

AIMA News

AIMA'S MONTHLY E-MAGAZINE

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

MARCH 2019



Dear Readers,

It gives me great pleasure to present this issue of AIMA News. The past few weeks have kept us on our toes as AIMA hosted two of its major flagship events – the AIMA Managing India Awards and the 5th National Leadership Conclave recently.

Now in its 10th year, the AIMA Managing India Awards witnessed the celebration of leadership excellence at a glittering awards ceremony held on 8th April 2019. Shri Pranab Mukherjee, Former President of India graced the occasion as the chief guest and presented awards to several stalwarts for their outstanding contribution in different areas. The distinguished awardees included Mr Azim H Premji, Mr Prathap C Reddy, Mr Devi Prasad Shetty, Mr Sanjiv Mehta, Mr Vikram Chandra, Mr Mahendra Mohan Gupta, Mr Rajkumar Hirani, Mr Sanjiv Singh, Mr T Krishnakumar and Mr Pawan Goenka. The awardees were introduced by equally renowned personalities and iconic leaders. More details of the evening's proceedings are carried inside.

Close on the heels of the Awards night, AIMA held the 5th edition of its National Leadership Conclave (NLC). The NLC brought together several thought leaders and industry experts to deliberate on the theme 'Now or never - India's mission for the new decade'. The conclave, co-chaired by Mr Sunil Kant Munjal and Mr Sanjiv Goenka, was addressed by several eminent speakers including Mr Harshvardhan Neotia, Mr Sanjay Kirloskar, Mr Rajat Gupta, Mr Sanjiv Mehta, Mr Sanjiv Singh, Mr Sanjiv Bajaj, Mr TN Ninan, Mr VK Bajaj, Mr TK Arun, Mr Sunil Jain, Mr Vijay Shekhar Sharma, Mr Aditya Ghosh, Mr Vikram Chandra, Mr Patu Keswani, Mr Rajdeep Sardesai to name a few. The NLC also witnessed the release of the AIMA-KPMG report on 'Social and Economic Impact of Digital Transformation in India' and presentation of the AIMA-Dr. J S Juneja Award for Creativity and Innovation for Micro, Small & Medium Enterprises. Brief reports can be found in this issue.

Continuing its mandate of providing varied platforms for building management capability and sharing management thought, AIMA conducted the 7th edition of its women-centric programme, Pragati - Celebrating Achievements of Women, chaired by Ms Veena Swarup. Mr D Shivakumar graced the programme as its Chief Guest and Ms Catherine Wolfram from University of California Berkeley was the Guest of Honour. The programme concluded with the grand finale of AIMA's special women's quiz.

AIMA's collaboration with the Local Management Associations also continued to gain strength during the period. AIMA held its popular Shaping Young Minds Programme in collaboration with Calcutta Management Association last month. The programme was very well attended by over 600 students. In addition, an LMA CEO meeting was also held on the sidelines of the NLC during which participating LMAs got an opportunity to interact with and share their views and ideas with AIMA Director General and other officials.

AIMA continued to reach out to the management fraternity through its myriad programmes and offerings in the areas of testing services, management education, skill development & training and interactive sessions. You will find brief reports in this edition along with updates from the LMAs and some interesting articles on management.

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

Warm regards

Rekha Sethi
Director General

AIMA OFFICE BEARERS

PRESIDENT

Mr Harshvardhan Neotia

Chairman

Ambuja Neotia Group

SENIOR VICE PRESIDENT

Mr Sanjay Kirloskar

Chairman & Managing Director

Kirloskar Brothers Ltd

VICE PRESIDENT

Mr Harsh Pati Singhania

Director, JK Organisation and

Vice Chairman & Managing Director

JK Paper Ltd

TREASURER

Mr Nikhil Sawhney

Vice Chairman and Managing Director

Triveni Turbine Limited

IMMEDIATE PAST PRESIDENT

Mr T V Mohandas Pai

Chairman

Manipal Global Education Services Pvt Ltd

DIRECTOR GENERAL

Ms Rekha Sethi

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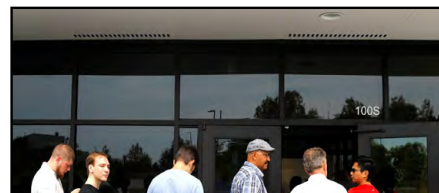
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16th Global Advanced Management Programme

AIMA
ALL INDIA MANAGEMENT ASSOCIATION

Disruptive Innovation & Open Business Models in the Changing Global Landscape

23rd - 29th June, 2019
Silicon Valley, USA



Programme Director

Solomon N Darwin

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

Programme Objectives

- Insights into the latest models and frameworks for understanding business problems
- Strategies for identifying new opportunities and capitalising on them
- Rethinking business models and management approaches as a global leader
- Deeper understanding of organisational dynamics to improve implementation of new initiatives/ideas

Programme Framework

- Class Room Lectures and Interactions
- Keynotes by Silicon Valley Startups and CEOs
- Visits to and interaction with the top management teams of companies and institutes like Intel, Cisco Systems, Wells Fargo Bank, Standard Chartered Bank, PayPal Inc, IBM Research, VISA, GE Co-Innovation Lab, Fujitsu Open Innovation Center, UC Berkeley Campus amongst others.

Participation Fee

Delegate Fee per participant: INR equivalent of USD 9000 per Participant

Inaugural Discount: USD 750 per participant for registrations received along with participation fee by 15th April, 2019.

Early Bird Discount: after 15th April, 2019 a discount of USD 500 per participant available for registrations received along with participation fee by 15th May, 2019.

GST: 18% 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

Bijoy Philip

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AIMA Managing India Awards 2019



(Sitting L-R) Devi Prasad Shetty, Chairman, Narayana Hrudayalaya Ltd; Azim H Premji, Chairman, Wipro Ltd; Pranab Mukherjee, Former President of India; Prathap C Reddy, Founder-Chairman, Apollo Hospitals Group; and Sanjiv Mehta, Chairman & Managing Director, Hindustan Unilever Ltd. (Standing L-R) Rekha Sethi, Director General, All India Management Association; Sunil Kant Munjal, Chairman, Hero Enterprise; Rajkumar Hirani, Director, Producer, Writer & Editor; T Krishnakumar, President India & Southwest Asia, Coca-Cola; Harsh Pati Singhania, Vice President, AIMA and Vice Chairman & Managing Director, JK Paper Ltd; Mahendra Mohan Gupta, Chairman & Managing Director, Jagran Prakashan Ltd and Editorial Director, Dainik Jagran; Harshvardhan Neotia, President, AIMA and Chairman, Ambuja Neotia Group; Sanjay Kirloskar, Senior Vice President, AIMA and Chairman & Managing Director, Kirloskar Brothers Ltd; Sanjiv Bajaj, Managing Director, Bajaj Finserv Ltd; Preetha Reddy, Executive Vice Chairperson, Apollo Hospitals Enterprise Ltd; Pawan Goenka, Managing Director and Member of Group Executive Board, Mahindra & Mahindra Ltd; and Sanjiv Singh, Chairman, IndianOil Corporation Ltd.

The 10th AIMA Managing India Awards ceremony was held on 8th April 2019 where stalwarts of India were recognised for their outstanding contribution in different areas at a glittering awards ceremony at New Delhi.

Shri Pranab Mukherjee, Former President of India graced the occasion as the chief guest and paid glowing tributes to the winners of AIMA Managing India Awards 2019. He congratulated all the winners and mentioned that it is their extraordinary commitment towards making India a better country that has made them a



Former President of India, Pranab Mukherjee addressing



worthy recipient of the award. "We still need to put into place quality and affordable healthcare infrastructure in every area, nook and corner of the country. We need to put more young people to work in order to become a truly prosperous and proud nation. While India has made a lot of progress on the quantitative side, a lot of work is still needed on the quality aspect," he said.

Mr Harshavardhan Neotia, President, AIMA and Chairman, Ambuja Neotia Group, welcomed the gathering. Mr Harsh Pati Singhanian, Vice President, AIMA and Vice Chairman & Managing Director, JK Paper Ltd., and Ms Rekha Sethi, Director General, AIMA, also addressed the august gathering.

This year, the Lifetime Contribution Award was presented to Mr Azim H Premji, Chairman, Wipro Ltd. While reading his citation, Mr Sunil Kant

Munjal, Chairman, Hero Enterprise, described him as one of the world's leading philanthropists. A pioneer of India's IT revolution, he has also helped transform the global technology landscape.

The Outstanding Institution Builder Award was received by Mr Prathap C Reddy, Founder-Chairman, Apollo Hospitals Group. Mr Dilip Cherian, Communications Consultant, political campaign advisor, political & policy professional, while reading the citation, said that under his visionary leadership, Apollo Hospitals has emerged as the foremost integrated healthcare provider in the region and touched lives of more than 150 million individuals.

The Corporate Citizen Award was given to Mr Devi Prasad Shetty, Chairman, Narayana Hrudayalaya Ltd. His citation was read by Ms



Former President of India Pranab Mukherjee with AIMA Office Bearers Harsh Pati Singhanian, Vice President, AIMA and Vice Chairman & Managing Director, JK Paper Ltd; Sanjay Kirloskar, Senior Vice President, AIMA and Chairman & Managing Director, Kirloskar Brothers Ltd; Harshavardhan Neotia, President, AIMA and Chairman, Ambuja Neotia Group and Director General, AIMA, Rekha Sethi



Azim H Premji, Chairman, Wipro Ltd receiving the Lifetime Contribution Award from Former President of India, Pranab Mukherjee (L-R) Sunil Kant Munjal, Chairman, Hero Enterprise; Harsh Pati Singhania, Vice President, AIMA and Vice Chairman & Managing Director, JK Paper Ltd; Sanjay Kirloskar, Senior Vice President, AIMA and Chairman & Managing Director, Kirloskar Brothers Ltd; Harshavardhan Neotia, President, AIMA and Chairman, Ambuja Neotia Group and Rekha Sethi, Director General, AIMA

Ritu Beri, International Fashion Designer and Founder, The Luxury League. Describing him as a creative problem solver, she said that he has made healthcare accessible to the poor by subsidising their treatment.

Mr Sanjiv Mehta, Chairman & Managing Director, Hindustan Unilever Ltd., was announced as the Business Leader of the Year. Ms Preetha Reddy, Executive Vice Chairperson, Apollo Hospitals Enterprise Ltd., while reading his citation described him as an astute and creative leader, who has transformed Hindustan Unilever into a nimble and agile organisation.

Mr Vikram Chandra, Founder, Editorji Technologies, while reading the citation for Mr Sanjiv Bajaj, Managing Director, Bajaj Finserv Ltd., who received the Entrepreneur of the Year

Award this year, said that he has transformed his inheritance of an auto finance company into a multi-faceted lender to consumers and small enterprises.

Mr Mahendra Mohan Gupta, Chairman & Managing Director, Jagran Prakashan Ltd. and Editorial Director, Dainik Jagran, was conferred with the Lifetime Contribution to Media Award. Mr Akshay Bhalla, Partner, COO Markets and Strategy, KPMG in India, while reading the citation described him as an influential industry leader, who has shaped media measurement and governance in India.

Mr Rajkumar Hirani, Director, Producer, Writer & Editor, was awarded Director of the Year for 'Sanju'. Mr Rohit Bal, Renowned Fashion Designer, while reading the citation said that he



Prathap C Reddy, Founder-Chairman, Apollo Hospitals Group receiving the Outstanding Institution Builder Award from Pranab Mukherjee, Former President of India as Harshavardhan Neotia, President, AIMA and Chairman, Ambuja Neotia Group looks on

Cultural Forum. She said that the IndianOil Corporation is focused on India's energy security and has invested in 11 oil and gas assets abroad.

Coca-Cola India was announced as the MNC in India of the Year and Mr T Krishnakumar, President India & Southwest Asia, Coca-Cola, received the award. Ms Anjolie Ela Menon, eminent contemporary artist, while reading the citation said that under his visionary leadership, his company is set to become the fifth-largest market for The Coca Cola Company worldwide.

has created another masterpiece after his mega hits Munna Bhai series, 3 Idiots and PK.

This year the Outstanding PSU of the Year was awarded to IndianOil Corporation Ltd. and was received by its Chairman Mr Sanjiv Singh. The citation was read by Ms Shivani Wazir Pasrich, Celebrity Anchor, Actor, Director and Chairperson of the Commonwealth



Sanjiv Mehta, Chairman & MD, Hindustan Unilever Ltd, receiving the Business Leader of the Year from Pranab Mukherjee as Sanjay Kirloskar and Harsh Pati Singhanian look on



Devi Prasad Shetty, Chairman, Narayana Hrudayalaya Ltd receiving the Corporate Citizen Award from Pranab Mukherjee, Former President of India

This year the Indian MNC of the Year award went to Mahindra & Mahindra Ltd. Mr Pawan Goenka, Managing Director and Member of Group Executive Board, received the award. The company has made great strides in innovation and globalisation under the visionary leadership of Mr Pawan Goenka, said Mr P Balaji, Chief Regulatory and Corporate Affairs Officer, Vodafone Idea Ltd, while reading the citation. The vote of thanks was presented by Mr Sanjay Kirloskar, Senior Vice President, AIMA and Chairman & Managing Director, Kirloskar Brothers Ltd.

This year's jury members included Mr Sanjiv Goenka, Chairman of the Jury and Chairman, RP-Sanjiv Goenka Group; Mr Harshavardhan Neotia, President, AIMA and Chairman, Ambuja

Neotia Group; Mr Sanjay Kirloskar, Sr. Vice President, AIMA and Chairman & Managing Director, Kirloskar Brothers Ltd; Mr Harsh Pati Singhanian, Vice President, AIMA and Vice Chairman & Managing Director, J K Paper Ltd; Mr Sunil Kant Munjal, Chairman, Hero Enterprise; Ms Preetha Reddy, Vice Chairperson, Apollo Hospitals Enterprise Ltd; Mr TV Narendran, CEO & Managing Director, Tata Steel Ltd; Mr Sudhir Jalan, Chairman & Managing Director, Meenakshi Tea Co. Ltd; Mr Rajive Kaul, Chairman, Nicco Group; Mr Sanjay Budhia, Managing Director, Patton International Ltd; Mr Akhil Bansal, Deputy CEO, KPMG India; Mr Nikhil Sawhney, Treasurer, AIMA and Vice Chairman & Managing Director, Triveni Turbine Ltd and Mr P Balaji, Chief Regulatory and Corporate Affairs Officer, Vodafone Idea Ltd.



