

# AIMA News

AIMA'S MONTHLY E-MAGAZINE

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

MARCH 2024



## MESSAGE FROM THE DIRECTOR GENERAL

Dear Readers,

It gives me immense pleasure to present the next issue of the AIMA News to you. With your constant support and encouragement, AIMA continued in its endeavour to build management capability, through various initiatives and programmes.

In its efforts to empower MSMEs to address challenges of implementing innovation and digital transformation in a changing business landscape, AIMA successfully organised the 13th National MSME convention in collaboration with Karnataka Small Scale Industries Association (KASSIA) and Bangalore Management Association, led by AIMA MSME Committee Chairman, Dr. JS Juneja. AIMA President, Mr Nikhil Sawhney delivered the theme address at the convention which witnessed several other renowned speakers engaged in discussions about the central role MSMEs play in India's aspiration of becoming a major supply source for the global companies and brands.

On the sidelines of the Convention, the AIMA President also took the opportunity to engage in an in-depth interaction with members of the Bangalore Management Association. More details are carried inside.

AIMA's widely acclaimed LeaderSpeak series continued with its 69th edition, featuring Dr. R Balasubramaniam, Visiting Professor at Cornell University, USA, and IIT-Delhi. Dr. Balasubramaniam shared insights from his book 'Leadership Lessons for Daily Living' in a conversation with AIMA Vice President, Mr. TV Narendran.

The month of March saw AIMA expand its international footprint through initiatives that allowed it to engage in an extensive exchange of ideas with noted international counterparts. In collaboration with the World Bank, AIMA organised a specialised training on 'The World Bank Procurement Framework' for World Bank project officials in Sri Lanka. The programme, graced by senior government officials and leaders and from Sri Lanka, covered crucial topics like the Project Cycle's stages and procurement challenges. The training witnessed an overwhelming participation from Sri Lanka World Bank officials.

Recognising the growing influence of women in the professional and business world, AIMA held the 12th edition of Pragati. This unique programme empowers young women professionals to address career challenges through curated sessions led by diverse speakers followed by an exclusive Women's Quiz. Ms Veena Swarup, a long-time champion and driving force behind Pragati, was also felicitated on the occasion.

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AIMA also conducted an exclusive Management Development Programme (MDP) for women professionals, mentored by Ms Veena Swarup and designed to help women enhance their managerial skills and prepare for senior leadership roles.

Brief reports can be found inside along with other updates from AIMA including a Book Launch session of Mr R Gopalakrishnan's new book 'Embrace the Future: The Soft Science of Business Transformation', where Prof Deepak Nayyar, Emeritus Professor of Economics, JNU, and Former Vice Chancellor, University of Delhi was the chief guest; and an AIMA YLC session on 'The Art of Mindful Leadership: Lessons for Young Leaders'.

This issue also brings you the latest news from the LMAs, as well as the concluding article of the special series from AIMA Past President, Prof. SL Rao's book titled 'My Varied Life in Management: A Short Memoir'.

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

Warm regards,



**Rekha Sethi**  
Director General

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# 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](http://www.aima.in)

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## 13th National MSME Convention



*(L-R) Nagaraju S. Hon. General Secretary, Karnataka Small Scale Industries Association; Rajagopal M.G., Vice President, Karnataka Small Scale Industries Association; Shashidhara Shetty, President, Karnataka Small Scale Industries Association; Nikhil Sawhney, President, AIMA and Vice Chairman & Managing Director, Triveni Turbine Limited; J S Juneja, Chairman, AIMA MSME Committee and Past President, AIMA and Rekha Sethi, Director General, AIMA releasing the MSME convention souvenir*

AIMA in collaboration with Karnataka Small Scale Industries Association (KASSIA) and Bangalore Management Association successfully organised the 13th National MSME convention on the theme 'Innovation and Digital Transformation for MSMEs: Opportunities and Challenges' on 15th -16th March 2024 at Bangalore.

Mr Shashidhara Shetty, President, Karnataka Small Scale Industries Association delivered the welcome address and Ms Rekha Sethi, Director General, AIMA gave the introductory remarks. Dr J S Juneja, Chairman, AIMA MSME Committee & Past President, AIMA set the context of the convention. Mr Nikhil Sawhney, President, AIMA and Vice Chairman & Managing Director, Triveni Turbine Limited delivered



*Nikhil Sawhney, President, AIMA and Vice Chairman & Managing Director, Triveni Turbine Limited addressing*



*(L-R) K S Narayanaswamy, President, Bangalore Management Association; Santosh Kumar Gopala, National Vice-Chairman, Young Leadership Council and Ajayan Kavungal Anat, Past President, Calicut Management Association*

the theme address. He stressed that MSMEs remain a cornerstone of the economy as they still generate a big chunk of the new jobs, and they are critical for the health of the larger enterprises. The MSMEs are central to India’s aspiration of becoming a major supply source for the global companies and brands. Mr M G Rajagopal, Vice President provided a brief about the KASSIA. The vote of thanks was given by Mr Nagaraju S. Also, a special message from Ms. Barbara Terenzi, President, World Union of Small and Medium Enterprises (WUSME) was read during the inaugural session.

Some of the other eminent speakers who addressed the convention included Dr. Praveen Arora, Senior Advisor, Dept. of Science and Technology, Ministry of Science and Technology, Govt of India; Mr Harishankar Krishnan, Network Transformation Head, Open Network for Digital Transformation (ONDC); Mr Satish Ambesange, Co-Founder & CEO, Pragyan AI, Bangalore; Mr K S Narayanaswamy, President, Bangalore Management Association; Mr Santosh Kumar Gopala, National Vice-Chairman, Young Leadership Council; Mr Ajayan Kavungal Anat, Past President, Calicut Management Association; Prof. G. P. Sudhakar, Centre for

Educational and Social Studies; Mr Mahesh Kumar Jain, Chairman, Integra Micro Systems, Argenti Innotech, and BCFI Bangalore; Mr Namish Gupta, Director Digital, Vidzpro; Mr Rajagopal M. G. Vice president, KASSIA; Mr Rakshith B, CEO, T12 Technologies, Bengaluru; Mr B.S. Srinivasan, Bankingforsouthzone; Mr. Nagaraj Hediya, Director, eNliven Technologies, Bangalore; Prof. Pankaj Choudhary, Dean – BMS College of Commerce & Management, Bangalore; Mr. Nagaraju S., Hon. Gen. Secretary, KASSIA; Ms Bhawana Bhargava, CEO, Aaditi Stonesoup Solutions Pvt. Ltd; Mr Rohit N Singh, Kotak Mahindra Bank Ltd; Mr. V Jawahar, Assistant General Manager, State Bank of India. At the valedictory session, a special address was delivered by Prof Rishiksha T Krishnan, Director IIM-B; Dr Rakesh Mohan Joshi, Director, Indian Institute of Plantation Management amongst others.

The convention witnessed the participation of over 200 delegates from different organisations including industrialists, bureaucrats, thought leaders, representatives from MSMEs, start-ups and academia.



*Nagaraju S., Hon. Gen. Secretary, KASSIA and Bhawana Bhargava, CEO, Aaditi Stonesoup solutions Pvt ltd*

# President Interaction



*Nikhil Sawhney, President, AIMA and Vice Chairman & Managing Director, Triveni Turbine Limited addressing the Bangalore Management Association members*

Mr Nikhil Sawhney, President, AIMA in his endeavour to reach out to LMAs visited Bangalore where he had a productive interaction with Executive Committee Members of Bangalore Management Association on 14th March 2024. The meeting was organised by the Bangalore Management Association where Ms Rekha Sethi, Director General, AIMA also attended. Participants exchanged valuable insights on innovative approaches to leadership development

and strategies to enhance collaboration among LMAs. Mr Sawhney underscored the significance of nurturing a supportive ecosystem for professional growth and emphasised the need to mobilise the local management fraternity to cultivate a robust management culture. He reaffirmed his dedication to fostering such engagements across LMAs nationwide.

# LeaderSpeak Session



*Mr TV Narendran*  
Vice President, AIMA and CEO & Managing Director, Tata Steel Ltd



*Dr R Balasubramaniam*  
Visiting Professor, Cornell University, USA and IIT-Delhi, India



*Ms Rekha Sethi*  
Director General, AIMA



The 69th LeaderSpeak session was held on 29th March 2024 with Dr R Balasubramaniam, Visiting Professor, Cornell University, USA and IIT-Delhi, India; Member-HR in the Capacity Building Commission of the Government of India; Founder of Grassroots Research and Advocacy Movement, a public policy thinktank in India and Chairman of the Advisory Committee, SEBI. The theme of the session was 'Leadership Lessons for Daily Living'. The session was moderated by Mr TV Narendran, Vice President, AIMA and CEO & Managing Director, Tata Steel Ltd and the welcome address was delivered by Ms Rekha Sethi, Director General, AIMA. Dr R Balasubramaniam shared insights from his book 'Leadership Lessons

For Daily Living', emphasising the importance of effective leadership beyond mere action. He discussed how the book's blend of storytelling, examples, and exercises unpack essential principles applicable in personal and professional life. Stressing self-awareness, empathy, resilience, and ethical decision-making, he highlighted their role in driving positive change. Dr Balasubramaniam concluded by encouraging leaders to read his book, which serves as a guide for enhancing leadership skills and making a positive impact in communities. The session attracted a large audience, with over 700 participants via Zoom and other AIMA social media channels.

# Training Programme on The World Bank Procurement Framework in Sri Lanka



*Training programme on 'The World Bank Procurement Framework' participants*

AIMA with the support of the World Bank, organised a comprehensive training programme on 'The World Bank Procurement Framework' specially designed for Sri Lanka World Bank project officials from 19th to 22nd March 2024,

The programme was honoured by the presence of Ms. Chiyo Kanda, Country Manager for South Asia at the World Bank, and Mr. E. A. Rathnaseela, Director General, Department of Public Finance, Government of Sri Lanka. Ms. Heenaben Yatin Doshi, Country Procurement Team Leader and Senior Procurement Specialist, World Bank set the context of the programme.

The key topics covered during the four-day training programme included the six stages of the Project Cycle, and the operational procurement challenges encountered in successfully implementing World Bank-funded projects in Sri Lanka. Besides this, in-depth discussions were held on selecting the right procurement documents.

The programme concluded with an address by Ms. Sudharama Karunaratne, Chairperson of the National Procurement Commission, who expressed gratitude to the World Bank and AIMA for providing invaluable procurement training. The training was successfully attended by 40 Sri Lanka World Bank officials.

# 12th Pragati



*(L-R) Rekha Sethi, Director General, AIMA; Jayant Davar, Founder, Co-Chairman & Managing Director, Sandhar Technologies Ltd; Veena Swarup, Former Director HR, Engineers India Limited; Archana Garodia Gupta, Owner, Touchstone Gems and Jewellery and Neeraj Kapoor, Director – CMD, AIMA*

AIMA organised the 12th edition of Pragati - Celebrating Achievements of Women on the theme 'A Head for Heights: Aspire, Learn, Lead,' on 2nd April 2024. The programme aimed to empower young women professionals tackle career challenges through curated sessions led by diverse speakers and leaders.

Mr Jayant Davar, Founder, Co-Chairman & Managing Director, Sandhar Technologies Ltd was the chief guest and Ms Archana Garodia Gupta, Owner, Touchstone Gems and Jewellery was the guest of honour of the programme. Ms Rekha Sethi, Director General, AIMA delivered the welcome address. On the occasion, Ms Veena Swarup, Former Director HR, EIL was felicitated for her valuable contribution to championing and propelling the Pragati programme over the years.



*Jayant Davar, Founder, Co-Chairman & Managing Director, Sandhar Technologies Ltd addressing*

Some of the other prominent speakers who addressed the conference included Mr Pranjal Sharma, Economic Analyst, Advisor and Author; Ms Harpreet A De Singh, Executive Director, Air India Limited and Former CEO, Alliance Air; Ms Priyanka Priyadarshini, HR Head (APAC & Gulf), Foundit (formerly Monster.com); Ms Rachana Singh Bhal, Chief General Manager – PMI, NTPC Ltd; Celebrity Master Chef Kandla Nijhowne; Ms Nina Chatrath, Independent Board Director, Oriental Hotels and Dwarikesh, Sugar Industries and Vision Springs; Ms Kiran Yadav, Chief People Officer, Canara HSBC Life Insurance; Ms Vasudha Sondhi, Managing Director, Outbound Marketing, Connect Worldwide India and Ms Shweta Singh, Founder and CEO, Ennoble IP.

AIMA’s national level Women Quiz was conducted by the quiz master Mr Ajay Poonia. Grid Controller of India Limited was declared the Champion, followed by Reserve Bank of India and Steel Authority of India

Limited as the 1st Runners-up and 2nd Runners-up respectively.

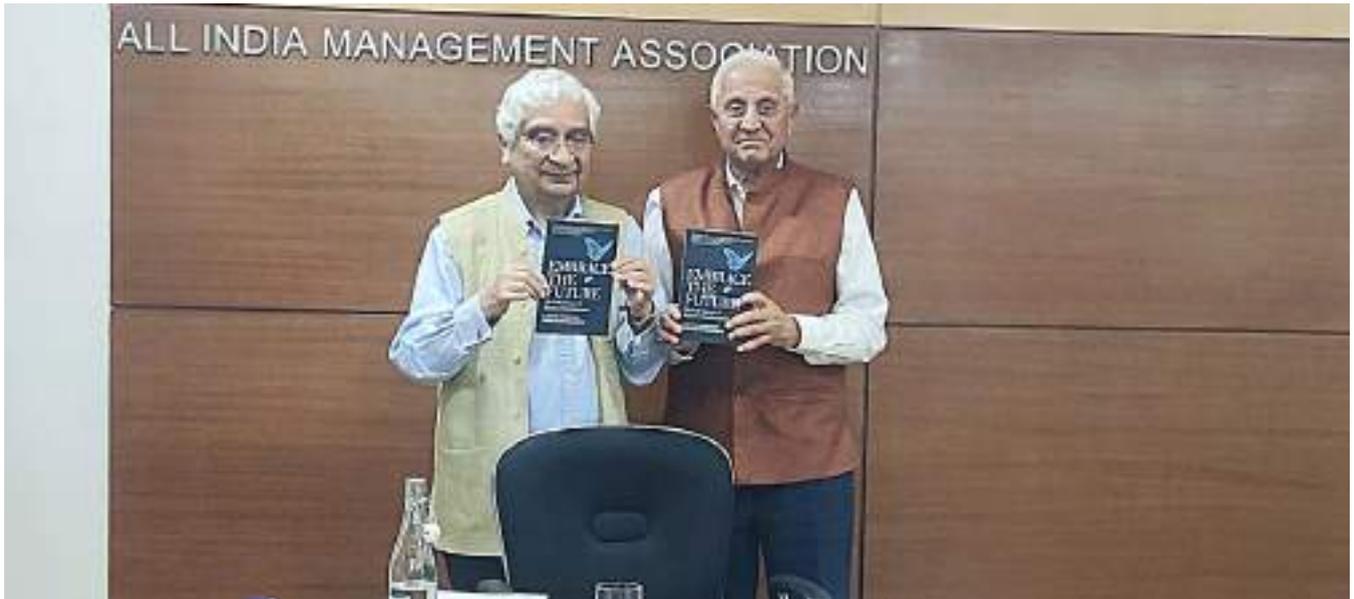


*Archana Garodia Gupta, Owner, Touchstone Gems and Jewellery*



*(L-R) Rachana Singh Bhal, Chief General Manager – PMI, NTPC Ltd; Pranjal Sharma, Economic Analyst, Advisor and Author; Harpreet A De Singh, Executive Director, Air India Limited & Former CEO, Alliance Air; and Priyanka Priyadarshini, HR Head (APAC & Gulf), Foundit (formerly Monster.com)*

## Session and Book Launch



*Deepak Nayyar, Emeritus Professor of Economics, Jawaharlal Nehru University, and Former Vice Chancellor, University of Delhi and R Gopalakrishnan, Author, Corporate Advisor, The Mindworks & Past President, AIMA releasing the book*

AIMA organised an interactive session and the launch of 'Embrace the Future: The Soft Science of Business Transformation' by Mr R Gopalakrishnan, Author, Corporate Advisor, The Mindworks & Past President, AIMA on 19th March 2024. Professor Deepak Nayyar, Emeritus Professor of Economics, Jawaharlal Nehru University, and Former Vice Chancellor, University of Delhi was the Chief Guest at the session.

