

AIMA News

AIMA'S MONTHLY E-MAGAZINE

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

OCTOBER 2018



Dear Readers,

It gives me great pleasure to present the October issue of AIMA News. With your support and encouragement AIMA continues to strive to spread management thought and build capability through its various initiatives and programmes, not just in India but overseas as well.

AIMA conducted its popular Global Advanced Management Programme (GAMP) held in Beijing, China, after a gap of almost 5 years. The programme was led by Mr. Claude Smadja, the former Managing Director of the World Economic Forum. The theme of the GAMP was 'Prospects and Challenges for Business in China's New Context'. The delegates, who were from leading public and private sector organisations from India, got an opportunity to meet and interact with Academics and also Chinese companies through, visits to various academic institutions and companies in Beijing. You'll find more details inside.

Continuing its close association with the Asian Association of Management Organisations (AAMO), AIMA participated in the 2nd Council Meeting of 2018 and the 7th Annual General Meeting, at Kathmandu, Nepal. AAMO representatives from Macau, Sri Lanka, India, Australia, Malaysia and Nepal gathered to discuss the current and future plans of the organisation. AIMA was represented by Mr Rajive Kaul, Past President, AIMA and Vice President of AAMO and Ms Rekha Sethi, Director General AIMA.

AIMA also participated in AAMO's Young Managers' Programme 2018 organised by the Macau Management Association in Hong Kong and Macau. A group of 16 delegates from AAMO member countries including India, Nepal, Sri Lanka, Malaysia, Australia, Hong Kong and Macau visited several iconic companies in Hong Kong and Macau.

Closer home, as part of its mandate to further management thought in contemporary areas and topical themes, AIMA organised its first AI & Big Data Retreat at Goa. The Retreat was co-chaired by Mr Soumitra Dutta, Former Dean and Professor of Management at Cornell SC Johnson College of Business, New York and Mr TV Mohandas Pai, Immediate Past President, AIMA and Chairman, Manipal Global Education Services. The Retreat was also addressed by several other leading practitioners and experts.

In addition, the 68th Shaping Young Minds Programme was held in collaboration with the Jamshedpur Management Association at Jamshedpur this month. More than 700 professionals and students participated in the programme. AIMA also successfully concluded the 19th edition of the AIMA National Management Quiz which was conducted pan India with the Grand Finale concluding in Delhi recently. Brief reports are carried in this issue along with other updates from AIMA and the latest news from the LMAs.

We are starting a new column with this issue - 'In Lighter Vein' - contributed by Mr Krishan Kalra, Past President, AIMA. We do hope you will enjoy it and look forward to your feedback on the same.

In addition, as always, you will find some interesting articles on management.

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

Rekha Sethi
Director General

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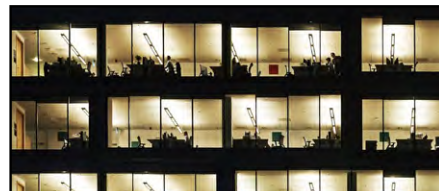
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9th Senior Leadership Retreat

Agile Leadership: Digitisation, Disruption, Growth

14 – 16 December, 2018 | Vivanta by Taj, Panaji, Goa

Leadership is continuously evolving. Long-term vision, expertise and experience have limited application in an ever evolving business environment that is being continuously reshaped by disruptive policies and technologies. The only way to grow and dominate a market is to stay ahead in the race for disruption. Future competitiveness and growth depend on having a data culture and aiding business intelligence and decisions with live inputs and automation. Today, leadership demands extreme agility and creativity coupled with sound business strategies. The leaders have to reimagine the economy and the enterprise. They have to adopt new tools of leadership and production and they have to reinvent the supply chain and the value chain; and they have to prepare to do so frequently.

Retreat Chairman



Sunil Kant Munjal
Chairman
The Hero Enterprise

Speakers



TV Mohandas Pai
Chairman
Manipal Global Education Services



Sanjiv Mehta
Chairman & Managing Director,
Hindustan Unilever Ltd



C P Gurnani
CEO and Managing Director
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Soumitra Dutta
Former Founding Dean and Professor of
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Global Advanced Management Programme - China



Participants of the 14th Global Advanced Management Programme (GAMP)

AIMA conducted its popular Global Advanced Management Programme (GAMP) held in Beijing, China from 28th October–2nd November 2018. The programme was led by Mr. Claude Smadja, the former Managing Director of the World Economic Forum. The theme of the GAMP was ‘Prospects and Challenges for Business in China’s New Context’. The delegates, who were from leading public and private sector organisations from India, got an opportunity to meet and interact with Academics and also Chinese companies through, visits to various academic institutions and companies in Beijing.

The delegation visited many iconic companies like JD.com, Terminus, NIO Cars, Terex Corporation and various important industry

bodies with deep-rooted interests in China and its trade like AMCHAM (America China Chamber of Commerce) and Covington to meet its Partner, Mr Timothy Stratford, Former Assistant US Trade Representative and former GM China General Counsel

The visit also had sessions from academic experts at Peking University like Mr. Huang Yiping, professor at National School of Development and Ying Zhang, Associate Dean & Professor of Marketing at Guanghua School of Management. The other prominent places visited were Cheung Kong Graduate School of Business and Technology Innovation Unit of Tsinghua University.