Sanjiv Singh, Chairman, Indian Oil Corporation Ltd receiving the Outstanding PSU of the Year Award from Former President of India, Pranab Mukherjee



Sanjiv Bajaj, Managing Director, Bajaj Finserv Ltd receiving the Entrepreneur of the Year Award from Pranab Mukherjee, Former President of India



Mahendra Mohan Gupta, Chairman & Managing Director, Jagran Prakashan Ltd and Editorial Director, Dainik Jagran receiving the Lifetime Contribution to Media Award from Pranab Mukherjee, Former President of India



T Krishnakumar, President, India & Southwest Asia, Coca-Cola with the MNC in India of the Year Award



Pawan Goenka, Managing Director and Member of Group Executive Board, Mahindra & Mahindra Ltd with Indian MNC of the Year Award



Rajkumar Hirani, Director, Producer, Writer & Editor with the Director of the Year Award



06. *Preetha Reddy, Executive Vice Chairperson, Apollo Hospitals Enterprise Ltd and Anjolie Ela Menon, Eminent contemporary artist*

07. *(L-R) Rohit Bal, Renowned Fashion Designer; Ritu Beri, International Fashion Designer and Founder, The Luxury League and Dilip Cherian, Communications consultant*

08. *Akshay Bhalla, Partner, COO-Markets and Strategy, KPMG in India and Richard Rekhy, Board Member, KPMG in Dubai*

09. *Harshvardhan Neotia, President, AIMA and Chairman, Ambuja Neotia Group presenting a memento to Former President of India, Pranab Mukherjee as Sanjay Kirloskar looks on*





- 10. *Harshavardhan Neotia, President, AIMA and Chairman, Ambuja Neotia Group*
- 11. *Sunil Kant Munjal, Chairman, Hero Enterprise and Shivani Wazir Pasrich, Celebrity Anchor, Actor, Director and Chairperson of the Commonwealth Cultural Forum*
- 12. *Vikram Chandra, Founder, Editorji Technologies and P Balaji, Chief Regulatory and Corporate Affairs Officer, Vodafone Idea Ltd*
- 13. *AIMA Past Presidents and other guests at the awards ceremony*





14. *Sanjay Kirloskar, Senior Vice President, AIMA and Chairman & Managing Director, Kirloskar Brothers Ltd; Preetha Reddy, Executive Vice Chairperson, Apollo Hospitals Enterprise Ltd and Mr Azim H Premji, Chairman, Wipro Ltd.*

15. *Sanjiv Mehta, Chairman & Managing Director, Hindustan Unilever Ltd. and other dignitaries at the awards ceremony*

16. *Harshavardhan Neotia, President, AIMA and Chairman, Ambuja Neotia Group and Prathap C Reddy, Founder-Chairman, Apollo Hospitals Group*

17. *Harsh Pati Singhania, Vice President, AIMA and Vice Chairman & Managing Director, JK Paper Ltd; Harshavardhan Neotia, President, AIMA and Chairman, Ambuja Neotia Group and Vikram Chandra, Founder, Editorji Technologies*

18. *Devi Prasad Shetty, Chairman, Narayana Hrudayalaya Ltd and Sanjiv Singh, Chairman, Indian Oil Corporation*





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19. *Pranab Mukherjee, Former President of India; Sanjay Kirloskar, Senior Vice President, AIMA and Chairman & Managing Director, Kirloskar Brothers Ltd & Harsh Pati Singhania, Vice President, AIMA and Vice Chairman & Managing Director, JK Paper Ltd*
20. *Rajkumar Hirani, Director, Producer, Writer & Editor and Mahendra Mohan Gupta, Chairman & Managing Director, Jagran Prakashan Ltd and Editorial Director, Dainik Jagran*
21. *T Krishnakumar, President India & Southwest Asia, Coca-Cola and Sunil Kant Munjal, Chairman, Hero Enterprise*
22. *Sanjiv Bajaj, Managing Director, Bajaj Finserv and Pawan Goenka, Managing Director and Member of Group Executive Board*

5th National Leadership Conclave



(L-R) Harshvardhan Neotia, President, AIMA and Chairman, Ambuja Neotia Group; Rekha Sethi, Director General, AIMA and Sanjay Kirloskar, Senior Vice President, AIMA and Chairman & Managing Director, Kirloskar Brothers Ltd. lighting the lamp

AIMA held its 5th National Leadership Conclave (NLC) on 9th April 2019 on the theme 'Now or Never: India's Mission for the New Decade' at New Delhi. Mr Sunil Kant Munjal, Chairman, Hero Enterprise was the Co-Chairman of the Conclave. Mr Harshvardhan Neotia, President, AIMA and Chairman, Ambuja Neotia Group; informed the audience that MSMEs are the lifeline of the economy as they contribute towards the GDP, and more importantly, towards jobs.

"It is possible to achieve higher economic growth briefly by pumping capital into more productive machines. The best solution to make jobs more accessible is to make entrepreneurship less painful. It's important to leave some room for the small enterprises to grow," said Mr. Neotia.

Mr Sanjay Kirloskar, Senior Vice President, AIMA

and Chairman & Managing Director, Kirloskar Brothers Ltd., addressed the opening session. He spoke about the potential performance of the nation vis-a-vis digitisation, education and healthcare. In her welcome address, Ms Rekha



Harshvardhan Neotia, President, AIMA and Chairman, Ambuja Neotia Group addressing



(L-R) Sanjiv Singh, Chairman, Indian Oil Corporation; Sanjiv Mehta, Chairman and Managing Director, Hindustan Unilever Limited; Sanjiv Bajaj, Managing Director, Bajaj Finserv and Vikram Chandra, Founder, Editorji Technologies

Sethi, Director General, AIMA, familiarised the audience with the day's agenda.

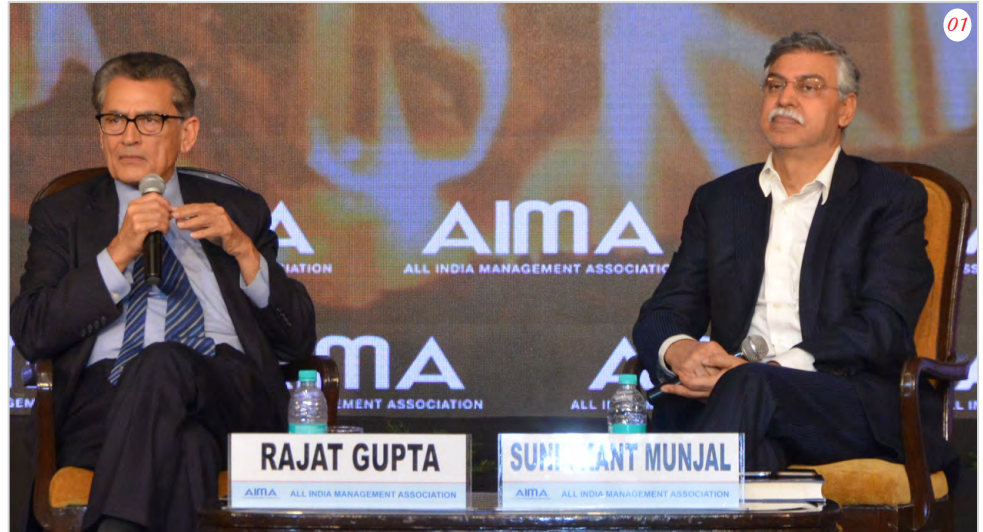
On the occasion, the AIMA-Dr. J S Juneja Award for Creativity and Innovation for Micro, Small & Medium Enterprises was presented to Mr Sundaram R, Managing Director and CEO, Aerospace Engineers Private Limited. In addition, AIMA-KPMG report on 'Social and Economic Impact of Digital Transformation in India' was also released.

In a special session, Mr Rajat Gupta, Management Expert, Author and Former Managing Director, McKinsey & Co, shared his life experiences and learning in conversation with Mr Sunil Kant Munjal, Chairman, Hero Enterprise.

Some of the other speakers who attended the conclave included Mr Sanjiv Mehta, Chairman and Managing Director, Hindustan Unilever Limited; Mr Sanjiv Singh, Chairman, Indian Oil Corporation; Mr Sanjiv Bajaj, Managing Director, Bajaj Finserv; Mr TN Ninan, Chairman, Business

Standard Pvt Ltd; Mr V K Bajaj, Director, Today's Chanakya; Mr TK Arun, Editor Opinion, The Economic Times; Mr Sunil Jain, Managing Editor, Financial Express; Mr Vijay Shekhar Sharma, Founder & CEO, Paytm; Mr Aditya Ghosh, CEO, India and South Asia, OYO Hotels & Homes; Mr Vikram Chandra, Founder, Editorji Technologies; Mr Nayantara Rai, Chief of Bureau, ET Now; Mr Patu Keswani, Chairman and Managing Director, Lemon Tree Hotels Limited; Mr Kewal Handa, Non Executive Chairman, Union Bank of India; Mr Nikhil Sawhney, Vice Chairman and Managing Director, Triveni Turbine Ltd; Mr Akshay Bhalla, Partner, COO Markets and Strategy, KPMG in India; Mr Rajdeep Sardesai, Consulting Editor, India Today Group; Ms Syna Dehnugara, Features Editor, CNBC-TV18; Mr Vineet Agarwal, Managing Director, Transport Corporation of India Ltd; Ms Bindu Subramaniam, Singer, Song-writer, Educator and Co-Founder SaPa in Schools; Mr Vedant Kanoi, Founder & CEO, Foodcloud and Mr Anubhav Nath, Director, Ojas Art.

- 01. *Sunil Kant Munjal, Chairman, Hero Enterprise in conversation with Rajat Gupta, Management Expert, Author and Former Managing Director, McKinsey & Co*
- 02. *(L-R) Vijay Shekhar Sharma, Founder & CEO, Paytm; Sunil Kant Munjal, Co-Chairman, 5th National Leadership Conclave and Chairman, Hero Enterprise; and Aditya Ghosh, CEO - India and South Asia, OYO Hotels & Homes*



- 03. *(L-R) Sanjay Kirloskar, Senior Vice President, AIMA and Chairman & Managing Director, Kirloskar Brothers Ltd.; Harshavardhan Neotia, President, AIMA and Chairman, Ambuja Neotia Group; and Rekha Sethi, Director General, AIMA*
- 04. *(L-R) TN Ninan, Chairman, Business Standard Pvt Ltd; TK Arun, Editor- Opinion, The Economic Times; V K Bajaj, Director, Today's Chanakya; Sunil Jain, Managing Editor, Financial Express and Rajdeep Sardesai, Consulting Editor, India Today Group*

05. (L-R) Patu Keswani, Chairman and Managing Director, Lemon Tree Hotels Limited; Nikhil Sawhney, Vice Chairman and Managing Director, Triveni Turbine Ltd; Akshay Bhalla, Partner, COO Markets and Strategy, KPMG in India; Nayantara Rai, Chief of Bureau, ET Now; and Kewal Handa, Non Executive Chairman, Union Bank of India
06. (L-R) Anubhav Nath, Director, Ojas Art; Syna Dehnugara, Features Editor, CNBC-TV18; Bindu Subramaniam, Singer, Song-writer, Educator and Co-Founder SaPa in Schools; Vineet Agarwal, Managing Director, Transport Corporation of India Ltd and Vedant Kanoi, Co-Founder & CEO, Foodcloud



07. Sundaram R, Managing Director and CEO, Aerospace Engineers Private Limited R recipient of AIMA - Dr. J S Juneja Award for Creativity and Innovation for Micro, Small & Medium Enterprises with Dr J S Juneja, Past President – AIMA, Chairman, Global Projects Pvt Ltd
08. Release of AIMA-KPMG report on Social and Economic Impact of Digital Transformation in India

- 09. *Sanjiv Singh, Chairman, Indian Oil Corporation; Sanjiv Mehta, Chairman and Managing Director, Hindustan Unilever Limited and Sanjiv Bajaj, Managing Director, Bajaj Finserv*
- 10. *Aditya Ghosh, CEO, India and South Asia, OYO Hotels & Homes; Sunil Kant Munjal, Chairman, Hero Enterprise and Rekha Sethi, Director General, AIMA*
- 11. *Director HR, Jindal Steel & Power Ltd and Vikram Chandra, Founder, Editorji Technologies*
- 12. *Nikhil Sawhney, Vice Chairman and Managing Director, Triveni Turbine Ltd and Sanjay Kirloskar, Senior Vice President, AIMA and Chairman & Managing Director, Kirloskar Brothers Ltd.*
- 13. *Sunil Kant Munjal, Chairman, Hero Enterprise & Rajat Gupta, Management Expert, Author and Former Managing Director, McKinsey & Co*



LMA CEO Meeting



LMA representatives with Rekha Sethi, Director General, AIMA

LMA CEOs' interaction meeting with Ms Rekha Sethi, Director General, AIMA was held on 8th April 2019 at New Delhi. 34 representatives from 27 Local Management Associations participated at the meeting. The meeting provided members of Local Management Associations an opportunity to interact with Director General, AIMA and share their thoughts. LMA representatives were given a presentation on areas of possible collaboration

with AIMA – Centre for Management Education for their education courses. They also discussed collaboration opportunities with Management and Entrepreneurship & Professional Skills Council (MEPSC). The Young Leaders Council discussed ideas for partnership with LMAs for creation of new YLC chapters at LMA locations.

The meeting was very interactive with a good exchange of ideas and was very well received.

Shaping Young Minds Programme



Ambassador Dr Deepak Vohra, Special Advisor, Prime Ministers of Lesotho and Guinea-Bissau & Ladakh Autonomous Hill Development Council, Kargil and Leh



Firdose Vandrevala, Former Executive Vice Chairman Essar Steel India Ltd & Past President, AIMA

AIMA in collaboration with Calcutta Management Association organised the Shaping Young Minds Programme at Kolkata on 15th March 2019. The speakers who addressed the participant included Mr Firdose Vandrevala, Former Executive Vice Chairman Essar Steel India Ltd & Past President, AIMA; Mr Sagar Daryani, CEO & Co-Founder, Wow!

Momo; Lt Gen Rajendra Ramrao Nimbhorkar PVSM, UYSM, AVSM, SM**, VSM, Former Officer of the Indian Army, Master General Ordnance & Ambassador Dr Deepak Vohra, Special Advisor, Prime Ministers of Lesotho and Guinea-Bissau & Ladakh Autonomous Hill Development Council, Kargil and Leh. The programme was very well attended by over 600 students.



Sagar Daryani, CEO & Co-Founder, Wow! Momo



*Lt Gen Rajendra Ramrao Nimbhorkar PVSM, UYSM, AVSM, SM**, VSM, Former Officer of the Indian Army, Master General Ordnance*

Pragati 2019



(L-R) Rekha Sethi, Director General, AIMA; Catherine Wolfram, Acting Associate Dean for Academic Affairs & Cora Jane Flood Professor of Business Administration, Haas School of Business, University of California Berkeley; D Shivakumar, Group Executive President, Strategy and Business Development, Aditya Birla Group; Veena Swarup, Former Director HR, EIL and Neeraj Kapoor, Director, AIMA

AIMA held its 7th Pragati - Celebrating Achievements of Women on 26th March 2019 on the theme Future Proof Yourself - Aspire, Accelerate, Achieve at New Delhi followed by a special women quiz.

Mr D Shivakumar, Group Executive President, Strategy and Business Development, Aditya Birla Group was the Chief Guest and Ms Catherine Wolfram, Acting Associate Dean for Academic Affairs & Cora Jane Flood Professor of Business Administration at Haas School of Business, University of California Berkeley was the Guest of Honour for the conference. Ms Veena Swarup, Former Director - HR, EIL was the Conference

Chairperson. The introductory remarks were delivered by Ms Rekha Sethi, Director General, AIMA and Mr Neeraj Kapoor, Director, AIMA delivered the concluding remarks.

Some of the other speakers who addressed the Conference included Ms Monisha Chowla, Co-Founder, IKIGAI Communications, Ms Varija Bajaj, Director, Varija Lifestyles, Ms Kirti Poonia, Head, OKHAI; Ms Meghna Arora, Airline Captain and Flight Instructor; Ms Diya Malhotra, Associate Director - Talent, Fidelity International; Ms Nina Chatrath, Founder, Enhance Consulting; Colonel Naveen Nijhawan, OSD, Policy Planning and Research Division, Ministry of External Affairs;

Ms Sampada Inamdar, Dean, Anand Corporate University, Ms Kandla Nijhowne, Celebrity Chef; Ms Payal Kumar, Professor Chair (HR/OB), Head, Research and International Collaborations, School of Management, BML Munjal University; Ms Sanchita Biswas, Customer Services & Operations, Head of Expertise & Solution Centre,

Head of Emerging Technology & Solution Incubation Centre, Orange Business Services.

AIMA's special women quiz was also conducted by the quiz master Mr Ajay Poonia. Reserve Bank of India was declared as the Champion, followed by Airport Authority of India as the 1st Runners-up and Express Minds as the 2nd Runners-up.

Interactive Session



Dr Sunil Abrol, President, Institute for Consultancy & Productivity Research and Swami Bodhananda ji, an accomplished teacher of Vedanta, Yoga, Meditation

AIMA organised an session on Inclusive Leadership for Emerging India with Swami Bodhananda ji, an accomplished teacher of Vedanta, Yoga, meditation and Founder and Director, of eleven organisations and ashrams under the umbrella of Sambodh Foundation on

25th March 2019. Swami Bodhananda ji dwelled on the problems and prospects of inclusive leadership for emerging India. The session was chaired by Dr Sunil Abrol, President, Institute for Consultancy & Productivity Research.



AIMA

ALL INDIA MANAGEMENT ASSOCIATION

4th Digital & Social Marketing Retreat

Digital for Driving Every Business

17-19 May, 2019: Hotel Taj Fort Aguada Resort & Spa, Goa

Retreat Co-Chair



D Shivakumar
Group Executive President-
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Development, Aditya Birla Group



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Chief Strategy
Planning and Operations
PhonePe



Kushe Bahl
Partner, McKinsey & Co



Anil Goteti
Head of Marketing
Monetisation and
Merchandising, Flipkart



Anusha Shetty
Founder & CEO
Autumn Worldwide



Anant Rangaswami
Editor of Storyboard, the
Advertising, Media and
Marketing Show, CNBC TV18

For further details and to register, please contact

Mansoor Hassan, Manager - CMD

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Ph: +91 11-24608511 Mobile: +91 9540060166 Fax: +91 011-24608503 Email: mhassan@aima.in Website: www.aima.in

Training Programme



BIRAC participants in the training programme

AIMA organised a one-day training programme for Biotechnology Industry Research Assistance Council (BIRAC) on topic Cybersecurity Threats & Countermeasures on 29th March 2019. Introduction of Cybersecurity was given along with Fundamentals of Cyberattacks, Countermeasures and Preventive Strategies. The programme was very well received by the participants.

