +91 - 9899056265; +91 9250127573
Email: enayyar@aima.in; digital@aima.in | Website: www.aima.in

Ahmedabad Management Association

Talk

On 2nd January, Swamini Vimalananda, Chinmaya Mission, Coimbatore delivered a talk on '5G Connection (The Best Connectivity with the Highest)'. In her address, she emphasised the significance of mindfulness and spiritual connection. The audience was encouraged to integrate these teachings into their lives, fostering a deeper understanding of the self and an enhanced sense of connectivity with the divine.



Swamini Vimalananda addressing the session



Mr Greg Maurer addressing the talk

On 12th January, Mr. Greg Maurer, a US Patent Attorney at Klarquist, delivered a talk titled 'Computer Related Inventions.' Drawing on his expertise, Mr. Maurer shared insights into the unique challenges and opportunities that this rapidly evolving field presents, offering valuable advice for professionals and enthusiasts involved in AI-related inventions.

On 4th January, Ms. Vaibhavi Hambardiker, Postgraduate Diploma holder in Visual Merchandising and Creative Communication from MICA, delivered a lecture on 'Retail Design and Visual Merchandising.' The lecture concentrated on strategic planning and creative execution in retail spaces, highlighting the principles of design, consumer behaviour, and brand communication to improve the overall customer experience and boost sales.



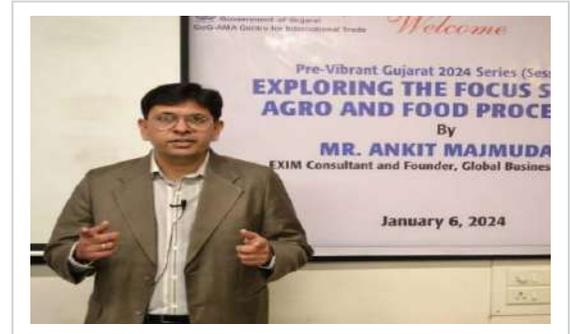
Ms. Vaibhavi Hambardiker addressing



The panelists during the event

On 5th January, a panel discussion titled 'Sheroes of Business: Conversation with the New Age Women Entrepreneurs (Edition-1)' was held to explore the inspiring journeys and innovative strategies of contemporary women entrepreneurs, highlighting their significant contributions to the business world. The session was co-moderated by Mr. Sanjay Chakraborty and Ms. Kuntal Mehta. Featured speakers included Ms. Priyanshi Patel, Founder of Olixir Gourmet Oils and Founder Trustee of Karma Foundation; Ms. Kanchi Patel, Director, ABZO Motors; and Ms. Anushree Maloo, Co-Founder, NUUTJOB.

On 6th January, Mr. Ankit Majmudar, an EXIM Consultant and Founder of Global Business Solutions, spoke at the Pre-Vibrant Gujarat 2024 Series, which was titled ‘Exploring the Focus Sector: Agro and Food Processing.’ His presentation offered in-depth insights into crucial aspects, strategies, and opportunities in the Agro and Food Processing industry, emphasising its importance in enhancing Gujarat’s economic vibrancy and its role in global trade dynamics.



Mr. Ankit Majmudar addressing the session



Speakers during the event

On 7th January, Dr. Shekhar Sharma, MD in Ayurveda, and Dr. Gopal Raval, a Consultant Pulmonologist, delivered an address on ‘Respiratory Disorders.’ Their insightful discourse explored a wide range of respiratory health issues, offering valuable perspectives from both Ayurvedic and modern medical approaches.

On 7th January, Mr. Sanjay Chakraborty hosted a quiz titled ‘The Year That Was 2023.’ This dynamic and engaging event celebrated the significant events of 2023. Featuring a diverse quiz format and enticing prizes, the event not only tested the participants’ knowledge but also created a lively atmosphere, encouraging active participation from the audience.



Mr. Sanjay Chakraborty hosting the quiz



Mr. Vishal Modi addressing

On 11th January, Mr. Vishal Modi, a PTE Ambassador and Certified Master Trainer with over 15 years of experience in teaching IELTS, CELPIP, ESL, as well as creating YouTube and Podcast content on PTE, delivered a presentation titled ‘PTE - Embark on Your Journey Abroad.’ Mr. Modi shared his extensive expertise and provided guidance on how to effectively prepare for and succeed in this critical language proficiency assessment, which is vital for embarking on international endeavours.

On 17th January, the session titled ‘Canada Business Opportunities and Immigration: Way to the North American Market’ was led by Dr. Ramin Khodaie, Ph.D., RCIC-IRB and Mr. Fred Rouhani, GCBA, a Startup Coach, and Business and Innovation Consultant.



The panelists during the event

On 18th January, Ms. Anurima Chatterjee, a FLY facilitator, delivered a presentation titled ‘Youth Forum (Masterclass-I) (Special Forum for Students and Youth)’. This event served as a platform for students and youth to participate in discussions, learning sessions, and interactive activities, aimed at nurturing their personal and professional development.



Ms. Anurima Chatterjee addressing the participants

On 20th and 21st January, the session ‘Fight the Fear: Be the Exam Champions!’ aimed to empower 10th and 12th-grade students in overcoming exam-related anxieties. Led by Ms. Vanita Kanhere and Ms. Khusboo Mangarolia, the session focused on instilling confidence through positive mindset development and effective study habits. Another session, led by Dr. Heena Rachh, delved into psychological aspects, offering insights on overcoming fear, building resilience, and maintaining mental well-being during exams.



Speaker with participants

On 24th January, a book review of Ernest Hemingway’s renowned classic ‘The Old Man and The Sea’ took place. Mr. Narendra Pandya, a beloved patron of AMA, conducted the review, offered participants an insightful exploration of the profound themes, narrative techniques, and enduring impact of Hemingway’s masterpiece.

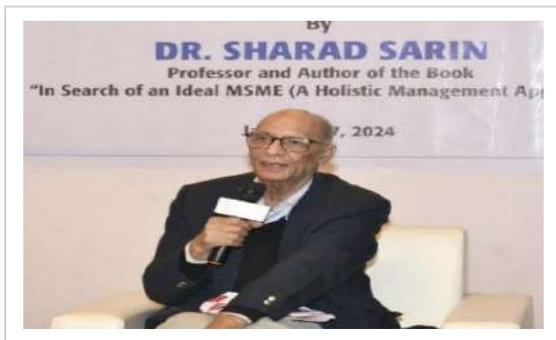


Mr. Narendra Pandya addressing the session

On 25th January, a book launch and talk titled ‘Graphology for Health, Wealth, and Happiness (Learn Handwriting and Signature Analysis)’ was conducted by Mr. Vedang Dave, a Forensic Graphologist, Clinical Hypnotherapist, NLP Practitioner, and Mind Power Coach. The event delved into the significance of handwriting and signature analysis on various facets of life.



Mr. Vedang Dave addressing the session



Dr. Sharad Sarin addressing the session

On 27th January, Dr. Sharad Sarin, Professor and Author of the book ‘In Search of an Ideal MSME (A Holistic Management Approach),’ delivered a session titled ‘Rebooting the MSMEs.’ This event provided insights into revitalizing Micro, Small, and Medium Enterprises (MSMEs), featuring a discussion on Dr. Sarin’s book, which offers a holistic management perspective for these enterprises.

On 28th January, Prof. Deepak Teraiya, a Trainer, Life Coach, Facilitator, and Motivator, as well as an Educational Consultant and Psychologist, addressed the B. N. Dastoor Learners’ Forum on ‘Harmonious Homes.’ The session was moderated by Dr. Nilesh V. Suchak, an Associate Professor at R. J. Tibrewal Commerce College.



Prof. Deepak Teraiya addressing



The panelists at the event

On 31st January, a talk on AYUSH (Ayurveda, Yoga and Naturopathy, Unani, Siddha, & Homeopathy) Product Exports took place, featuring Ms. Vandana Modi, Vice President at Cadila Pharmaceuticals Ltd. discussing ‘Exports of AYUSH Products from Gujarat.’ Mr. Anand B. Mehta, Technical Officer (Ayurveda) from the Office of the Commissioner, FDCA, Gujarat, addressed ‘Regulatory Affairs for Export-Import of AYUSH.’