Setting the context, Professor Nayyar discussed the evolution of the business landscape, highlighting the transformative impact of capitalism. He underscored its role in driving economic growth, technological advancements, improved standards of living, and the emergence of the startup culture. Mr. Gopalakrishnan emphasised the importance of diverse leadership qualities for business success, stating that leaders must possess not only high IQ (Intelligence Quotient) and EQ (Emotional Quotient), but also high AQ (Adaptability Quotient). Following his remarks, an engaging Q&A session ensued

with the audience posing insightful questions to the author. The book launch session was very well attended with over 140 participants attending.



*Gopalakrishnan, Author, Corporate Advisor, The Mindworks & Past President, AIMA*

# Management Development Programme



*Sitting (L-R) Bani Varma, Director (Industrial Systems & Products), BHEL; Shikha Nehru Sharma, Founder, Nutriwel Health India Pvt Ltd.; Veena Swarup, Former Director HR, EIL and Rohit Singh, Director, AIMA CME with MDP participants*

AIMA conducted a three-day Management Development Programme for women professionals on the theme 'Reach Where You Aspire To', from 19-21 March 2024 at New Delhi.

Ms. Veena Swarup, Former Director HR at EIL, served as the mentor for the programme, playing a pivotal role in guiding and shaping it to empower and inspire women to emerge as leaders in their respective fields.

The programme covered various aspects including Basics of Management, Strategic Decision-Making, Techniques for People Management, Values & Ethics, Financial Essentials, Performance Management & Balance Scorecard, and Effective Communication. Distinguished speakers including Mr. R. Anand, Principal Consultant & Advisor-HR at HCL Technologies Ltd.; Dr. Kumar Bijoy, Financial Consultant and Faculty at SSCBS University of

Delhi & Chartered Financial Analyst; and Ms Nina Chatrath, Independent Board Director & Leadership Consultant, shared their insights during the sessions.

Special sessions included 'Fuelling Career Growth with Well-being & Health', conducted by Dr Shikha Nehru Sharma, Founder of Nutriwel Health India Pvt Ltd. Another insightful session 'Know Yourself', facilitated by Dr. Sanghamitra Buddhapriya, Dean (Academics) at FORE School of Management, aimed at helping participants identify their personality traits using psychometric tools.

The programme witnessed participation from esteemed organisations such as NPCIL, Petronet LNG Limited, NHPC, HAL, HPCL Mittal, CWC, MOIL, RBI, Naval Physical & Oceanographic Laboratory, Roop Automotives Ltd., Beacon Insurance Brokers Pvt. Ltd., and Thermodyne Engineering Systems.



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More information, please visit [https://resources.aima.in/Skill\\_Competency\\_Certification/ACT-Brochure.pdf](https://resources.aima.in/Skill_Competency_Certification/ACT-Brochure.pdf)

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## YLC Session



*Ms. Harpreet K. Kang*  
Life coach, Author & Entrepreneur



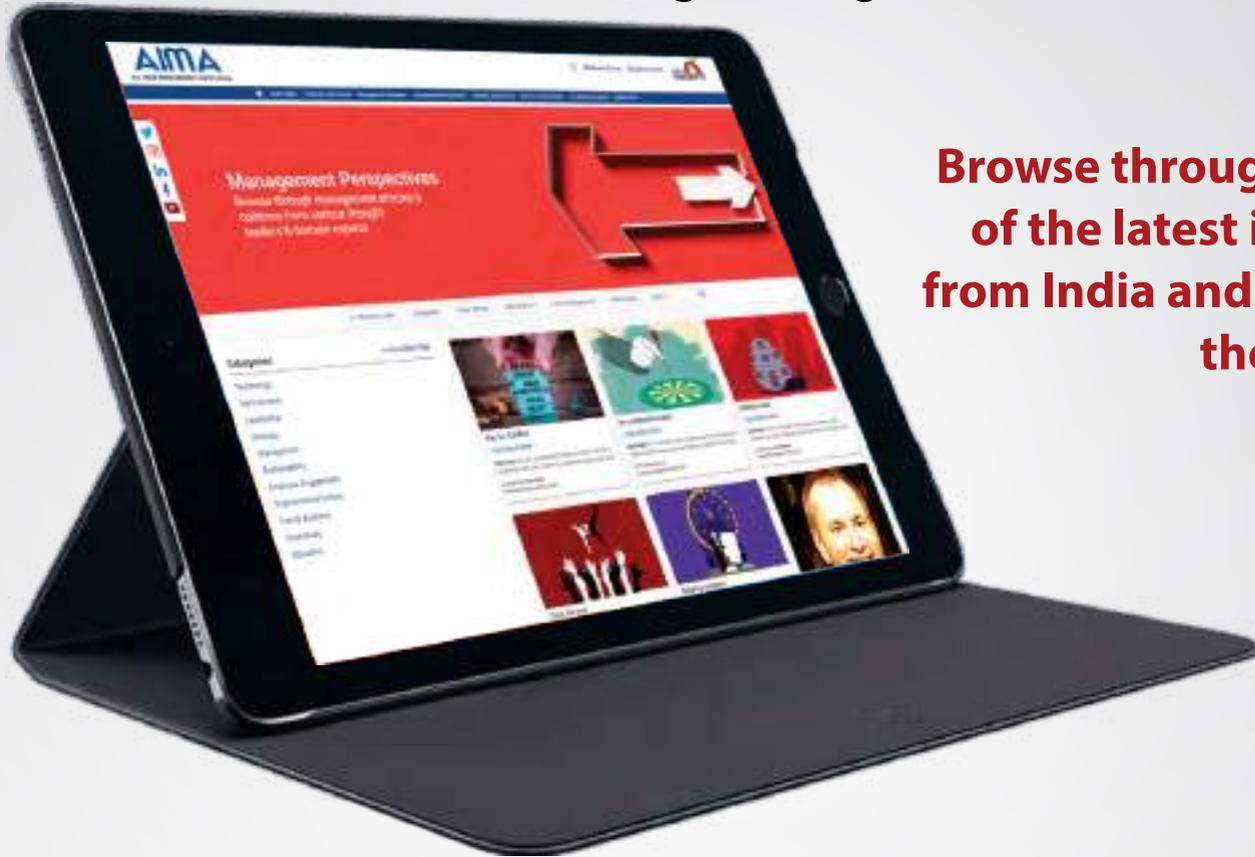
*Dr. Bindu Subramaniam Partner,*  
National Chairperson of AIMA YLC  
and Co-founder & CEO of SaPa

AIMA Young Leaders Council (YLC) successfully conducted a virtual session on the theme 'The Art of Mindful Leadership: Lessons for Young Leaders' on 8th March 2024. Ms. Harpreet K. Kang, Life coach, Author & Entrepreneur was the speaker of

the session. The discussion delved into the timeless principles of mindfulness and self-awareness, elucidating their revolutionary impact on leadership approaches. Participants gained insights on how to leverage these principles to lead with greater empathy, clarity, and effectiveness in their professional lives. The session also focused on enhancing abilities to influence, persuade, and lead teams and organisations towards shared goals. Dr. Bindu Subramaniam, National Chairperson of AIMA YLC and Co-founder & CEO of SaPa, moderated the programme. The session garnered significant attendance and received positive feedback from participants.

# MANAGEMENT PERSPECTIVES

A collection of management articles and opinions from various management gurus and domain experts.



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## CONCLUSION

*This is the concluding article of series of 8 excerpts from Prof SL Rao's book 'My Varied Life in Management: A Short Memoir'*

When a young person starts their working life, they could be looking to make a lot of money in their lifetime, build a successful new organization, or be of public service. In some cases, over a period of years, they could do each of these, at different times. In addition, of course, many people have other interests – in performing arts, in assimilating cultures, communicating responses and events occurring around them, trying to change official policies etc. such activities could be performed through existing or new non-governmental organizations, through teaching, writing, by participating in public associations or organizations etc. in my working life, I have worked in India in three multinational companies, and in three other organizations that were not profit-making.

The longest time I spent in any of these jobs was the twelve years in Levers, eleven in Beardsell, and the others for shorter periods. It is not that I was terminated in any of these jobs, indeed, I did well in terms of recognition through job titles and promotions and compensation. I left Levers because I felt that my superior had taken credit for my work without the slightest acknowledgement. I left Warner Hindustan even though I was running the marketing operations for the whole company and had great opportunities ahead of me, because of family concerns that for a while affected the amount of attention I gave to my work. My job at Beardsell, like that of many others, was very negatively affected by the lack of adequate support from its British owners.

I moved on from the National Management Program after designing it and running it for two terms, because an academic life was not something in which I had great long-term interest. I was in NCAER for two terms of three years each; and left the institution in a much healthier financial, work, and employee situation than when I joined. My tenure as the first Chairman of CERC ended when I reached age limit set by the government of 65 years. Clearly, my objective in life was not to build myself in any single organization. I had a strong, perhaps conceited opinion of myself, but at the same time, I performed each of the tasks for which I was employed with competence and success. In my non-commercial employment, I left with a particularly good reputation for the quality of work done and its promises for the future. It is quite possible that others in any of these non-commercial jobs might have reacted differently. They might well have accepted the situations as they developed and concentrated instead on building their careers further. Similarly, they might not have accepted employment with contracts for limited periods.

During the years of my career, I faced no serious setbacks. In all my three commercial jobs, I not only built the existing businesses but also introduced new products successfully – for example, Lifebuoy toilet soap in Levers, Chiclets and Halls in Warner Hindustan, and Saxon underwear in Beardsell. The National Management program was admired, both by private and public sectors and my work in the CERC was very effective within the limitations of the

law that created the organization. I left NCAER in much better shape than when I took it over. I could perhaps look back and say that some of my initiatives may well have been a bit early for their time, and would have been more successful a few years later, and if I had stayed on to build on them further. This certainly was true of FOIR, the Forum of Indian Regulators. FOIR has survived and has all electricity regulators as members but has neither been able to improve laws relating to independent regulation in India, nor the process of selection of regulators, or even the effectiveness of the state-owned electricity distribution companies or many other state-owned enterprises. Clearly, if I had stayed on for a longer period in any of these ventures I might have been able to significantly influence people's attitudes and consumption behaviours. In all my non-commercial employment, my immediate interactions were either with the Central Government or with boards in which the government had strong representations. My initiatives were perhaps seen as being disruptive and when I left, my successors did not carry them through. Here again, a longer engagement might have helped in improving them further.

In all my employment, I began by trying to think of the context in which my employer functioned. I realized that Managers need to think about what needs to be done to better achieve the objectives of the organization and even to change them if needed. This reflection on the context within which one's work is embedded has been very useful to me.

When I took over the National Management Program, I already had over fifteen years of experience as visiting faculty in reputed management schools like FMS in Delhi, the IIMs and MDI in Gurgaon. I have also served on many boards of management schools. My work in the private sector and my own studies have shown me the infirmities in public sector management, and also the limited respect of

government servants to the managers in the private sector. I realized that the NMP was intended to deal with such a problem. I therefore had a clear idea of what managers in the public and the private sectors had to learn about management and about the context of each sector. In designing the program, I therefore ensured that this aspect was built into the syllabus, and many of the faculty we invited had the ability to focus on this issue of context.

Similarly, at NCAER, I spent some time in evaluating the context of socio-economic research in India, and my own very limited public reputation as an economist. I had of course written about management and public issues and my work, and my thinking was not unknown. In running NCAER, however, I realised that I had to make its work much more visible within the country and internationally, to attract the best work, money and people possible. When I accepted the offer to establish the CERC, despite not having a background in electricity, I spent time studying the law that created the commission and the way in which the electricity sector was functioning at the time. I also reflected on the functioning of independent regulators in India, which by then included the RBI, SEBI, and the more recently established TRAI among others. This gave me clarity on what I could and could not do as a regulator, and my effort therefore was to make the commission function to make the industry more disciplined, improve its financial returns and offer better services to all its consumers. In the end, our functioning as a commission was stymied by the laws that created them, which gave us no authority over the state electricity distribution companies. We could only introduce rules that ensure that demand and supply projections by state-level companies were met. In management you have to accept the situation that is given to you and try to make it more effective.

An important trait of mine has been to nurture talent. In my employment in the commercial sector, I had considerable freedom to improve the quality of work through exposure to different assignments and training. I could recognize merit through direct or indirect rewards. These methods were not available to me in my non-commercial employment. My focus on merit helped me nurture diverse talent. This was more so in NCAER where I could reorganize and assign tasks even to existing staff, that were more in accord with their capabilities. In the NMP, because I had the directors of the IIMs on the committee, I was able to attract some very good faculty from around the country. I could not do this in the CERC, where the members had come in on government selection and the staff had to come from other government departments. We did, however, manage to do what we could within the very severe constraints of the laws that created us.

As is clear from earlier chapters, I engaged myself in many outside activities during my different employments. What these other engagements did for me was to give me a much clearer understanding of the forces in the world outside of the organizations I worked in. I was deeply engaged in sometimes creating but always working with non-governmental organizations, other major domestic and international commercial organizations, teaching and research institutions. These gave me connections with people who could help when I faced adversities, such as problems with government departments. Clearly, my work required me to develop good relationships with people from many different sectors of society and walks of life. I believe this is a good skill for managers to have –it has helped me on many occasions. They have also given me valuable insights and have helped me become a better manager.