Training on Effective Communication Skills was conducted for Directorate General of Hydrocarbons (DGH). Two batches of officials were trained on 25th & 29th March 2019. The training covered practice sessions and inputs

by the facilitator on areas of improvement of the individual participant. The training covered topics like self-introduction and introducing one's role and organisation and effectiveness in written communication.

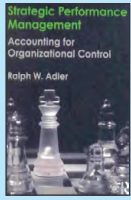
AIMA organised a two-day open training programme on the topic Delivery Skills on 14th-15th March 2019. The training helped participants understand

and learn methods of effective training delivery, developing training module and selection of appropriate methodology.

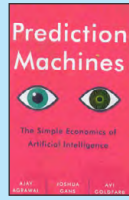


Participants of Delivery Skill Training Programme

New Additions in AIMA Library



Strategic Performance Management
Accounting for Organizational Control
Ralph W. Adler
Ralph William Adker, London: accounting for organizational control/ Ralph William Adler. . London : Routledge Taylor:Francis Group, 2018, P215



Prediction machines
Ajay Agrawal
Boston: the simple economics of artificial intelligence/Ajay Agrawal. Boston : Harvard Business Review Press, 2018, P250



Smart skills for students
S. Anandamurugan, New Delhi: Siya Publishing House, 2018, P127 Page, 2018, P213



Becoming a successful early career researcher
Adrian Eley. (etal). London : Routledge Taylor:Francis Group, 2018, P143



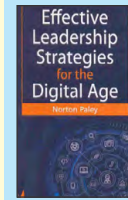
Forecasting for economics and business
Gloria González-Rivera. London : Routledge Taylor:Francis Group, 2018, P490



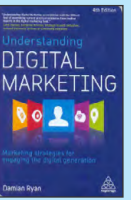
A handbook on business ethics
Institutes of Directors. New Delhi : Institutes of Directors,2016, P79



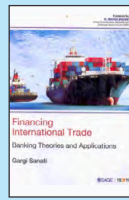
Indian economy since independence
Uma Kapila. New Delhi : 19th ed. Academic Foundation,2018, P560



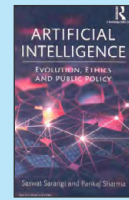
Effective leadership strategies for the digital age
Norton Paley. New Delhi : Viva Books Pvt. Ltd, 2018, P266



Understanding digital marketing
Damian Ryan, New Delhi: marketing strategies for engaging the digital generation. 4th ed. Kogan Page, 2017, P 424.



Financing international trade
Sanati Gargi
New Delhi : Financing international trade: banking theories and applications/Gargi,San ati. Sage Publications India vt.Limited,2017, P264



Artificial intelligence
Sarangi Saswat
London: evolution,ethics and public policy/Saswat Sarangi and Pankaj Sharma. Routledge Taylor:Francis Group, 2019, P150



Change management
Frank Voehl
H. J. Boca Raton: manage the change or it will manage you/Frank Voehl,H. James Harrington, CRC Press, 2016,P 390



Fear
Bob Woodward,
New Delhi : Trump in the White House/Bob Woodward. : Simon & Schuster,2018, P420



Smart business
Ming Zeng,
Boston: Alibaba,the future of strategy,and what it means for you/Ming Zeng. Harvard Business Review Press, 2018, P296

The Hidden Jolt

It was a great holiday. All three of us, wife, 8 year old son & I - enjoyed the visit to Disney-World & APCOT Centre at Orlando, Sea World at St. Antonio, the amazing underground caverns near Houston, sunlit vistas, cherry blossoms, museums and beautiful monuments at Washington....., and of course all the sights of London. A perfectly relaxing break from the routine back home. And it would have ended like that, but for the massager!

While window shopping in Washington, my wife spotted a cute little battery operated muscle massager at Brookstones, that swanky store specializing in new gizmos that are priced at ten times of what they'd fetch 2 months later in the market. It seems our hosts noticed that she really wanted it but didn't say so because of my 'No Shopping' pre-condition for the trip. Quietly they bought one and gave it to her before we left Washington and my wife quietly packed it in one of the suitcases. Alas, its journey back home wasn't all that quiet.

One of the suitcases was packed up finally in the US so we could leave it at London airport and not lug it around all over the place. At the end of the trip we collected it from the cloakroom at Heathrow and checked it in along with our other bags. We were to change flights at Frankfurt but the luggage was booked straight to Delhi. Everything went like clockwork - typical German efficiency - and finally we boarded the Lufthansa jumbo at Frankfurt and settled comfortably in our Business Class seats.

Suddenly, I was approached by a crew member and asked to come down because the police wanted to speak with me. I was mortified. A million thoughts crossed my mind. What could the police want from me? Was I being framed? What would they do? I was perspiring in the cool comfort of Lufthansa's upper deck. The Dom-Perignon suddenly tasted bitter. My wife and eight-year-old son were equally alarmed and this added to my anxiety.

Somehow, I got hold of myself and went down the steps. There were two hefty uniformed Germans. One of them rudely pointed to a suitcase about 100 yds away and asked if it was mine. Yes indeed it was, I said.

"What have you got in it?" was his second bark, "My personal belongings of course," I managed to say, feeling a little composed by now.

"Any electronic devices, tape recorders, radios?" The questioning went on. By now we had walked up to the cause of all the commotion. I told them I would open it and check. I went down on my knees and unzipped the bulging bag. Half the things spilled out.

Anyone else would have laughed at my discomfiture - socks, underwear, cosmetics.... a million knick-knacks were all over the place - but these guys were different, they were after something more sinister. "Go on", said the bigger bully, "something in there was making an awful racket on our detectors."

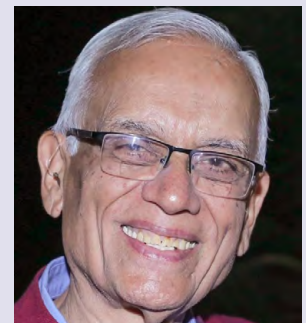
I was furiously rummaging through the untidy pile of dirty clothes and cheap merchandise when suddenly I came across a small gift-wrapped box - little bigger than the hand-held cellular phones of those days. The moment I picked it up, it started throbbing so strongly that I just dropped it. The smaller bully made a grab for it, but he let go it even quicker than me.

"Is there a bomb in there?"; this time his question was decidedly menacing and - I must admit - unnerving. I was at my wits' end. Like trained commandos they moved back quickly and shoved me too. At the same time he barked some rude orders into his walkie-talkie.

All this time my wife and son were nervously watching the whole drama from the plane window. The moment she saw this little packet being tossed around, she charged down the stairs and literally ran up to where I was facing the Gestapo interrogation. Before they could stop her, she had reached the suitcase, picked up the offending package and authoritatively announced: "That's my massager; you've probably broken it already."

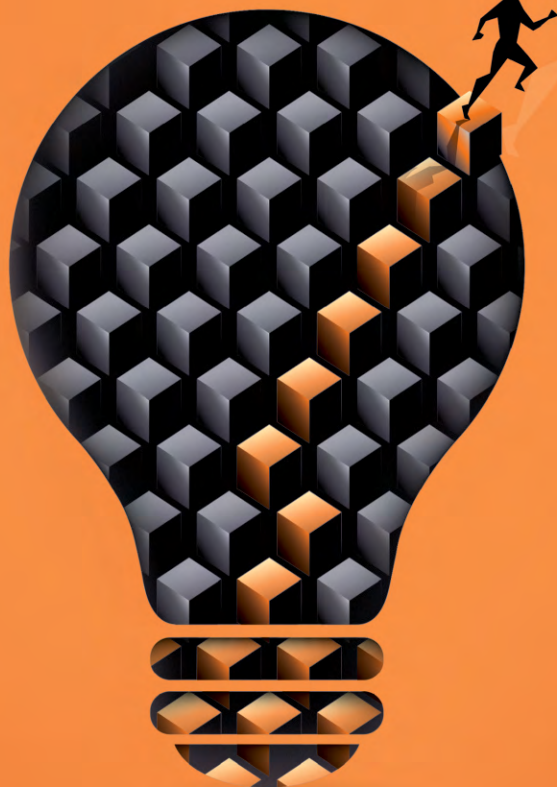
All of a sudden it hit me. The riddle was solved. In her anxiety to pack the gift without me getting wind of it, she had not removed the batteries. Now this min-massager does not have a separate switch. You just press it on to your body and it starts vibrating. In the overstuffed loose top suitcase, it must've got pressed in certain positions and every time that happened on the inspection belt, the instruments would jump.

By now the guys had peeled open the wrapping and seen the damned thing for themselves. Thankfully, they were smiling and even helped me repack the stuff minus of course the batteries. Back in the plane, we had to face dirty looks from our co-passengers. While my wife sat sulking, the young fellow - our son had a smirk on his face and kept rubbing it in that, at the Heathrow luggage room- as he sat on top of the suitcase he had told me about some "vibration" in the there & I had rubbished his comment as a child's imagination!



*by Krishan Kalra
Past President, AIMA*

Ph.D (Business Administration) in collaboration with Aligarh Muslim University



Admission Procedure

Entrance Test: Research Management Aptitude Test (RMAT) to be held on 2nd June 2019 (Sunday) at Ahmedabad, Bangalore, Chennai, Delhi, Hyderabad, Kolkata, Mumbai followed by an Interview at AIMA, New Delhi for RMAT shortlisted candidates. The syllabus outlines for the Entrance Test (RMAT) and the criteria to qualify are available on the website.

How to Apply

Obtain crossed Demand Draft (DD) of Rs. 1500/- in favour of "All India Management Association" payable at New Delhi from any bank. Register online at website link <http://apps.aima.in/phd2019june> along with the DD details. While registering online, the candidates may also pay using credit/debit card. The Detailed Syllabus of the Entrance Test (RMAT), Information bulletin & other details of PhD programme can be accessed at the same website link as given above.

Eligibility

A candidate will be eligible for admission to a course of study leading to the degree of PhD in Business Administration subject to fulfilling the following criteria:

- **Educational Qualification:** Master's Degree in Management or allied subjects like Commerce, Humanities, Science, Engineering and Law etc., or a PGDM/PGDITM approved by AICTE, or Chartered Accountancy, Cost Accountancy or any other professional qualifications, which are considered equivalent to two years full time Master Degree by the University, with at least 55% marks or equivalent grade along with minimum 50% marks in Graduation.
- **Work Experience:** The candidate should be a full time employee with at least five years of experience (after post-graduation) at Managerial level in Industry/Government/Ministry/NGO/Defense/Military organisation or a full time Faculty at a Management Institute approved by AICTE or affiliated to a University with at least five years of experience after post-graduation.

Last date for online registration

: 20th May 2019 (Monday)

Last date for submission of printout of completed online registration form to AIMA, New Delhi : 25th May 2019 (Saturday)

For further details contact:

Kiran Rawat, Manager (PhD Programme)

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How People Redirect Their Careers After Getting Laid Off

by Eliana Crosina and Michael G. Pratt

APRIL 10, 2019



DMITRI OTIS/GETTY IMAGES

In today's economy, job loss has become everyday business, ranging from individuals losing their entire firms due to bankruptcy, to losing their jobs because of layoffs, technological disruptions, mergers, and other types of reorganizations. Hundreds of thousands of organizations, ranging in size from small businesses to large firms, file for bankruptcy every year. According to a 2018 Bureau of Labor Statistics survey, between 2015 and 2017, three million workers were displaced from jobs they had held for at least three years. To thrive in their careers,

professionals need to learn how to bounce back from these devastating losses.

Our research on the career trajectories and mourning patterns of former Lehman Brothers employees indicates that those responding to job loss tend to follow one of two paths as they re-enter the job market. Which direction they take hinges primarily on what they want to salvage from their experiences at their old firm, and has important implications for the breadth of their opportunities going forward.

Recreators and Repurposers

We call these two groups “Recreators” and “Repurposers.” Recreators tend to find similar positions, in comparable types of organizations and industries. For Lehman bankers, this meant securing jobs at other financial institutions, often as bankers. Repurposers, by contrast, typically leave organizational careers to pursue entrepreneurial opportunities, in finance or other fields. For Lehman bankers, this involved launching various types of new businesses, including for example travel, education, and e-commerce ventures.

What accounted for these strikingly different career choices? Contrary to much existing research, it was not differential access to resources such as knowledge, networks, or financial capital. Instead, the differentiator was what bankers chose to “hold on to” from their organization after its bankruptcy that mattered. Indeed, rather than focusing on what they lost, both Recreators and Repurposers concentrated on what could they “salvage” from their experiences in their former company.

Recreators had formed tight, almost familial, bonds with their coworkers, and thus sought to recreate this “magic” in similar organizations, doing similar things, with similar — and sometimes the very same — people with whom they had worked at Lehman. To quote one of the participants in our study, “... to be honest, being able to keep working with my colleagues was the most compelling reason [to stay in banking] — to do the same thing with the same people.”

Repurposers, by contrast, held on to the entrepreneurial culture of the organization and the skills that they had learned. Their work relationships were professional and cordial, but they did not prioritize maintaining them after the bankruptcy.

These individuals sought opportunities to use those skills in new and different ways. In explaining his decision to become an entrepreneur, another former Lehman banker commented, “...my skills are probably in excess when I’m in a bank, but I can use them profitably when I work with a startup. So when I apply the same set of skills to a startup I can accelerate a lot more its growth.”

These paths are not unique to Lehman Brothers’ employees. For example, unpublished work by Yale researchers Winnie Jiang and Amy Wrzesniewski suggests that in an occupation where jobs are becoming increasingly scarce, journalists followed either a “preservation” (akin to recreating) or a “reinvention” (akin to repurposing) path as they moved forward with their careers.

We also interviewed executives in other industries who had recently been laid off and successfully bounced back. Similar patterns emerged from these conversations. For instance, “Joe,” now the head of investor relations at a biotechnology firm, followed a Recreator path. He described the people he worked with as the most important factor in his career choices, wanting to recreate the family-like culture he had experienced in his previous firm. By contrast, “Stan” became a Repurposer: once a senior financial auditor, he now runs his own consulting practice. In explaining why, he implied the importance of the skills he had learned as an auditor and how he could rely on them to make new opportunities for himself.

Building Broader Horizons

So which pathway — recreating or repurposing — is better? One consideration, of course, is the number of positions available that might match one’s previous job. In particular, in light of layoffs and bankruptcies, there may be a flood of individuals with similar skill sets vying for a limited amount of positions. Thus,

Repurposers may ultimately have the broadest set of opportunities when moving from one job to the next. That said, our research suggests that either path may ultimately be successful; the key is taking the time to consider what you can salvage from your previous job and how to use it to get your next one.

The executives we interviewed echoed the themes in our research, and provided strikingly similar advice on how to successfully bounce back from job loss: take stock, hold on, and let go.

- Take stock of how you feel, what you value, and what you have gained from your past work experience. According to Joe and Stan, respectively, “It takes time to process job loss, you cannot understand a lot of things in that moment.” “Take time to figure out what matters to you... create the space for grieving, but do not let that paralyze you. You have to realize that there are a lot of things that you do not lose when you no longer have a job.”

- Hold on to what you value and let go of all other parts of your experience. To this end, Joe noted, “You can find some of what you had before elsewhere. Although it will not be exactly the same, it will eventually become a new normal. You can still hold on to some of the things that are important to you, but you also have to realize that that organization is moving forward without you, you are no longer there.” Similarly, Stan, explained, “Do not wallow in your sorrows, think forward. There are always new opportunities ahead.”

In sum, work loss can be generative when appropriately mourned. As our research indicates, how one bounces back relates closely to how one processes loss. It is in the very processing of loss that movement occurs: from focusing on what is lost, to what is gained and can be re-used in a new job.

***Eliana Crosina** is an assistant professor of entrepreneurship at Babson College. Her current research focuses on issues of identity and organizing in entrepreneurial contexts. She earned her PhD from Boston College.*

***Michael G. Pratt** is the O’Connor Family Professor in the Carroll School of Management at Boston College. His research interests broadly center on the various ways individuals connect to their organizations, professions, and work. He earned his PhD in organizational psychology from the University of Michigan.*

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Don't Let Artificial Intelligence Pick Your Employees

A Stanford GSB scholar shares why algorithms aren't sophisticated enough to make these strategic decisions ... yet.