- 1. Mr Timothy Stratford, Former Assistant US Trade Representative & former GM China General Counsel addressing GAMP participants.
- 2. Mr. Claude Smadja, former MD, World Economic Forum addressing



- 3. Participants of the 14th Global Advanced Management Programme (GAMP)
- 4. Participants at JD.Com

AAMO 2nd Council Meeting 2018 and 7th Annual General Meeting



AAMO Council Members at Kathmandu, Nepal

AIMA participated in the Asian Association of Management Organisation's (AAMO) 2nd Council Meeting of 2018 and the 7th Annual General Meeting held on 25th-27th October 2018 in Kathmandu, Nepal. AAMO representatives from Macau, Sri Lanka, India, Australia, Malaysia and Nepal gathered to discuss the current and future plans of the organisation. AIMA was represented by Mr Rajive Kaul, Past President, AIMA & Chairman, NICCO Corporation & Vice President, AAMO and Ms Rekha Sethi, Director General AIMA.

Key highlights of the discussions included the implementation of reciprocal international membership offered by AAMO members and a reinvigorated approach for extending the reach of AAMO within the region. Reciprocal international membership has been initiated by several NMOs, including AIMA, wherein regional NMO members can get membership of other participating NMOs at special rates. AIMA presented a brief report on the recently concluded Management Capability Index India

2018 Report. The Management Capability Index was first conceived by the New Zealand Institute of Management and has been conducted by several member nations of AAMO. This year Macau Management Association, Institute of Managers & Leaders (Australia) and Management Association of the Philippines have also initiated the MCDI Survey in their countries. Discussions

on reviving the AAMO Triennial Conference were also held.

AAMO is an independent, non-political and not for-profit association of National Management Organisations (NMO), which promotes, facilitates and supports the development of professional management in the Asia Pacific Region.



AAMO Council Members

22nd STUDENT MANAGEMENT GAMES (SMG 2018)

A NATIONAL COMPETITION

Experience the thrill of running a company and taking it ahead of your competitors.



What is Business Management Simulation?

Management Simulation is a Computer based event that simulates a Business Scenario. It creates an opportunity for the participants to manage a business with multiple functional areas. They get to experience active competition and the perspective to handle it. They take strategic business decisions and see the impact through AIMA's indigenously developed software, 'CHANAKYA'. The essence of Management Simulation is 'Learning by Doing'.

Eligibility

A team of maximum of 3-4 members can be nominated by the Institution. Students of MBA, PGDM, Engineering, CFA and equivalent Professional programmes of any college or Institution can participate.

"An Institute may nominate any number of Teams restricting to maximum of Two Venues Only".

Prizes for Winners

- 1st Champion Trophy & Cash Prize of ₹40,000/-
- 2nd Runners Up I Trophy & Cash Prize of ₹30,000/-
- 3rd Runners Up II Trophy & Cash Prize of ₹20,000/-

Participation Fee (Inclusive of Tax)

Upto 2 Teams (Per Team)	3 or more Teams (Per Team)
₹5000	₹4000

AIMA GST NO 07AAATA1644A1ZH, PAN No. AAATA1644 A
Participation Fee through Cheque / Demand Draft should be sent in favour of "All India Management Association", payable at New Delhi.
The fee paid is non-refundable / non adjustable, although participation by a substitute team is allowed.

For registration, please visit <http://chanakya.aima.in>

Dates & Venue

Regions	Prelim Rounds	Regional Finale
Hyderabad	25 - 26 September	27 September
Pune	04 - 05 October	06 October
Vadodara	23 - 24 October	25 October
New Delhi	30 - 31 October	01 November
Bangalore	15-16 November	17 November
Coimbatore	21-22 November	23 November

Grand National Finale | Coimbatore | 24th November, 2018

Sponsor & Venue Host



Gift Hamper Sponsor



Writing Instrument Partner



In Association



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AI & Big Data Retreat



Participants of 1st AI & Big Data Retreat

AIMA organised its first AI & Big Data Retreat with the theme ‘Smart Business: Putting AI and Big Data to work’ held from 12-14 October 2018 at Goa. The Retreat was co-chaired by Mr Soumitra Dutta, Former Dean and Professor of Management at Cornell SC Johnson College of Business, New York and Mr TV Mohandas Pai, Immediate Past President, AIMA and Chairman, Manipal Global Education Services.

Some of the other eminent speakers who addressed the participants included Mr KK Natarajan, Executive Chairman, Mindtree; Mr Pulak Ghosh, Professor Indian Institute of Management, Bangalore; Mr Sriram Raghavan, Vice President– IBM Research & CTO, IBM India; Mr Manish Singhal, Founding Partner, Pi Ventures; Mr Akash Gupta, CTO and Co-Founder, GreyOrange Pte Ltd; Mr Abhishek Pitti, Founder and CEO, Nucleus Vision and Ms Madhu Rao, Co-Founder, Excellence4u Worldwide.

The format of the Retreat included interactive

sessions, case studies, talks by inspirational leaders and more. Putting Smart to Work Using AI, Big Data AI for Policy: Opportunities for India, AI and Innovation for the Next 6 Billion, Democratising Data Sciences for Emerging Markets, Intelligent Robotics for Flexible Supply Chain Automation and Building Intelligent Future Ready Enterprises-Is AI & Big Data Necessary for Survival were the topics covered in the two days programme.