In retrospect, I have to say that any employment that I accepted, I executed wholeheartedly. My attempt was always to get the best results, and I may have appeared to some too harsh in my demands. My own approach was always to work out objectives with my employees and in keeping with what I wanted the organization to achieve. I was at most times able to apply this objectivity to myself as well and was able to recognize many of my mistakes and set them right when possible and get on with the work at hand. Indeed, I cannot honestly admit to having any long-standing regrets in my career, because as a Manager I have also believed in getting on with the job. This was also because on most occasions I was able to spot the mistake and change direction. Somebody else on reading this book might well (and perhaps rightly) conclude that I have been impetuous and had not given sufficient thought to the personal implications in terms of positions, remunerations in many of the decisions.

Undoubtedly, there were decisions I should not have taken, or given them much more thought and time. I could have stayed in some of the organizations I worked for and perhaps moved on to higher positions in them. I cannot say that I have any regrets for not having done so. My experiences are not necessarily reflective of what others should do in similar situations. For me, my working life has been very interesting and immensely rewarding and if I had a choice, I would not have done it any differently.

**Disclaimer:**

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



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## 6 Common Leadership Styles — and How to Decide Which to Use When

*by Rebecca Knight*

April 09, 2024



**Summary:** Research suggests that the most effective leaders adapt their style to different circumstances — be it a change in setting, a shift in organizational dynamics, or a turn in the business cycle. But what if you feel like you're not equipped to take on a new and different leadership style — let alone more than one? In this article, the author outlines the six leadership styles Daniel Goleman first introduced in his 2000 HBR article, "Leadership That Gets Results," and explains when to use each one. The good news is that personality is not destiny. Even if you're naturally introverted or you tend to be driven by data and analysis rather than emotion, you can still learn how to adapt different leadership styles to organize, motivate, and direct your team.

Much has been written about common leadership styles and how to identify the right style for you, whether it's transactional or transformational, bureaucratic or laissez-faire. But according to Daniel Goleman, a psychologist best known for his work on

emotional intelligence, "Being a great leader means recognizing that different circumstances may call for different approaches."

Drawing on research and experience, Goleman has identified six distinct leadership styles that managers can adapt, depending on the situations and the needs of their team members. He first introduced these styles in his 2000 Harvard Business Review article, "Leadership That Gets Results," and they have since been widely recognized as an essential framework for effective leadership. The six leadership styles include:

- Coercive leadership style, which entails demanding immediate compliance.
- Authoritative leadership style, which is about mobilizing people toward a vision.

- Pacesetter leadership style, which involves expecting excellence and self-direction.
- Affiliative leadership style, which centers around building emotional bonds.
- Democratic leadership style, which involves creating consensus.
- Coaching leadership style, which focuses on developing people for the future.

Though the world has changed over the past two decades, these leadership styles remain relevant. Mastering them will help you navigate the complexities of different situations, boost morale, and drive your team's long-term growth.

With that in mind, here's a closer look at each of the six leadership styles — and when to use them — updated for today's business landscape.

## The Six Types of Leadership Styles

### 1. Coercive leadership style

Of all the leadership styles, coercive is the least effective in most situations, according to Goleman. It's not difficult to understand why. This style is characterized by top-down decision making, an authoritarian approach, and a demanding, do-what-I-say attitude, he says. While this style may yield short-term results, it has a corrosive long-term impact on the company culture, leading to high employee turnover and a disillusioned, disengaged workforce.

#### When to use the coercive leadership style

This command-and-control leadership style may work in certain crisis situations where swift, decisive action and a clear chain of command are needed: a corporate takeover or in an emergency room, for instance. In most cases, though, this approach is likely to be detrimental, says Goleman.

### 2. Authoritative leadership style

The authoritative leadership style, not to be confused with authoritarian leadership, involves motivating your team members by connecting their work to a larger organizational strategy, helping them understand how their day-to-day tasks contribute to a greater purpose. It's about setting clear guidelines; not micromanaging. It's also about trusting your staff members to work towards the shared vision with autonomy and creativity, which creates high employee engagement and increased job satisfaction. If coercive is the worst kind of leadership, authoritative shines as the most effective and inspiring style.

#### When to use the authoritative leadership style

This leadership style is beneficial in lots of situations, and it's particularly useful during times of change or uncertainty. It can also be integrated into daily operations by reminding your team members of your company's mission in an organic way. For example, a pharmaceutical executive might say, "Our work will benefit many patients," while an insurance leader might say, "We're helping people secure their future." These reminders make the organization's goals and mission tangible and meaningful for the team.

### 3. Pacesetter leadership style

This leadership style involves holding yourself and others to high standards. While striving for excellence is admirable, the pacesetter approach backfires if the focus is on failures rather than successes. The constant push for productivity and results can also create a pressure-cooker work environment, says Goleman.

The extreme focus on perfection can also make it difficult for employees to see how their individual efforts fit into the bigger picture, which can lead to increased turnover. "If your best people are leaving because you're

alienating them or stressing them out, then you're not acting in the long-term interests of your organization," he says.

#### **When to use the pacesetter leadership style**

Although this style should be used infrequently, it can work in certain circumstances where your employees are highly motivated and exceedingly competent. It may suit specialized groups, like R&D or legal teams, for instance. But even in these cases, it's important to balance pacesetter with other approaches to avoid consequences like employee burnout.

#### **4. Affiliative leadership style**

This leadership style involves building strong emotional bonds, creating a sense of camaraderie and team spirit, and fostering a positive and supportive workplace. This helps team members feel like they belong, can freely share ideas and feedback, and work together towards common goals.

According to Goleman, this relationship-oriented style is especially valuable in shaping a positive work environment, which is particularly important at a time when some companies are calling employees back to the office. You can create a caring, cohesive community rather than an administrative machine by getting to know your employees on a personal level and celebrating their wins, he says.

#### **When to use the affiliative leadership style**

This style builds connections and creates a positive company culture, but it should not be used in isolation. It may not provide sufficient feedback to address performance issues or deal with complex challenges. Combining this approach with the inspirational, authoritative style creates more balance by offering both support and direction.

#### **5. Democratic leadership style**

The democratic leadership style involves empowering your team to have a voice in decision-making. By taking the time to

gather input, listen to concerns and diverse perspectives, and incorporate feedback, you show your team members that their opinions matter, their voices are heard, and their contributions are valued. This gives them a sense of ownership and responsibility.

#### **When to use the democratic leadership style**

This style is ideal when you're unsure about the best course of action and want to generate ideas. But it's not a good strategy when your team members lack experience or information, or in times of crisis.

#### **6. Coaching leadership style**

The coaching style is focused on individual growth, and involves dedicating time to understand your team members' long-term goals, both for their personal and professional development. "Asking questions like, 'What do you want from your life, your career, this job? And, how can I help you?'" encourages your employees to reflect on their aspirations and work towards achieving them," says Goleman. By taking a genuine interest in their development, you help your employees feel valued and motivated.

#### **When to use the coaching leadership style**

This style is especially useful during one-on-one performance evaluations, but you can also slip it into everyday conversations, he says. A leader in coach-mode might say, "You're great at XYZ, but when you do ABC, it doesn't work as well because of these reasons. Have you considered trying this other approach instead?" This real-time feedback helps employees grow and learn, rather than letting potential problems linger.

#### **How to Adapt Your Leadership Style to Fit the Situation You're In**

Research suggests that the most effective leaders adapt their style to different circumstances — be it a change in setting, a shift in organizational dynamics, or a turn in the business cycle. That's why you need to stay

attuned to your environment, understand your impact on others, and adjust your approach accordingly.

As Goleman writes in his 2000 article, “The most effective leaders switch flexibly among the leadership styles as needed...[They] don’t mechanically match their style to fit a checklist of situations — they are far more fluid. They are exquisitely sensitive to the impact they are having on others and seamlessly adjust their style to get the best results.”

This is how switching styles looks in real life: When launching a new project, you would use an authoritative style where clear direction and a compelling vision are needed to bring the team together and inspire people toward a common goal. You would switch to a coaching style when an employee is struggling with a certain task and you need to help them learn a new skill. And you would employ a pacesetter style when your team of driven and experienced employees needs to meet a challenging deadline.

But what if you feel like you’re not equipped to take on a new and different leadership style — let alone more than one?

Goleman says that anyone can expand their

range of leadership styles through dedicated practice and repetition. He also recommends focusing on growing your emotional intelligence, “To expand [their style repertoires], leaders must first understand which emotional intelligence competencies underlie the leadership styles they are lacking,” he writes in his 2000 HBR article. “They can then work assiduously to increase their quotient of them. For instance, an affiliative leader has strengths in three emotional intelligence competencies: in empathy, in building relationships, and in communication... Such advice about adding capabilities may seem simplistic — ‘Go change yourself’ — but enhancing emotional intelligence is entirely possible with practice.”

The good news is that personality is not destiny. Even if you’re naturally introverted or you tend to be driven by data and analysis rather than emotion, you can still learn how to adapt different leadership styles to organize, motivate, and direct your team.

“A leader’s success depends on the productivity and effectiveness of the people who work for them,” Goleman says. “You’re shooting yourself in the foot if you use a style of leadership that’s counterproductive to their performance.”

### **About Author:**

**Rebecca knight** is a journalist who writes about all things related to the changing nature of careers and the workplace. Her essays and reported stories have been featured in *The Boston Globe*, *Business Insider*, *The New York Times*, *BBC*, and *The Christian Science Monitor*. She was shortlisted as a Reuters Institute Fellow at Oxford University in 2023. Earlier in her career, she spent a decade as an editor and reporter at the *Financial Times* in New York, London, and Boston.

#### **Disclaimer:**

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# INTERNET MARKETING

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## Ahmedabad Management Association

### Talk

On 1st March, Ms. Chaitali Khamar, a Dietician and Women's Health Coach, delivered a presentation titled 'Empowering Her: Understanding Hormones, PCOS, and Menopause for Moms and Daughters.' She offered invaluable perspectives into the intricacies of hormonal health, particularly focusing on conditions such as Polycystic Ovary Syndrome (PCOS) and the menopausal transition.



Speaker -Ms. Chaitali Khamar



Speaker- Mr. Ankit Majmudar addressing

On 2nd March, Mr. Ankit Majmudar, an EXIM Consultant and Founder of Global Business Solutions, delivered a presentation on 'Exploring Export Potential with the UAE.' During the address, he provided insights into the opportunities and strategies for expanding export activities with the United Arab Emirates (UAE).

On 7th March, Dr. Dhyan Patel, M.S. (Ortho.), specialising in Joint Replacement Surgery, and Dr. Reeny Patel, M.S. (Ortho.), an expert in Arthroscopic Surgery, jointly addressed on the topic 'Preventing Workplace Musculoskeletal Issues and Sports-Related Injuries.'



The panelists during the event



Moderator with panelists

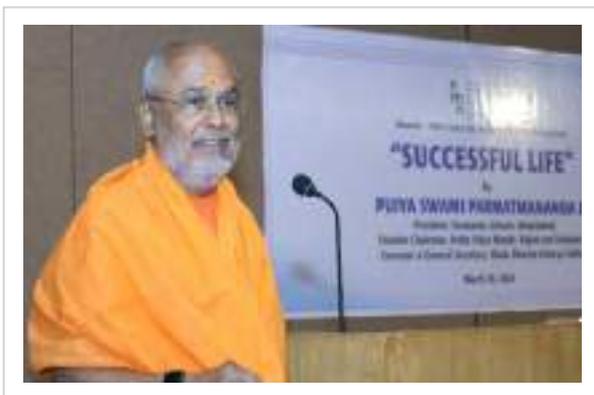
On 15th March, a panel discussion titled 'Sheroes of Business: Conversation with New Age Women Entrepreneurs (Edition-3)' was moderated by Mr. Sanjay Chakraborty of AMA. The speakers included Ms. Shivangi Hadvani, Director at Gopal Snacks Ltd; Ms. Niki Joshi, Costume Designer/Fashion Stylist; and Ms. Nikita Joshi, Founder of m.a.t.i. Architects.

On 16th March, a panel discussion on 'Women Entrepreneurship and their Role in Developing the Indian Economy' (SME Growth Series – 5) was moderated by Dr. Runal Patel, Director of the Canada Indian Foundation. The discussion featured prominent figures in the entrepreneurial landscape.



Moderator with panelists

On 20th March, Pujya Swami Parmatmananda Ji, President of Sivananda Ashram in Ahmedabad, and Founder Chairman of Arsha Vidya Mandir in Rajkot and Vadodara, as well as Convener and General Secretary of Hindu Dharma Acharya Sabha, delivered an insightful discourse on 'Successful Life'.



Pujya Swami Parmatmananda Ji addressing

On 26th March, a panel discussion on 'Epilepsy Awareness' was addressed by Dr. Sudhir V. Shah, Director of Neurosciences, Sterling Hospital Ahmedabad; Dr. Mukesh P. Patel, H.O.D. Department of Neurosurgery; N.H.L. Municipal Medical College and SVP Hospital; Dr. Heli Shah, Consultant Neurophysician, Parkinson and Movement Disorders Specialist, Sterling and Jivraj Mehta Hospital, Ahmedabad; Dr. Meena Amin, M.D. DGO, Amin's Hospital for Women; Gynecologist; Dr. Iti Shukla, Senior Clinical Psychologist, Sterling Hospital MA in Clinical Psychology; Mr. Ajay Umat, Senior Journalist, Group Editor, Ahmedabad Mirror, NavGujarat Samay.



The panelists during the event

On 28th March, a book release function of 'Anju Ki Japan Diary' was held, featuring addresses by Ms. Anjana Shinoda, the author, and Mr. Mukesh M. Patel, Honorary Consul of Japan. The event provided a platform for Ms. Shinoda to share insights into her work and the inspiration behind it.



*Speakers at the book launch*



*Speaker - Ms. Anurima Chatterjee*

On 28th March, the 'Enabling for Impossibles: My Reading Journey and UPSC Saga' Youth Forum (Masterclass - III) was held, aimed at students and youth by Ms. Anurima Chatterjee, Facilitator, and Mr. Rushiraj Mori, Founder of Invincible NGO.

On 30th March, 'Snow Leopard: The Spirit of The Mountains' captivated attendees in an interactive session delving into the majestic and elusive snow leopard, its habitat, and its role in fostering cooperation among nations and communities. The esteemed panel included Mr. Keshav Varma, IAS, Former Industries Commissioner, Government of Gujarat, and Chairman of the Sabarmati Riverfront Development Corporation Ltd.; Ms. Madina Tashtanbekova, Events and Logistics Coordination Specialist at the Global Snow Leopard and Ecosystem Protection Program (GSLEP); and Dr. Koustubh Sharma, Director of Science and Conservation at the Snow Leopard Trust (SLT) and a distinguished wildlife zoologist.