February 8, 2019 | by Dylan Walsh

In 2014, Amazon launched a new recruitment algorithm to help it find the best job candidates. A year into the experiment, the company saw that the tool was biased against women and quietly shut the program down. When Reuters broke the story last October, John Jersin, the product leader for LinkedIn Talent Solutions, offered his thoughts on the general landscape of algorithmic hiring: "I certainly would not trust any AI system today to make a hiring decision on its own," he said. "The technology is just not ready yet."

recruiting



Hiring should be a strategic decision, says one Stanford GSB professor, and AI isn't ready for that role. | Reuters/Brian Snyder

Implicit in his comment is the notion that, someday, these systems will be ready. But work by Adina Sterling, an assistant professor of organizational behavior at Stanford Graduate School of Business, questions this optimism, linking it to a deep — and deeply problematic — misconception of hiring's strategic role.

In a new paper coauthored with Daniel W. Elfenbein of Washington University in St. Louis and published in *Strategy Science*, Sterling articulates how smart hiring is inextricable from long-term corporate strategy; she also explains why delegating the responsibility of hiring to machines, at least in the near future, is likely to undermine its strategic potential.

“With technology increasingly stepping into this role, we’re at a moment in which these questions of higher-level strategy ought to be of great importance,” she says.

From Monster.com to Algorithmic Hiring

The use of machines in hiring became widespread roughly a quarter-century back, when career platforms like Monster.com emerged on the web. These websites allowed companies to speed up the pace and expand the scale of recruitment. Job posts that once might have fielded 20 applicants were suddenly flooded with 200 in a matter of minutes. “The vast majority of the work since then has been focused on this sourcing side,” Sterling says. “It’s been about filling up the pool with applicants that you think you need and separating them from the ones you don’t.”

Today, between 65% and 70% of all job applications are touched first by a machine. After an initial culling, the best-fit candidates are then, in most cases, handed off to a human. And while computers are getting better at understanding information, and while the availability of information is exploding from our online footprints, the relatively strict filtration offered by most sourcing algorithms creates a problem. “It’s becoming much harder to find unusual talent, given these candidates don’t fit squarely into one category,” Sterling says. Consider somebody with a background in improv comedy applying for a sales job: A hiring manager might recognize potential; a computer likely wouldn’t.

While algorithms are efficient, they often lose nuance that may have been present 10 years ago when AI was not as prevalent.

Adina Sterling

At the same time, the use of algorithms and artificial intelligence is slowly expanding its purview from sourcing into actual selection. While not widespread, the development of this practice at-scale is on the horizon. “And yet handing sourcing and selection off to machines is a fundamental problem if we start to understand hiring as truly strategic,” Sterling says. “There is still a lot that human beings do that has to do with strategy, and scholars need to think through what strategic managers should be doing in the context of hiring.”

Hiring as Strategy

To claim hiring as strategic, Sterling and Elfenbein first define what they mean by this term. A decision is strategic, they say, when it meets four criteria:

Irreversibility: Irreversibility means that once a decision is made the stakeholders are committed to each other, choices available to competitors are irrevocably changed, and some options are necessarily foreclosed while others are opened.

Interdependency: This implies that the benefit of one decision is contingent on relative alignment or complementarity with other decisions made elsewhere in the company. In this regard, interdependency places a premium on knowledge sharing and coordination among decision makers.

Competition: Competition means that competitors’ responses influence the value of different alternatives. Decision makers must thus put themselves in the shoes of these competitors and forecast how they might react to each alternative across many imagined futures.

Learning under uncertainty: Companies account for the uncertainty inherent in hiring; they hire not just to execute a new job, but also with an eye to learning new knowledge and getting connected to new people, communities, customers, and suppliers.

After conducting a series of interviews with hiring managers, AI and machine learning experts, and personnel-technology start-up executives, Sterling and Elfenbein argue that each of these conditions applies to hiring, and so it ought to be considered strategic. “And things that you can program or automate — in other words, what machines are already doing in hiring — are not the strategic aspects of hiring. The strategic aspects encompass attending to those four elements,” Sterling says.

Hiring strategically thus means thinking not just about any one applicant’s skills — the “best athlete” approach — but about how to holistically and consistently source talent and integrate it into the organization. It also means sticking with this human capital strategy over the long term, since these are commitments that cannot be reversed without cost.

In short, hiring is not a one-off search for the most suitable candidate for a specific job, but a process akin to filling a roster. Hiring demands a global view of the company and its direction within a shifting market. Computers do not possess such a view.

The Role of AI

This is not to say that hiring algorithms should be discarded. But their role within any HR department,

says Sterling, needs to be squared with the strategic centrality of deciding whom a company employs. This means two things.

First, hiring managers need to take a careful look at what’s under the hood of the algorithms they have in place. “There are a lot of filters that any given applicant pool has gone through that managers may have no idea about,” she says. “And while algorithms are efficient, they often lose nuance that may have been present 10 years ago when AI was not as prevalent.” Consider, again, the sales candidate who excels at improv.

Second, after determining whether these filters need to be adjusted, managers should think about the concrete value of their hiring algorithm. Yes, it sorts résumés quickly. But what else does it do? And what does it not do? They should then fit these insights into broader consideration of the company and its strategic trajectory. How might a blind algorithm support or hinder this movement?

“I would love managers to have the sense that they’re held accountable for what algorithms are doing,” Sterling says. “They should, at the very least, understand that this is a responsibility of theirs.”

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Ahmedabad Management Association

AMA organised the Farewell & Felicitation Function of Hon'ble Mr Ryoji Noda, for his tenure as Consul General of Japan in Mumbai. The Farewell Function took place on 11th March. The felicitation was followed by presentation of one-hour play 'Raashi Man'; presented in English by Chintan Pandya & Fanatika Theatre.

Several Lecture Programmes were organised during the month. Mr Jagdish Joshi, Business Educator, Business Psychologist and Founder, Business Ki Pathshala addressed on 'Change Your Mindset, Change Your Business' and 'Stop Worrying, Start

Growing Your Business' on 1st & 2nd March respectively. Ms Rujuta Diwekar, Nutritionist and Wellness Consultant & Practitioner addressed on 'Future-Proof Your Health' on 2nd March. Mr Sanjay Chakraborty, Marketing



Farewell Function of Mr Ryoji Noda

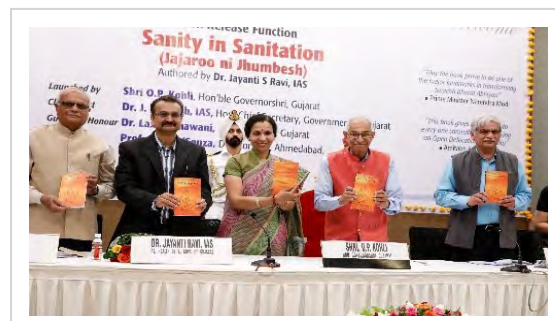
Communication Advisor, EssKsee Consultancy addressed the Ahmedabad Short Film Festival and Panel Discussion on 'The Art, Science & Commerce of Short Film Making' on 8th March. Mr Hitendra Gujarathi, Investment Consultant addressed on 'Stock Market – Technical Analysis, the Non-Technical Factors' on 14th March. H.E. Willy Bett, High Commissioner of Kenya to India addressed on 'Business and Investment Opportunities in Kenya' on 15th March. Dr Himanshu Buch, International Motivational Speaker & Corporate Trainer addressed on 'Life is a Celebration' on 16th & 17th March. Mr Rohit Goel, Director-



Dr Sudhir V Shah addressing on Pursuit of Happiness

Forensic, Financial Advisory, Deloitte India addressed on 'Who will win the race of the Future: Fraudsters or Organisations?' on 22nd March. Dr Sudhir V Shah, Sr. Consultant Neurologist addressed on 'Pursuit of Happiness: Science and Spirituality Aspects' on 23rd March. Mr G Chandrashekar, Economic Advisor, IMC and Director ERTF and Dr V Shunmugam, Head – Research, Multi Commodity Exchange of India Ltd (MCX) jointly addressed an awareness programme on 'Commodity Hedging and Price Risk Management' on 28th March. Mr Sharad Vora, Director, Admissions – ASDM addressed on 'Content Marketing Strategy 2019' on 29th March.

AMA was honoured to organise the book release function of 'Sanity in Sanitation (Jajaroo ni Jhumbesh)' authored by Dr Jayanti Ravi, IAS. The book was launched by Mr O P Kohli, Hon'ble Governor, Gujarat on 6th March. Other guests of honour included Dr Laxmi Bhawani, Chief, UNICEF, Gujarat and Prof Dr Errol D'Souza, Director, IIM-Ahmedabad.



The Book Launch of Sanity in Sanitation (Jajaroo ni Jhumbesh)

During the month, 2 Forum Meetings were conducted. On 10th March, Mr B N Dastoor conducted the 18th Learners' Forum on the topic 'Managing Work Life Balance'. The Speakers' Forum was coordinated by Mr Suresh Mashruwala on the topic 'It is not what happens to you, but how you react to it that matters' on 23rd March.

AMA conducted 51 MDPs and 8 In-Company Programmes in this month focusing on a variety of subjects. Total 1032 participants benefitted from these programmes.

Allahabad Management Association

A special WORKSHOP on 'Income Tax Provisions in the Finance Bill 2019-20' was organised by Allahabad Management Association on 16th March. The speaker was the renowned Tax Consultant of Allahabad Dr Pawan Jaiswal, who is an AIMA Life Member and also a member of the GST Advisory Board and an special invitee of Central Govt in Income Tax & Company Law matters. The workshop was attended by all members of the AMA and other dignitaries of Allahabad. The talk was followed by question answer session. Mr Ravi Prakash, Vice President AMA, welcomed the guests and members while Secretary CMA, Mr AK Prasad welcomed and introduced the speaker to the participants in the workshop. Thereafter, a memento was presented by the President, Mr Vibhav Bajpai and the workshop ended with a vote of thanks.



President Mr Vibhav Bajpai of AMA presenting a memento to Dr Pawan Jaiswal

Baroda Management Association

Round Table Conference

Baroda Management Association jointly with Insolvency and Bankruptcy Board of India organised a Round Table Conference on 'Insolvency and Bankruptcy Code' on 8th March. The theme of this conference was 'Changing Indian Corporate Horizon'. Some of the speakers included Ms. Mukulita Vijayawargiya (the whole time member, Insolvency and Bankruptcy Board of India, New Delhi); Advocate (CA) Mr. Nipun Singhvi; Mr. Vishal Joishar; Mr. Sanjeev Pandey, DGM-NCLT, SBI, Mumbai; Senior Advocate Mr. Navin Pahwa.



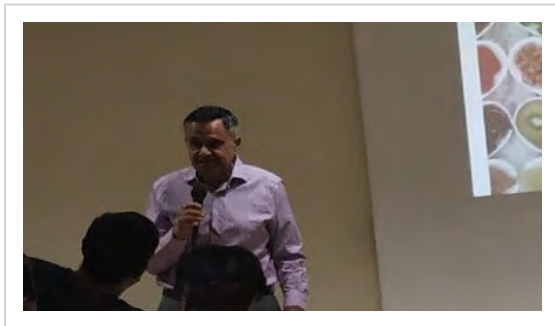
Panelists at the Conference

Friday Evening Talks

Baroda Management Association organised several Friday Evening Talks during the period. An FET on ‘Nature Education- A master key for future’ was held on 1st March by Mr. Hitarth Pandya.



Mr. Hitarth Pandya addressing



Mr. Janardan Mamtora addressing

An FET on ‘Gaining Health Naturally’ was held on 8th March by Mr. Janardan Mamtora at BMA. Mr. Janardan explained how to achieve- peace of mind, sound sleep and a healthy morning routine.

Another FET on ‘Tautology and other confusions’ by Mr. Andrew Shepherd was held at BMA on 15th March and on 22nd March. Mr. Pramod Joshi spoke on ‘Learnings from Corporate Leaders’. FET on ‘Social Conditioning’ was held on 29th March at BMA by Ms. Ami Shah.



Mr. Andrew Shepherd addressing

Book Launch

The book launch of S.O.A.R by Mr. Roopak Desai was organised on 18th March at Baroda Management Association. The launch ceremony was done with Mr. Bimal Bhatt (MD, Transpek Industries Ltd) and other prominent personalities.



Mr. Roopak Desai with his book S.O.A.R

Bharuch District Management Association

Talk on Entrepreneurial Motivation

BDMA organised 'A talk on Entrepreneurial Motivation' on 9th March at Narmada College of Management by Mr. Vijay Bhuptani, Head, Training and Education at International Centre for Entrepreneurship and Career Development, Ahmedabad. The participants were really motivated by the talk.



Mr. Vijay Bhuptani with Asst. Executive Head, BDMA



ITI faculty members along with the speaker Mr. Nirav

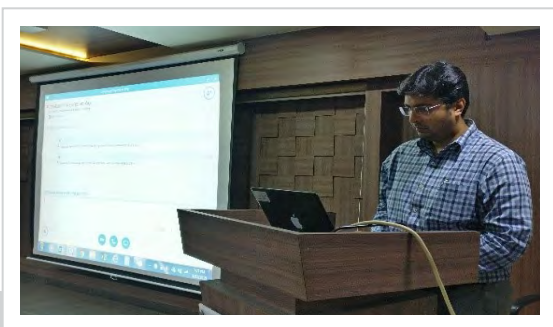
Train the Trainer

Under the new initiative of Skill Development Center undertaken by BDMA, first Soft Skill training Programme under the title 'Train the Trainer' was organised for ITI faculty members on 11th March. The speaker was Corporate Trainer - Mr. Nirav Majumdar and 20 faculty members attended the programme. The programme was very useful in re-defining the role of trainers vis-a-vis trainees.

A 2nd Session of Soft Skill training Programme under the title 'Train the Trainer' was organised for ITI faculty members on 29th March. Mr. Deepak Dhomse was the trainer and 15 faculty members attended the programme. The programme was very useful in re-defining the role of trainer in the existing scenario.



Mr. Deepak Dhomse with ITI faculty members.



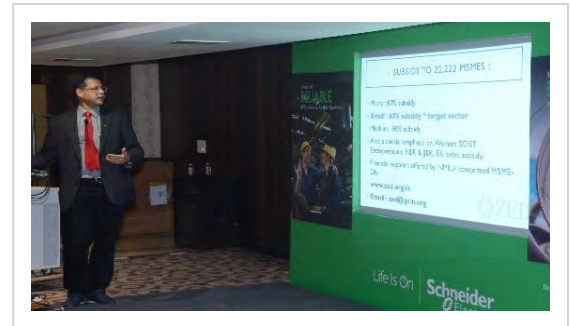
Mr. Pushpak Joshi addressing the IT Forum Meeting

IT Forum Meet

IT Forum organised its forum meet on 13th March for IT professionals and a detailed discussion took place about Digital Transformation event on 19th March. Mr. Pushpak Joshi from Rockwell Automation gave a brief about the forth coming event and preparations were reviewed.

ZED Certification Scheme

A maiden Seminar on 'ZED Certification Scheme-Zero Defect Zero Effect' for MSME sector was held on 15th March. Mr Sumant Mathure - M.Phil. (Metallurgy), DIT, Scotland - United Kingdom, ZED Master Trainer was the speaker at the seminar. The keynote address was given by Mr. Ashutosh Shukla, Director-Schneider Electric. Around 120 participants attended the seminar and appreciated the programme.



Mr. Sumant Mathure sharing his knowledge

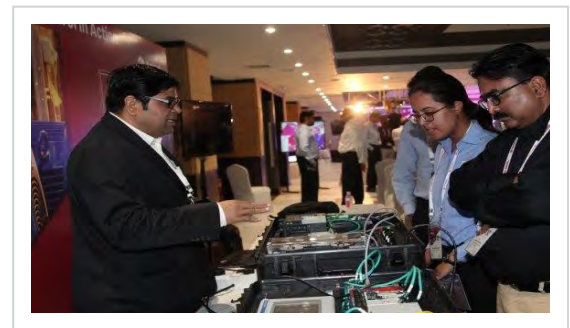
Conference on Digital Transformation

Rockwell Automation under the aegis of Bharuch District Management Association (BDMA) organised a one-day Conference on theme 'Digital Transformation - Driving Business Outcome' on 19th March. Mr. R.N Mohanty, President-Technology, Pidilite Industries Ltd. was the keynote speaker. Other esteemed speakers included Mr. S.M.Thakor, AGM Information Systems & Telecommunications, GNFC; Mr. Jagdish Pranami, GM-Instrumentation, SRF; Mr. Ramesh Dham, AGM- Industry 4.0, UPL Limited; Mr. Manoj Uppal, GM-Instrumentation, GFL; Mr. Kantilal Malvania, GM-Project Instrumentation, Grasim Cellulose Limited.