Mr Soumitra Dutta, Former Dean and Professor of Management at Cornell SC Johnson College of Business, New York addressing

Shaping Young Minds Programme



Mr. T V Narendra, CEO & Managing Director, Tata Steel Limited with SYMP speakers & delegates

AIMA organised the 68th Shaping Young Minds Programme in collaboration with the Jamshedpur Management Association on 9th November 2018 at Jamshedpur. This programme provides a platform for young professionals and management students to interact with achievers from various fields. SYMP aims at

helping the participants synchronise personal and career goals through exposure to experience and wisdom of successful people. The programme was addressed by Justice N Santosh Hegde, Former Lokayukta, Government of Karnataka; Mr Richard Rekhy, Board Member, KPMG in Dubai; Dr Aquil Busrai, Former Executive Director HR, IBM India Limited & Chief Executive Officer, Aquil Busrai Consulting; Mr Raghunath Medge, Nutan Mumbai Tiffin Box, Mumbai Dabbawala's.

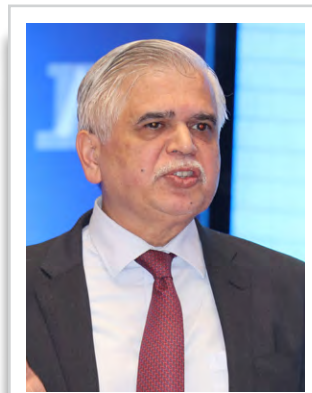
Mr. T V Narendran, CEO & Managing Director, of Tata Steel Limited delivered the Inaugural address. The programme was well received with an audience of over 700 participants.



Justice N Santosh Hegde, Former Lokayukta, Government of Karnataka



Mr Raghunath Medge, Nutan Mumbai Tiffin Box, Mumbai Dabbawala's



Mr Richard Rekhy, Board Member, KPMG in Dubai



Dr Aquil Busrai, Former Executive Director HR, IBM India Limited & Chief Executive Officer, Aquil Busrai Consulting

Champions of change

Inspiring, Creating and Innovating

With a vision to be a leader in Management Development AIMA facilitates individuals and organisations to realise their potential. And in its endeavour to shape the management destiny of the new age India, AIMA has constituted **YOUNG LEADERS COUNCIL** for young leaders. A non-lobbying platform to mentor and nurture young leaders for the next wave transformation.



**Thought
Leadership**



**Peer to Peer
Networking**



**Professional
development**



**Best Practice
Sharing**



**Be a Young Leaders Council
Member today!**

For other information and membership please contact: **Rajni Yadav – Assistant Director**

Young Leaders Council, All India Management Association Management House, 14 Institutional Area, Lodhi Road, New Delhi – 110003

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AAMO Young Managers' Programme – Hong Kong & Macau



Participants at AAMO Young Managers Programme

Macau Management Association - a member of the Asian Association of Management Organisations (AAMO) held the Young Managers' Programme 2018 (YMP) from 4th to 10th November 2018 in Hong Kong and Macau. The YMP is an annual learning programme organised by Macau Management Association since 2011. It aims at developing and improving contemporary management thought and business acumen of its participants through a series of company visits and interactive sessions.

A group of 16 delegates from AAMO member countries including India, Nepal, Sri Lanka, Malaysia, Australia, Hong Kong and Macau

visited Cyberport, CEM, Hutchison Ports, Hong Kong International Airport – Innovation Labs and MTRC. Mr Derrick Lee, Managing Director, International Trade and Investment Office, HK and Mr Fergus Wong, Director, National tax Policy Services, PwC shared their experiences with the participants on Trade Promotion and Tax Gap.

Ms Namitha Parthasarathi of Bosch and the winner of AIMA NCYM - Best Manager 2018 said "The YMP provided us an opportunity to expand our horizons and understand how other organisations function. It was truly an amazing experience and the insights we gained will



AIMO YMP participants at Cyberport, Hongkong

remain with us for a long time, thanks to the facilitators and other participants who are now more friends than colleagues. I can happily say

this journey made me a better person, both personally and professionally.”

Sharing his experience of the programme, Mr Shubham Pandey of All India Management Association said “The YMP was full of learning and we were exposed to all the aspects of management. The onsite visits were an eye opener and interacting with the other participants helped us learn about their corporate culture and working styles. It

was a fantastic networking event, and I am sure that we all will stay connected in future as well.”

National Management Quiz- 2018



National Champion team Tata Consultancy Services Ltd

The 19th edition of AIMA’s National Management Quiz was conducted across India. The regional rounds were held in Mumbai on 24th October;

Bengaluru on 25th October and Mumbai on 26th October and the Delhi regional round and the Grand Finale was held on 30th October.

Tata Consultancy Services Ltd emerged as National Champion this year in NMQ. Bhilai Steel Plant was the National 1st runners up and HDFC Life was the National 2nd runners up. The programme witnessed a participation of over 128 teams from all over India comprising of both

private and PSU companies.

Training Programme



Participants of Decoding Blockchain for Business: Present & Future Prospects training programme

AIMA conducted a two day training programme for internal technical trainers of Thriveni Earthmovers Private Limited on the topic 'Training Delivery Skills' on 29th & 30th October 2018 at Jamshedpur. The two day training design gave an opportunity to participants to demonstrate, rehearse and to get individual feedback from the facilitator on their skill gaps. The programme was very well received by the participants.