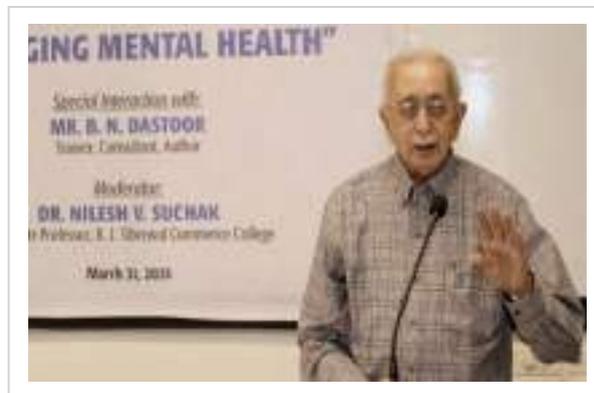


*Panelists during the event*

On 31st March, Mr. B. N. Dastoor, esteemed Trainer, Consultant, and Author, addressed the B. N. Dastoor Learners' Forum on 'Managing Mental Health.' Dr. Nilesh V. Suchak, Associate Professor at R. J. Tibrewal Commerce College, skillfully moderated the discussion.

**National Level Programme**

On March 14, POSH Awareness Workshop was held, featuring a keynote message from the Honourable Chairperson of the National Commission for



Speaker- Mr. B. N. Dastoor



Ms. Rekha Sharma and other speakers during the workshop

Women, Ms. Rekha Sharma. Additionally, Ms. Ankita Ray, a Partner at Cyril Amarchand Mangaldas, and representatives from the Registrar of Companies (ROC) in Ahmedabad facilitated the workshop. The session included talk from Kanchan Kattar, Senior Legal Coordinator at NCW, Sayli Gaikwad, Assistant ROC in Ahmedabad, Chandresh Sampat, Head of Global Investments, M&A, and Corporate Development at JetSynthesys Pvt. Ltd., Priyanka Agrawal, Head of Inclusional-Jet Social Impact, and Jayati Doshi, Head of Culture Consulting at Inclusional-Jet Social Impact.

On 17th March, an online session was held featuring Dr. Ajay Chowdhry, the co-founder of HCL and regarded as the Father of Indian Hardware. Dr. Chowdhry, a recipient of the Padma Bhushan award, led a discussion on 'Notes on Technology, Entrepreneurship, and the Future,' with a particular focus on entrepreneurship, sales, marketing, and branding.

**Allahabad Management Association**

**Industrial Visit**

On 15th March, Allahabad Management Association organised an enriching industrial visit to the Indian Farmers Fertiliser Corporation (IFFCO) Phulpur Unit in Allahabad. During the visit, the training managers, Mr. R. K. Pandey, and Mr. Anurag Tiwari, provided detailed insights into the manufacturing processes of Ammonia and Urea. Members were taken on a comprehensive tour of various units including the Ammonia Plant, Urea Plant, control unit, filling and packing sections,



AMA members visiting IFFCO Unit at Allahabad

among others. The visit sparked excitement and curiosity among the 30 members of AMA, who eagerly absorbed knowledge and gained valuable insights. Dr. Shanti Chaudhri, PRO of AMA, played a pivotal role in coordinating the visit, ensuring its success. President, Mr. Ravi Prakash arranged all the arrangements, including logistics, to ensure a seamless and productive experience for all participants.

## Bangalore Management Association

### Interactive Session

Bangalore Management Association recently hosted an interactive session on 14th March in collaboration with AIMA. The event served as a platform for industry professionals, academics, and students to engage in meaningful discussions on contemporary management practices and emerging trends. Attendees had the opportunity to exchange ideas, share insights, and network with peers from diverse backgrounds. The session featured expert speakers who provided valuable perspectives on key topics such as leadership, innovation, and sustainability. A total of 46 members attended the session, which was addressed by President AIMA, Mr. Nikhil Sawhney; President BMA, Mr. K S Narayanaswamy; DG AIMA, Ms.



(L – R) Mr. K C Jaganath Reddy, BMA Member CMR University; Dr. S Nagendra, Chairman Programming committee, BMA; Mr. K S Narayanaswamy – President BMA; Dr. C Manohar, Chairman Subcommittee Industry Academia; Ms. Rekha Sethi, DG, AIMA; Mr. V Krishnappa, Hon Secretary BMA; Ms. Siresha – Manager, BMA, and Ms. Nidhi Sharma- Manager, AIMA

## Baroda Management Association

### Friday Evening Talk 2.0

Baroda Management Association organised its revamped Friday evening talk on 1st March on online mode with speaker Mr. Krishna Puranik, Managing Director of Dreams Design, who discussed how the customer’s brain works - the logical left side and the emotional right side - and how marketing should appeal to emotions by using stories and feelings rather than just data. Overall, it offered a glimpse into research-backed marketing approaches for different industries.



Session by Mr. Krishna Puranik, Managing Director of Dreams Design

### 33rd Annual Awards for Outstanding Young Managers

BMA organised the ‘Annual Awards for Outstanding Young Managers’ (AAOYM) from 14th to 16th March. This event is a platform for managers to learn about management basics and apply them effectively in their work. Twenty-eight teams presented on various topics and were judged by a respected panel. This year, BMA partnered with the UN Global Compact Network India (UN GCNI) as Outreach Partners. During the award ceremony, UN GCNI conducted a session on business integrity titled ‘Promoting the G in ESG: Integrating Responsible Business Practices in MSMEs.’ The winners of the 33rd Annual Awards for Outstanding Young Managers were Schaeffler India Ltd., as Winner; Xylem Water Solutions India Pvt. Ltd., as Runner Up-I and MG Motors India Pvt. Ltd. as Runner Up-II. Consolation prizes were given to L&T Energy Hydrocarbon Engineering Ltd. and GSFC Ltd.



*Mr. Hitesh Karandikar, Ms. Asmani Surve and Dr. Pritesh Shah jury for Final Round*



*AAOYM Chairperson, Speakers, and OB's*

### Bharuch District Management Association

#### MDP

BDMA organised an MDP on ‘Behavior Based Safety for Positive Safety Culture,’ by Dr. Harbains Kailah on 1st March. The main objective of the programme was to develop participants capability to implement BBS in their responsible organisations. The programme had an excellent response overall.



*Presentation of memento to Dr. Harbains Kailah*

## Industry Visit

BDMA Student's Forum organised a captivating factory visit on 2nd March to Timken India Ltd, attracting nearly 25 participants. Among them, 22 were enthusiastic students from Government Engineering College, accompanied by 2 faculty members. The programme proved to be an enriching experience for the engineering students, nurturing their curiosity and immersing them in a live environment similar to what awaits them as they soon embark on their journey into the industry.



*Participants at factory visit to Timken India Ltd*

## Finance and Taxation Forum

BDMA's Finance and Taxation Forum organised a GST programme on 9th March with faculty Advocate Jigar Shah and Advocate Priyanka Kalwani and raised a collaborative dialogue among the industry stakeholders. The programme aimed to equip participants with actionable insights to navigate the evolving landscape of GST regulations effectively.



*Presentation of memento to Advocate Priyanka Kalwani*

## MDP

BDMA organised an in-house programme on 16th March on the topic 'Change Management and Emotional Intelligence' with faculty Ms. Deval Joshi. The programme covered various aspects such as understanding the psychology of change, managing resistance, fostering resilience, enhancing communication, building trust, and cultivating emotional intelligence competencies such as self-awareness, self-regulation, empathy, and relationship management. The programme was well delivered and extremely beneficial to all the participants.



*Participants interacting with the trainer*

### 36th CSR Forum Meet

BDMA’s CSR forum organised a round table discussion on 23rd March to plan for the CSR projects that can be conducted in the upcoming year according to the needs and requirement of the underdeveloped villages.



CSR Forum Meet

### 242nd Book Lovers Meet

BDMA organised its 242nd Book Lovers Meet on 23rd March, where the speaker Mr. A.K. Sahani reviewed the book ‘Atomic Habits’ by James Clear. ‘Atomic Habits’ by James Clear is a practical guide to building good habits and breaking bad ones. Clear provides actionable strategies based on scientific research, demonstrating how tiny changes can lead to remarkable results in personal and professional life.



Presentation of memento to Mr. A K Sahni



Presentation of memento to guest speaker, Mr. Anil Kanteti

### Collaborative Programme

On 27th March, BDMA conducted Nidhi Aapke Nikat 2.0, a programme initiated by the Employees’ Provident Fund Organization (EPFO) aimed at enhancing customer service delivery. The programme offered several benefits, including improved accessibility to

EPFO services through the nearest branch offices, facilitation of online services, simplified grievance resolution mechanisms, and increased transparency in operations.

### Finance and Taxation Forum

BDMA’s Finance and Taxation Forum organised a webinar on 29th March on ‘Year End Considerations’ by CA Chintan Patel who provided comprehensive guidance on critical financial and tax strategies as the year draws to a close. The programme enabled participants to explore methods for optimising tax liabilities, assessing investment portfolios, and maximising deductions before the year-end deadline.

## Bhopal Management Association



*Mr. Prashant Gangrade addressing*

### **Viksit Bharat @47**

Bhopal Management Association, in collaboration with Prestige Institute of Management and Research, Bhopal, successfully organised a programme titled 'Viksit Bharat @47' on 4th March at Prestige Institute of Management and Research, Bhopal. Mr. Prashant Gangrade, General Manager of Tata Class Edge Ltd. and Member of BMA, served as the guest speaker, delivering a talk on the topic 'Journey to Viksit Bharat: Exploring Transformational Changes.' Dr. Roopali Bajaj, Chairperson

of the Business Development Committee at BMA, acted as the convenor of the programme and delivered the welcome address. Dr. S.S. Bhakar, Group Director of Prestige Institute of Management and Research expressed gratitude to BMA for supporting the event and congratulated the institute for organising such a wonderful programme, which benefited the students.

### **Training**

BMA conducted a 5 day Short Term Certificate Training Course on Soft Skills for the staff of M/s DI Kay Insulation Industries Pvt. Ltd., Govindpura, Bhopal from 18th to 22nd March. The training featured expert trainers including Dr. Deepa Ayachit for Positive Attitude; Dr. Roopali Bajaj for Leadership and Team Building; Mr. Rajeev Mishra for Relationship; and Mr. Mahendra Joshi for Day-to-Day interaction. In the concluding session, Mr. Suneel Bhargava, President of BMA, distributed certificates to the participants.



*Participants with their certificates*

### **Lecture**

BMA and ISTD Chapter, Bhopal, organised a talk on 'Be a Light unto Yourself' on 30th March. Mr. Pramod Dubey, Founder of Vichar Yog Foundation, Bhopal, was the chief guest and guest speaker. He shared the message that individuals must light their own lamps and choose their own paths. One must have the courage to endure suffering. The welcome address was delivered by Mr. Suneel Bhargava, President of

BMA, and Mr. R.G. Dwivedi, President of ISTD Chapter, Bhopal, provided the concluding remarks. The programme was coordinated and moderated by Mr. Mahendra Joshi, EC Member and Co-Chairperson of the Training Committee at BMA. 50 members attended the programme.



Participants during the programme

## Calicut Management Association

### Annual Management Convention and Award Ceremony

The 27th Annual Management Convention of Calicut Management Association took place on 9th and 10th March, inaugurated by Sri. P.S. Sreedharan Pillai, Governor of Goa. Er. Anandamani K, Chairman of AMC, extended a warm welcome to the guests and attendees. CA Sujith Kumar T N, President of CMA, delivered the Presidential address, outlining the theme of the convention: 'Management Strategies for New Age India'. Sri P.S. Sreedharan Pillai, Honourable Governor of Goa, expressed optimism about India's future, stating that the nation is on track to become a developed nation and a global economic power by 2047, in alignment with the Government of India's vision. Sri. T.P. Seetharam, Diplomat and Former Ambassador of India to the UAE, served as the keynote speaker. The technical sessions of CMA AMC 2024 were conducted in five sessions, attracting 250 attendees.



Sri. P.S. Sreedharan Pillai - Governor of Goa inaugurating the Annual Management Convention and Award Ceremony by lighting the lamp and Sri. T.P. Seetharam, Diplomat and Former Ambassador of India to the UAE, CA SujithKumar T N, President CMA, CA Ranjani Umesh, Secretary CMA, Dr. Reena Anil Kumar- Sr. Vice President CMA, Er. Jayaram C- Joint Secretary, Mr. Sreenath Moorchilot- Vice President CMA, CA Ravi Chandra-sakhar- Convenor AMC, Er. Anandamani K-Chairman AMC

### Managing Committee Meeting

CMA Managing Committee Meeting took place on 25th March, the review of 27th Annual Management Convention, AGM 2023-24 related matters, and accounts for the year 2024 were discussed.

### 27th Annual General Meeting

27th AGM of CMA was held on 30th March, CA Sujith Kumar TN., gave the presidential address and Hon. Secretary CA Ranjani Umesh read the minutes of the 26th AGM held last year and got approval from the members. The declaration of election results of Managing Committee members by Election Officers CA Sathish Kumar M and Adv James Thomas presented before the members and ended with a vote of thanks by Vice President, Mr. Sreenath M.R.



Presidential address by CA Sujith Kumar T N

### Managing Committee Meeting with New Elected Members

CMA Managing Committee elected Er. Ananda Mani K as the New President and CA Ravi Chandrashakar as the Hon. Secretary along with other office bearers for the year 2024-25 at the meeting held on 30th March.

## Coimbatore Management Association

### Monday Musings

Talk by Dr. S.B. Senthilkumar

Coimbatore Management Association hosted a session on 4th March featuring speaker Dr. S.B. Senthilkumar on the topic 'Ocean Trade Management and its Significance in Global Trade'. The speaker's punch line was 'No Shipping, No Shopping' since all foreign products reach direct to the market because of shipping trade. The speaker informed about a lot of job opportunities available for students in marketing and other areas of the offshore shipping industry.

The meeting was well attended, with STC students proposing the vote of thanks.

CMA organised a session with Ms. Sivasankari T P on 11th March on the topic 'Women in the Industry'. She began her talk by highlighting that women entrepreneurs contribute to a global revenue of 2.52 trillion dollars in world trade. Ms. Sivasankari also pointed out the underrepresentation of women

Talk by Ms. Sivasankari T P

workers in the predominantly male-dominated automobile industry.

Ms. Sivasankari T P was also honoured as the winner of the 'CMA Startup of the Year Award 2024'.

CMA hosted a session on 18th March with Dr. Nagaprakash T, who spoke about marketing strategies such as customer satisfaction and retaining customers. He extensively explained customer delight, expectations, & action taken report. Once the targeted customer is identified, developing the market becomes easier. The speaker also mentioned 10 different aspects, such as CES, CSS and ATR survey for tracking customer satisfaction.