The CEOs along with other senior executives from various industries attended the programme and the response received was excellent.



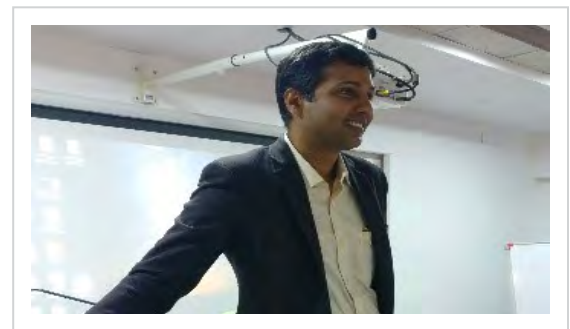
Mr. R N Mohanty, President – Technology Pidilite Industries Ltd. addressing



Participants at the demo area

MDP

BDMA organised a full day training programme under Finance Forum on the Topic 'Indian AS Overview & Accounts Finalisation' on 28th March. Around 35 finance professionals from different companies participated in the programme. CA Chintan Patel was the facilitator of the programme.



CA Chintan Patel addressing the participants

EHS Forum Meet

BDMA successfully organised its EHS forum meet on 27th March on the topic ‘Significant Changes in ISO 45001:2018 OHSMS’. The speaker for the meet was Mr. Jaimin R. Shah, Sr. Trainer cum Consultant, GK Engineers, Himanshu Pancholi & Associates. The meet was very fruitful and participants gave excellent feedback.



Mr. Jaimin R. Shah in discussion with participants.



Mr. Ashish Desai addressing the Forum Meeting

HR Forum Meet

BDMA successfully organised its 27th HR Forum Meet on 28th March on the topic ‘Project Oxygen: Do Mangers Matter?’. The speaker for the meet was Mr. Ashish Desai, Head HR of Indofill Industries Ltd., Dahej. Around 40 HR professionals attended the meet.

Bombay Management Association

INNOTHON 2019 and Dandekar Memorial Trophy

BMA launched another initiative titled ‘INNOTHON 2019 and Dandekar Memorial Trophy’ – a platform for organisations to crowd source ideas, for any critical issues being faced by the organisation and help them stay ahead of the competition. ‘INNOTHON’ is envisioned to create an opportunity for a tripartite collaboration of the young brains and professors of top notch management institutes of Mumbai with the managers and leaders from the industry. Participating teams showcased and presented their innovative solutions to a panel of jury on 11th March and the winner of INNOTHON took home the prestigious revolving ‘Dandekar Memorial Trophy’ and a cash prize of Rs.25,000/.



Winners of INNOTHON 2019 and Dandekar Memorial Trophy with dignitaries.

BMA Annual Awards

The BMA Annual Awards Function was held on 15th March. Around 200 members and guests attended this event. The prestigious ceremony recognised and honoured eminent individuals from the Indian corporates, outstanding



Dr. Murtaza Khorakiwala, President of Bombay Management Association welcoming Dr. Raghunath Anant Mashelkar

management educational institutes, faculty and students with BMA Leadership Awards.

Padma Bhushan Dr. R. A. Mashelkar, President, Global Research Alliance, Former Director General, Council of Scientific and Industrial Research (CSIR) and Chairman, BMA External Awards Committee was the Chief Guest who presented the awards to the recipients. Dr. N. M. Kondap, Director General, DSIMS and Former V.C. NMIMS, Dr. Murtaza Khorakiwala, President BMA also presented the awards. An address on 'Management Education Changing Scenario' was given by Chairman of the Academia Awards Committee.



Dr. Habil Khorakiwala and Dr. Raghunath Anant Mashelkar presenting the award to Dr. Yusuf Khwaja Hamied

The awards ceremony was followed by Panel Discussion with Corporate Awardees on the topic 'Next Decade Leadership and Innovation'. The Chair of the Panel was Ms. Mini Menon, Co-Founder and Editor of Live History India.

Academic Awards

BMA Academic Awards 2019 were also presented. The awards honoured institutes of prominence, best outstanding faculty and students for their excellence in management education.

The Grand Awards Ceremony was a resounding success, ably led by Dr. Murtaza Khorakiwala, President BMA; Mr. M.D Agrawal, Immediate Past President and Team BMA.



Director and students of L N Welingkar Institute of Management Development and Research receiving Award for Best Students

Bhopal Management Association

Faculty Development Programme

Bhopal Management Association affiliated to AIMA successfully organised a 10 Days Faculty Development Programme at Barkatullah University, Bhopal from 25th February to 6th March. Prof. Rajpal Singh, Education Advisor to Governor of MP; Col. Naveen Kumar Jha; Mr. Vijay Joshi, Former Group Director, BHEL and Mr. R.G. Dwivedi, Regional Director, PHD Chamber of Commerce and Industry were the Keynote speakers. About 50 faculty members attended the programme which was coordinated by Mr Vishwas Ghushie, Hon. Secretary, BMA.



Mr. Vijay Joshi addressing

Lecture

BMA successfully organised an Expert Lecture on ‘Self Governance and Self Development’ at Sagar Institute of Research and Technology-Excellence on 15th March. Dr. Archana, Motivational Speaker, New Delhi was the Guest Speaker. About 70 MBA students and faculty attended the programme. On the occasion Mr. N.K. Chhibbar, Jt. Secretary, BMA gave a brief about the benefits of Student Chapter. Prof. V.P. Singh Advisor, MBA; Dr. Rishi Sharma; Dr. Nidhi Deouskar; Dr. Simrinha Sinha; Mr. Akash Tiwari of SIRTE MBA and Mr. Aamir Khan, Centre Coordinator, BMA also attended the programme.



Dr. Archana addressing

Seminar

BMA organised a Seminar on Dual Training System on 20th March. Mr. Sanjeev Singh, IAS, Director, Skill Development and Training, Govt. of MP was the Chief Guest. Mr. G.N. Agrawal, Additional Director, Skill Development and Training, Govt. of MP was the Guest of Honour. About 60 participants from different industries attended the programme. Mr Vishwas Ghushe, Hon. Secretary, BMA gave a brief about the role of BMA in Skill Development Programme. The programme was coordinated by Mr. Suneel Bhargava, Co-Chairman, BMA.



Mr. Sanjeev Singh addressing

Calcutta Management Association

Money Skills

The last Money Skills programme of the financial year of CMA was organised in collaboration with Patna Management Association on 9th March. As always, the sessions included talk on ‘Opportunities and Risk Management in Commodity Market’ & discussions on ‘Investments in Capital Markets’. The session on commodity markets was taken by Mr Diptendu Moulik, Sr Executive, MCX India & Mr Gagan Singh, Executive, BSE spoke on Capital Markets.



Mr Ramen Barua, Director, CMA greeting Prof S K N Haider, President, PMA

Management Excellence Awards

CMA organised the CMA Management Excellence Awards for the 5th consecutive year on 11th March. This is one of the most

awaited awards amongst the Calcutta Management Fraternity. The awards presented included Business Leadership Award, Corporate Leadership Award, Emerging Leader Award, Public Service Award, Innovation Excellence Awards, Leadership in Institutional Excellence, Lifetime Achievement Award and CMA Management Hall of Fame.

AIMA Shaping Young Minds Programme

Two years since organising the last SYMP at Kolkata, CMA was privileged to get the opportunity to organise the 71st AIMA SYMP on 15th March. This was the 7th time SYMP came to Kolkata. Like every SYMP, this year’s SYMP (Kolkata) was also a huge success with a galaxy of eminent speakers. The speakers included Mr Firdose Vandrevala, Former Executive Vice Chairman, Essar Steel India Ltd & Past President, AIMA; Mr Sagar Daryani, CEO and Co-Founder, Wow! Momo; Lt Gen Rajendra Ramrao Nimbhorkar PVSM, UYSM, AVSM, SM**, VSM, Former Officer of the Indian Army, Master General Ordnance; Ambassador Dr Deepak Vohra, Special Advisor, Prime Ministers of Lesotho and Guinea-Bissau, Ladakh Autonomous Hill Development Council, Kargil and Leh. With more than 600 students from about 12 institutes and executives from many corporate, the event was a huge success and received lots of accolades and appreciation both from the academia and industry.

Knowledge Exchange Series

The third episode of the Knowledge Exchange Series on the topic ‘The Business & Social Impact of Malpractices in Cyber Universe’ was held on 25th March with Mr Abhijan Bhattacharyya, Scientist, Network Embedded Infrastructure Research Group, TCS Research, TCS. Mr Bhattacharyya elaborated in a very lucid matter & in easy language the negatives of the digital world. The programme very well attended and received.



Mr Gautam Ray, Past President, CMA presenting CMA Management Hall of Fame to Mr R Gopalakrishnan



(L-R) Mr S Grover, Director, AIMA; Prof Bodhibrata Nag, Dean Academic, IIM – Calcutta; Mr Joydeep Dattagupta, Past President, CMA; Mr Amitabha Datta, Vice President, CMA; Mr Firdose Vandrevala, Past President, AIMA & Mr R Barua, Director, CMA

Calicut Management Association

CMA – VKC Best Social Entrepreneur Award

The ‘CMA- VKC Best Social Entrepreneur Award’ for the year 2017-18 was awarded to Prasanthi Special School run by Navajyothi Charitable Trust. The award was presented to Prof Ramakrishnan Palat, Founder, Navjyothi Charitable Trust by Mr P. Sreeramakrishnan, Honourable Speaker of Kerala Legislative Assembly on 3rd March. CMA instituted the new award during the current FY to promote social entrepreneurship/startups. Mr K.A. Ajayan presided over the meeting. Prof Ramakrishnan Palat, Mr V K C Mammed Koya, Founder VKC group and Dr V K S Menon, Founder President CMA, Mr Mehaboob, SVP, CMA also addressed the participants.



Prof. Ramakrishnan Palat receiving the CMA-VKC Best Social Entrepreneur Award from P. Sreeramakrishnan, Speaker, Kerala Legislative Assembly.

Advanced Management Programme

CMA hosted an Advanced Management Programme on ‘Leadership 4.0 : Retreat for High Potential Leaders’ by Dr Debashis Chatterjee, Director, IIM Kozhikode on 21st March. This one day programme was attended by 60 CEOs and senior level executives from Kozhikode. Prof Debashis Chatterjee focused on self-awareness and examination of the four themes—authenticity, connectivity, productivity and possibility that constitute the four disciplines of Leadership. Mr. K A Ajayan, President and Mr M A Mehaboob, Sr VP, CMA also addressed the participants. The programme was very well received.



Dr. Debashis Chatterjee Director, IIM addressing the participants and with the participants of the programme.

Idea Presentation Camp

CMA in association with Samrambhak Mithra, an NGO conducted the Idea Presentation Camp for 20 shortlisted teams from Malabar region on 27th March. The plan is to provide handholding by way of mentoring, connecting with potential investors and to further scale up the selected presentations. The event was inaugurated by Mr. P.A Najeeb, General Manager, DIC Kozhikkode; Keynote Address by Dr. D. P Godwin Samraj, Principal, Malabar Christian College and Special Address by Mr. K. A. Ajayan, President, Calicut Management Association. Mr. Biju Mathew, Asst. Professor and Co-ordinator ED Club & Placement Cell Malabar Christian College, also addressed the participants.



Idea Presentation Camp

Monthly Guest Lecture

Mr Srinivas Mahankali, the head of Blockchain Centre of Excellence at ULTS (ULCCS) Group addressed CMA on the topic ‘Secured Automation through Block Chain’ during the CMA monthly lecture meeting held on 27th March. Mr. Srinivas Mahankali, an Alumnus of IIT Madras and IIM Bangalore, made an effective presentation on understanding the different types of automation that are likely to affect in our day to day lives and also see the risks associated with this. The talk helped to sensitise all the professionals to the various aspects surrounding this debate and demystify the same, while appreciating the power of the blockchain to safeguard our future. Mr K A Ajayan, President CMA, presided over the meeting. Mr M A Mehaboob, Sr VP delivered the welcome address and CA Ramakrishnan, V, Treasurer proposed the vote of thanks.



Mr. Srinivas Mahankali, addressing the participants on the topic Secured Automation through Blockchain

Industrial Visit

On 30th March CMA organised a study tour / industry visit to the prestigious Indian Institute of Spices Research (IISR). Dr Nirmal Babu, Director, briefed CMA team about the various activities of IISR, the important research projects being undertaken, various spices and its variants, the opportunities and the current status of the world spice market. The team also visited various labs and held discussions with scientists.



Dr. Nirmal Babu, Director IISR talking to the participants and the CMA team at IISR

Student Chapter Activities

As part of continuing the CMA initiative of Calicut University-Academia Interaction, and on the request of Department of Commerce and Management Studies (DCMS), Calicut University and also Calicut Forum for IT (CAFIT), three companies interviewed the students at Calicut University on 20th March. The participating companies and the students thanked the initiative of CMA and gave very good feedback about the programme. Dr.B. Johnson, Head of the Department; Dr Satheesh. E.K, Associate Professor and Mr P.T. Harris, President, CAFIT also addressed the students.



Dr. Johnson, Head of the Department of Commerce and Management Studies, addressing the students

Chandigarh Management Association

Management Day Celebrations

Chandigarh Management Association organised a talk on 'Independence of Judiciary' by a top Luminary – Justice Rajive Bhalla on Management Day Celebrations on 24th March. The event was co-powered by Veera Developers Pvt Limited. Prof Prem Singh Chandumajra (MP) also graced the occasion as Chief Guest. President Lalit Bajaj welcomed the elite gathering of CMA. Mr Rajive Bhalla, the keynote speaker explained the intricacies of Law in a candid, lucid and comprehensive manner. Prof Chandumajra explained how after emergency the politics tried to rule the Judiciary. Ultimately it resulted in a better and refined system by Judiciary and political people alike. The event was largely attended by the members of Chandigarh Management Association. Mr Rajbir Deswal, ADGP (Retd) also graced the session. Mr Lalit Bajaj President, Chandigarh Management Association (CMA) welcomed Justice Rajive Bhalla, Prof J PS Nindra, Vice - President thanked the Chief Guest for enlightening the members. General Secretary Karun Kashmiri concluded the event in very interesting and lucid manner.



Dignitaries at the Management Day Celebrations

Talk on Healthcare

Chandigarh management Association organised a talk on 'Breathe Easy Stay Tough' on 31st March. Mr Lalit Bajaj welcomed the guests from Lung Care Foundation and Sir Ganga Ram Hospital Delhi. The event was co-powered by Veera Developers Pvt Limited. Mr Rajiv Khurana, Founder Trustee of Lung Care Foundation CEO and founder of the personnel lab was the keynote speaker and explained the ill effects of pollution. Dr Navdeep Singh from Sir Ganga Ram Hospital also spoke on this topic and explained in detail the effect of pollution on lungs with audio visual AIDS. Mr Abhishek Kumar from Lung Care Foundation informed about the healthcare camps being organised for the care of lungs.



President welcoming the delegates

Coimbatore Management Association

Panel Discussion

CMA organised a panel discussion about the ample opportunities and challenges in the business with leading Start-up Business Enterprises. The success stories of these Start-up companies were shared in the programme. The programme witnessed a participation of over 650 and was well received by the audience.



(L-R) Mr Ramesh Subramaniam, CEO, Cartrabbit; Mr D Andrew Sam, Founder & CEO, Simplicity; Mr Sivrajah Ramanathan, Founder & CEO, Native Lead; Mr Dhruv Suyamprakasam, Founder & CEO, icling



Awardees with distinguished guests and office bearers

National Management Day & Award Ceremony

The annual flagship event was held on 5th March. Awards were conferred on individuals and organisations, particularly those who have contributed substantially to the cause of management in their respective fields and the region. These awards included the CMA – Roots Best Entrepreneur Award,

CMA – Mahendra Best SME Entrepreneur Award, CMA – GRG Best Woman Entrepreneur Award, CMA – DJ Best Manager Award and CMA – Quadra Best Start-up Award. Mr Raghavan Srinivasan, Editor, Business Line was the Chief Guest at the event and the Guest of Honour was Ms Maya Sreekumar, Asst Vice President & Head of Academy India Cognizant Technology Solutions. The awardees included Mr V Senthil Kumar, Managing Director, Propel Industries P Ltd; Mr K Jagannathan, Managing Director, Silver Crown Group of Companies; Dr Asha R Rao, Medical Director, Rao Hospital; Dr J Sivakumar, COO, Kovai Medical Center & Hospitals; Mr Baskaran Veluchamy, Founder & CEO, NativeSpecial.com.