On 31st January, a panel discussion on ‘Care of a Patient with Ataxia’ featured experts including Dr. Sudhir V Shah, Head of Neurology at Smt NHL Municipal Medical College, Ahmedabad; Dr. Anil Gupta, CSIR Bhatnagar Fellow and Founder of Honey Bee Network; Dr. Jayesh Sheth, Chairman of the Institute of Human Genetics; and others. The event facilitated a comprehensive discussion on holistic care and management of patients with ataxia, drawing upon diverse expertise from various medical and scientific disciplines.



The panelists during the event

Brand Summit 2024

Ahmedabad Management Association’s Brand Summit 2024 concluded with three key takeaways for successful branding: clarity in purpose, continuous evolution, and customer-centricity. Prof. Alan D’Souza initiated the summit, emphasising Gen Z’s influence and the importance of adapting to new technologies like data analytics. Mr. Ankit Chona, Founder of Hocco, shared Havmor’s inspiring story, highlighting the significance of respect customers and empowering employees for brand success. The summit also featured sessions on ‘Advertising Standards - Evolution over Years’ by Ms. Manisha Kapoor, ‘Advertising-then and Now!’ by Mr. Manish Bhatt, ‘Managing Personal Brand’ by RJ Devaki, and a final session with Ms. Khushboo Solanki Sharma and Mr. Chirag Dagli discussing ‘Digital Media Advertising.’



Speakers at AMA Brand Summit 2024



AMA special YouTube series

Special YouTube Series

AIMA is introducing YouTube series aiming to raise awareness among students and parents during the exam season by leveraging our digital presence to its fullest. The series is designed to cover diverse topics, including psychology, dietary habits, subject-oriented preparations, and developing the right mindset. Throughout the series, experts from various fields such as education, psychiatry, nutrition, and health will address all your queries, ensuring comprehensive guidance and support.



H.E. Hideaki Domichi visited AMA

Visitors at AMA

On 8th January, H.E. Hideaki Domichi, Director, Suzuki Motor Corp Japan; Former Ambassador of Japan to India visited AMA Campus.



Ms. Ina H. Krisnamurthi visit at AMA



Visit to AMUL

On 27th January, the Extension Services Committee organised an industry visit to AMUL Chocolate and Dairy Plant in Anand, as well as Bharat Biogas Energy Ltd in Anand.

Allahabad Management Association

Workshop and Release of New Year Calendar

Allahabad Management Association organised a health workshop on 7th January. The speaker, Mr. Ravi Prakash, Chairman of Big Skills, emphasised the importance of sleep in maintaining overall health. He highlighted that sleep deprivation is a major cause of many diseases, stressing the need for 6-7 hours of proper sleep for a healthy individual. Another speaker, Dr. Shanti Chaudhri, Medical Officer, discussed malnutrition and proper diets for senior citizens, addressing members’ queries. Additionally, the executive committee members released a New 2024 calendar. Dr. Navaneet Singh, Secretary of AMA, extended the vote of thanks



The New Year Calendar being released by the Executive Committee Members of AMA

AIMA organised a public speaking workshop in collaboration with Mounee Consulting Services, Gurugram on 20th January via Zoom platform. This marked the third event under an MoU with Mounee Consulting Services, Gurugram. The speaker, Ms. Tanu Sardana, a renowned yoga instructor and holistic trainer, emphasised on speech planning, pacing, maintaining confidence, and becoming an effective speaker. The session was appreciated by 25 members who registered for the event. Additionally, 20 students of AIMA student chapter attended online with coordination by Secretary, Dr Navaneet Singh. .



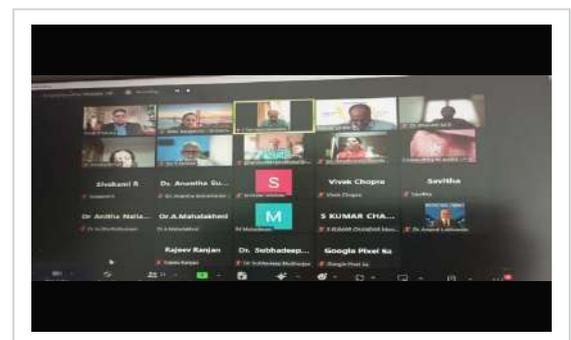
Public Speaking workshop by Ms. Tanu Sardana, a renowned yoga instructor

Online Survey –B School Choice Study

AIMA organised an online survey in several B-schools in and around Allahabad, focusing on the topic of B-school choice study. The survey commenced on 15th January and ran for a week. Participants were asked to select various parameters influencing their choice of B-school. These parameters included reputation and rankings, internship and job placement opportunities, location, networking opportunities, student-faculty ratio, among others. Ten B-schools from Allahabad actively participated in the survey.

Bangalore Management Association

BMA organised a session on 9th January with speaker Mr. Manoj Onkar, Chief Consultant - Management Innovations and Sr. Consultant - Emerging Futurz. The session focused on the topic 'Creating Future Ready Organisations,' based on Theory U principles by Dr. Otto Scharmer of M.I.T. It involves fostering transformative leadership, cultivating deep listening, and promoting systemic innovation. This approach emphasises



Participants attending the session

accessing the highest future possibilities by engaging stakeholders in a process of profound personal and collective change.



Centre-President BMA Mr K S Narayanaswamy (L-R) Past President Mr. M N Krishnamurthy, Mr. ST Ramachandra, Mr. C Manohar, Mr. Jagannath Reddy, Mr. Srinivasmurthy, Dr. Madhurani Gowda, Mr. Krishna Mariyanka, Mr. P V Rai addressing the MC meeting

Management Committee Meeting

BMA conducted its Management Committee meeting on 22nd January which covered key agenda items and concluded with actionable decisions made by the attendees. The participants included Office bearers, Past Presidents, and MC members.

Baroda Management Association

Evening Talk 2.0

On 5th January, Baroda Management Association hosted a revitalised evening talk on the topic 'Cols Compression' featuring Dr. Nilesh Shah, a renowned anaesthesiologist from the city. During the session, Dr. Shah underscored the importance of non-medical individuals being able to save lives through timely chest compressions.



Dr. Nilesh Shah being felicitated



Dr. Alpa Shah addressing the session.

On 12th January, BMA organised its evening talk on the topic 'Women and Health' featuring Dr. Alpa Shah, a renowned Senior Obstetrician and Gynecologist. Dr. Shah provided an insightful overview of the female life cycle, detailing the hormonal changes women experience from menarche to menopause.

On 19th January, BMA hosted an evening talk on 'Prevention is Better than cure - Know Your Numbers'. Dr. Saraiya, an expert in cardiology from Nidaan Heart, Vadodara, discussed how lifestyle, diet, and exercise impact heart health, emphasising the importance of understanding and managing risk factors such as hypertension, diabetes, and family history.



Dr. Saraiya addressing the talk



Dr. Niraj Bhatt addressing

On 26th January, BMA hosted an evening talk titled 'Preventive Cancer Care and Signs to Look for Early Detection'. The session was led by Dr. Niraj Bhatt, a seasoned Oncologist from Vadodara with over two decades of experience. Dr. Bhatt provided a detailed explanation of cancer cell behavior, including their uncontrolled division that results in tumors or abnormal blood cell counts, and emphasised the role of lifestyle choices, particularly tobacco consumption, in cancer proliferation.

MDP

On 20th January, Baroda Management Association held a management development programme focused on 'HR Analytics', featuring Prof. Keren Millet as the speaker. In her session, Prof. Millet outlined the advantages of using Power BI over Excel, highlighting its user-friendly interface for creating and distributing reports quickly, providing real-time insights, and its ability to connect and combine various data sources.



Prof. Keren Millet addressing

Bharuch District Management Association

4th Women's Conclave

BDMA's Women's Forum organised the 4th Women's Conclave on the theme 'Triveni – Confluence of Science and Spirituality for Business' on 10th January under the leadership of Ms. Poonam Sheth, Chairperson BDMA, Ms. Chaitali Thakore, Co-Chairperson BDMA, and Ms. Meera Panjwani – event Chairperson. The esteemed speakers included Swamini Dhanyananda Saraswatiji, Dr. Ruchi Mehta, CA Darpan Inani, Ms. Farzana Kharadi, Dr. Suniti Vadalkar, Dr. Beena Gandhi Kanani, Dr. Rushikesh Trivedi, R J Kruthathr, Ms. Barbtaub, Ms. Janine Smith, Ms. Shilpa Pandya, and Ms. Abha Chabra. More than 150 delegates from various industries, individual professionals, as well as students, contributed to making this event a grand success.