Session by Dr. Nagaprakash T



Speaker- Mr. B Bala Senthilkumar

CMA hosted a session on 25th March with Mr. Bala Senthilkumar, Founder, Ze Bancairo School of Banking IAS Study Circle, and trainer, who shared his experience and his extensive input to professionals and students about the goal setting process. The speaker emphasised that every professional who follows the above basic rules will see their success in business and life.

### Industrial visit

CMA arranged an industry visit for the MC members and the faculty from student's chapter institutions to M/S. Kovai Medical Center and Hospital, Coimbatore on 17th March. Dr. Sivakumaran, Chief Operating Officer, narrated the complete evolution of the organisation, right from its inception. As an add-on, the delegates listened to a beautiful lecture on 'ICEBERG'- a stress management session by the leading Psychologist, Dr. Shrinidhi Nithyanandh, which was very informative & a great learning for entire management faculty,



Industrial visit at M/S. Kovai Medical Center and Hospital

especially for handling different students with different attitudes.

CMA organised the CXO Confluence, a panel discussion held on 25th March, focusing on the theme 'India - A Global Bright Spot'. The esteemed panelists included Mr. R Varadarajan, President of CMA and Whole-time Director at M/s. Rajshree Sugars and Chemicals Ltd; Mr. Puneet Krishnan, MC Member and Retired Vodafone Cluster Manager; Mr. B. Vijayakumar, Former CMD of Total Oil India Pvt. Ltd.; and Dr. N. Raveendran, Vice President at M/s. Sakthi Finance Ltd. The event took place at Jansons School of Business.



Panel discussion on 'India- A Global Bright Spot'

## Delhi Management Association

### Expert Lecture

Mr. Naveen Kaushik, Lead Solution Architect at Accenture, and Mr. Amit Arya, Honorary Secretary of DMA, led an immersive exploration of artificial intelligence technologies for students from the Department of AI, ML, and Data Science. This dynamic four-hour session attracted over 100 eager participants, including students, faculty, and Head of Department, Dr. Neeraj Garg. DMA was grateful to Director MAIT, Dr. Neelam Sharma, for generously facilitating this enriching opportunity for students. The session received glowing feedback, boasting an impressive rating of 9/10. Many students expressed keen interest in attending future sessions of similar caliber.



Participants during talk on AI Technology



Winners with DMA Managing Committee Members and Speakers

### 13th All India Women Entrepreneurs Awards and Conference

13th Delhi Management Association All India Women Entrepreneurs Awards and Conference was held on 16th March and was chaired by Ms. Chhavi Prabhakar, Founder and CEO Global Indian Solutions, and convened by Ms. Anuradha Sharma, Vice President DMA, Founder and CEO - Fulki Communications Pvt Ltd; Dr. Mita Brahma, Advisor, Strategic HR, NIIT Ltd.

This annual marquee event of Delhi Management Association titled 'Building Businesses, Fuelling Innovation, Transforming Lives' celebrates and awards Women Entrepreneurs across India! It was an august gathering of 200 plus delegates including galaxy of insightful entrepreneurs, speakers, thought leaders, CEOs, industry experts – Mr. Patnam Dwarakanath, Dr Aquil Busrai and DMA Management Committee Members.

**Holi Milan and Interactive Talk**

DMA organised a Holi Milan get together on 23rd March and simultaneously a talk was also organised on 'Conscious Leadership for a developed India and a better World.' CS Ranjit Pandey, former President ICSI was the chief guest. The other speakers were CS Deepak Jain, MC member and convener of the programme and CS Sanjay Gupta. Dr Yogesh Misra, the president DMA also expressed his views on the topic. The participants also shared their views on the importance of Holi celebrations.



*Holi Milan and interactive talk on Conscious Leadership for development India*



*Hon. Secretary, Mr. Amit Arya during the event*

**Collaboration**

DMA supported Tiecon Delhi 2024 - The New Bharat, held on 8th-9th March at New Delhi. As India scripts a new saga in the world order, the New Bharat dreams big, dedicating its soul to achieving it, passionately striving ahead by breaking boundaries, and giving India's growth a turbo charge. DMA Honorary Secretary, Mr. Amit Arya, actively contributed to the event, with many DMA members also joining.

**Faridabad Management Association**

Faridabad Management Association held its core committee meeting on 3rd March, which was attended by Ms. Saloni Kaul, President of FMA; Ms. Charu Smita Malhotra, General Secretary of FMA; Mr. K.P. Dhiman, Treasurer of FMA; Mr. Ravinder Singh, Head of Membership at FMA; Ms. Monica Anand, Head of Institutional Alliances; and Mr. Heeresh Girdhar, Head of Communications. During the meeting, the committee finalised the calendar for the upcoming three months. Additionally, the discussion incorporated major events



*(L-R) Mr. Ravinder Singh, Head-Membership-FMA; Ms. Charu Smita Malhotra - General Secretary - FMA ;Mr. Heeresh Girdhar - Head - Communications -FMA ; Ms. Monica Anand - Head - Institutional Alliances & Director - Anand Industries; Ms. Saloni Kaul, President, FMA and ; Mr. KP Dhiman, Treasurer FMA*

scheduled for March, such as the Unnati Talk Show and Entrepreneurship Summit. Membership activities were also reviewed, and an action plan was created.

FMA organised its Unnati Talk Show on 7th March at JIVAGRAM - JIVA Ayurveda, Faridabad. Ms. Poonam and Ms. Preeti from the HR Department extended a warm welcome to FMA team. The host Ms. Monica Anand, Head Institutional Alliances, FMA started the conversation with guest speaker Ms. Shilpi Bisht, a well-known figure in the realm of sports in Pistol shooting captivated the audience with her journey and achievements. The closing remarks and felicitation was done by Ms. Meenakshi Singh, Director of the JIVA Group. The event was attended by the women employees of Jiva Ayurveda Group.



Participants Unnati Talk Show

On 9th March, FMA conducted its virtual signature event -Mahabharata Series- with a welcome address by Mr. K.P. Dhiman, Treasurer, FMA. He also introduced the distinguished speaker Mr. Debasis Satpathy, Chief General Manager, HR of NBCC India Ltd., who spoke in detailed about the Karna's adaptability to different situations. It was attended by members from industry and academia.



Mr. Debasis Satpathy, Chief General Manager, HR of NBCC India Ltd. addressing

FMA conducted a Women's Day meet on 14th March, celebrating the contribution of women at working home. It was attended by Dr. Parul, Vice Principal, IMT College, Ms. Meenakshi Chauhan, Director, JIVA Group, Ms. Anupriya Agarwal, Communication Expert, Ms. Megha, Governanti College Start Up. Ms. Ishita Kaul, Face Yoga Expert, Krishna Sagar, a Senior Consultant and apart from FMA Core committee Members Ms. Saloni Kaul, President, FMA, Ms. Charu Smita Malhotra, General Secretary, FMA, Ms. Monica Anand, Head-Institutional Alliances, FMA, Mr. K.P. Dhiman, Treasurer, FMA and Mr. Hereesh Girdhar, Head - Communications, FMA, Faridabad.



(R-L) Ms. Anupriya Agarwal - Brand Strategist & Active Member-AIMA Young Leaders Forum; Ms. Charu Smita Malhotra- General Secretary, FMA & Senior Leader@IBM India; Ms. Richa Gupta, Advisor, Shiv Lube Corporation; Ms. Niti Gupta - Founder - The Pink Tag; and Ms. Roma Handa - Painter & Artist@Romahanda Art

On 26th March, the Faridabad Management Association (FMA), in collaboration with JC Bose University of Science and Technology, YMCA Faridabad, hosted the Entrepreneurship Summit. The event featured a panel discussion centered around the theme 'HR Challenges Faced by Startups'.

Dr. Sapna Taneja, Convener from JC Bose University of Science and Technology, YMCA Faridabad, commenced the session with an opening remark, followed by a welcome address delivered by Ms. Saloni Kaul, President of FMA and an HRA Business Consultant Coach. The audience comprised students and faculty members from JCB Bose University of Science and Technology, YMCA Faridabad, Department of Management Studies. The summit concluded with a vote of thanks extended by Dr. Sapna Taneja.



(L-R) Mr. Rajesh Munjal - Founder & CEO, MHealthAI; Mr. Syed Farhan - Founder & CEO - Cosette Network, OnBenchMark; Mr. Anand Dwivedi - Global Capacity Building & Leadership Development Expert; Mr. Heeresh Girdhar - Head - Communications, FMA & Sr. HR Leader and Ms. Saloni Kaul, President, FMA & Founder & CEO It's People

FMA Meet and Greet event took place on 30th March, organised by FMA to express sincere gratitude to all its members. The dedication and passion exhibited by the members have served as the driving force behind the collective achievements and success, contributing to a year marked by growth, learning, and camaraderie. Special thanks are extended to Maj Gen SK Data and Mr. AD Bhatt for their generosity in enhancing the memorability of this event.



(L-R) Mr. Heeresh Girdhar; Mr. KP Dhiman; Mr. Govind Saraf; Mr. Gaurav Darbari; Ms. Saloni Kaul; Ms. Monica Anand; Ms. Harpreet Taneja; Ms. Meenu Verma; Dr. Parul Khanna and Dr. Ravi Handa

## Ghaziabad Management Association

### Celebration of International Women's Day

Ghaziabad Management Association celebrated International Women's Day on 1st March at IMS Ghaziabad, UCCampus. Mr. Rahul Agrawal, the Executive Director of GMA, introduced the newly formed GMA Women's Council, comprising a chairperson and three



Felicitating 23 women at function

council members. Three outstanding women were honoured: Dr. Sarjue Pandit of AKGIM received the Trailblazer Award, Dr. Ayaushi Prakash of AKGEC was recognised with the Empowerment Champion award, and Dr. Moha Sahay of IPEM was presented with the Visionary Leadership award. Additionally, all 23 nominees were felicitated with a memento and certificate. Ms. Sheela Chaudhary, DSP of CDTI (BPR&D), graced the occasion as the chief guest. A panel discussion on ‘Inspire Inclusion - Amplifying Voices and Experiences’ was moderated by Dr. Sapna Rakesh, Director of GLBIMR and Chairperson of the Women’s Council at GMA. The event saw the participation of 100 corporate leaders from industry and faculty members of various institutions.

**MDP**

GMA organised a two-day MDP on 15th and 16th March in association with the R&D Council of Department of Management Studies RKGIT Ghaziabad, on ‘Handling Stress - A fact of life not a way of Life’. The session was conducted by Dr Vibhuti Tyagi, Professor and Head of RKGIT (MBA), and Dr. Amita Srivastava, Director of the Brencis Group. 25 participants from both institutes and industry attended the MDP.



*Participants along with the speaker*

GMA organised the ‘Cervical Cancer Detection Camp,’ the fifth in a series of cancer detection camps in association with CARTE, and the NGO ‘Beautiful Tomorrow’ Trust on 27th March, at CARTE, Shastri Nagar, Ghaziabad. Dr Smita explained the importance of detecting Cervical Cancer in females. After obtaining their consent, the test was conducted on patients.



*Doctors and Patients at Carte*

lecture, the fourth in a series on National Security, was tailored specifically for students. The esteemed speaker, Prof. Tilak Devasher, an Emeritus Resource Faculty at Rashtriya Raksha University, and a Distinguished

Ghaziabad Management Association organised a lecture titled ‘Taliban in Afghanistan: Struggles and Opportunities’ on 30th March at IPEM, Ghaziabad. This



*Speaker, and GMA members*

Fellow at the United Services Institution of India, provided a comprehensive understanding of the complexities faced by Afghanistan. The session attracted 75 participants eager to learn from Prof. Devasher's expertise.

## Goa Management Association

### Celebration of International Women's Day

Goa Management Association in association with the Department of Business Administration at M.E.S.'s Vasant Joshi College of Arts and Commerce, organised a session on 6th March on the topic 'Will AI transform the Supply Chain?' as part of the MoU signed between the two institutions. Mr. Vasu Ramanujam, Partner for Growth and Strategy at KoiReader Inc., served as the resource person for the event. The session commenced with an introduction by Ms. Anushree Belgal, followed by Mr. Ramanujam's insightful explanation of various branches of AI, including Natural Language Processing, Machine Vision, Robotics, and Machine Learning. The session concluded with a Q/A session, and a vote of thanks was delivered by Ms. Meezyat Shaik. Dr. Kirti Tyagi, Programme Coordinator for BBA, presented a memento to the resource person.



Mr. Vasu Ramanujam, during his presentation

### LeaderTalks

GMA under its LeaderTalks series, Dr. Tamal Raha, Founder, Integrated Biopharma and Pharma Solution (IBPS) delivered an insightful talk on 'Access to life saving medicines through technological intervention' at the GCCI Hall on 14th March. Mr. Raha explored technological trends in Drug Discovery, Drug Delivery and Disruptive Technologies. The event commenced with a warm welcome from Mr. Deepak Bandekar, Chairman of GMA. Mr. Rohan Bhandare, Hon. Secretary of GMA, introduced the speaker, and Dr. Pradeep B Salgaonkar, Former Chairman of GMA, extended a vote of thanks. The session was well attended by GMA members, industry professionals, academia, and students.



Mr. Deepak A Bandekar, Chairman, GMA presenting a memento to the guest speaker, Mr. Tamal Raha

### Initiative Programmes

As a part of the MoU, signed by Goa Management Association, a meeting of BBA coordinators was recently held on 15th -16th of March. During this meeting, it was proposed to hold talks at the college

campus for students under the initiative called GMA Campus Connect. Additionally, suggestions were made to facilitate faculty support for specialised courses, organise faculty management workshops, identify evaluators for assessment programmes. In a noteworthy instance, GMA extended its support by providing two judges, Mr. Manish Kulkarni, Co-Founder and Director, Pro MFG Media Pvt Ltd and Mr. Vasu Ramanujam, Partner – Growth and Strategy at KoiReader Technologies Inc: both members of GMA Executive Committee to VVM’s Shree Damodar College Commerce and Economics, Margao, for their prestigious National Level Inter-Collegiate event, ‘Chanakya Bhoomi’. Mr. Deepak Bandekar, Chairman of GMA, graced the inaugural session as the Chief Guest.



*Mr. Manish Kulkarni receiving a memento by Ms. Cinola Vaz, Assistant Professor, Department of Management Studies, VVM’s Shree Damodar College of Commerce and Economics*



*Mr. Deepak Bandekar, Chairman, during the welcome address and introduction of the speaker Mr. Walter Vieira*

**Talk**

Goa Management Association in collaboration with Goa Chamber of Commerce and Industry brought together industry experts, academia, and the students for an insightful session on 22nd March on ‘Customer Value Starvation: Prevention and Cure.’ The renowned Marketing Mastermind, Globally Acclaimed speaker and Best-Selling Author, Mr. Walter Vieira, kept the audience captivated with his profound insight and expertise in the field. The event commenced with a warm welcome address by Mr. Sanjay Amonkar, Director General of GCCI, setting the tone for an engaging and

enlightening session. Mr. Deepak Bandekar, Chairman of GMA, further extended his welcome and introduced the esteemed speaker, and Ms. Pallavii Arrondekar, Director of GCCI, delivered her vote of thanks.