Book Launch

Coimbatore Management Association organised a twin book launch of renowned Management Author, Mr R Gopalakrishnan, Former Director, TATA Sons Ltd on 8th March. The author spoke on his books 'CRASH – Lessons from the Entry and Exit of CEOs' and 'The Made in India Manager' and had a panel discussion with Mr D Vijay Mohan, Founder, Pricol, Ltd., and Dr D Srinivasan, Consultant Psychiatrist, KMCH.



(L-R) Dr Vijaya, Director, PSGIM; Dr D Srinivasa, Consultant Psychiatrist, KMCH; Mr D Madhan Mohan, Past President, PSG Management Alumni Association with a copy of the book 'Crash' by Mr R Gopalakrishnan, Past President, AIMA

Monday Musings

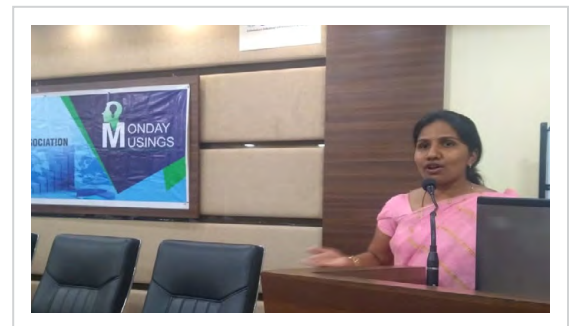
Coimbatore Management Association organised several Monday Musings – Evening Talks over the month.

On 4th March Captain Senthil Kumar Krishnan (Retd), Chief Executive, GKD Charity Trust spoke on the topic Stress, Portrait of a killer. He discussed about the stress and health issues related to stress. On 11th March Professor L Moorthi, Advisor JV Academy discussed about maintaining cleanliness of Coimbatore city and spreading awareness.

On 18th March Ms Durga Rajasekaran from Coimbatore running a Tech based online B2B marketplace in recruitment industry dealt with the topic 4th Industrial Revolution, while Dr R Kavitha, Assistant Professor, Department of Social Work, PSG College of Arts & Science spoke on the topic ‘Emotional Intelligence at Workplace’.



Professor L Moorthi, Advisor JV Academy addressing



Dr R Kavitha, Assistant Professor, Department of Social Work, PSG College of Arts & Science

Delhi Management Association

Smart India Hackathon 2019

Smart India Hackathon 2019 harnesses creativity & expertise of students, builds funnel for ‘Startup India, Standup India’ campaign, crowd sources solutions for improving governance and quality of life.

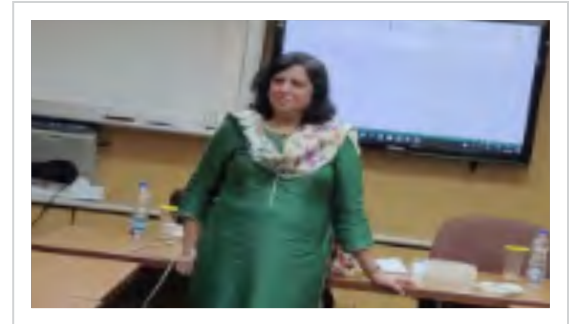
NDIM with the support of DMA organised the Grand Finale of Smart India Hackathon 2019 on 2nd – 3rd March at NDIM Campus, New Delhi. Chief Guest, Air Marshal (Retd) P K Roy inaugurated the programme. Smart India Hackathon has been a big hit among the corporate and industry professionals in Delhi and NCR region. The Hackathon saw a big turnout of top CEOs & Digital Leaders at the NDIM Campus during the 36 hours of the event, showing their keen interest in learning from the young scholars gathered at the campus from across the country.



Air Marshal (Retd) P K Roy at the inaugural session.

Programme on Self Leadership

An in-house programme on ‘Self Leadership’ for KVH Media India by Ms. Indu Wadhwa, Founder & Principal Consultant, Aspiring People was organised on 14th March with the support of DMA. This programme was designed to help the participants develop self-awareness, emotional maturity, enhance the quality of workplace relationships and build a culture of high productivity. The training methodology consisted of an amalgamation of training, exploration & inquiry and experiential learning techniques. The programme was very well appreciated by the participants.



Activity being performed in the programme

Round Table Meet

A Round Table Meet on ‘CSR – Reflections and the Way Forward’ was organised on 19th March under the leadership and guidance of Dr. Bhaskar Chatterjee, Chairperson, CSR & Sustainability Committee of DMA. Mr. Rajan Pandhi, Director, DMA welcomed the members and spoke about DMA and its activities. In the opening remarks Dr. Bhaskar Chatterjee enlightened the participants with his thought-provoking facts and ideas about CSR.



Dr. Bhaskar Chatterjee addressing the participants

In the experience sharing session on the five years of CSR Act, Ms. Gayatri Subramanian, AVP- L & D, CSR, HDFC Life; Mr. Nikhil Pant, Managing Partner, Shaktishi; Mr. Rakesh, Deshpande Foundation; Dr. Neelam Gupta, President & CEO, AROH Foundation; Mr. Prem Srivastava, Former CEO, PFC Consulting; Dr Sapna Narula, HOD and Associate Professor, Department of Business Sustainability, TERI and Mr. Chandramouli Mukherjee, General Manager- CSR, Reliance Industries shared their presentations with the participants. At the end, a round of Q&A took place and the meeting was concluded by Dr. Chatterjee on a high note.

Master Class

DMA in collaboration with ICPI and NHRD organised a Master Class on Train Smart – Sharpen Micro – learning Art on 27th March. Mr. Deepak Bharara, Director, ICPI chaired the session, welcomed the participants and Mr. Rajiv Khurana, CMA, FIMC, International Management Consultant and Trainer, Author, Mentor, Social Entrepreneur, Digital Expressionist, was the eminent speaker. In the open-house session members’ queries were answered by Mr. Khurana. The programme was appreciated by the participants.



Participants at the programme

DMA Talk Series on My Experiences

A high profile series of talk by eminent professionals to share their experiences was once again started by DMA. DMA organised the first talk in the series by Dr. Partap Chauhan, Founder Director, Jiva Ayurveda on 28th March. Mr. V R Gupta, Vice President, DMA welcomed Dr Chauhan, Past Presidents, members of the Managing Committee of DMA and the fellow participants. Dr Chauhan shared his journey, experiences and his views on health and happiness for better living with the large gathering of participants. The audience found the address of Dr Chauhan very inspiring and thought provoking. Mr. Rajan Pandhi, Director, DMA proposed the vote of thanks.



(L-R) Mr. V R Gupta, Mr. K M Prashanth, Dr. Partap Chauhan and Mr. Rajan Pandhi

DMA-NTPC Book Awards 2018

With a view to encourage original writing on management themes by Indian writers DMA-NTPC Book Awards were instituted and the book should make an outstanding contribution to the understanding of management principles and practices. The panel of judges comprised Dr. R S Dabas, Director HR, InNow India; Mr. V M Bansal, Chairman NDIM; Ms. Moutushi Sengupta, Country Director, MAC Ltd; K M Prashanth, HOD, (Corporate Communication), NTPC Ltd; Mr. Sanjay Verma, Founder & CEO, 360 Grove and Mr. Rajan Pandhi, Director, DMA.



Presentation of DMA-NTPC Book Awards

Ghaziabad Management Association

Ghaziabad Management Association and IPEM jointly organised a National Seminar on 'Work Life Balance – Need, Challenges & Measures' on 30th March in the institute's campus. The Chief Guest was Mr. Anil Khaitan, Chairman SNK Corporation and Immediate Past President of PHD Chamber of Commerce & Industry; the Guest of Honour was Dr. Pramod Kumar, Country Head, Tech Mahindra; the keynote speaker was Mr. DLN Shastri, President, Parinirvana Pyramid Meditation Centre & Director, Corporate Affairs, Sharda University; and the presiding address was by Mr. Vinay Gupta, Executive Director, Ghaziabad Management Association. After the inaugural session, there were paper presentations by a number of management department faculty and students from different colleges in Ghaziabad and NCR on different sub themes.



National Seminar on 'Work Life Balance – Need, Challenges & Measures'

Guwahati Management Association

Guwahati Management Association organised its 15th Managers Competition held on 23rd March. Participants from different corporates viz OIL, BCPL, IOCL Guwahati, IOCL Digboi, APDCL, APL, NRL etc. took part. Mr Swapnanil Barua, Retd IAS was the Chairman of the jury. Prof (Dr.) Sangeeta Tripathi, Director NERIM Group of Institutions and Mr. Varunuday Sharma, ED (Retd) Oil India Ltd were the other jury members. President Subha Brata Sarmah welcomed the participants and the members of jury. Mr B K Duari, Vice President introduced the members of the jury. Mr. Parag Phukan conducted the programme and offered the vote of thanks.



Participants and speakers at the programme

Hyderabad Management Association

Women's Day Celebrations

The Hyderabad Management Association conducted a Panel Discussion on 'Women Empowerment: Role of Women in Management' on 8th March. Mr Ravi Kumar Peesapati, President, HMA welcomed the member and panel members. The panel members included Mr M Jagadeeshwar, IAS, Principal Secretary for Women, Government of Telangana State; Dr Sudha Reddy, Founder Managing Director, M/s KN Biosciences India Pvt Ltd; Ms Radha Rani Sunkara, Executive Director, M/s Linkwell Telesystems Pvt Ltd; Mr M Gopalakrishna, IAS (Retd), Former Chief Secretary, Government of Andhra Pradesh and Moderator Ms Ashritha Vemuganti, Baahubali Move Fame.



Audience with panel members

Student Development Programme

The Hyderabad Management Association conducted Student Development Programme at Hyderabad Business School (HBS), Gitam University on 12th March. Mr Ravi Kumar Peesapati, President, HMA inaugurated the Student Chapter. Prof Y L Kumar, Dean and Director, HBS presided the function. Prof K V Achalapathi explained the benefits of joining HMA and advised students to equip themselves well by increasing capacity instead of relying on mere qualification of MBA. Ms Nitisha Baalay, Co-Founder, The Catalyst Cube (RP Consulting Services Pvt Ltd) conducted the SDP on 'Design Thinking'.



(L-R) Dr A R Aryasri, Convener for HMA Chapters expansion; Mr Ravi Kumar Peesapati, President, HMA lighting the Lamp; Mr Prof K V Achalapathi, Joint Secretary, HMA; Prof Y L Kumar, Dean & Director, Hyderabad Business School (Gitam) and Mr Hari Vissamsetti, Managing Committee Member, HMA



Mr Sanjay Kirloskar, CMD, Kirloskar Brothers Ltd & Senior Vice-President, AIMA addressing the gathering

14th Gelli Narayana Chetty Trust Annual Endowment Lecture

The Hyderabad Management Association & Gelli Narayana Chetty Trust conducted the 14th Gelli Narayana Chetty Trust Annual Endowment Lecture on ‘Globalisation in Today’s Context’ by Mr Sanjay Kirloskar, CMD, Kirloskar Brothers Limited & Senior Vice President, AIMA on 15th March. The dynamics of globalisation and the challenges of India are well highlighted by Mr. Kirloskar in his lecture. Padmasree Dr. Mohan Reddy released the hma@home issue for the month of February/ March 2019 as a special guest.

Outreach Visit

HMA and its Management Committee members visited Symbiosis Institute of Business Management on 18th March to understand its functioning. The management of SIBM spent more than Rs. 250 crores for the infrastructure of the Institute, which includes a state of art Auditorium that can accommodate 1200 students at a time, a moot court for its law students and in-house facility to 1200 students of law, engineering and commerce & management.

National Seminar

ICBM-School of Business Excellence in collaboration with Dhanvanthari Institute of Science and Technology & Hyderabad Management Association conducted a National Seminar on ‘Issues and Challenges in VUCA World’ on 23rd March. The Chief Guest, Mr Naveen Mittal, IAS, Commissioner – Collegiate Education, Government of Telangana inaugurated the Seminar. The keynote address was delivered by Dr. A. S. Durga Prasad former President, ICAI. Mr. Ravi Kumar Peesapati, Honorary President, HMA welcomed the guests and the Guest of Honour, Dr P Kamalakara Sharma, President, DIST elaborated on the theme of the event.

Some of the other speakers included Mr. Vinay Kumar, IIM (A) CEO of My data wise Ltd; Prof. S. V. D. Nageswara Rao from IIT Mumbai; Prof. Ravi Kumar from IIM Bangalore; Mr. T. Krishna Prasad IAS and IIM (A) and life member HMA was the Chief Guest for the Valedictory session. Prof. Zazar Principal ICBM presided the inaugural session and Dr. P. Sai Rani HOD ICBM proposed the vote of thanks.



(L-R) Mr. Hari Vissam Shetty; Prof. Achalapathi; Ms. Geetha Mallikarjunan; Ms. Kavitha Rajesh; Mr. Ravi Kumar Peesapati, Honorary President, HMA; Mr. Ravi Kumar Jain (Director SIBM); Mr. Sanjay Kapoor; Mr. Harishchandra Prasad; Mr. Nagesh Viswanadham; Mr. S. V. Krishna Prasad and Mr. Shivadhar Soma with the Director SIBM



(L-R) Dr. P. Sairani HOD, FBE, ICBM; Mr. T. Krishna Prasad IAS IIM (A) Chairman, Road Safety Authority Government of Telangana; Prof. Ravi Kumar IIM Bangalore; Prof. K. V. Achalapathi Joint Secretary, HMA and Dr. Zazar Principal, ICBM releasing the National Seminar Proceedings in a CD.

Indore Management Association

Professional Women Forum

Indore Management Association's Professional Women Forum on the occasion of Women's Day organised a talk with Ms. Aryama Sanyal, Director, Indore Airport - Airport Authority of India & Ms. Punita Nehru, Principal - Satya Sai Vidya Vihar, Indore on the topic 'Women Empowerment 2020' on 8th March.



Participants during the programme



Mr. Prafulla Nilosey addressing the participants

HR Forum Meeting

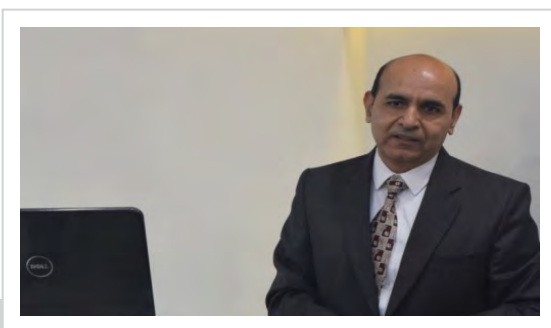
Indore Management Association organised HR Forum Meeting, on the topic 'Organisational Structure'. The programme was organised on 14th March. The facilitator for the session was Mr. Prafulla Nilosey – Former Vice President (HR), L & T.

Mentoring from CEOs'

Indore Management Association organised Mentoring from CEOs a session on 'Decision Maker's Dilemma' on 19th March. The facilitator for the session was Mr. Virendra Goel – Member, Board of Directors, IMA.



Mr. Virendra Goel addressing the participants



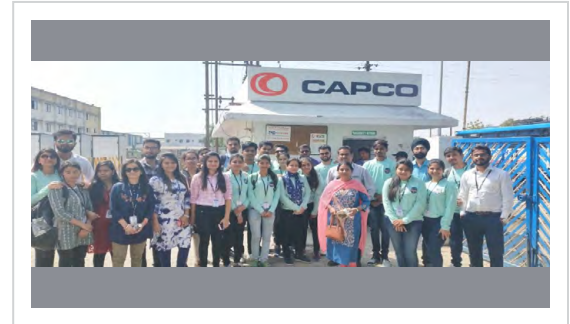
Mr. Sandeep M. Tahilramaney addressing the participants

Center of Excellence

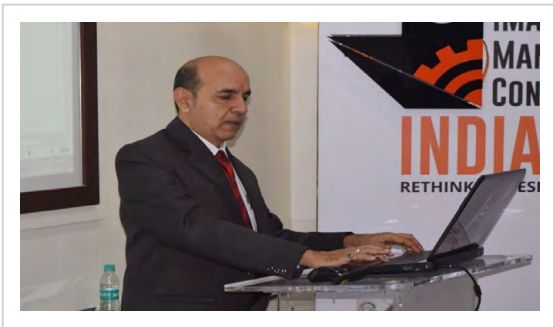
Indore Management Association organised Centre of Excellence (COE), on the topic 'Why Financial Planning' on 27th March. The facilitator for the session was Mr. Sandeep M. Tahilramaney – Business Head, Financial Planning at Indira Securities Ltd.