Inaugural session of the 4th Women's Conclave



Presentation of memento by the members of Women's Forum

CSR Forum Meet

BDMA's CSR Forum organised a meeting on 17th January to discuss good CSR practices. Forum Co-Chair Mr. Alkesh Rana and other members deliberated on the measures to be taken for beneficiary activities under CSR. The possibility of scheduling a tentative CSR conclave was also discussed, and the President of BDMA suggested activating regular CSR meetings every month.

EHS Forum Meet

BDMA's EHS Forum organised a session on 19th January. Members of the forum engaged in a productive round-table discussion on developing optimal strategies to achieve excellence in various EHS-related topics, such as process safety, occupational safety, environmental safety, EHS governance, and EHS culture. The discussion was led by EHS Chairperson Mr. Sanjeev Verma and Co-chairperson Mr. Bhavesh Rami.

Finance and Taxation Forum

BDMA's Finance and Taxation Forum organised a webinar on 'Treasury Management' under the leadership of the Forum Chair, Mr. Rajesh Makwana, and Co-Chair, Mr. Kaushik Joshi. The webinar proved beneficial for individuals seeking to comprehend the importance of managing their assets effectively to provide support for their families and loved ones. It offered an excellent opportunity to educate attendees on the fundamentals of Treasury Management. The event was attended by 17 participants.

BDMA's Finance and Taxation Forum organised a webinar on 'Expenditure Allowed to Micro or Small Enterprise on Payment Basis Under Sec 43B(h)'. The webinar provided an excellent opportunity to educate the attendees on the fundamentals of Requirements of section 43B(h).

Surya Kiran Air Show

Surya Kiran Air Show was a collaborative effort of District Administration, Bharuch in association with the Bharuch District Management Association (BDMA), and the Bharuch Citizen Council Trust (BCC). The Surya Kiran team of the Indian Air Force, recognised as Asia's only 9 Aircraft Aerobatic team, showcased their incredible skills. Bharuch was chosen to host the prestigious Surya Kiran Aerobatic Display on 20th January with the official approval of the Ministry of Defence, Government of India. Over 10,000 school and college students as well as public witnessed this spectacular event and aimed to instill a sense of national pride. The Air Show served as a prelude to the 75th Republic Day, fostering a spirit of national pride and inspiring the next generation.



Surya Kiran Air Show

Student's Forum

BDMA, in association with Shri J P Arts and Science College, organised a Student Forum Meet on 27th January focused on 'CV Making and Interview Techniques'. The event, led by Mr. Alkesh Rana, aimed to support college students preparing to enter the professional realm by enhancing their employability through a comprehensive programme. The faculty guided students through various aspects, including crafting impactful resumes, effective interview strategies, building confidence and communication skills, understanding industry expectations, exploring networking opportunities, adapting to evolving job market trends, and more.



Prof Ramachandra greeting Mr. Alkesh Rana

CDP

BDMA, in collaboration with AMA, organised a CDP Export programme on 30th January, focusing on ‘An Introduction to Container Shipping (By Sea).’ The programme delved into the crucial role of containerised cargo movement by sea in the realm of export/import trade. This knowledge empowers exporters, importers, and forwarders to better comprehend the logistics involved in their cargo movement, offer competitive pricing to customers, and provide accurate updates on cargo status.

HR Forum

BDMA’s HR Forum organised a webinar on 30th January on ‘Building Personal Resilience’ by Dr Rajesh Parekh where the faculty discussed about process of developing the ability to bounce back from adversity, adapt to challenges, and maintain well-being in the face of stress. The programme encouraged individuals to strengthen their ability to navigate life’s challenges with greater resilience and well-being.

Bhopal Management Association

Webinar

Bhopal Management Association organised a webinar on 17th January, focusing on ‘AI-Enhanced Social Media Content Planning and Competition Analysis’ presented by Mr. Siddharth Pal, an E-Commerce Entrepreneur based in Bhopal. The welcome address was given by Mr. Suneel Bhargava, President of BMA, and the session was moderated by Ms. Ariba Firdous, Head Content Writer for BMA’s newsletter, ‘Prabandhan Samvad’ (LNCT). Dr. Nishtha Tyagi Pachouri, an EC Member and Co-Chairperson of the Women Enrichment Committee at BMA, delivered the concluding remarks and vote of thanks. The memento was presented by Mr. Rajesh Tiwari, President-Elect of BMA.



Top (L to R) Mr. Siddharth Pal, Mr. Suneel Bhargava, Dr. Nishtha Tyagi and Ms. Ariba Firdous

Lecture

Makhanlal Chaturvedi National University and BMA jointly organised a lecture on ‘Management Lessons from Shri Ram’ on 24th January at the Swami Vivekanand Auditorium, MCU, Bishankhedi, Bhopal by speaker Dr. Sanjay Shrivastava, Vice Chancellor of Manav Rachna International Institute of Research and Studies. The programme was presided over by Prof. (Dr.) K.G. Suresh, Vice Chancellor of MCU, Bhopal. Mr. Suneel Bhargava, President of BMA, provided a brief overview of BMA and highlighted the benefits of the Student Chapter. The session



EC Members of BMA with dignitaries

was moderated by Mr. Girish Upadhyay from MCU, Bhopal, and coordinated by Dr. Avinash Bajpai, Registrar of MCU, Bhopal. The programme witnessed the presence of more than 100 students from MCU and EC members of BMA.

BMA organised a talk on ‘Elevate Creativity by Unboxing Mind’ on 25th January at Bhartiya Vidya Bhawan, Bhopal. The guest speaker for the event was Dr. Sangita Deota, a PHD holder in Training and Development, Corporate Trainer, and Motivational Speaker. During her address, Dr. Sangita Deota emphasised the importance of fixing our mindset before addressing problems. Mr. Suneel Bhargava, President of BMA, delivered the welcome address. The programme was skillfully moderated by Mr. Prashant Gangrade, a member of BMA, and a memento was presented by Prof. P.K. Biswas, Vice Chancellor of Jagran Lakecity University, Bhopal. The concluding remarks and the vote of thanks were given by Mr. R.G. Dwivedi, Chairperson of AAC at BMA.



Speaker- Dr. Sangita Deota along with the participants

Workshop

The Department of MBA, in collaboration with Sage Consultancy Services (Sage Group of Institutions) and Bhopal Management Association, successfully organised a one-day workshop on the ‘Whole System Approach of Consultancy’ on 29th January. The session was conducted by Mr. Prashant Gangrade, a Senior Specialist and Academic Consultant at Tata ClassEdge, Mumbai, and a Member of BMA Bhopal. Dr. Rishi Sharma, HOD-MBA, coordinated the event, which was jointly chaired by Dr. Dharmesh Jain, Director MBA, and Dr. Minal Saxena, Deputy Director at SIRT, Bhopal. The vote of thanks was delivered by Dr. Jitendra Banweer, Director of Pharmacy at SAGE University.



(L to R) Mr. Prashant Gangrade, Dr. Dharmesh Jain, Dr. Minal Saxena and Dr. Rishi Sharma

Calicut Management Association

Management Talk

Calicut Management Association hosted a management talk on 4th January on the theme ‘Innovation at Scale: Global Perspective’. The session was led by Mr. Arun Makkath, Head of Tech Strategy at Grab Holdings Inc, Singapore, who shared insights on the shift from sustainable to disruptive innovation. The event was well attended by 56 participants, including CMA’s managing committee members, CMA members, representatives from various trade bodies, other invitees, and the media.



Presenting the citation to Chief Guest Mr. Arun Makkath by CA Sujith Kumar TN

On 30th January, CMA organised a management talk on 'Exponential Technologies and Entrepreneurship,' featuring Mr. Roshan Kynadi, Co-Founder and CEO of ZuperAp, Agripreneur at Kynadi Plantations, and Past President of CMA. Mr. Kynadi emphasised the crucial role of integrating exponential technologies such as AI, cloud computing, cybersecurity, autonomous robots, and 3D printing into every facet of entrepreneurship for future viability.