Another one day training programme was organised on 'Decoding Blockchain For Business: Present & Future Prospects' on 13th October 2018 at New Delhi. The

programme integrated basic foundational knowledge of blockchain technology with a strategic framework for implementation and helped participants to critically understand the blockchain technology with a focus on the business value.



Participants of training programme of Thriveni Earthmovers Pvt Ltd

To Each His Own

There were four of us in that handsome double-storey house in Alipore. Ideally located, well maintained and adequately provided for, it was the ultimate luxury. Four bright (ahem!) young executives, working for a big foreign bank, each one fond of the good life. We were a happy lot. The chummery even had a resident cook-cum-bearer so there were no hassles of buying groceries and vegetables. The guy cooked exceedingly well and did all the shopping. We took turns clearing his weekly bills. Trained by British employers, he knew all the graces. We didn't doubt his integrity; any way who cared if he was charging us for his paan-bidi. Besides, the old man took care of every thing; laundry, shoes, all odd chores.

Our booze bottles were kept in the dining room side-board. No one thought of locking up. It had started with a drink on special occasions, but soon a 'chotta' before dinner became the order of the day. Bottles were purchased turn by turn - usually one of the IMFL brands- once in a while someone chipped in with scotch.

It happened with a particularly good scotch bottle. We noticed the level depleting rather fast. May be we were watching more closely, may be it was our banker mentality working overtime, but there was a distinct feeling that some one was giving us company, taking a nip on the sly. We started level-marking the bottle; the pilferage continued. He wasn't even smart, otherwise he could've added water. We were baffled. Doubting the cook was unthinkable, but who else would have the opportunity except the person who was around all the time.

The level in our precious bottle was now dangerously low. That evening, when we started dinner, there were only a few pegs left. We decided to teach the rogue a lesson. He wasn't going to get away with this robbery. He couldn't make a fool of four savvy bankers. The swine was going to pay for his sins. The bottle was quietly taken to the loo, one of the guys peed in it and the loss of our 'chottas' was made up. The bottle was duly replaced in the side board.

Next evening, it was the same story. The plunderer had struck again and drunk a 'patiala'. This one was obviously beyond redemption. He didn't even know the difference between scotch and Morarji's potion. It had to be the cook. We decided not to wait any longer. We were going to take the bull by the horns. After dinner we would jointly summon him and pose the question.

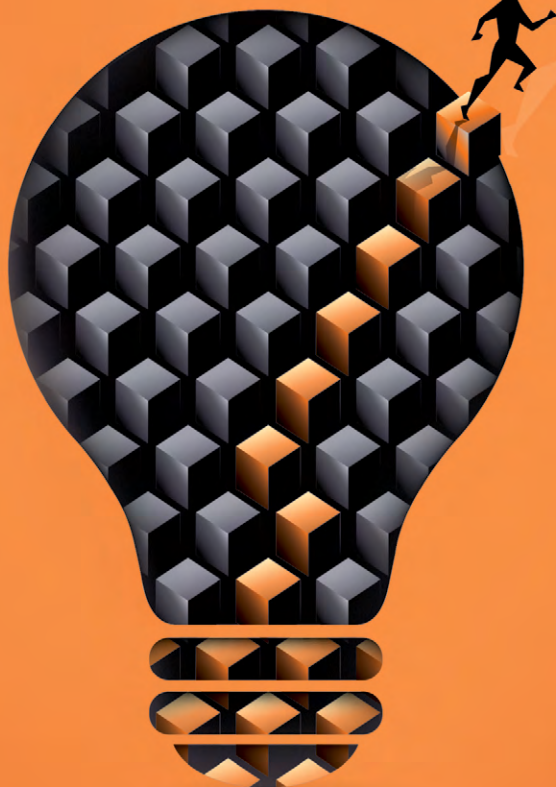
Dinner over, the old man was called and the damning evidence placed before him. "Who's the thief in this house?" I thundered. "Who's been drinking our good whisky?" The man was unruffled, his response was cool. "Saheb, I don't touch the stuff; I am a teetotaler, but I know it makes the food tastier. So I just add two spoons to the main dish every day".

That night, we all threw up, turn by turn.



*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 15 Dec. 2018 (Saturday) 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/phd2018dec/> 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 : 3 Dec. 2018 (Monday)
Last date for submission of printout of completed online registration form to AIMA, New Delhi : 7 Dec. 2018 (Friday)

For further details contact:

Kiran Rawat, Manager (PhD Programme)

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Motivating Your Most Creative Employees

by Tomas Chamorro-Premuzic and Reece Akhtar

November 12, 2018



YUJI KARAKI/GETTY IMAGES

In any team or organization, some individuals are consistently more likely to come up with ideas that are both novel and useful. These ideas are the seeds of innovation: the intellectual foundation for any new products and services that enable some organizations to gain a competitive advantage over others. However, organizations are often unable to put in place the right processes, leadership, and culture to turn creative ideas into actual innovations,

which causes even their most creative employees to underperform. This mismanagement of innovation is further exacerbated by the fact that managing creatives tend to require special attention and consideration. Indeed, decades of psychological research suggests that creative people are quite different from others when it comes to personality, values, and abilities. In light of that, here are eight evidence-based recommendations to get the most

out of your creative employees and to stop them from underperforming:

- **Assign them to the right roles:** No matter what industry or job people are in, they will generally perform better when you can maximize the fit between their natural behavioral tendencies and the role they are in. This is why the same person will excel in some roles but struggle in others. Thus, if you want your creative employees to do well, you should deploy them in tasks that are meaningful and relevant to them. In fact, research shows that while creative people are generally more likely to experience higher levels of intrinsic motivation, they also perform worse when not intrinsically motivated. There is therefore a higher cost and productivity loss when your disengaged employees are creative; but the benefits of engaging them are also higher.
- **Build a team around them:** It's been said that there are "no statues of committees," but innovation is always the result of coordinated human activity — people combining their diverse abilities and interests to translate creative ideas into actual innovations. Just try managing a team full of creatives and you will see that very little gets done. In contrast, if you can surround your creative employees with good implementers, networkers, and detail-oriented project managers, you can expect good things to happen — such are the benefits of cognitive diversity. Whether in sports, music, or regular office jobs, creatives will thrive if they are part of a team that is able to turn their ideas into actual products and services, freeing them up from implementation.
- **Reward innovation:** You get what you measure, so there's no point in glorifying creativity and innovation if you then reward people for doing what they are told. Paying lip service to innovation

will frustrate your creative employees, who will feel underutilized if you show indifference to their creative ideas and imaginations. Conversely, if you actually incentivize people to come up with new ideas, to think outside the box, and to devote some of their energy to improving existing processes, products, and services, you will notice that even those who are not naturally creative will attempt to do things differently and contribute to innovation.

- **Tolerate their dark side (but only up to a point):** Everybody has a dark side, defined as his or her undesirable or toxic behavioral tendencies. Research has shown that creative individuals are naturally more irritable, moody, and hard to please. Furthermore, because of their imaginative disposition, creatives may come across as odd or eccentric, and they often specialize in making simple things complex, rather than the other way around. However, these non-conformist and individualistic tendencies also provide some of the raw ingredients for creativity: it is usually those who are likely to question the status quo and defy existing norms and traditions that push the most for innovations to happen. As the artist Banksy recently posted on Instagram when he made one of his art works self-destruct at a recent auction (just after the buyer spent over \$1.3 million on it): "The urge to destroy is also a creative urge". In contrast, if you only hire people who are well-behaved and do what you tell them, you can forget about innovation! However, it should be needless to say, no matter how creative employees are, there is no excuse for misbehaving or harming other employees and the organization.
- **Challenge them:** Few things are more demotivating than being asked to do very easy

and unchallenging work, and this is especially true when employees are creative. Data show that in the U.S., 46% of employees see themselves as overqualified for their jobs. This makes it critical to push your employees beyond their level of comfort. Failing to do so will significantly increase disengagement, turnover, and poor psychological health. Investigating this issue, researchers found that situational factors can mitigate these effects. Organizations that provide their most talented people with personalized development plans and mentoring opportunities, and that promote a culture of support and inclusion, will benefit from increased creative performance. Providing such opportunities may be a heavy lift for some organizations, yet failing to do so will risk losing their creative talent to competitors.

- **Apply the right amount of pressure:** It is often said that necessity is the mother of invention — if a problem must be solved within a given timeframe, it probably will. Yet research shows that working in high-pressure environments can harm an employee's well-being and in turn reduce their productivity. Yet, when it comes to maximizing one's creative output, applying some pressure can be a good thing: indeed, scientific evidence indicates that there is an optimal amount of pressure to drive creativity. Not enough pressure will lead to a lack of motivation, and too much of it will create stress that inhibits one's ability to think creatively. Managers must get this balance right and induce a moderate (optimal) amount of pressure by first defining resource boundaries and expected output, and then clearly communicating their support for the creative process.
- **Promote cognitive diversity:** When organizations look to hire new employees, their "fit" with the

culture is often an important selection criterion, and there is good reason for this (see again point 1). Evidence suggests that employees whose psychological profile and skills match the organization's culture and mission are more motivated and productive. Yet, if organizations are pursuing innovation, they should in fact promote cognitive diversity amongst their teams. Specifically, leaders should build teams whose members have compatible, yet significantly different, psychological profiles. This is because teams that are cognitively diverse are more likely to view problems differently and produce better decisions. This rule also applies to leaders: if you want leaders to drive any sort of transformation or entrepreneurial activity, you are better off hiring moderate misfits than perfect fits!

- **Be humble:** With narcissism on the rise, humility is an underrated virtue in today's society. Narcissists often become leaders thanks to their charisma, charm and confidence, which helps them attract followers and persuade others that they are more competent than they actually are. Yet such leaders are rarely more creative, even when they manage to come across as innovative to others. In fact, leaders who want to produce a creative team should practice humility. A recent study found that a leader's humility was a significant predictor of a team's creative output, as they evoke feelings of safety, trust, and cooperation among their followers. To practice humility, leaders should become more willing to publicly admit their mistakes and limitations and become more forthright in displaying appreciation and giving credit where it is due (Elon Musk should take notes).