**Global Tech Summit**

GMA partnered with Vibrant Goa Foundation for the Global Summit on 22nd -23rd March at Kala Academy, Panaji, Goa. The Global Tech Summit Goa served as an illustrious platform bringing together visionaries, innovators, and thought leaders from across the globe.



*GMA Team joins forces with the Vibrant Goa Foundation at the Global Summit for a brighter future*

The summit attracted a diverse array of attendees, including industry leaders, esteemed researchers, forward-thinking innovators, government officials, dynamics startups and aspiring students.

### Talk

GMA under the initiative called GMA Campus Connect held a talk on 26th March in association with BBA Department of S S Dempo College of Commerce and Economics, Panaji, Goa. The event featured a compelling talk on the topic 'AI and the Changing Business Landscape' delivered by Mr. Vasu Ramanujam, Partner – Growth and Strategy at KoiReader Technologies Inc. Mr. Ramunujam's expertise and in-depth knowledge captivated the audience, fostering an environment conducive to fruitful discussion and exchange of ideas.



*Mr. Vasu Ramanujam addressing to BBA Students – S S Dempo College of Commerce & Economics*

### Industrial Visit

On 28th March, as part of GMA's periodic visits to member organisations and other industries, a delegation of GMA's Executive Committee visited Berger Becker Coatings Pvt Ltd at Pilerne. The GMA delegation led by Mr Deepak Bandekar, Chairman, consisted of EC members Dr Krishna Gopal Rajanala, Mr Amin Ladak, Mr Vasu Ramanujam, and Ms. Lalita V Ramanujam. During the visit, Mr Rajesh Mehrotra, Managing Director, and his team provided valuable insights into their history and operations.



*GMA EC delegation at the Industrial visit to Berger Becker Coatings*

## Hyderabad Management Association

### Industry Readiness Programme

HMA organised a programme on 1st March by Mr. Chirantan Chatterjee on the topic 'Digital transformation' which has become imperative for businesses aiming to stay competitive and relevant in today's rapidly evolving landscape.

The IRP Certification Course on 3rd March was held on 'Emerging trends in banking and fintech', by Dr. Sriharsha Reddy and 4th March by Ms. Akanksha Dublish on 'Group Discussions in interview' via Zoom platform. The event attracted more than 70 students. Another certification programme was held on 5th March on 'Emerging trends in startups' by Suraj V Meiyur via Zoom Platform. A session was

held on 15th March on 'Emerging trends in FMCG' by Saurabh Kumar and 18th March on 'Emerging market trends and sustainability' by Dhiraj Naidu. A certificate programme was held on 19th March on 'Logistics' by Prof. (Dr) Kalyan C Chejarla.

**SDP**

Hyderabad Management Association conducted the grand finale of HMA NMDC Sustainability and Business Quiz on 9th March. Quiz Master Mr Raja Satish conducted three preliminary rounds, followed by the final. First prize was won by CMR college of Engineering and Technology, the Second Prize by Bhavan's Vivekananda college of Science, Humanities and Commerce and third prize by Gitam school of Business. Mr Jayesh Ranjan IAS Special Chief Secretary Government of Telangana distributed prizes to the first three winners.



*The Chief Guest, Mr Jayesh Ranjan addressing the gathering*



*Lifetime achievement award to Mr Ajit Rangnekar*

51st Annual Awards of HMA was held on 22nd March. On this occasion, the chief guest was Shri D. Sridhar Babu (Ministry of IT, Electronics and Communication, Industry and Commerce and legislative affairs Government of Telangana) and the guest of honours were Mr. U. Rajababu, Scientist and Director General Missiles and Strategic Systems and Mr. B. J. Rao, Vice Chancellor, University of Hyderabad.

**Indore Management Association**

**Diksha -In House Training**

IMA organised 'Diksha' in- house training session on 16th March for Urja Facilities Pvt Ltd., on the topic 'Motivation'. The facilitator of the session was Capt. Jaison Thomas, a Transformational Trainer, Certified Confidence Building Coach, Life Transforming Coach, Career Coach.



*Capt. Jaison Thomas during the session*

IMA organised an in-house session on the topic 'Business Communication and Team Building' for ACG Capsules Pvt Ltd., on 28th March with Mr. Pankaj Kothari, a Life Coach, Trainer, Founder Impact Margdarshan.

IMA organised 'Diksha' in-house session on the topic 'Removing Barriers to Change and Developing Self Awareness' on 29th March at Vacmet India Ltd. The facilitator of the session was Capt. Jaison Thomas, a Transformational Trainer, Certified Confidence Building Coach, Life Transforming Coach, Career Coach.

IMA organised a session on 'Basics of Effective Communication and Etiquettes' on 29th March with Ms. Trilkeha Pathak, a Communication and Soft Skills Trainer at Hettich India Pvt Ltd.



*Mr. Pankaj Kothari with the participants*



*Ms. Trilekha Pathak addressing the session*



*Dr. Sandeep Atre with the participants*

### MDP

IMA organised a management development programme on 'Me Time, We Time, On Time - Professional Pressure and Personal Priorities' on 27th March. The facilitator for the session was Dr. Sandeep Atre, a Counselling Psychologist; Founder - Socialigence, Co- Founder - CH Edgemakers.

### Reader's Clique

IMA organised a book review session on the book 'There is Always a Door' on 28th March and the facilitator was Mr. Girish Agrawal, Member, ITAT Kolkata, Ministry of Law and Justice, Government of India.



*Author Mr. Girish Agrawal with the participants*

## IMA Industry Visit

IMA Student Chapter organised an industrial visit at M.B. Industries Pvt Ltd., Indore (M.P.) on 15th March for the Student of SICA College, Indore M.P.

## IMA CEO'S Talk

IMA Student Chapter organised 'CEO's Talk' on the topic 'The Kimirica Story' A Tale of Passion and Purpose at Institute of Business Management and Research [IBMR] IPS Academy, Indore (M.P.) on 15th March. The Facilitator of the session was Mr. Mohit Jain, a Co-Founder and CEO of Kimirica Ventures.



Mr. Mohit Jain with the participants



Students during the industrial visit

## IMA Industry Visit

IMA Student Chapter organised an industrial visit on 19th March at Case New Holland Construction Equipment India Pvt Ltd. Pithampur (M.P.) for the students of Shivajirao Kadam Institute of Technology and Management (SKITM), Indore, (M.P.).

## Jamshedpur Management Association

### Talk

Jamshedpur Management Association organised an Inspiring Leader Series (I.L.S) talk on 'Women Transforming Brands' in collaboration with AIMA on 7th March with Ms. Sangeeta Talwar, Managing Partner at Flyvision LLP, and Ms. Anupriya Agarwal, Entrepreneur at Maxworth Impact, Brand Strategist, and Digital Marketer. Ms. Sangeeta Talwar shared that women are playing a pivotal role in transforming brands, bringing fresh perspectives and innovative strategies. A total of 55 participants joined the session.



Ms. Sangeeta Talwar delivering the talk among the participants

## Photography Contest

Jamshedpur Management Association marked Women's Day with an online photography contest themed 'Fierce and Fearless: Women Breaking Boundaries'. Over 30 entries flooded in from across the nation, showcasing the essence of the theme beautifully. Mr. Siddharth Lilani clinched the winning shot with its vibrant colors and beautifully captured candid moment of an old lady with fierce expression. The first runner-up was Suraj Thomas' entry, 'The Strong Women's Attitude,' and the second runner-up was Rishav Narayan Singh's entry, 'Sunrise Whispers of Empowerment,' which captures the essence of empowerment. The result was declared on 8th March by judge Mr. Devraj Singh, General Manager of Taj Amer Jaipur, and experienced photographer.



*The Winning Shots*



*Training session in progress*

## Training

JMA organised a one-day training on 'Building High Impact PowerPoint Presentations' on 12th March. 32 executives from TATA Steel Ltd attended the training. Mr. Sukreet Shome was the expert for the session. The training was well received by the executives and their feedback was mastering these skills would elevate the professional presentations and enhance the ability to effectively communicate ideas and information.

JMA organised a one-day training on 'Power BI' on 20th March. 40 executives from TATA Cummins, ISWPL, TATA Power and TATA Steel Ltd attended the training. Ms. Eeshani Agarwal was the expert for the session. Ms. Eeshani asked participants to analyse data, create interactive visualisations, and generate insights to make informed business decisions.



*Ms. Eeshani Agarwal addressing the participants*

## Talk

JMA organised an Enriching Life Series (E.L.S) talk virtually on 'Power of Manifestation: Discover the Power Within You: Manifest Your Dreams into Reality' on 14th March with Ms. Nimisha Bothra, Founder of Think and Thrive and Qualified CA. Ms. Nimisha shared that the power of manifestation lies within each of us, waiting to be harnessed. A total of 20 participants joined the session.



Ms. Nimisha Bothra sharing her presentation

## Bake Talk

JMA under the banner of the BAKE platform (Business Acumen and Knowledge by Experts) hosted a compelling session on 'Circular Economy and Sustainable Business Models' on 22nd March. The expert speaker of the session was Mr. Yogesh Shinde, Founder and CEO of Bamboo India, Social entrepreneur, TED speaker, also featured in Shark Tank India. Mr. Shinde emphasised the need to conduct awareness campaigns promoting bamboo-based products, highlighting their eco-friendliness, versatility, and sustainable qualities.



Mr. Shinde showcasing the products made up of bamboo.



Management Challenge Quiz 23-24 Winners

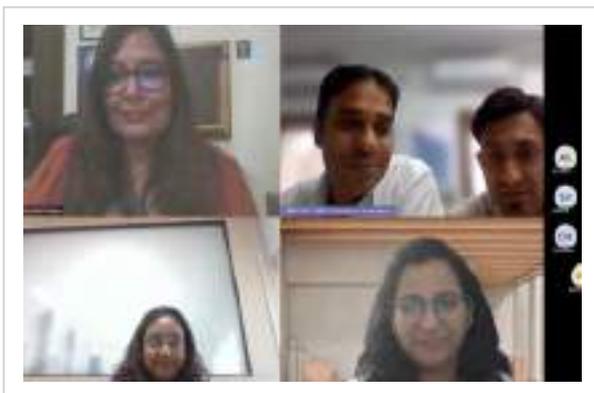
## Management Challenge Quiz

JMA conducted its flagship programme Management Challenge Quiz on 27th March virtually. Total 21 teams from Tata Bluescope Steel, Tata Power, ISWP, Fujitsu, Indian Oil, HDFC Life, IIM Ranchi, HDFC Life, Bokaro Steel Plant and TATA Motors in the online competition. Ms. Debahuti and Mr. Ritwij Maunas (Tata Power) won the quiz with a top score. Mr. Rajarshi Chanda (Fujitsu) and Mr. Francis Rodrigues (HDFC Life) were the first runner up and Mr. Mahendra Murmu and Mr Saroj Nag (TATA Power) were the second runner up. Mr. Somnath Chanda was the quiz master for the competition.

JMA organised a session on ‘Manufacturing Push or Managerial Competence Deciding the Need of the Hour for India Growth on 27th March. The expert speaker of the session was Mr. Suresh Iyer, Senior Global Business Strategist, and author, who talked in the context of India’s growth, it’s crucial to recognise that both manufacturing push and managerial competence are integral.



Mr. Suresh Iyer delivering the talk



Participants during the Competition

### Corporate Sustainability Awards

Jamshedpur Management Association hosted the Corporate Sustainability Award on 28th March, and honoured individuals and teams driving sustainability within their organisations. Participants from Tata Power, Gujarat State Fertilizers and Chemicals Ltd (GSFC), and TATA MOTORS showcased innovative projects in two categories. Ms. Priya Ranjan, a Senior Sustainability Consultant and Founder-Director of Sunshine Wellness, chaired the event jury, emphasising the significance of sustainable practices and recognising leaders shaping a more sustainable future.

### Industrial Visit

JMA arranged a special trip for students from Jamshedpur Women’s College to visit the TATA Power plant on 22nd March. Total 20 students got to see how the plant works, learning both theory and hands-on skills. Each student received a certificate, boosting their understanding of how a Thermal Power Plant operates.



Students at the plant visit

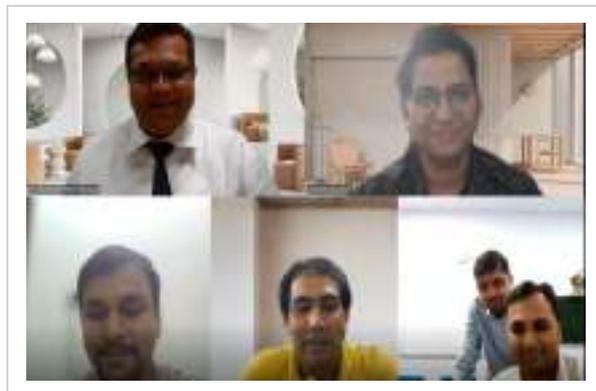


Student group gathers after the plant visit

JMA arranged a trip to Tata Motors on 23rd March for the Karim City College’s Department of Business Administration as part of the Wheels of Motion programme. 28 students toured the plant, gaining valuable industry insights.

### Business Simulation Games

JMA, along with AIMA conducted its flagship programme 'Business Simulation Games' virtually on 26th March. Teams from TSUISL, Tata Steel, Tata Pigments India, and Tata Power showcased their management skills. After four rounds, the winning team was from TATA Steel, and the first runner-up were also from TATA Power and TSUISL emerged as second runner up. Dr. Chandrashekhar Rastogi, Assistant Director, Centre for Management Development, AIMA led the event, and the results were declared by Mr. Amitabh Bhattacharjee, Secretary JMA.



Participants sharing their feedback after the event



Students during plant visit and city visit

### Yuva Sangam Programme

JMA facilitated the Yuva Sangam programme with IIM Ranchi, an initiative under Ek Bharat Shreshtha Bharat by the Government of India. 55 students from Punjab visited the TATA Motors plant, Centre for Excellence and Jubilee Park because during these visits, the participants will receive multi-dimensional exposure in five broad areas: Paryatan (Tourism), Parampara (Traditions), Pragati (Development), Paraspar Sampark (People-to-people connect), and Prodyogik (Technology).