Mr. Roshan Kynadi addressing the session

Managing Committee Meeting-I

CMA held its Managing Committee meeting on 19th January, with attendance from 10 members. The agenda covered discussions on various activities scheduled for the quarter, finalising speakers for talks in January and February 2024, and addressing matters related to the CMA Election and the Annual Management Convention scheduled for March 2024.

Managing Committee Meeting-II

On 30th January, discussions in the Management Committee meeting encompassed various crucial matters, including the CMA Annual General Meeting, Election proceedings, the acquisition of Fixed Assets funded by AIMA Grant, considerations for the CMA Annual Management Convention, and plans for the Souvenir.



Managing committee meeting in progress

Delhi Management Association

Delhi Management Association, The Harvard T.H. Chan School of Public Health India Research Center, Harvard Business School Club of India, The Lakshmi Mittal and Family South Asia Institute at Harvard University, and the Family South Asia Institute at Harvard University, in collaboration with NHRDN, conducted a session on 9th January titled 'Illness to Wellness to Well-being: Views from the C-Suites.' The session was led by K Viswanath, Lee Kum Kee Professor of Health Communication at the Harvard T. H. Chan School of Public Health. Professor Viswanath shared findings from his study with C-Suite leaders, followed by a fireside chat with a prominent Indian industry leader. DMA President, Dr. Yogesh Misra, Vice President, Ms. Anuradha Sharma, and other DMA members attended the session, which was well-appreciated by all.

The poster features logos for South Asia Institute, DMA, and NHRD. The title is 'From Illness to Wellness to Well-being: Views from the C-Suites'. The speaker is K. Viswanath, PhD, Lee Kum Kee Professor of Health Communication at Harvard T.H. Chan School of Public Health. It lists two sessions: New Delhi on Tuesday, January 9, 2024 (5.30-7PM IST) and Mumbai on Friday, January 12, 2024 (5.30-7PM IST). RSVP links are provided for both.

Session on 'Illness to Wellness to Well-being: Views from the C-Suites' by speaker, K Viswanath

Delhi Management Association conducted a webinar on ‘Reward and Recognition in Public Sector Undertaking’ in association with Benepik on 31st January. The session involved an engaging discussion where we explored strategies, best practices, and insights aimed at enhancing Employee Engagement within PSUs.



Session on ‘Reward and Recognition in Public Sector Undertaking’

Faridabad Management Association

Faridabad Management Association and DLF Industries Association, as part of the Strive Project (Skills Strengthening for Industrial Value Enhancement) Communications and Outreach Initiatives, partnered and participated in the Indus-Tech Technology Expo-2024. The event was inaugurated by the Chief Guest, Mr. Faggan Singh Kulaste, Cabinet Minister, Government of India, and the Guest of Honour was Mr. Rajesh Nagar, MLA Tigaon, on 5th January, in the esteemed presence of SDM Faridabad, Mr. Amit Maan IAS. Mr. JP Malhotra, President of DLF Industries, welcomed the dignitaries. Ms. Saloni Kaul, President



Speakers at the Summit

of FMA, gave a brief presentation about FMA and spoke on the management development in Faridabad. Ms. Charu Smita Malhotra, General Secretary of FMA, delivered a presentation on communication skills. The event was well-attended by senior officials from the Haryana Government and several industry leaders from Faridabad.

FMA conducted a Mega Health and Wellness Corporate Summit on 20th January, at Faridabad. The Summit started with opening remarks from Ms. Charu Smita Malhotra, General Secretary, FMA. Ms. Saloni Kaul, President- FMA delivered the inaugural address welcoming the distinguished guests and the participants. Mr. JP Malhotra, President, DLF Industries, Faridabad and Chief Executive Officer, Guest of Honour, Bharatiya Valves and Mr. R.N. Dewan, Patron, FMA and Founder and CEO UTE Group addressed the esteemed gathering. Thereafter, the Chief Guest Mr. Prabal Roy, Chairman, Accord Speciality Hospital spoke about the importance of Health and Wellbeing and the keynote address was delivered by Dr. Partap Chauhan, Director, Jiva Ayurveda, the Principal Sponsor of the event. The FMA Partika was also released on this occasion. Ms. Saloni Kaul, President FMA, delivered a presentation about FMA vision and the activities done during the last two years. In the panel discussions, the speakers included Prof. Dr. Jyoti Rana, Registrar of Shri Vishvakarma Skill University; Mr. Anand

Dwivedi, Cross Capability Lead at Takeda Pharmaceuticals, and Dr. Keshav Chauhan, Ayurvedic Physician at Leo Technical Innovations. Mr. Gaurav Thakur, Dy Dean- School of Science of Consciousness at Maharishi University of Information Technology, shared insights on Transcendental Meditation. The summit, attended by over 90 delegates, primarily from the industries and healthcare sector, concluded with a vote of thanks from Mr. K.P. Dhiman, Treasurer FMA.



Display of Best LMA Award Runners up received from AIMA by FMA team



Releasing of FMA Partika

Ghaziabad Management Association

Ghaziabad Management Association organised a half-day workshop on 'Preparing for Interviews' on 12th January, hosted at the Raj Kumar Garg Institute of Technology, Ghaziabad for final-year postgraduate students aiming to enhance their understanding of the essential knowledge required for interviews. The session was led by Mr. Satish Kumar, a renowned international facilitator, consultant, and trainer known for his expertise in guiding individuals towards achieving professional success. The event was well-received with 42 students who gained invaluable insights into navigating the complexities of job interviews effectively.



Students during the session



Participants during the event

GMA organised an event titled 'CHANAKYA' at the Ajay Kumar Garg Institute of Management, Ghaziabad, on 16th and 17th January. The session was led by Mr. SC Tyagi, which was conducted by AIMA. Participants were presented with a hypothetical case scenario, requiring them to make decisions aimed at maximising specific winning criteria. The team NTPC, Dadri emerged as the winner, with the team from AKG Institute of Management securing the position of First Runner-up, and the team from International Tobacco Ltd finishing as the Second Runner-up.

GMA hosted a session titled ‘Elevate Your Impact: The Art of Personal and Professional Branding’ on 18th January, at ABES Business Studies, Ghaziabad. The session was tailored for Postgraduate students aiming to enhance their self-awareness, professional presence, networking skills, career advancement strategies, adaptability, and inspiration. The speaker, Mr. Dr. Vivek Singh Tomar, Area Chair, Marketing and Strategy, IMT CDL, led the session.



Felicitation of speaker by GMA



Executive members with MGTL

GMA organised an industrial visit for executive members at M/S Micromatic Grinding Technology Ltd (MGTL) on 18th January. The visit aimed to familiarise participants with the company’s best management practices and technological excellence. Mr. Kapil Dhand, the Managing Director, personally led the tour for all members, providing them with valuable insights into the company’s operations.

On 19th January, GMA organised a seminar titled ‘Opportunities for Engineering MSMEs in Defense Manufacturing and Technology Supply Chain’ in collaboration with EEPC India. Supported by the Department of Defence Production, Ministry of Defence, Government of India, and under the auspices of the Ministry of Commerce and Industry, Government of India, the event had 70 participants. The speakers included Mr. RA Govardhan from the Ministry of Defence, Mr. Sunil Kumar DGM from BEL, Dr. Vatsana Gupta from DRDO, Mr. Ashwni Mishra from Ordnance Factory, Muradnagar, and Ms. Urmila Rawat from the Ministry of Defence.



Dignitaries on the dias

GMA organised the third series of ‘Cervical Cancer Detection Camp’, in association with CARTE and the Beautiful Tomorrow Trust on 25th January, at CARTE, an NGO. Dr. Madhu Gupta provided a cervical cancer awareness talk to female students at CARTE. GMA aims to host this camp monthly to reach a larger segment of society.



Dr Madhu Gupta addressing the session



Students at the plant visit of Shriram Pistons and Rings Ltd

On 29th January, GMA organised an industry visit to Shriram Pistons and Rings Ltd for the final year students of Ajay Kumar Garg Engineering College, Ghaziabad. The industry showcases advanced facilities for foundry and manufacturing of aluminium, cast iron, and various other heat treatment processes.