As individuals are increasingly turning to self-employment and entrepreneurship, organizations

are at risk of losing the talent needed to drive growth and fend off disruption. The ability to successfully manage and retain creative talent is therefore critical. While stories of innovative and revolutionary breakthroughs speak of their organic and mythical

origins, the reality is that turning creative ideas into an actual reality is hard — and it requires great leadership. Fortunately, there is enough evidence to help leaders develop an effective strategy to not just manage, but also leverage, their creative employees.

Tomas Chamorro-Premuzic is the Chief Talent Scientist at ManpowerGroup, a professor of business psychology at University College London and at Columbia University, and an associate at Harvard's Entrepreneurial Finance Lab. He's the author of the forthcoming *Why Do So Many Incompetent Men Become Leaders? (And How to Fix It)*, which is available now for pre-order. Find him on Twitter: @drtcp or at www.drptomascp.com.

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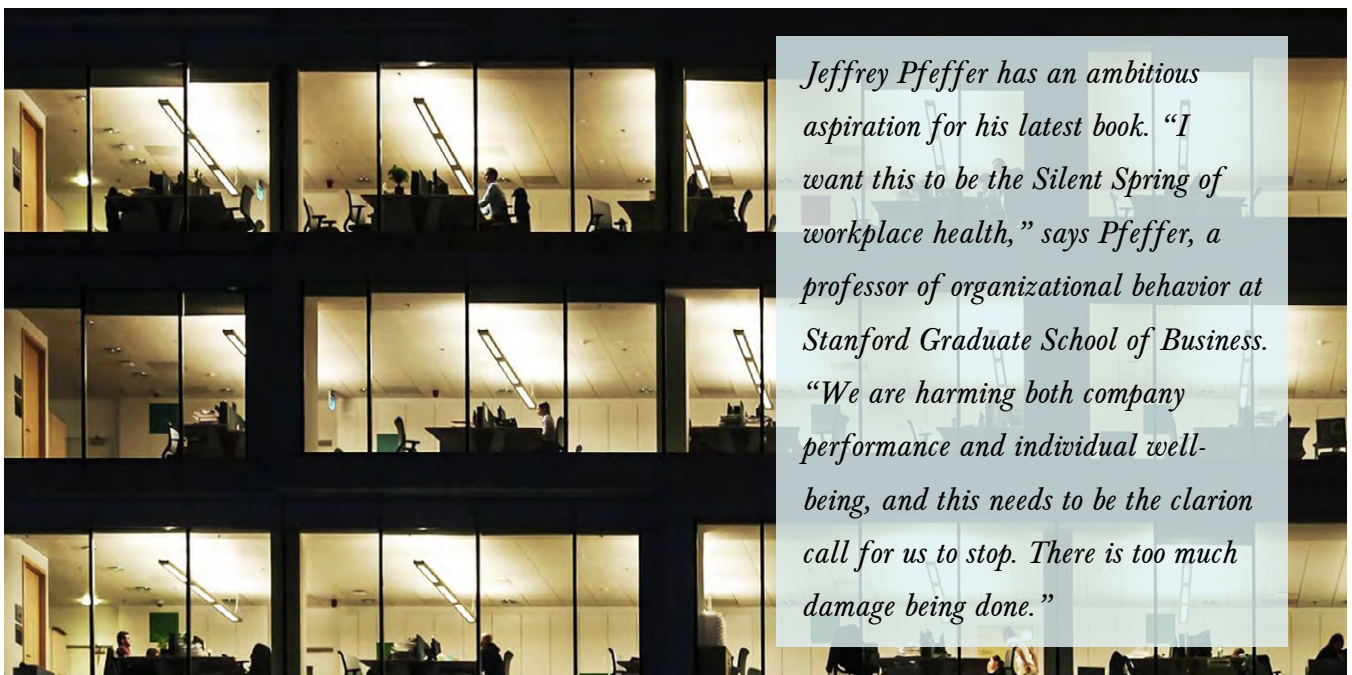
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“The Workplace Is Killing People and Nobody Cares”

A new book examines the massive health care toll today’s work culture exacts on employees.

March 15, 2018 | by Dylan Walsh



Jeffrey Pfeffer has an ambitious aspiration for his latest book. “I want this to be the Silent Spring of workplace health,” says Pfeffer, a professor of organizational behavior at Stanford Graduate School of Business. “We are harming both company performance and individual well-being, and this needs to be the clarion call for us to stop. There is too much damage being done.”

In one survey, 7% of people said they’d been hospitalized because of workplace stress. | iStock/Kilhan

Dying for a Paycheck, published by HarperBusiness and released on March 20, maps a range of ills in the modern workplace — from the disappearance of good health insurance to the psychological effects of long hours and work-family conflict — and how these are killing people.

Pfeffer recently sat for an interview with Insights. The following has been edited for length and clarity.

I was struck by the story of Robert Chapman, CEO of Barry-Wehmiller, standing in front of 1,000 other CEOs and saying, “You are the cause of the health care crisis.”

It's true. He takes three points and puts them together. The first point, which is consistent with data reported by the World Economic Forum and other sources, is that an enormous percentage of the health care cost burden in the developed world, and in particular in the U.S., comes from chronic disease — things like diabetes and cardiovascular and circulatory disease. You begin with that premise: A large fraction — some estimates are 75 percent — of the disease burden in the U.S. is from chronic diseases.

Second, there is a tremendous amount of epidemiological literature that suggests that diabetes, cardiovascular disease and metabolic syndrome — and many health-relevant individual behaviors such as overeating and underexercising and drug and alcohol abuse — come from stress.