JMA team with Mr. Shahnawaz Alam of Tata Worker's Union

### Collaboration meeting

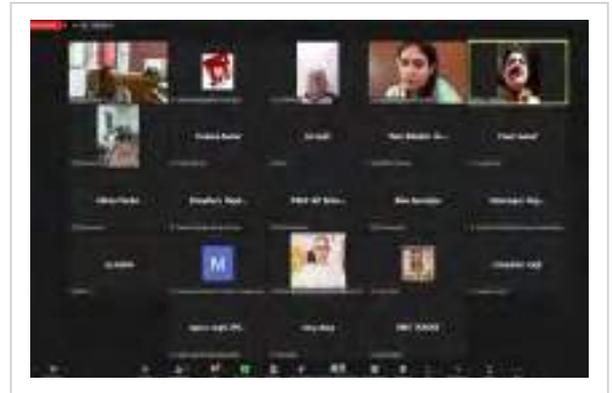
JMA executives Mr. Satish Agarwal and Ms. Asmita Salunkhe had a meeting with Mr. Shahnawaz Alam, Vice President, Tata Worker's Union on 31st March, and discussed to conduct educational programmes for the union leaders and workers.

## Lucknow Management Association

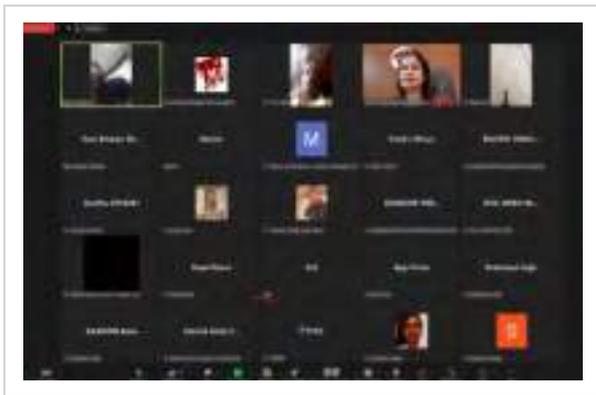
### Online Workshop

Lucknow Management Association organised an online workshop titled 'Enhancing Farmer Income through Flower Cultivation' on 1st and 5th March. The speakers, Dr. Atul Batra and Dr. Daya Shankar

from the National Botanical Research Institute (NBRI) highlighted the multifaceted potential of flowers beyond traditional religious uses. Ms. Renu Chaudhary, General Manager of LMA, extended a warm welcome to the speakers and facilitated the session, concluding with a formal expression of gratitude.



*Dr. Daya Shankar interacting with FPOs.*



*Padma Shri Dr Ram Chet Chaudhary interacting with FPOs.*

LMA conducted a series of online sessions from 12th to 19th March, addressing the theme ‘Enhancing Farmer Income through Kala Namak Rice Cultivation.’ The renowned speaker, Padma Shri Dr. Ram Chet Chaudhary from PRDF Gorakhpur delivered insights during these sessions. The virtual gatherings attracted the participation of 190 Farmer Producer Organizations (FPOs) representing 10 divisions.

LMA organised online workshops on ‘Strategies for Cost Reduction in Sustainable Agriculture through Water Management’ held on 16th, 21st, 22nd, 28th, 29th, and 30th March. The esteemed speaker, Mr. Madhukar Swayambhu from Vadic Srijan LLP, exposed the concept of Cownomics Technology, aimed at rejuvenating the indigenous ecosystem comprising Soil, Water, and Air, with a particular emphasis on waterbodies.



*Mr Madhukar Swayambhu sharing his presentation*

## Workshop

Young Manager Forum of LMA and Avadh Girls Degree College organised a workshop on ‘How to Make a Business Plan for a Minor Project’ on 1st March, featuring CA Devesh Agarwal as the distinguished speaker. The workshop, held in the college auditorium, aimed to equip participants with the essential skills needed to formulate effective business plans for minor projects. Around 100 students were present at the session.



CA Devesh Agarwal interacting with students



Mr Pranay Pathak addressing the session

Lucknow Management Association, in collaboration with the School of Management and Science, conducted a workshop on ‘Unveiling the Future: Jio True 5G Youth Program’ on 4th March by Ms. Bhawna Pandey, State Marketing Head of Reliance Jio and Mr Pranay Pathak CEO, and State Head of Reliance Jio, UP East. Students and faculty from the School of Management and Science attended the workshop.

Lucknow Management Association hosted an awareness workshop on ‘Preventing Sexual Harassment (POSH)’ for working women at Britannia on 5th March. Dr. Sanchita Ghatak, an expert in the field, served as the speaker, providing insights into various acts related to POSH and emphasising effective communication strategies. Ms. Renu Chaudhary, representing LMA, introduced Dr. Ghatak, while the HR Head, Mr. Sunil Srivatava of Britannia, extended gratitude by proposing a vote of thanks to both the speaker and LMA for organising the informative and insightful session.



(L-R) Mr. Sunil Srivatava, Ms. Renu Chaudhary and Dr. Sanchita Ghatak during the workshop

**Session**

LMA organised a session on ‘Goal Setting’ on 3rd March by Ms. Shilpa Gupta, a Certified Confidence and Lifestyle coach, NLP Master Practitioner, TESOL Trainer and Soft Skills Trainer for the past 15 years. The speaker was introduced by YMF head CA Devesh Aggarwal, and Mr. Rahul Dutt, Secretary LMA proposed a formal vote of thanks at the end of the session.



*Mr Rahul Dutt, Ms. Shilpa Gupta, and CA Devesh Agarwal during the session*



*(L-R) Ms. Renu Chaudhary, Mr Sanjay Bhasin, Mr A.K. Mathur and Mr Shishir Kumar*

**MDP**

LMA organised a MDP on ‘Domestic Inquiry and Disciplinary Proceedings’ on 7th March, by Mr. Sanjay Bhasin, an Advocate from the High Court of Lucknow. Participation in the programme included officers from diverse government departments of Uttar Pradesh, reflecting the relevance and significance of the subject matter in their professional domains. Additionally, Mr.

Shirish Kumar, also an Advocate from the High Court, contributed to enriching the discussion. Mr. A.K. Mathur, Vice President of LMA, extended a gracious welcome to the attendees and introduced Mr. Sanjay Bhasin, setting the stage for an insightful session.

LMA organised an MDP on ‘Understanding the RTI Act through Landmark Judgments’ on 14th March, for the government department officers from U.P. The distinguished speaker for the event was Mr. Rajesh Mehtani, a former director of the U.P. Housing and Development Board’s Center of Excellence and Training, renowned as the State Resource Person for RTI, RERA, Janhit Guarantee, and Sarvottam lectures and training programmes.



*(L-R) Ms. Renu Chaudhary, Mr Rahul Dutt, Mr Rajesh Mehtani and Col. (Dr.) Sameer Mishra*



(L-R) Top- Mr. Rahul Dutt, Dr Satyendra Kumar Singh, and Prof. Mohd. Ossama and below; (L-R) Mr. Rahul Dutt, Dr Satyendra Kumar Singh, and Dr Charu Rawat

LMA, in collaboration with the National Institute of Personnel Management, organised an MDP on 'Leadership and Communication' on 19th March. The speakers were Prof. Mohd. Ossama, Head of the Training Department at Aadyant Academy, who provided insights on leadership, and Dr. Charu Rawat, an educationist, author, corporate trainer, life coach, and student counselor, who covered the communication aspect.



(L-R) Mr Rajiv Pradhan, Mr Rahul Dutt, Mr Harpreet Singh, Ms. Renu Chaudhary, and Col. (Dr.) Sameer Mishra

### MoU

Lucknow Management Association and Fortis Escorts, Heart Institute, Delhi signed a MoU on 19 March at the LMA office which provides healthcare services to LMA members. MoU was signed by Mr Harpreet Singh, Business Partner Sales, Fortis Healthcare and Mr. Rahul Dutt, Secretary LMA.

### Health Talk and Checkup Camp

LMA in collaboration with Medanta Hospital, Lucknow, and Britannia organised an outreach free health checkup camp for Britannia employees and Health Awareness talk on 'The Emerging Epidemic of Breast Cancer: What You Should Know' by Dr. Amit Agrawal, Director of Endocrines and Breast Surgery Medanta Lucknow and 'Womens Health' by Dr. Ruchita Sharma, Senior Consultant of Internal Medicine Medanta Lucknow on 20th March at Britannia Barabanki.



Dr. Ruchita Sharma interacting with Britannia employees

## LMA Awards 2024

Lucknow Management Association conferred the LMA Awards and Women Achievers' Awards 2024 on 29th March, honouring outstanding contributions across 15 diverse categories. The event was graced by the presence of Mr. A.K. Mathur, Senior Vice President, Mr. Pravin Dwivedi, Vice President, esteemed members of the LMA Core Group, LMA members, and distinguished guests. The Honourable Deputy Chief Minister of the Government of Uttar Pradesh, Shri. Brajesh Pathak presided over the ceremony as the Chief Guest, adding to the significance and grandeur of the occasion.



Seated on Chair (L-R) Mr Rahul Dutt, Mr A.K. Mathur, Mr Brajesh Pathak, Mr Pravin Dwivedi and Mr Rajiv Pradhan

## Navsari Management Association

### Certificate Course

Navsari Management Association organised its certificate paid course of 10 hours on 15th and 16th March at Vasudhara Dairy - a local unit of AMUL for its staff members. Dr. Sam Sachinwala agreed to serve as a faculty. There were 15 participants, and it was a very successful advance course for the staff who earlier completed introductory course.



Dr. Sam Sachinwala educating the participants



Special screening at SS Agrwal College, Navsari

### Youth Talk

Navsari Management Association with support from AIMA organised a youth talk by speaker Mr. Saurav Sharma, who shared his views on Holy Ramayana on 20th March. It was attended by 80 participants of various colleges. This unique opportunity provided college students with invaluable insights into the lessons of the Ramayana from a distinct perspective, enriching their understanding of this timeless epic. Recognising the significance of the event, S S Agrawal College of Navsari arranged a special screening of the webinar for their students.

## Talk Show

On 22nd March, NMA organised an insightful talk show on 'Cyber Security Awareness' featuring Mr. Kayshik Pandya, a renowned cyber security and tech consultant from Gujarat. During the session, Mr. Pandya explored into the day-to-day aspects of security concerns associated with online financial transactions and other online activities. His expertise and guidance were well-received by all attendees, highlighting the importance of cyber security in today's digital landscape.



*Mr. Kayshik Pandya addressing the participants*



*Mr. Darshan Shah addressing the participants*

NMA hosted a compelling talk show on 23rd March, titled 'Online Entrepreneurs Growth,' featuring Mr. Darshan Shah, a senior Executive from Amazon. During the session, Mr. Shah comprehensively covered various aspects of online business, elucidating its benefits and potential drawbacks. The event attracted a keen audience, with around 55 participants in attendance, all of whom appreciated the informative discussion.

## Noida Management Association

On the eve of International Women's Day 2024, NMA organised a special evening programme at NMA House on 9th March, celebrating Women's Day. The speakers, Ms. Piyali Roy and Ms. Inna Jolly, addressed topics such as gender equality, women's rights, and equitable justice. The event was presided over by President Mr. Sandeep Mittal, and Ms. Anuja Sehgal delivered the vote of thanks.



*Participants during the programme*

## Pala Management Association

A session on 'Tax Management' was conducted by PMA in association with the Rotary Club, Pala on 21st March with 50 participants. The keynote speaker for the evening was Dr. Zakir Thomas IRS, Director General (Systems) Income Tax. Mr. TJ Jacob, President, delivered the presidential address while Dr. Zakir Thomas shed light on various efforts undertaken by the IT Department to fortify and

streamline processes related to Direct Taxes. He also explained how the concept of PAN integration with different departments paved the way for seamless data exchange and simplification of the filing process of ITR. The talk culminated in a highly engaging Q/A session, exploring various intriguing topics.



(L-R) Mr. Jacob TJ, President and Dr. Zakir Thomas IRS, the Chief Guest addressing the participants

## Panchkula Management Association

### PMA Golf Tournament

PMA hosted a highly successful golf tournament at the prestigious Panchkula Golf Club on 2nd March. Members enthusiastically participated, with the event reaching maximum capacity. During the tournament, PMA President Er. IPS Anand delivered an insightful lecture on 'Management lessons to be learnt from professional golf.' His engaging discourse captivated both players and the audience, offering valuable insights into the parallels between golf and effective management practices. The winners were awarded certificates and trophies, marking their exceptional performance.



PMA President Er. IPS Anand addressing

### AGM

The Annual General Meeting of the Panchkula Management Association for the year 2023-24 convened on 23rd March at the esteemed Panchkula Golf Club. This pivotal gathering marked a historic milestone, boasting the highest-ever turnout of members in PMA's esteemed history, underscoring its increasing influence and significance. General Secretary, Mr. Pankaj Chanana warmly welcomed all members, skillfully overseeing the proceedings which encompassed the adoption of resolutions and the presentation of audited accounts. Amidst the meeting, PMA President, Er. IPS Anand underscored the organisation's commendable progress over the past year while unveiling ambitious plans for its future expansion.



PMA President Er. IPS Anand addressing at AGM

## Quilon Management Association

Quilon Management Association, in collaboration with The Kerala Minerals and Metals and Indian Rare Earths (India) Ltd, hosted its Annual Management Convention on 6th March. The technical session was inaugurated by Dr. Saji Gopinath, Vice Chancellor of Kerala University of Digital Science and KTU, featured a keynote address by Mr. Arun, Head of LEAP Coworks of Kerala Startup Mission, and moderated by Dr. S Ayoob, Executive Director of TKM Trust. The convention theme centered around 'Innovation and Startup', with Er. Franklin Daniel, President of QMA, delivered the welcome speech and Dr. Riji G Nair, Chairman of the Convention Committee, gave the presidential address. The event also included a public meeting and the presentation of lifetime achievement awards by Shri. P. Rajeeve, Honourable Minister for Law, Industries, and Coir, Kerala. Notable recipients included Janab Shahal Hassan Musaliar, Chairman of TKM Trust, Dr. Geevarghese Yohannan, Founder and Chairman of MGM Educational Institution, and Mr. Rameshan Paleri, Chairman of ULCCS. The convention welcomed delegates from various industries and educational institutions, with acknowledgments given by Mr. Jayachandran G, Secretary General of QMA.



*Inauguration of technical session by Dr. Saji Gopinath, Vice Chancellor, Kerala University of Digital Science and KTU*

## Rajkot Management Association

### Celebration of International Women's Day

Rajkot Management Association marked International Women's Day Celebration at Matushree Veerbai Mahila College on 4th March. The event was graced by the presence of over 250 final year students from B.Com., BBA, and BCA programmes. Dr. Deepa Raja, Shaili Trivedi, and Nisha Kotecha, all accomplished professionals in their respective fields, captivated the audience with their reflections on success, overcoming challenges, and the abundant opportunities available for women entrepreneurs. The highlight of the event was the felicitation of these outstanding women leaders by Rajkot Management

Association, recognising their significant contributions and serving as beacons of inspiration for aspiring individuals, especially the young minds in attendance. Mr. Jayen Kotecha, President of Rajkot Management Association, reiterated the association's unwavering commitment to bridging the gap between industry and academia.