GMA formed an HR sub-committee to address contemporary challenges in HR practices and enhance skills within member organisations. The inaugural meeting took place on 30th January, with 12 HR representatives from 8 organisations in attendance. The forum commenced with introductions followed by discussions on prevalent challenges and potential solutions.



Discussion in progress

Goa Management Association

LeaderTalks

Goa Management Association organised a LeaderTalks session featuring Author and Corporate Leader, Mr. Gurcharan Das, former CEO of Procter and Gamble India, on 8th January. He spoke on the theme 'Dilemma of an Indian Liberal.' In his talk, Mr. Das commented on what constitutes a liberal, the different types of liberals, how the movement started in the West, and how there is a reference to liberalism in the Rig Veda, suggesting that the concept is not merely a Western import for India. Mr. Amin Ladak, Immediate Past Chairman, extended a warm welcome to the gathering, and the introduction of the speaker was conducted by Mr. Vasu Ramanujam, Executive Committee Member of GMA. Mr. Rajesh Mehrotra presented a memento to the guest speaker. The talk attracted 80 attendees from various sectors, including industry, entrepreneurs, professionals, and students.



Speaker- Mr. Gurcharan Das alongwith GMA team

MoU

GMA signed an MoU with the V. M. Salgaocar Institute of Hospitality Education (VMSIHE), Raia, on 10th January. The objective of signing the MoU is to bridge the industry-academia divide, share the expertise of members, and facilitate the advancement of knowledge through academic and research collaborations. The MoU was signed by CA Rohan Bhandare, Honorary Secretary of GMA, and Prof. Irfran S Mirza, Principal, and Director of V. M. Salgaocar Institute of International Hospitality Education, Raia, Goa. In addition to the MoU signing, the institute organised a campus visit for all the GMA team members present.



Signing of MoU by GMA with V M Salgaocar Institute of Hospitality Education

Gwalior Management Association

GMA 30th Foundation Day

Gwalior Management Association celebrated its 30th Foundation Day on 9th January. The event was marked by a dazzling evening, bringing together distinguished guests, dignitaries, and members to commemorate achievements and foster camaraderie. Hosted by Er. Mohit Verma (Joint Secretary), the ceremony commenced with inviting guests on stage, followed by the lighting of the lamp by Chief Guest Mr. Harshvardhan Singh (IAS) and Swami Rishabhdev Anand. Dr. Manoj Patwardhan, Executive Director, shared insights into the association’s journey, while President Dr. Praveen Agarwal welcomed nine new members. The launch of the GMA website and release of the E-Bulletin were significant milestones. Honorary Secretary, Mr. Shyam Agarwal outlined the association’s agenda, and Mr. Syead Athar Ali delivered a compelling address. Guests and sponsors were honoured, and Treasurer CA Rishi Goyal expressed gratitude to attendees, sponsors, and contributors. The evening concluded with a sumptuous dinner, providing an opportunity for members to continue networking, and enjoying the festivities.



Speakers at the dais of the GMA 30th Foundation Day

Hyderabad Management Association

SDP

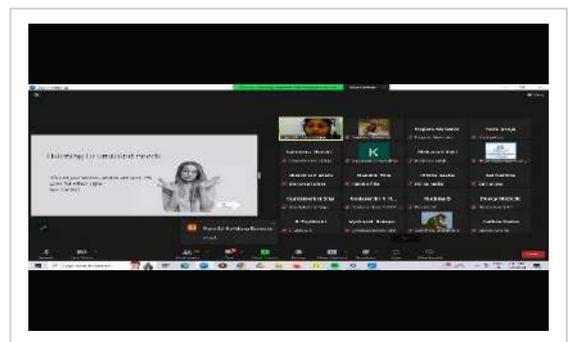
The HMA NMDC Sustainability and Business Quiz, sponsored by NMDC, was organised by HMA with varying numbers of teams on different dates. Mr. Raja Satish, a Quiz Master, and Communication Professional, conducted the events. The Preliminary rounds took place in different institutions, including St Ann’s PG College for Women, Badruka of Commerce, Avinash Brahmadevara Educational Society, St Joseph’s Degree and PG College, and Vidya Jyothi Institute of Technology, on 6th, 11th, 12th, 20th and 27th January, respectively. The sessions included an elimination round with a written test for teams of 2 participants.



HMA MC members, students, and faculty along with the Quiz Master

HMA organised the IRP Certification Course on 5th January on ‘Managing Self,’ conducted by Mr. Mahesh Edla, Deputy General Manager at the National Institute for Smart Government, Telangana via Zoom platform. The event attracted 70 students eager to enhance their self-management skills.

On 8th January, HMA organised a session on ‘Listening Skills’ on the Zoom platform. The session was led by Ms. Jayanthi Shivakumar, Director at RRD, Chennai. A total of 71 students participated, eager to improve their listening abilities.



Ms. Jayanthi Shivakumar addressing the session



Ms. Jayanthi Shivakumar addressing

On 9th January, Ms. Jayanthi Shivakumar, Director at RRD, Chennai conducted a session on ‘Speaking Skills’ via Zoom platform with 70 students in attendance. The session enlightened students about the crucial steps involved in the communication process, including connecting, encouraging, listening, questioning, confirming, and providing feedback.

Kerala Management Association

Annual Management Convention

KMA organised its Annual Convention, International Edition on 18th and 19th January on the theme, 'Beyond Borders: Fostering Management Excellence.' The event witnessed key business leaders from across the globe deliberating and sharing their views on various contemporary topics of prominence. The chief guest was Mr. Deepak Parekh, and the guest of honour was Dr. Shashi Tharoor. NRI businessmen from Kerala, who have made India proud, were also honoured on the occasion. The convention received a positive response with close to 1000 delegates, including business school students. The second day featured keynote addresses by Mr. Sundeep Sikka, ED and CEO of Nippon Life India Asset Management Ltd, M P Vijayakumar, ED and Group CFO, Sify Technologies, Mr. Mohan Murti, Former MD of Reliance Industries Europe and member of the Supervisory Board of Innoplexus AG Germany, Ms. Margot Michaud Director Alliance Francaise Trivandrum, and Dr. Anil Menon, Professor at S P Jain School of Global Management and Business Consultant.



Lighting the lamp by the dignitaries

Lucknow Management Association

Online Workshop

Lucknow Management Association organised an online workshop titled 'Using Technology for Farming' from 2nd - 4th January with Mr. Dinesh Chandra Maurya from Krishika. The session was gracefully inaugurated by Ms. Renu Chaudhary, General Manager, LMA, who warmly welcomed and introduced the speaker.



Ms. Bhawana Pandey sharing her presentation.

LMA organised an online workshop on 'E-Marketing of Agriculture Produce' from 5th-9th January with Ms. Bhawana Pandey, Marketing Head Reliance Jio, who shared how farmers promote and sell their products digitally through E-Marketing in India and abroad.



Dr. Rushikesh sharing a presentation with FPOs

LMA organised online workshop titled 'Growing High Value Crops for Increasing Farmers' Income' on 10th January with Dr. Ramesh Srivastava; 11th January with Dr. Rushikesh; 12th January with Dr. Manoj Kumar Yadav and 16th January with Dr. R.S. Sharma from CSIR. The online sessions witnessed active participation from FPOs.



Ms. Trupti Kapadia sharing her presentation

LMA organised an online workshop on ‘Financial Literacy for FPOs’ on 18th January with speaker Ms. Trupti Kapadia; 19th January with Mr. Uttam Kumar; 20th January with Mr Sanat Bhardwaj and 22nd January with Mr S.P. Singh from AWOKE. More than 55 FPOs from Lucknow, Kanpur, and Jhansi mandal were present in the online session.

LMA organised an online workshop on ‘Availing Benefits of various Central and state Government Schemes for Farmers’ from 24th – 27th January. The esteemed speaker was Mr Rohit Srivastava from NABARD.

LMA organised an online MDP on ‘Organic Farming and its Benefits’ on 30th and 31st January. The esteemed speaker was Mr Girijesh Kumar Shukla from Krishika. More than 58 FPOs from Mirzapur, Prayagraj, Varanasi Chitrakot, Devipatan and Faizabad mandal were present in the online session.