And third, there is a large amount of data that suggests the biggest source of stress is the workplace. So that's how Chapman can stand up and make the statement that CEOs are the cause of the health care crisis: You are the source of stress, stress causes chronic disease, and chronic disease is the biggest component of our ongoing and enormous health care costs.

Has this connection always been there, or has there been an evolution in workplace culture that got us to this point?

I think the connection as just described has always been there, because the physiology and etiology of disease have not really changed. But I would say that with all the evidence I've encountered — and it's not perfect evidence — I've seen nothing inconsistent

with the statement that the workplace has generally gotten worse.

Job engagement, according to Gallup, is low. Distrust in management, according to the Edelman trust index, is high. Job satisfaction, according to the Conference Board, is low and has been in continual decline. The gig economy is growing, economic insecurity is growing, and wage growth overall has stagnated. Fewer people are covered by employer-sponsored health insurance than in the past, according to Kaiser Foundation surveys. And a strikingly high percentage of people, even those covered by insurance, say they forgo treatment and medications because of cost issues.

I look out at the workplace and I see stress, layoffs, longer hours, work-family conflict, enormous amounts of economic insecurity. I see a workplace that has become shockingly inhumane.

You reference professor Nuria Chinchilla [of IESE Business School], who describes this as social pollution. What does that mean?

She has said that the real inconvenient truth is not just that there is environmental pollution, which there certainly is, but that there is also social pollution. The work hours that companies are demanding of their employees are causing the breakup of marriages, burdens on raising children, and general disruption to family life. And the family unit is an important source of social support.

You can see this in stories from my book — the GE guy who's on the road all the time and never sees his kids until he finally decides to quit. So she coined the term "social pollution," and I think it's a wonderful term.

Companies should care about what they are doing to the social environment, not just the physical environment.

You draw that out in the book: a focus on corporate sustainability that ignores social damages.

No one would ever stand up — or at least not many people — and say, “We clear-cut this forest” or “We took the top of this mountain off for coal, and aren’t we proud.” But 3G Capital will proudly stand up and say, “We’ve laid off one-fifth of the workforce. Let’s pat ourselves on the back!”

And we tolerate it. The point I make several times is that there are behaviors with respect to the physical environment that we have decided are impermissible. You are no longer permitted to burn whatever you want and throw it into the air, or dump whatever chemical you want into the water. Companies have accepted this and now parade their environmental bona fides.

Meanwhile, these companies are engaging in all kinds of things that are harming the human beings who work for them. These are things they should report on, and these are things that we should stop tolerating.

Why is this normal?

I can speculate. Maybe it’s because we see the polar bears and the trees and the physical environment as not being agentic, in the sense of not being able to take action to defend themselves. And maybe we see human beings as being more agentic and responsible for their own well-being.

When I talk about this book, I’ve had plenty of people say to me that if someone doesn’t like where

he’s working, then he needs to go find another job. Which is easier said than done.

You talk about a number of barriers to moving, and one of those is individual psychology. What is that psychological dynamic?

There are many issues. One simple one that we should never overlook is sheer exhaustion. Finding a job is itself a job. If you are physically or psychologically drained by workplace stress, then you’re not going to have the capacity to go out and look for another job.

“I want to wake people up. This is a serious issue that has serious consequences for corporate performance and for people’s well-being.

Jeffrey Pfeffer

Companies also play to our egos. They say, “What’s wrong with you? Aren’t you good enough? We’re a special organization. We’re changing the world and only certain people are going to be up for the task.” Who wants to admit they’re not good enough?

And we are influenced by what we see our peers doing. I’ve had people say to me: “I look around and all my colleagues are working themselves to death. What makes me think I’m so special that I don’t have to?” We have come to normalize the unacceptable. It’s hideous.

You make clear that yoga classes and nap rooms won’t fix this. What are some of ways this culture might change?

I don’t think it’s going to. What changed environmental pollution? People decided that we were not going to permit companies to create a world with polluted air and fouled water.

I cannot see that happening with respect to the workplace in the current political environment and the push for deregulation. And, for reasons I've already alluded to, I think people don't necessarily see, recognize, or appreciate what's going on in the workplace. To the extent that they do, they think it's inevitable — everyone has to be working long hours and be miserable.

You know what might change this? I gave a talk on this to Stanford alumni and afterward a lawyer came up to me and said there are going to be lawsuits.

On what grounds?

In a way parallel to the lawsuits that were filed against tobacco companies. Some companies are killing their workers. People have been harmed. If I had to bet on how this will change, some company is going to get sued, some lawyer will win an enormous award, and that will open the floodgates.

If you meet with executives, can you make a competitive strategy argument to not treat employees this way?

Of course.

Is that effective?

Depends on whether they have any sense.

There's data on this — there shouldn't need to be, but there is — that suggests that when people come to work sick, they're not as productive. Companies have

problems with presenteeism — people physically on the job but not really paying attention to what they are doing — with lost workdays from psychological stress and illness, with high health care costs. Seven percent of people in one survey were hospitalized — hospitalized! — because of workplace stress; 50% had missed time at work because of stress. People are quitting their jobs because of stress. The business costs are enormous.

Did you change your mind about anything when working on the book?