Industry Visit – IMA Student Chapter

Indore Management Association - Student Chapter organised an Industrial Visit for Students of Shri G.S. Institute of Technology & Science, Indore on 12th March at CAPCO Private Limited, Pithampur.



Students of Shri G.S. Institute of Technology & Science, Indore during the Industry Visit at CAPCO Private Limited, Pithampur



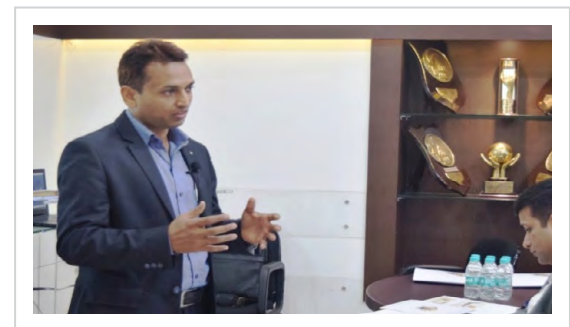
Mr. Sandeep M. Tahilramaney addressing the participants

IT Forum

Indore Management Association organised IT Forum workshop on 'Basic Excel' on 9th March. The facilitator for the session was Mr. Sandeep M. Tahilramaney – Business Head, Financial Planning at Indira Securities Ltd.

Training@Doorstep

Indore Management Association organised Training@Doorstep workshop on the topic 'Developing Success Habits' on 16th March. The facilitator for the session was Mr. Prahlad Pandey, Corporate Trainer.



Mr. Prahlad Pandey addressing the participants



Mr. Achal Rangaswamy addressing the participants

Management Development Programme

Indore Management Association organised Management Development Programme on the topic 'LEAD FROM WITHIN, WITHOUT OR FROM BEHIND' on 29th March. The faculty for the programme was Mr. Achal Rangaswamy – CEO, Achal Rangaswamy The Coach.

Kerala Management Association

38th Annual National Management Convention 2019

The 38th Annual National Management Convention of the Kerala Management Association was held on the 7th and 8th March. The Annual Management convention, KMA's flagship event brought together top business leaders, practicing managers, academicians and students to set the narrative and address major questions on the theme 'Managing Work Managing Life! The Global Aspirations Of Young India'.



Inauguration ceremony of 38th Annual National Management Convention



Key Note address by Dinanath Kholkar

Mr. B Ashok, Managing Director, Ratnagiri Petrochemicals was the Guest of Honour. Padma Bhushan B. Muthuraman, former Chairman of Tata International and former Vice Chairman of Tata Steel was the Chief Guest. Dr. Saji Gopinath, CEO Kerala Start-Up Mission was the Guest of Honour. Mr. Dinanath Kholkar, VP and Global Head of Analytics and insights, TCS delivered the Key Note Address.

Some of the speakers included Mr G Annadurai; Dr. R Karthikeyan, National President, Indian Society for Training and Development (ISTD) & Head – Gemba Management Consulting; Mr Sandith Thandassery, CEO, Navalt Solar & Electric Boats; Dr. Alpha Tom Kodamullil, Director, Alpha Tom Casualty Service; Mr Sree Sivanandan, Director, NetworkOnomy.com; Mr Shihab Mohammed, CEO, Survey Sparrow; Professor Ranjan Banerjee, Dean & Professor – Marketing, SP Jain Institute of Management; Mr K. Nandakumar, President and CEO Suntec Business Solutions; Mr. Richard Boocock President of USA Air Products; Mr Sujith Sudhakaran, Sr-Director- Brand Marketing, Myntra; Mr Rinish K. N CEO and Co-Founder Rapid Value; Mr Siby Antony Vadakekkara, Founder and Chairman Marlabs USA and India; and Mr. Dav Whatmore, Coach, Kerala Cricket Team.



Padma Bhushan B. Muthuraman, Chief Guest, addressing the gathering at the valedictory function

The two-day event witnessed the participation of 700 delegates from different segments such as practicing managers, faculty of B-schools, entrepreneurs and management students.

Evening Lectures

KMA and Kerala Chapter of Indian society for Training and Development (ISTD) co-hosted an evening lecture on 21st March. Professor Mark Bannister, Interim Dean, College of Business and Entrepreneurship, BOISE State University, USA was the speaker. S.R Nair, Past President Kerala Management chaired the session. L. Nirmala, President, ISTD Kerala Chapter, delivered the welcome speech and V. George Antony, Hony. Secretary Kerala Management Association delivered the vote of thanks.

Another evening lecture session, was jointly held by KMA and TiE Kerala on the 26th March on the topic 'Embrace your Passion Unleash Your Potential'. The speakers were M.S Jaya IAS, Chairperson & M.D, Supplyco; Rajasree Shenoy, Head-HR, TCS Kochi and May Joy M.D, Ziva Maternity Wear.

In the meeting presided by KMA President Dinesh P Thampi; Maria Abraham, Chairperson-Women Managers' Forum delivered the welcome address; Divya Thalakkalat, Sr Manager, TiE Kerala proposed the vote of thanks.



Prof. Mark Bannister, addressing the gathering.



M.S. Jaya IAS, Chairperson & M.D, Supplyco, addressing the gathering

Lucknow Management Association

Panel Discussion

LMA organised an IT Expo 2019 in collaboration with NASSCOM and Buzzhypers MarComm, an Event Management Company from 1st to 3rd March covering a variety of IT related subjects like Data Analytics & Data Mining, Digital Marketing, ICT, E Commerce, Web Security, Block Chain and Crypto-currency, AI & Robotics and Cyber crimes. Besides, there were project presentations and coding competitions for B. Tech students and selections for recruitment for NASSCOM affiliated companies. The speakers in the inaugural session included Prof L.K. Maheshwari, Former Vice Chancellor, BITS Pilani and Mr. A.K. Mathur, Sr. Vice President, LMA.



Mr. A.K. Mathur along with other panelists of IT Expo

National Conference

LMA collaborated with PSIT in a National Conference on Sustainable Management Practices held on 8th and 9th March. The conference deliberated on recent trends in sustainable business management practices. Participants included business executives, senior academicians, research scholars and students.



National Conference on Sustainable Management Practices



BK Sister Denise Lawrence from London addressing

Talk

LMA joined Brahma Kumaris in organising a talk on ‘Fostering Mind Through Education’ on 9th March. The speaker on the occasion was Sister Denise Lawrence from London. Sister Denise was National Coordinator for the Brahma Kumaris in Canada. She was based in Toronto and coordinated 11 centres throughout the country.

Outreach Programme

LMA in collaboration with AWOKE India Foundation and Sarthak Foundation organised an outreach programme at Village Malhour in Chinhath Block on 7th March in which village folk were given exposure of financial literacy and process of getting benefit of Ayushman Bharat scheme. The programme also included a medical camp and issue of Gold Card to registered beneficiaries required to avail free medical treatment.



Mr. A.K. Mathur and Mr. Pravin Dwivedi at Village Malhour

Book Release

On 5th March LMA joined Jaipuria Institute of Management in book launch of ‘Not Just a Civil Servant’ authored by Mr. Anil Swarup, an IAS officer of Uttar Pradesh cadre who retired as Secretary Government of India. He was in conversation with Mr. Vishnu Agarwal, Director Technical Associates; Mr. Alok Rajan, Former Chief Secretary U.P. & Past President LMA; Ms. Sunita Aron, Resident Editor, Hindustan Times, and Mr Sharat Pradhan, a senior Journalist.



Mr. Anil Swarup, retired IAS officer addressing

Lecture Meeting

LMA joined Bhrahm Kumaris in a lecture on ‘Celebrate Every Moment of Life’ on 15th March by Sister Shivani. Sister Shivani speaks on a wide spectrum of themes such as: Stress Free Lifestyle, Leadership Skills, Emotional Intelligence, Art of Right Thinking, Living Values, Exploring Inner Powers, Self-Management, Harmony in Relationships and the Practical Technique of Rajyoga Meditation.



BK Sister Shivani delivering her talk on ‘Celebrate Every Moment of Life’

LMA Awards 2019

LMA organised its Annual Award’s on 16th March in which awards were conferred on achievers in various fields by Mr. Alok Ranjan, Former Chief Secretary, Uttar Pradesh. LMA Outstanding Achiever Award was conferred on Ms. Zohra Chatterji, Former Secretary Govt. of India in Governance Category, on Ms. Divya Shukla in Social Service, on Dr. Veena Tandon and Dr. Seema Mishra in Academics, on Ms. Kanak Rekha Chauhan in Culture, on Dr. Surabhi Modi Sahai in Entrepreneurship, and Ms. Fatima Abbas in Corporate. Awards were also conferred on Community Empowerment Lab for Best Non Profit, on Tawanai Energy Tech Pvt. Ltd for Best Startup, on Mr. Kumar Keshav as Outstanding Management Professional and Best Business Case Writer jointly to Mr. Rohit Dudi and Ms. Mehani Biswas.



Awardees of LMA Awards 2019 with Mr Alok Ranjan and Mr. A.K. Mathur



Mr. Pravin Dwivedi with Mr. Alok Ranjan and other Office Bearers of LMA

Lecture Session

LMA organised a session on ‘Wealth Wisdom: Money, Myths and Mythology’ with HOLI Milan in collaboration with IIT Roorkee Alumni Association, Indian Medical Association, Rotary Club of Lucknow Khas, AMU Old Boys Association and AWOKE India Foundation on 24th March. The speaker was Mr. Pravin Dwivedi, President, AWOKE India Foundation, a non-profit working in the field of financial Literacy. Mr. Alok Ranjan, Former Chief Secretary, U.P was the Guest of Honour in the session.

Conversation with MD, Lucknow Metro

LMA organised a conversation with Mr. Kumar Keshav, Managing Director, Lucknow Metro Rail Corporation on 25th March to elicit information about the success story of Lucknow Metro. Mr. Alok Ranjan, former Chief Secretary, U.P. who was closely associated with decision making and monitoring of the project at Government level and Mr. A.K. Mathur, Sr. Vice President, LMA participated in the conversation.



Mr. Kumar Keshav MD in conversation with Mr. Alok Ranjan and Mr. A.K. Mathur



Mr. A.K. Mathur Sr. Vice President LMA with LMA members during their visit to Apollomedics Super Specialty Hospital

Industry Visits

LMA organised a visit to Lucknow Metro depot on 25th March. The depot is the hub of all metro trains for maintenance, control and training of its staff.

On 26th March LMA organised a visit to Apollomedics Super Specialty Hospital Lucknow which was recently inaugurated by President of India. LMA members were given a guided round of various departments of the facilities followed by presentation by one of their consultants.

Wellness Talks

LMA organised a half day Emergency Management Workshop on 26th March as a part of its wellness series programmes. There were two sessions - one on 'Cardiac Emergency Management' by Dr. Sushil Gattani, Consultant Cardiologist, Apollo Hospital and another on 'Cardiopulmonary Resuscitation' by Dr. Ajaya Kumar, Critical Care Specialist, Apollo Hospital. The workshop included a demonstration on how to save the life of a patient undergoing cardiac arrest.



Dr. Sushil Gattani Consultant Cardiologist Apollo Hospital with his fellow Doctors for workshop on Cardiac Emergency Management for LMA members

Interactive Session

LMA organised an interactive session on 'Analysis of various Crafts/Products under ODOP with Special reference to Skill Development - the Way Forward' on 27th March. The main presentation on the theme was made by Mr. Arup Jyoti Rai Barua, Founder Director and Mr. Rahul Mitra, CEO and Managing Director, Margdarshak Financial Services. Dr. Anup Chandra Pandey, Chief Secretary, Uttar Pradesh chaired the session. Besides LMA members, the session was attended by Mr. Bhuvnesh Kumar, Secretary, MSME Govt. of U.P; Mr. Ravinder Naik, Director Industries, U.P; Mr. Pradeep Kumar, Special Secretary, MSME Govt. of U.P; Mr. Sudhir Sinha, CEO U.P. Micro-

finance Association; Mr. R.K. Singh, Additional Commissioner Industries, U.P.; Mr. Shreekant Das, DGM SIDBI; Prof Shyamji Mehrotra and Dr. Mahmood Siddiqui Professors, Jaipuria Institute of Management, concerned senior officers in the State Government, other stakeholders.



Dr. Anup Chandra Pandey Chief Secretary UP and President LMA chairing the session

Ludhiana Management Association

Ludhiana Management Association organised the 10th edition of its Dr. D R Singh Memorial Debate on 14th and 15th February conducted by Ms. Harpreet Kang, Chairperson, Student Forum of LMA. Forty teams consisting of 200 students and their teachers from different management, engineering, law and other universities and colleges from all over the country participated in this debate. The Debate was on the pattern of British Parliamentary Debate, sponsored by SEL Manufacturing Company Limited Ludhiana with cash awards of Rs.1,50,000/- for the winning teams.



Mr. V K Goyal Executive Director & CEO, SEL Manufacturing Company Limited distributing Cash awards and Certificates to the Winning Team.

SME Conclave 3.0 Transforming for The Future

Ludhiana Management Association organised SME Conclave 3.0 Transforming for The Future on 18th February. The conclave was sponsored by TIE (The Indus Entrepreneurs), and India Mart. The keynote speaker was Mr Ashvinder Singh, MD, Unistyle Image. Mr Kamal Wadehra, President LMA spoke about the theme of the conclave. The conclave proved to be a unique opportunity for the entrepreneurs as not only they were able to derive useful learning from the success stories of other highly successful entrepreneurs from different manufacturing sectors and services, but they were also able to interact with them on a one to one basis during the sessions.



Mr. Jaswinder Singh Bhogal, VP, Uniparts Ltd, conducting panel discussion

Some of the other speakers included Mr Upkar Singh Ahuja-New Swan Industries; Mr. Saravpreet Singh and Mr. Parag Aggarwal, India Mart; Mr Amit Jain-Shingora Shawls; Mr Vishal Juneja-Vidhaata Group; Mr Manuj Adlakh-CPL; Mr Rahul Aggarwal-i2K2; Mr Amit Thapar-Ganga Acrowools; Mr Kabir Chandoke-Sourcefuse; Mr Jaswinder

Bhogal-Uniparts; Mr Hirdesh Madaan-BullsEye; Mr Arup Ganguly-ICICI Bank; Mr Sachin Gupta-Share India and Mr Sandro Stephen-Indian Angel Network. 150 SMEs participated in this conclave.

Shaping Young Minds Programme

AIMA jointly with Ludhiana Management Association organised Shaping Young Minds Programme on 27th February at Ludhiana. The speakers included Mr. Prabhu Chawla, Dr. Shikha Nehru Sharma, General V P Malik and Mr. Raghu Nath Medge who interacted with the students. 825 management and engineering students, besides 100 young members and teachers participated in this programme. It was a highly informative and knowledge and enrichment programme for the young students.



General V P Malik conducting the session

Seminar

Ludhiana Management Association organised a seminar on Soft Skill for Business Excellence on 13th March by Mr. Anil Khaitan, Chairman, S N K Group, Immediate Past President of PHDCCI, and Council Member, AIMA. He spoke about striking a balance between hard and soft skill for business excellence. The session was attended by 150 industrialists, entrepreneurs, professionals and senior executives.



Mr. Anil Khaitan interacting with members of LMA

Meerut Management Association

The 32nd Annual Convention of Meerut Management Association was conducted on 9th March on the topic ‘Electric Vehicles Ecosystem- Opportunities & Challenges’. The speakers who addressed the programme included Mr. Sumit Mishra, Director Consulting, Deloitte Touche Tohmatsu India LLP; Mr. Ramashankar Pandey, Managing Director, Hella India; Mr. Awadhesh Jha, VP, Charge & Drive and Sustainability, Fortum India and Mr. Hasan Sajid, AGM, Business Development, Goenka Electric Motor Vehicles Pvt Ltd.