Outreach Workshop

Lucknow Management Association organised an Outreach Workshop for Handloom and Textile Entrepreneurs on 10th January at Barabanki. The speakers were Mr A.K. Mathur, Vice President; LMA, Col (Dr) Sameer Misra, Executive Director, LMA; Mr. Sudhir Sinha, Secretary UP Microfinance Association and Mr. Abhishek Srivastava, Dy Commissioner Industries.



Mr A.K. Mathur and Col (Dr) Sameer Misra addressing

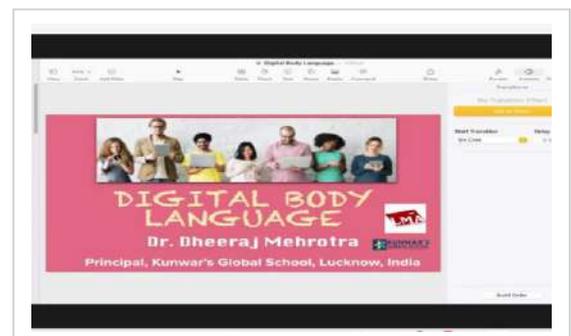


Mr A.K. Mathur interacting

LMA organised an outreach workshop for leather entrepreneurs to upgrade their quality and Market at Kanpur on 20th January at Kanpur. The esteemed speakers were A.K. Mathur, Vice President, LMA; Col (Dr) Sameer Misra, Executive Director LMA; Mr Javed Iqbal, Regional Director at Leather Export Council and Mr. Sudhir Kumar Srivastava, Dy Commissioner Industries, Kanpur.

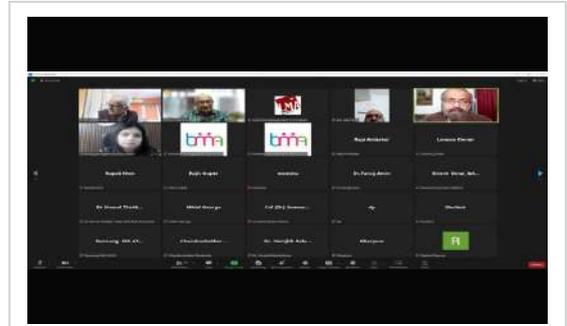
Online Session

On 13th January, LMA organised an online session titled ‘Introduction to Digital Body Language and its Importance’; ‘Understanding ChatGPT - Excelling at the Workplace’ on 20th January and ‘Digital Minimalism: An Art of How Much Is Good Enough’ on 27th January, by Dr. Dheeraj Mehrotra, an author and National Awardee. The online sessions included the participation of both teachers and students.



Dr Dheeraj Mehrotra sharing his presentation.

Lucknow Management Association in collaboration with Bombay Management Association organised an online session on ‘Leadership lessons from the first Vande Bharat project’ on 24th January by Mr. Sudhanshu Mani, former GM of the Integral Coach factory in Chennai and is credited with the development of the Vande Bharat train from conception to commission. Mr Kiran Yadav from BMA welcomed and introduced the speaker and Mr Pramod Shah from BMA proposed a formal vote of thanks on the occasion.



Mr. Sudhanshu Mani interacting with LMA and BMA members



Dr. Priyanka Dubey addressing the participants

On 26th January, the Young Manager Forum of LMA hosted an online event centered around the theme ‘Are You Eating in the Right Way? Begin Your Nutrition Journey.’ The session was facilitated by Dr. Priyanka Dubey, a seasoned nutritionist with over 14 years of experience in the field. Dr. Dubey’s expertise is exemplified by her recognition as the best intern at Breach Candy Hospital Mumbai in 2010 and her tenure as a culinary consultant at Nestle India.

Seminar

On National Youth Day 2024, the Young Manager Forum of LMA organised a seminar titled ‘Empowering Youth for Nation Building: Lessons from Swami Vivekananda’s Ideals.’ The speakers Mr. Shobhit Narain Agarwal, CA Devesh Agarwal, and Ms. Priyam Gupta introduced students to Swami Vivekananda’s teachings. Trainer Vandana Tribhuvan Singh conducted the seminar. The event was attended by teachers from Loyola International School and volunteers from Help You Educational and Charitable Trust.



CA Devesh Agarwal interacting with the students

Expert Talk

LMA in collaboration with the School of Management Sciences organised an expert talk on ‘Building Expertise in Intelligence and Machine Learning’ on 18th January at School of Management Sciences (SMS) Campus. The guest speaker was Mr. Pranjal Pathak, a graduate of electrical engineering from IIT Kanpur and has a Master of Science from the department of Electrical Engineering and Applied Physics at Case Western Reserve University in Cleveland, USA. Dr Dharmendra Singh, Associate Director School of Management Sciences welcomed and introduced the speaker and proposed a formal vote of thanks.



(L-R) Mr. Dr. Hemant Kumar Singh, Mr. Pranjal Pathak, and Dr. Dharmendra Singh

and introduced the speaker and proposed a formal vote of thanks.

LMA, in collaboration with Goel Institute of Management and Technology, organised an expert talk on '5G' on 31st January. The speakers, Mr. Pranay Pathak (State Head), Ms. Bhawna Pandey (Marketing Head), and Mr. Mahendra Agarwal (Sales Head), shared their insights on JIO True 5G technology, recognised as the world's most advanced next-generation wireless innovation.



Mr Pranay Pathak sharing his presentation



Col (Dr) Sameer Misra with faculty and students

Workshop

LMA in collaboration with Goel Institute of Management and Technology on National Youth Day-2024 organised a workshop on 'Innovation and Startup' on 12th January. The esteemed speaker was Col (Dr) Sameer Misra.

Symposium

Lucknow Management Association organised a Symposium on 'Skill Development in NEP 2020' on 16th January at CMS Gomti Nagar. Ms. Geeta Gandhi, President, and MD of CMS extended a warm welcome to the speakers. Dr. Navneet Sehgal, President of LMA, discussed the process of identifying and honing skills. Mr. Madhusudan, Director of Secondary Education, Government of U.P., elaborated on the State Policy and Implementation Plan. Mr. Ramesh Ranjan, IAS, Mission Director of Skill Development Mission, Government of U.P., shed light on the importance of Skill Development in Secondary Education. Mr. Shivendra Singh Chauhan, CEO and Managing Director of Brahmos Technologies Pvt Ltd, shared insights on the Industry Interface of Skill Development and NEP 2020. Mr. A.K. Mathur, Vice President of LMA, concluded the event with a formal vote of thanks.



Mr Shivendra Singh Chauhan addressing

Lecture

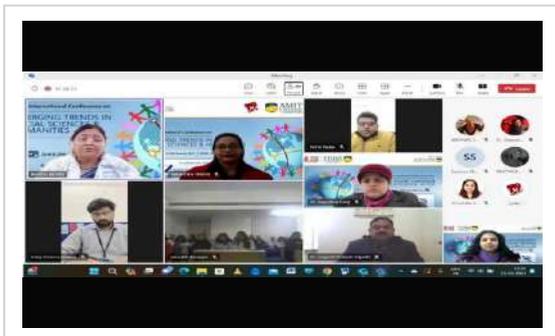
LMA, in collaboration with Rameshwaram Institute of Technology and Management, organised a lecture on ‘Retailing As A Career’ on 23rd January. The lecture was conducted by Col (Dr.) Sameer Misra and was attended by MBA students and faculty members of the Management department at the Rameshwaram Institute of Technology and Management campus. Dr. Praveen Mathur, HoD of the Management Department, delivered the vote of thanks.



Col (Dr) Sameer Misra with faculty and students

International Conference

Lucknow Management Association, in collaboration with Amity School of Languages, Lucknow Campus, organised the 11th International Conference’s online inaugural session on Emerging New Areas of Research in Social Sciences and Humanities on 23rd January. The session featured eminent speakers, including Prof. Dr. Volker Wittberg, Prof. Dr. Richard Merk, Mr. Divyaraj Amiya, Mr. Rainer Kimmig, Prof. Arunim Bandyopadhyay, Prof. Nimisha Gupta, Dr. Puneet Misra, and Dr. Sonu Saini, who shared insights on various aspects of social sciences and humanities research from renowned institutions worldwide.