*Honouring Inspirational Women Leaders*



*Session on Financial Planning*

### Session

Rajkot Management Association organised an informative session on 8th March on 'Financial Planning' by Mr. Nilesh Sikotara, NLP practitioner, Yoga pranavidya master trainer and Sound and Voice therapist. He shared about Business Insurance considering the Business Insurance Section 37(1) of IT act as well as strategies for Estate planning and

Legacy creation. The attendees also appreciated the idea of Creation, Consumption, Conservation and Continuation of the income.

RMA conducted a session on 23rd March titled 'Leveraging Six Sigma Strategies for Startup Success' by Mr. Jayen Kotecha, President of RMA, in collaboration with Parul University. The session, held at the Rajkot Startup Studio, saw active participation from over 20 startups. Mr. Jayen Kotecha shared invaluable insights on how startups can adopt Six Sigma methodologies to enhance operational efficiency, optimise processes, and achieve sustainable growth.



*Session on 'Leveraging Six Sigma Strategies for Startup Success'*

## Rohilkhand Management Association

Rohilkhand Management Association organised a one-day workshop focusing on 'Facilitative Leadership in changing world' on 16th March. The event welcomed Mr. Manoj Kumar Chaudhary, Vice President of Brindavan Beverages Pvt. Ltd., as the Chief Guest. The workshop was led by Ms. Nidhi Satyamrthy, Corporate Trainer, and Chief General Manager of HR at IFFCO Ltd., renowned for

her expertise in leadership. Ms. Satyamrthy engaged participants with unique and impactful exercises related to the topic, leaving attendees inspired and enriched.

## Thrissur Management Association



*Students with faculty*



*Mr. Manoj Kumar Chaudhary, Dr. Manish Sharma, Mr. Qadir Ahmad, and Dr. Neeraj Saxena on dais with the participants*

### Workshop

TMA Student Chapter organised an Employability Skill Development programme on 2nd March for its members, aimed at enhancing their career prospects. The session was led by Mr. Babu K A, Former Vice President of Federal Bank. Mr. Damodar Menon, TMA

MC Member, and CA M Manoj Kumar, TMA Past Secretary, also contributed to making the programme insightful and beneficial for the students.

### TMA Business Conclave and Award Ceremony

TMA organised 3rd Women in Business Conclave and Award Ceremony on 6th March, revolved around the theme 'We Lead the Change.' Dr. Mallika Sarabhai, the esteemed Danseuse, Artist, and Social Activist, graced the event as the chief guest. Notable speakers included Dr. Beena Philip, Mayor of Kozhikode, Ms. Mabel Chacko, Co-Founder and COO of Open Financial Technologies, Ms. Abida Rasheed, Celebrity Chef of Malabari Cuisine, and Ms. Shajna Kareem, DFO of Wayanad South. During the programme, TMA Best Women Award was given to Ms. Beena George, Chief People Officer of ESAF Cooperative.



*Presentation of TMA Best Women Award to Ms. Beena George, Chief People Officer of ESAF Cooperative*

### TMA 3rd Rocket Pitch Competition

The 3rd Rocket Pitch Competition was organised by TMA on 6th March, provided a platform exclusively for enterprising women entrepreneurs managing micro/small businesses aiming to scale up. Ambika Somasundram clinched the first prize with a cash award of Rs. 1 lakh, while Shiby Nazeer secured the second prize and Reny Jose bagged the third prize.



*Prize distribution of TMA 3rd Rocket Pitch Competition*



*CA Geo Job addressing MC Members*

### TMA MC Meeting

The Managing Committee meeting of TMA convened on 12th March with 35 MC members in attendance. The gathering covered a diverse range of topics, fostering productive discussions and collaborative decision-making among the members.

### Presentation of 14th TMA Hykon All India business Plan Contest

14th TMA Hykon All India Business Plan Contest took place on 16th March at St. Mary’s College, Thrissur, featuring presentations from seven finalist teams. Er. George Christo, Director of Hykon India, graced the event as the chief guest, while CA Geo Job, President of TMA, presided over the function. The team from Kerala Agricultural University clinched the coveted first prize, with the Dr. John Matthai Centre securing the third prize.



*Er George Christo, Director of Hykon inaugurating the 14th TMA-HYKON All India Business Plan contest*

### TMA Let's Chat

TMA hosted a Let's Chat session on the topic 'Embracing Heritage and Empowering Climate Solutions' on 16th March. The session, featuring Ar. Vinod as the speaker, provided a semi-formal platform for idea exchange. Discussions centered on developing Vanchikulam as a tourism hub, followed by engaging activities such as boating and kayaking, with 25 members in attendance.



TMA Let's Chat Members



TMA YLT Team with Mr Joy Alukkas

TMA Young Leaders of Thrissur, the youth wing of TMA, organised a chat session on 19th March with Mr. Joy Alukkas, Chairman of Joyalukkas. 35 YLT members and some TMA core members attended the session. During the session, Mr. Joy Alukkas shared his entrepreneurial journey and motivated young minds.



Er Rajeevan C G (MC Member, TMA) addressing

### Management Development Session

TMA Student Chapter organised a management development session titled 'Shaping an Engineer Career' on 20th March at Jyothi Engineering College, Thrissur with the chief guest TMA Secretary, CMA Madhu A P. Led by Er. Rajeevan C G, the session was followed by interactive sessions, drawing the participation of around 100 students who provided positive feedback.



Mr. Shyam Sreenivasan, MD and CEO, Federal bank inaugurating 32nd Annual Management Convention

### 32nd Annual Management Convention

The 32nd Annual Management Convention was held on 22nd March, saw Mr. Shyam Sreenivasan, MD and CEO of Federal Bank, inaugurating the event themed on 'Leadership in Action: Momentum, Motivation, and Movement.' Mr. Thomas Joseph K, EVP and Chief Business Officer of South Indian Bank, graced as the guest of honour. The convention featured felicitations from industry stalwarts like Mr. V.P. Nandakumar, Mr. K.

Paul Thomas, Dr. Sanil S.K., and CA T S Anantharaman, alongside prestigious awards including the TMA Manappuram Group Lifetime Achievement Award to Rev. Dr. Francis Alappat and the TMA Leo Pharma Group Management Excellence Award to Mr. Prathap Varkey. TMA President, CA Geo Job presided over the function, with CA T.R. Anantharaman as Convention Chairman, and was attended by 255 delegates.



*Presentation of TMA Manappuram Group Lifetime Achievement Award to Rev Dr. Francis Alappat (Founder Director, Jubilee Mission Medical College, and Research Institute)*



*AIMA Southern Region LMA Coordination meeting in progress*

### Southern Region LMA Coordination Meeting

On 22nd March, the President of TMA CA Geo Job was actively involved in the AIMA Southern Region LMA Coordination Meeting. The discussion covered a range of topics, prominently featuring deliberations on the prestigious AIMA Best LMA Awards and other noteworthy activities organised by LMAs.

## Trivandrum Management Association

### International Women’s Day Celebration

Trivandrum Management Association hosted a vibrant celebration on 8th March in honour of International Women’s Day, featured a series of engaging sessions aimed at highlighting the pivotal role of women in various aspects of society. Dr. Shabin K Sidhique commenced the proceedings with an insightful session on ‘Women Wellness.’



*Dr. Shabin K Sidhique addressing the participants*



*Fireside chat in progress*

A thought-provoking fireside chat titled ‘Women’s Health and Environmental Sustainability – Intersections and Solutions’ captivated attendees. Moderated by Ms. Lakshmi M Kumaran, Consultant at Taurus India,

the discussion featured esteemed panelists Ms. Devika Jayssell, Founder and CEO of MH2 Foundation, and Ms. Swetha R, Founder of Shebirth. The event culminated in a heartfelt felicitation ceremony, celebrating exemplary women leaders such as Ms.



*Ms. Maria Jacob: Acknowledged for her exemplary leadership in the hospitality industry as the Managing Director of Bailey's Resorts Pvt Ltd*



*Ms. Sabriye Tenberken: Founder of Kanthari, recognised for her outstanding work in empowering the visually challenged.*

Sabriye Tenberken, Founder of Kanthari: Ms. Maria Jacob, Managing Director of Bailey's Resorts Pvt Ltd, and Dr. Suja K Kunnath, Executive Director of NISH, for their remarkable contributions to their respective fields. The event received widespread acclaim from TMA members, student members, guest speakers, and participants.



*Dr. Suja K Kunnath: Honoured for her pioneering efforts in promoting inclusivity and accessibility as the Executive Director of National Institute of Speech and Hearing*



*Ms. K. R. Beena, Writer, Member District Library Council, addressing the participants*

## Vaikom Management Association

### International Womens Day Celebration

Vaikom Management Association and Thalayolaparambu ICM Computers came together to organise a special Women's Day celebration on 9th March. The event, chaired by Indira. N.G, Vice President

of VMA and a distinguished writer and member of the District Library Council, featured a keynote address delivered by Ms. K.R. Beena on the topic 'Changing Female Faces'. Ms. Beena's keynote speech focused on the imperative for women today to empower themselves, nurture self-confidence and natural instincts, and become proactive problem-solvers in their daily lives. As part of the Women's Day festivities, ICM employees Ms. Reesha and Ms Subi Suresh were honoured with a special award for their outstanding contributions in their respective fields. The accolades were presented by ICM Director Sojan Jose. In total, 44 women from various age categories participated in the celebrations.

### **Celebration of 15th Foundation Day**

Vaikom Management Association celebrated its 15th Foundation Day on 23rd March, a seminar on the development plans for Vaikom, titled 'Sustainable Development of Vaikom' as part of the celebration. Mr. K. Ajith Kumar, Executive Chairman, Board for Public Sector Transformation, former Executive Director, BPCL Kochi Refineries inaugurated the event which was moderated by Dr. G. Madhu, former Principal of CUSAT. The meeting started with a prayer song, followed by a welcome speech by Mr. Anil Kumar. K. S, Treasurer VMA. Mr. N. Shine Kumar, President VMA delivered the presidential address. Mr. M. Raju, Secretary General, VMA, expressed his vote of thanks. The meeting concluded with the national anthem.



*Award Winners with the Chief Guest and Team VMA- 15th Foundation Day of VMA*

### **Observance of World Water Day**

VMA conducted an online programme on 26th March as part of the observance of World Water Day, highlighting the theme of the year 'Leveraging Water for Peace'. Prof. (Dr.) M. M. Prabhakaran, Chief Consultant, Saras Engineering and Environs, Maradu, Retd. Executive Engineer, Kerala Water Authority, and former Principal AACET Thodupuzha, delivered a presentation on the above topic. Around 49 participants attended the session including students of St. Xavier's College, Kothavara, Vaikom. Mr. M. Raju Secretary General VMA gave the welcome speech and introduced the speaker to the participants. Mr. Shine Kumar President VMA delivered the presidential address and expressed happiness on the successful conduct of the 15th Foundation Day on 23rd March. Dr. Prabhakaran thanked VMA for inviting him to make the presentation and shared his contacts with senior members. Mr. T. Rajendran, Vice President VMA expressed the vote of thanks.

## Vidarbha Management Association

### Management Conclave

CIMCON'24, a collaborative effort between Vidarbha Management Association (VMA) and IIM Nagpur, was held on 2nd and 3rd March. It aimed at uniting diverse business groups in Central India, encouraging an exchange of ideas, and instigating a growth mindset among MSMEs in the region. The event commenced with an inauguration by Hon. Shri Nitin Gadkari, Minister of Road Transport and Highways, Government of India, followed by insightful sessions featuring distinguished speakers such as Mr. Dinesh Khara (Chairman, SBI); Mr. Shiv Shivkumar (Operating Partner, Advent International); Dr. Balasubramaniam (Capacity Building Commission, GOI); Mr. Ravi Kant (Ex. CEO and MD - Tata Motors); Mr. Richard Rekhy (Non-Executive Board Member, KPMG Dubai) and Mr. Bharat Lal (Secretary General - NHRC).

IIM Nagpur's invaluable support, from providing the venue to assisting in planning and execution, greatly contributed to the event's success. The event was attended by more than 500 attendees comprising business leaders, corporates, academics, and professionals. The event concluded with great enthusiasm as Dr. Bhimaraya Metri, the Chief Patron, Mr. Vijay Phanshikar, Editor of The Hitavada, and Mr. Srikanth Sampath, event mentor, pledged to make it an annual occurrence with diverse themes to cultivate numerous grassroots success stories.



*Hon. Shri Nitin Gadkari, Minister of Road Transport and Highways, Government of India receiving a memento*



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For further details, please contact: **Kiran Rawat**

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# AIMA Events Calendar

Event	Programme Chairman/Key Speaker	Venue	Date
9th National Leadership Conclave		New Delhi	23 April 2024
14th Managing India Awards		New Delhi	23 April 2024
YLC Session on Masterclass on Angel Investing	<b>Karan Verma</b> Co-Founder & Director Faad Network Pvt Ltd	Online	26 April 2024
Shaping Young Minds Programme		Bhopal	02 May 2024
11th HR Leadership Retreat		Goa	26-28 May 2024
YLC Session on AI Ethics: Principles for Young Leaders	<b>Kartik Sharma</b> Past Chairman – AIMA Young Leaders Council and Artificial Intelligence Thought Leader	Online	10 May 2024
Global Advance Management Programme - USA	<b>Prof Solomon Darwin</b> Programme Director -Executive Director, Center for Corporate Innovation, Haas School of Business	Silicon Valley, USA	12-18 May 2024
National Competition for Young Managers		Regional Round 1- Online Regional Round 2 -Online Regional Round 3- Online Regional Round 4- New Delhi Grand Finale - New Delhi	07 June 2024 14 June 2024 21 June 2024 28 June 2024 05 July 2024

Event	Programme Chairman/Key Speaker	Venue	Date
Women Leadership Workshop		Online	16 June 2024
National Management Games		Regional Rounds -Online Grand Finale – New Delhi	25 June – 30 August 2024 31 August 2024
Senior Leadership Retreat		Kuala Lumpur, Malaysia	24-26 July 2024
Leadership Development Programme		Bhubaneswar	02-04 August 2024
Digital Immersion Retreat		Goa	29-31 August 2024
51st National Management Convention		New Delhi	11-12 September 2024
2nd Women LeadHERship Retreat		Goa	18-20 September 2024
Global Advance Management Programme - USA	<b>Prof Solomon Darwin</b> Programme Director -Executive Director, Center for Corporate Innovation, Haas School of Business	Silicon Valley, USA	10-16 November

To view full calendar please visit [www.aima.in](http://www.aima.in)

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