Release of Endeavour by the dignitaries

The President of MMA, Mr. Vibhor Agrawal, Convention Chairman; Mr. Sidharth Singhal, Master of Ceremony and Special Invitee, Meerut Management Association,

Professor Vivek Kwatra, welcomed all the speakers, moderator, and participants. MMA’s Endeavour Souvenir was released by Mr. Vibhor Agrawal, Mr. Sidharth Singhal, Mr. Sumit Mishra, Mr. Ramashankar Pandey, Mr. Awadhesh Jha, Mr. Hasan Sajid, Mr. Sameer Goel and Mr. Nishant Jain. The vote of thanks was presented by Mr. SPS Jaggi, Treasurer MMA. The flagship event of MMA was attended by 220 delegates including members, guests, and students of engineering and management institutes. The convention was highly appreciated by all attendees.

Navsari Management Association

Talk

MBA and other management students of Uka Talsania University got an opportunity to listen to management lessons and leadership skills from Bhagvat Geeta at a Youth Talk held on 1st March. The speaker was Pandit Mangesh Maharaj Kadam from Pune who runs a gurukul and teaches management lessons from Bhagvat Geeta. He spoke on many management skills with insightful references. Nearly 250 students participated in the programme.



Pandit Mangesh Maharaj Kadam addressing the students.



Pandit Mangesh Maharaj Kadam addressing the gathering.

Later in the day Pandit Mangesh Maharaj Kadam addressed an NMA Talk on ‘Leadership Skills from Bhadgad Geeta’. It was enlightening to learn how our management terms and skills are co-related with the Bhagvat Geeta. Nearly 40 businessmen and NMA members participated.



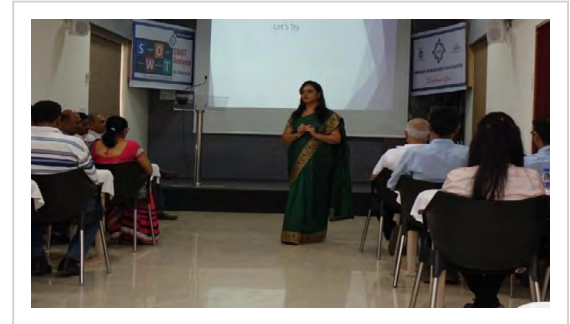
Participants and winners of the Inter College Competition

Inter College Competition

Navsari Management Association hosted an Inter College Competition at Navsari on 9th March on the topic ‘What an Idea?’. 18 colleges participated in the event and presented innovative ideas related to socioeconomic up-liftment. The jury members were from both academic and social backgrounds. Mr. Sanjay Desai, Senate and Council member of South Gujarat Veer Narmad University addressed the gathering. The winning college and team members were presented trophies and certificates.

Workshop

Navsari Management Association organised a full day workshop on 17th March on the subject 'SWOT Analysis' and the facilitator was Ms. Nisha Butani a well known management trainer from Switzerland. She shared a few new concepts of SWOT analysis and explained them with reference to new management needs and skills. The programme was very well received.



Ms. Nisha Butani addressing the participants.

Workshop

Navsari Management Association organised a workshop for teachers of High Schools of Navsari District with the help of District Education Department, Navsari on 28th March. The objective was to train the teachers on 'Smart Phone Use and Cyber Safety' so that they may in turn instruct their students on how to use smart phones wisely. Dr. Parag Shah, HOD, Psychology Department at SMIMER Hospital was the facilitator. 60 teachers from various schools participated in the workshop and the District Education Officer visited the workshop to encourage the activity.



Participating teachers with Dr. Parag Shah

Panchkula Management Association

Panel Discussion

Welcoming the members of Panchkula Management Association (PMA) Mr Vijay Uppal, President said that the interim budget for the year 2019 -20 has given a detailed vision of India in 2030 at a Panel Discussion on 'Budget Blues' organised by PMA on 1st March in consonance with AIMA'S Foundation Day Celebrations. Chairing the panel discussions Mr K V Jain Senior CA gave an overview of the budget and explained that the budget is election oriented and the FM has maintained the fiscal discipline by keeping fiscal deficit at 3.4% and capital deficit at 2.7% of the GDP. Professor P. K. Vasudeva talked about meagre defence budget. He said that a countries strength is known by two factors – one the economic and the other military. Professor S K Sharma observed that the budget has not done enough for the employment of educated youth, which, is must for country's growth. Dr. Monika Aggarwal stressed that a lot has to been done towards the empowerment of women in the budget. The event was closed with a vote of thanks to the panellists and all present by Col KJ Singh, VP PMA.



Panel Discussion Budget Blues 2019-20 in progress

Executive Committee Networking Meet

PMA Executive Committee Networking Meet was held on 16th March. The aim mooted by Mr Vijay Uppal, President was to meet in an informal atmosphere and brain storm the strategy in spearheading the management movement in Panchkula. All members were informed the scope in advance and requested to come prepared to share ideas and views for the growth of membership of PMA and finalise a roadmap of activities for the year. Issues discussed have been taken cognisance of and recorded by Col NK Mehta (Retd), Secretary General PMA for action during the impending Executive Committee Meeting.



PMA Executive Committee members in discussion

Quilon Management Association

Financial Literacy Campaign

‘Financial Literacy Campaign to School Children’ was conducted on 1st March at Government Vocational Higher Secondary School, Thattamala Kollam. This project is a joint initiative of Quilon Management Association, Child and Youth Finance International (CYFI) and NABARD (National Bank for Agriculture and Rural Development) which will cover 1000 school children of different schools in Kollam. The programme was inaugurated by Dr. Sasidharan Pillai, Vice President QMA. Mr. Sasidharan, Head Master Government Vocational Higher Secondary School, Thattamala Kollam presided over the inaugural session. Dr. B.S. Suran, Convener, Management and Skill Development Committee, QMA presented an overview of the programme. Prof. Biju, Secretary Programmes QMA offered felicitation speech.

Around 150 students participated the training programme in two batches. The training sessions were handled by Mr. Sathanathan, Former Manager, District Cooperative Bank and Dr. B.S. Suran, Former Managing Director, Nabard Financial Services. Dr. Riji G Nair, delivered a concluding speech after the session.

Another session was conducted on 28th March at TKDM Vocational Higher Secondary School, Kollam. The programme was inaugurated by Dr. Riji G Nair, President QMA. Around 100 students participated the training programme. The training



Inauguration of ‘Financial Literacy Campaign to School Children’ by Dr. Sasidhraran Pillai, Vice President, QMA



Inauguration of ‘Financial Literacy Campaign to School Children’ at TKDM Vocational Higher Secondary School

sessions were handled by Mr. Sathyanathan, Former Manager, District Cooperative Bank; Dr. Sasidharan Pillai, Vice President QMA and Mr. Thahakunjhu, Executive Member QMA.

Rebuilding Kerala- Some Thoughts

QMA organised a talk 'Rebuilding Kerala- Some Thoughts' by Mr. G Vijayaraghavan, Founder CEO, Technopark, Tvm and Former Member, Kerala State Planning Board on 22nd March. QMA organised many platforms for deliberations on Rebuilding of Kerala and this was the fifth of its kind organised by QMA. Mr. G. Vijayaraghavan, during his speech, emphasised that the role of government in prioritising the activities towards rebuilding is important and the existing systems needs to be reviewed.

Mr. Sreeraj. C, Secretary General welcomed the gathering while Dr. Riji G Nair, President gave the presidential address covering the future and ongoing activities of QMA in detail. Prof. Biju, Secretary Programmes QMA introduced the Chief Guest. A memento was handed over to the Chief Guest by Dr. Sasidharan Pillai, Vice President. Dr. Madhu, Secretary Public Relation proposed the vote of thanks.



Mr. G Vijayaraghavan, Founder CEO, Technopark, Tvm and Former Member Kerala State Planning Board addressing

Global Money Week Celebration

QMA partnered with the local representative of CYFI for knowledge building initiative with school children via the 'Global Money Week' initiative of CYFI in Sree Narayana Public School, Kollam. The day of celebrations included, speeches by eminent experts in finance, business, classroom sessions on financial literacy; games on family budgeting and a quiz programme on finance and financial inclusion. The Chief General Manager of NABARD, Kerala, Mr R Srinivasan, graced the occasion and inaugurated the day's celebrations. The other dignitaries included the President of the School Management Mr Anidharan; the President of QMA Mr Riji G Nair; Sec General of QMA Mr Sreeraj. Mr JG Menon CYFI representative and Dr B S Suran, EC member of QMA, coordinated and organised the day's event very successfully.



Mr R Srinivasan, delivering the inaugural speech of 'Global Money Week' celebration

Ranchi Management Association

Ranchi Management Association Ranchi organised a talk on 'Start-ups Entrepreneurship: Policies, Procedure and Practice' at Jharkhand Government MSME Tool Room & Training Centre, Ranchi on 30th March. The Chief Guest, Mr M.K. Gupta, Principal, Jharkhand Government MSME Tool Room & Training Centre, Government of Jharkhand, Ranchi called the youth to come out with new business ideas and avail of the benefits being offered by Central as well as Jharkhand Government. While welcoming the guests and participants, Dr. Sushil Kumar, General Secretary & CEO, Ranchi Management Association, Ranchi explained the objective of the programme. He stated that the talk would be helpful to the entrepreneurs and managers in creating a conducive work culture within the organisation. Mr Ashish Verma, Assistant Vice-President, Atal Bihari Bajpai Innovation Lab Government of Jharkhand explained the Start-ups Policy framed by Government of Jharkhand. Dr. Raman Ballabh, Consultant, M/s SBC Entrepreneurship Awareness, Ranchi explained steps of ideas generation and converting ideas into viable commercial products/ services. Mr Vikram Kumar Ravi, Freelance Consultant on Fashion Technology and Retail Management stated that the retail industry was the amongst the fastest growing sectors and India was the second largest consumer internet market in the world. The programme concluded with the vote of thanks by Dr. Sushil Kumar, GS & CEO, RMA, Ranchi.



Chief Guest Mr M.K. Gupta addressing the participants during the programme on 'Start-ups Entrepreneurship: Policies, Procedure & Practice'

Rohilkhand Management Association

Rohilkhand Management Association organised a flagship event 'UDYAM' related to business start ups in collaboration with Khandelwal College of Management and Technology (KCMT), Bareilly. The Chief Guest of the event was Mr. Rajshekhar Juneja, Chairman, Hotel Swarn Tower, Bareilly. 20 teams of students of various business schools shared their presentations of different modules related to the topic. Some of the other speakers included Dr. Vinay Khandelwal, Executive Director, KCMT; Dr. N.L. Sharma, eminent professor (retired), Guest of Honour of the event; Mr Qadir Ahmad, Secretary, Rohilkhand Management Association. Dr. Amrish Kumar, Director General, KCMT welcomed the participants and highlighted objectives of the event. Dr. Ravijeet Singh, Dean KCMT offered the vote of thanks. Winning teams of students were conferred awards and recognition certificates.



Dr. Ravijeet Singh, Mr. Ajay Bhat, Dr. N.L. Sharma, Mr. Rajshekhar Juneja, Mr. Qadir Ahmad, Dr. Amresh Kumar and Dr. Vinay Khandelwal.

Tarapur Management Association

Evening Talk

An evening talk on the subject of 'Fatigue and Rest' was organised on 27th March. Mr. Arun Sawant, General Manager – Artek Chemicals Ltd. & Executive Committee Member – TMA, delivered an interesting lecture on fatigue. The programme was well attended.



Mr Arun Sawant addressing the audience



TMA Past and Present Presidents at Vapi for joint meeting with NMA

Meeting at Vapi

TMA and Navsari Management Association (NMA) jointly conducted a meeting at Vapi with likeminded people to explore the possibility to set up LMA at Vapi. The response was positive and TMA & NMA will put all efforts to set up an LMA at Vapi.

Thrissur Management Association

Guest Lecture

TMA conducted an interactive session with Mr. K V Uthaman IFS, Managing Director Oushadhi on the topic 'Wildlife Conservation in India' on 19th March. Mr. Uthaman pointed out the importance of wild life conservation for future. He also talked about global warming, and its impact.



Participants with the Chief Guest



TMA President Er. N I Verghese inaugurating the programme

TMA –Hykon Business Plan Contest

The 9th TMA-Hykon All India Business Plan contest was held on 1st March at Sahrdaya Inst. of Management Studies, Kodakara. Business Plan Contest for the Hykon Young Entrepreneur Award is a flagship programme of TMA. TMA has taken up this important initiative to identify budding managers during the course of study and to encourage their nascent entrepreneurial skills.

TMA President Er. N I Verghese inaugurated the programme. Hykon CMD and TMA Immediate Past President Er. Christo George, Contest Chairman CA T R Anantahraman, Hon. Secretary Mr. Padmakumar C, TMA members and students attended this programme. 10 teams participated in this contest.

Investor Awareness Programme

Thrissur Management Association in association with ICAI Trichur branch conducted an Investor Awareness Programme on 29th March. Mr G C Yadav, ICLS (Registrar, Kerala and Lakshadweep) inaugurated the programme. TMA President Er. N I Verghese was felicitated at the function. TMA Secretary Padmakumar C, Sr. Vice President CA Sony C L and other TMA members attended this event. TMA Past President CA T S Anantharaman delivered a special address. TMA member and investment strategist Prof. Dr. V K Vijayakumar was the keynote speaker of the programme. Around 90 members participated in this programme.



Mr G C Yadav inaugurating the programme

Trivandrum Management Association

International Women’s Day

International Women’s Day Celebration by TMA, was conducted on 8th March. Three eminent women innovators Ms. Tiffany Brar, Founder, Jyothirgamaya Foundation; Ms. Theertha Nirmal, Co-founder, signNEXT Assistive Technology LLP & Ms. Suma Ajith, Director – Operations, Ilove9months.com were felicitated and presented with mementos. The event was inaugurated by Dr. P Anitha Damayanthi, Director, Centre for continuing education, Govt of Kerala. Ms Maithri Srikant Anand, Founder and Creative Head of Vedhika Designer Fashion Store delivered a keynote address on topic ‘Personal Branding’. There was an audience of approximate 65 in number and the programme was well lauded by the participants.



Mr. Harikesh P.C, President, TMA & Project Director, KSIDC Ltd presenting a memento to Ms. Tiffany Brar

Industrial Visit

Industrial Visit to Adani Vizhinjam Port Pvt Ltd, Trivandrum by members of TMA was organised on 9th March. There was a presentation on various stages and present position of work by HOWE officials, who are the sub-contractors building the port. Further there was a video display on how the port will look on



TMA Managing Committee members at Adani Vizhinjam Seaport Site

completion of work. The team was taken to the various construction sites of the port and officials explained in detail the work being carried out.

International Day of Happiness Celebrations

As a part of International Day of Happiness, Trivandrum Management Association organised an Evening Lecture programme on ‘Happiness at Workplace’ by Ms. Chandra Vadhana. R, Founder & CEO, 4TuneFactory on 20th March. The programme was well received and attended by the participants.



Mr. A.S. Suresh Babu, Past President, TMA presenting a memento to Ms. R Chandra Vadhana. R



Mr. S. K. Menon, CEO, Muralya Dairy Products Ltd addressing the participants

Coffee with Management Leader Programme

Trivandrum Management Association organised a Coffee with Management Leader Programme with Mr. S.K. Menon, CEO, Muralya Dairy Products Ltd on the topic ‘Strategic Planning’ on 27th March at Kerala Institute of Co-operative Management. There were a 105 students and faculty who attended the programme which was well received.

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AIMA Events Calendar

Event	Programme Chairman /Director	Venue	Date
Regional Management Conclave		Kochi	30 April 2019
National Management Quiz		Mumbai Bengaluru Kolkata Delhi Grand Finale	22 May 2019 23 May 2019 24 May 2019 31 May 2019 31 May 2019
National Management Games 2019		Mumbai Bhubaneswar Bengaluru New Delhi Grand Finale	21-24 May 2019 10-13 June 2019 24-27 June 2019 01-18 July 2019 20 July 2019
4th Digital & Social Marketing Retreat	D Shivakumar, Group Executive President- Corporate Strategy & Business Development, Aditya Birla Group and Mithun Sundar, Chief Revenue Officer, Myntra	Goa	17-19 May 2019
Global Advanced Management Programme 2019	Solomon N Darwin Executive Director, Center for Corporate Innovation Haas School of Business, University of California, Berkeley	California, USA	23-29 June 2019
National Competition for Young Managers 2019		New Delhi Bangalore/Hyderabad Kolkata Mumbai	August 2019



Event	Programme Chairman /Director	Venue	Date
Shaping Young Minds Programme		Shillong	30 August 2019
46th National Management Convention		New Delhi	17-18 September 2019
US-India Conference	Sunil Kant Munjal, Chairman, The Hero Enterprise & Past President, AIMA	UC Berkeley	27 September 2019

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