Prof (Dr.) K.K. Ray addressing the International Conference

Annual General Meeting

The 44th Annual General Meeting of Lucknow Management Association took place on 25th January at the LMA office, with a turnout of over 200 LMA members. The AGM served to vote for the positions of Secretary and Treasurer, present financial statements, and address other business matters. Mr. Rahul Dutt and Mr. Rajiv Pradhan were elected as the new Secretary and Treasurer, respectively. Additionally, Mr. Manoj Kumar Singh, IAS, was elected unopposed as President of LMA.



(L-R) Dr Navneet Sehgal, Mr Manoj Kumar Singh, Dr Dheeraj Mehrotra, Mr Vipin Gupta, Mr Pravin Dwivedi, Mr Sumer Agarwal, Mr Pawanesh Pandey, and Mr A. K. Singh

Navsari Management Association

Youth conclave

Navsari Management Association organised the first event in its series, Youth Conclave - 1, on 5th January in collaboration with Shree Anavil Sanskar Trust, Navsari. The first part, titled 'Three Teachers - Prem, Pravas, and Picture,' featured three distinguished speakers, each addressing a specific theme. Renowned motivational speaker and social activist Nehal Gadhvi spoke on love, while Subhas Bhatt, an experienced traveller, shared insights on 'Pravas.' The well-known columnist, writer, and motivational speaker, Jay Vasavda, discussed the theme of FILM. A total of 1800 students from various colleges in Navsari attended the conclave. The second part of the event showcased stand-up comedy performances by two popular artists from Surat.



NMA President Shruti Shah with speakers and other dignitaries on the dais

Sky Stories

NMA organised another monthly episode of Sky Stories in collaboration with Shree Anavil Sanskar Trust, Navsari, on 7th January. The chief guest and keynote speaker for the event was Mr. H.P. Rama, a well-known hotelier with a joint venture with Marriott Hotels. His speech was highly inspiring, and everyone was delighted to listen to him and have the opportunity to meet him. Nearly 150 participants attended the event.



Memento presentation to Mr. H.P. Rama by NMA dignitaries

Visit at Auro University

Navsari Management Association planned a visit to Auro University Surat on 27th January. Total 12 members joined the tour. Mr. Nimesh Joshi who is in charge of management programmes at Auro University welcomed and made the visit very meaningful with his assistance during the entire visit. The campus tour was enlightening, providing a comprehensive overview of the university's facilities and resources.



NMA Team at Auro University

Noida Management Association

MDP

NMA organised a one-day MDP programme on 'Right to Information Act, 2005' and 'The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013' on 18th January at NMA House. The programme was well received by delegates representing PSU and Private Sector Companies.



Lighting of lamp by Mr. Sandeep Mittal, President NMA and Dr. SB Mitra, Advisor, DGH and Ministry of Petroleum and Natural Gas. Also present on the occasion were Mr. Dinesh Jain, President, Legal and Corporate Affairs –Uflex Ltd; Mr. R.P Singh, Director, (HR and Legal), IFFCO; Mr. Anil Kumar Lahoti, Former Chairman, Railway Board, New Delhi, and Mr. S.N Singh, Vice President- HR, Uflex Ltd



Flag hoisting ceremony at NMA House

Flag hoisting Ceremony

On 26th January, NMA organised the flag hoisting ceremony in front of its office at NMA House.

Pala Management Association

New Year Programme

PMA conducted a New Year Celebration titled 'ELAN '24' on 6th January at the Rotary Club Auditorium in Pala. Around 100 people, including members, their families, and invited dignitaries, participated in the event. Mr. TJ Jacob, President of PMA, delivered a New Year message. The event included the recognition and honouring of three PMA members: Dr. Celine Roy, a social activist and dancer; Mr. Sajjan G, MD of Ashok Tradelines; and Mr. NK Kurian, MD of Mango Meadows, an agritourism pioneer. Additionally, Mr. Chinmayan KM, a passionate planter, and Dr. Thankachan Mathew, a renowned athletics coach, were also recognised.



Smt. Rani Jacob honouring Dr. Celine Roy

Army Day

PMA celebrated Army Day 2024 on 15th January, in collaboration with the Rotary Club, Pala, and the Engineers’ Forum, Pala, at the Rotary Club Auditorium. Lt Gen Michael Mathews PVSM, VSM** (Retd), the chief guest, delivered the keynote speech, and seven veterans of the Indian Defence Forces from Pala were honoured. In his keynote address, the chief guest spoke on ‘Management in Defence Forces: An Overview,’ covering the formulation of military strategy, personnel management, material management, and financial management in the three wings of the defence forces.



Chief Guest, Presidents of 3 organisations and the Founder President of PMA on dais

Rajkot Management Association

Rajkot Management Association, in collaboration with ASQ India Section and the Institute of Management at Nirma University, organised the 12th Annual International Conference on Quality Management with the theme ‘Strengthening Quality Quotient: The Sustainable Development Agenda’ on 8th and 9th December. The conference was attended by 85 active students from Rajkot, aligning with RMA’s commitment to providing learning opportunities.

Mr. Chetan Kothari, Past Chairman of RMA, and Mr. Parag Jobanputra, Chairman of RMA, chaired two sessions and served as Technical Session Judges.

RMA in collaboration with Multi Commodity Exchange of India Ltd., and Kunvarji Wealth Solutions conducted a seminar on ‘Measuring Macro Swaps and its implications on different Asset Classes’. The seminar drew around 50 participants. It featured Mr. Dewang Mehta (MCX), providing insights into MXC and nuances of commodity trading. The keynote Speaker, Mr. Ravi Diyora (Research Head, Kunvarji Wealth Solutions) addressed the audience on the implications of measuring macro swaps on different asset classes.



Mr. Chetan Kothari, Past Chairman, RMA and Mr. Parag Jobanputra, Chairman, RMA



Mr. Ravi Diyora (Research Head, Kunvarji Wealth Solutions) giving the keynote address

Rohilkhand Management Association

Rohilkhand Management Association organised a round table discussion on the topic 'Importance of Sustainable Supply Chain.' Dr. Manish Sharma warmly welcomed the participants and the Programme Director, Dr. Neeraj Saxena, provided a brief overview of the industrial and academic aspects of the topic. During the session, industrial and academic leaders shared their valuable and insightful thoughts, drawing from their practical experiences. The discussion highlighted the crucial aspects of logistics, inventory management, cost-saving, pollution reduction, brand enhancement, social responsibility, sustainable supply chain policies, business growth, and maintaining standardised processes without environmental harm. The programme concluded with a vote of thanks proposed by Secretary Mr. Qadir Ahmad, expressing gratitude to all participants for their contributions and engagement in the meaningful discourse.



Round table discussion in progress

Surat Management Association

On 16th January, Surat Management Association, in collaboration with Pragyan Educational and Charitable Trust and speaker Mr. Harikrishna Shastri, organised a seminar at Vidyadeep University, Anita, Kim, Surat. The seminar focused on 'TIME MANAGEMENT' in students' lives, a topic that required a thoughtful approach. Participants were encouraged to introspect, reflect, and redesign their schedules. The session involved participants in introspection, reflection, and experimentation to maximise their results. Around 25 individuals participated in the programme.



Speaker, Mr. Harikrishna Shastri addressing the participants

Thrissur Management Association

TMA New Year Celebration

TMA's New Year Celebration on 4th January was a vibrant event filled with joy and camaraderie. CA Geo Job, the esteemed president of TMA, kicked off the festivities by cutting the New Year cake. In his message, CA Geo Job shared inspiring words with all members, setting a positive tone for the upcoming year.



TMA New Year Celebration



Mr. P Gopinath Menon (Former CFO, OMANTEL, Oman) addressing chapter members

Management Development Session

On 9th January, TMA organised a management development session at SIMS Kodakara campus, exploring the theme of 'Mantras for Career Success.' The event welcomed P Gopinath Menon, Former CFO of OMANTEL, Oman, as the distinguished chief guest. Notably, the TMA-SIMS Student Chapter was inaugurated during the session by TMA Honorary Secretary CMA Madhu A P. CS Jackson David, the Student Chapter Convener, extended felicitations.

On 10th January, TMA organised another management development programme focused on 'Public Speaking Skills for Career Success' at Christ College, Thrissur. CS Jackson David C, Founder Partner of Navion Wealth, led the insightful session, engaging 100 student chapter members.



CS Jackson David C (Founder Partner, Navion Wealth) addressing



Lighting of the lamp at the Leadership Summit 2024

TMA Leadership Summit

TMA hosted its flagship event, the Leadership Summit, on 13th January, under the theme 'Elevate, Endure, Excel: A Leadership Paradigm.' The summit was inaugurated by Mr. P R Seshadri, MD and CEO of The South Indian Bank Ltd, with Mr. E K Bharat Bhushan IAS (Retd), Former Chief Secretary, Government of Kerala, as the guest of honour. The summit comprised two

technical sessions, the first led by Mr. V P Nandakumar, MD and CEO of Manappuram Finance, and the second on 'Inclusive Development - Corporate Perspective: The Way Forward' by K Paul Thomas, MD, and CEO of Esaf Bank. The event concluded with a panel discussion titled 'Going Global: From Small Towns' and drew around 200 attendees who provided positive feedback.



Speakers during the panel discussion



CMA Madhu A P (Director, Hampshire Grp of Co. and Hon Secretary, TMA)

Management Development Session

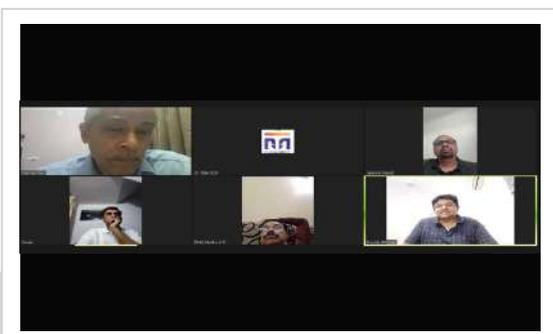
On 18th January, TMA conducted a management development session at Christ College in Thrissur. The session, led by CMA Madhu A P, Director of Hampshire Group of Companies and Honorary Secretary of TMA, focused on the theme 'Joyful Journey: From Classroom to Workplace.' 100 students actively participated in the event, and the feedback received was overwhelmingly positive.

Guest Lecture

On 18th January, as part of its monthly guest lecture series, TMA organised an engaging session featuring two technical discussions. The first topic delved into the theme of 'Survival on This Earth - Impending Catastrophes,' led by Dr. P. R. Sreemahadevan Pillai, Director of the Ahalia Group Academic Institutions. The second session, titled 'Breathe Green: Step into the Miyawaki Experience,' was facilitated by Mr. Babu Gangadharan, Founder of Healing Forests.



TMA members with Guest Speaker



TMA 14th Hykon Business Plan Contest Committee meeting in progress

TMA 14th Hykon Business Plan Contest Committee meeting

The committee members of the 14th Hykon Business Plan Contest convened for a virtual meeting via Zoom to discuss and deliberate on this year's competition. 10 committee members actively participated in the programme, engaging in fruitful discussions to plan and organise the upcoming business plan contest.

Trivandrum Management Association

MDP

Trivandrum Management Association organised a management development programme on 12th January. Tailored for mid-level and above managers, the event featured two sessions: 'Strategies for Performance Excellence' by Prof. Dr. Saji Gopinath, Vice Chancellor of Digital University Kerala, and 'Procurement and Contract Management' by Mr. Suresh R, General Manager (Retd.) at Fertilizers and Chemicals Travancore Ltd. The participation of managers from esteemed organisations such as HLL Lifecare Ltd, Keltron, Kerala Financial Corporation, Kerala SIDCO Ltd, Kerala State Drugs and Pharmaceuticals Ltd, Kerala State Women's Development Corp. Ltd, and United Electrical Industries Ltd., engaged a dynamic exchange of ideas. The programme's success signals future initiatives to elevate managerial expertise, reinforcing the association's commitment to professional growth in the regional business community.



Participants at the MDP

Women Empowerment Programme

TMA's Women Empowerment committee organised a thought-provoking session on 'International Business: Challenges and Opportunities' on 12th January. The event featured distinguished guest speaker Mr. Manohar Raghavan, Former Director - Asia, 3M Asia Pacific PTE LTD, and was expertly moderated by Ms. Anupama Ramachandran, Proprietor of The White Paper Creative. This insightful session was attended by TMA members, faculty, students from CET, Asian School of Business, Saraswathy College, and industry leaders, delved into the intricacies of global business.



Session on 'International Business: Challenges and Opportunities'

Coffee with Corporate Leader

Trivandrum Management Association conducted a 'Coffee with Corporate Leader' programme on 18th January at Rajadhani Business School, Attingal featuring Dr. Geeta Sharma, Director - Finance at HLL Lifecare Ltd., as the distinguished speaker. Dr. Sharma shared profound insights on Health, Finance, Relationships, Value Addition, Spirituality, and Societal Support with MBA students, offering them a comprehensive orientation to their upcoming MBA journey. The event was well received by the faculty and students.



TMA presenting a memento to Dr. Geeta Sharma, Director - Finance at HLL Lifecare Ltd

Vaikom Management Association

VMA conducted its fourth series of the Employability Skills training at ICM Computers Thalayolapparambu, on 13th January. 35 Candidates attended the training programme which started with a silent prayer. Ms. Indira. N. G., Vice President of VMA, delivered the welcome speech and introduced VMA and faculty to the participants. Mr. N. Shine Kumar, President of VMA took a detailed session on employability skills with active audience interaction. He highlighted the necessity of proper and effective communication. The next session was handled by Mr M. Raju, Secretary General, VMA, and illustrated the job scenario prevailing in the state. He explained the drastic changes in the terms and conditions of employment and highlighted the prominence of productivity. Miss Suthy, Placement Officer, ICM Computers expressed the vote of thanks.



Ms. Indira Ng, Vice President, VMA addressing the training session

VMA, in association with ICM Computers, Kerala Knowledge Economy Mission, and Kudumbashree Mission, conducted a job fair, 'Lakshya 2024,' at ICM Computers in Thalayolapparambu, Vaikom on 20th January. A total of 1215 candidates responded to the free entry offer for the job fair through Google Forms, and 30 employers came forward to offer jobs in various sectors. From the pool of candidates, 235 were shortlisted and directed to attend the final screening. Both candidates and employers who attended the job fair expressed satisfaction with the successful and efficient conduct of the event.

AIMA Events Calendar

Event	Programme Chairman/Key Speaker	Venue	Date
Foundation Day & National Management Day		New Delhi	21 February 2024
Leadership Development Programme		Ramoji Film City, Hyderabad	25-27 February 2024
Dr K S Basu Memorial Lecture	Sanjiv Mehta Former CEO and Managing Director Hindustan Unilever Limited	Online	28 February 2024
6th Corporate Management Olympiad 2024		Online	07-08 March 2024
AIMA YLC Session on 'The Art of Mindful Leadership: Lessons for Young Leaders'	Harpreet K. Kang President – Ludhiana Management Association & Dean - PCTE Group of Institutes	Online	08 March 2024
HR Power Workshop	S Y Siddiqui Former Executive Advisor Maruti Suzuki	New Delhi	15 - 16 March 2024
13th National MSME Convention		Bangalore	15-16 March 2024
69th LeaderSpeak session	Dr R Balasubramaniam Visiting Professor, Cornell University, USA and IIT-Delhi India	Online	29 March 2024
Pragati		New Delhi	02 April 2024
Student Management Games		Various Regions	Till April 2024
Student Management Quiz		Various Regions	Till April 2024

Event	Programme Chairman/Key Speaker	Venue	Date
National Leadership Conclave and Managing India Awards		New Delhi	23 April 2024
Shaping Young Minds Programme		Bhopal	02 May 2024
11th HR Leadership Retreat		Goa	02-04 May 2024
Global Advance Management Programme - USA (Summer Edition)		Silicon Valley, USA	12-18 May 2024
Women Leadership Workshop		Online	16 June 2024
Leadership Development Programme		Bhubaneswar	04-06 July 2024
Senior Leadership Retreat		Kuala Lumpur, Malaysia	24-26 July 2024

To view full calendar please visit www.aima.in

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

AIMA

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