Yes, I changed my mind in the following way: It's worse than I thought. And obviously these workforce things that cause ill health do not fall equally on the population. If you are less educated, you have more economic insecurity, the likelihood of receiving benefits is lower, your ability to control your work hours and your job are worse, and so health outcomes are worse. But I didn't think it would be as bad for as many people.

I didn't think the workplace would be the fifth leading cause of death in the United States. And, by the way, when I talk to HR people, they say the numbers we have are certainly wrong: They are too low.

I want to wake people up. This is a serious issue that has serious consequences for corporate performance and for people's well-being. We should care about people's psychological and physical health, not just about profits.

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Ahmedabad Management Association

The highlight of this month's activity was the 'Japan Insights – ABC' programme which was inaugurated on 5th October by Mr Nitinbhai Patel, Dy. Chief Minister of Gujarat. The programme commenced on 6th October wherein simultaneous sessions were organised on academic, business and cultural aspects of Japan. The key note speakers included Mr Ryoji Noda, Hon'ble Consul General of Japan in Mumbai and Ms Bijal Patel, Hon'ble Mayor of Ahmedabad.



Business Session of the 'Japan - ABC' Programme in progress



Mr V K Mathur addressing the 24th Innovation Conference

The 24th Innovation Conference on 'Innovation and Inclusive Growth' was organised on 6th October which provided a platform to share, exchange and celebrate innovation-based approach to ensure overall improvement in Happiness Index of the society at large. The esteemed speakers included Mr. Pratul Shroff, Founder-CEO, e-Infochips Ltd; Swami Kripakarananda, Debatosh Maharaj, Ramakrishna Mission; Professor Jayendran Venkateswaran, IIT Bombay Principal Investigator, SoULS Initiative; Presentation from the Deptt. of Food & Civil Supplies, Madhya Pradesh; Mr. V. K. Mathur, General Manager (LPG-Sales),

Indian Oil Corporation (IOC); Mr. M. Janardhan, Executive Director, Central Secretariat, RUDSETI, Ujire; Dr. B K Behera, Sr. Spl. Medical, NTPC Ltd; Prof. Ravichandran, IIM-A.

The third edition of 'Sarpanch Samvaad' (meeting of gram panchayat functionaries) was organised on 13th October. A large number of Sarpanchs representing various villages of Gujarat actively participated in the programme. Sessions were conducted on Rural Tourism Potential in Gujarat, Rural Entrepreneurship Opportunities for Youth and Effective Public-Private Partnership for Rural Development through CSR. Village development initiatives undertaken by the Sarpanchs were also discussed during the programme.



Sarpanch Samvaad - 3 participants

Several Lecture Programmes were organised during the month. Pujya Swami Nikhileswarananda, Head, Sri Ramakrishna Mission, Rajkot & Ahmedabad addressed on 'The Lights of India – Mahatma Gandhi & Swami Vivekananda' on 2nd October. Mr Vijay Ranchan, Former Addl. Chief Secretary, Govt. of Gujarat addressed on 'The Tibetan Book of the Dead' on 4th October. Mr Rohit Turkhud, Partner, Fakhoury Law Group & Renowned Immigration Attorney, USA addressed on 'EB-5 Investment Visa' on 10th October. Ms. Sonal Radia Tyagi addressed on 'Understanding Films – Deciphering the Language of Audio-Visual Communication' on 12th October. Mr

Achal Rangaswamy, Executive Coach & Motivational Speaker delivered a talk on ‘Shaping the Corporate Athlete’ on 13th October. Ms Preeti Malhotra, Practice Head & Partner, Great Place to Work addressed on ‘Identifying and Recognising Great Workplaces’ on 26th October.

AMA also organised a Presentation-cum-Panel Discussion on ‘Demystifying M&A and PE’ on 13th October. The panel consisted of Mr Rajiv Bhatt, Associate Partner, Ernst & Young LLP; Mr Hiranand Savlani, CFO, Astral Polytechnik Ltd; Mr Bhadrsh Mehta, CFO, Symphony Ltd and Mr Parthiv Vasavada, CFO, Vini Cosmetics Pvt. Ltd.

During the month, three Forum Meetings were organised. Mr B N Dastoor conducted the 15th Learners’ Forum on ‘Neuro-Linguistic Programme (NLP)’ on 21st October. Mr Suresh Mashruwala coordinated the Speakers’ Forum organised on 27th October on the topic ‘No General can fight his Battle Alone’. Dr Paresh Kariya conducted the 16th Learners’ Forum on ‘Neuromarketing’ on 28th October.

AMA conducted 46 MDPs and 2 In-Company Programmes in this month focusing on a variety of subjects. A total of 816 participants benefitted from these programmes.

Allahabad Management Association

Evening Lecture

A special lecture was organised by Allahabad Management Association on 12th October. The theme of the Lecture was ‘Join Hands for a Cleaner Allahabad’ and the distinguished speakers were Er Sanjeev Tripathi and Mrs Archana Tripathi, Brand Ambassadors for Swatch Bharat Abhiyan for Allahabad. The speakers deliberated upon the hazards of plastics and thermocol items on human health and harmful effects on our environment. They explained how Zero Waste Home can be made a reality. The Secretary of AMA, AK Prasad welcomed the guests, students and members in the beginning. Thereafter, VP of AMA, Mr Ravi Prakash welcomed and introduced the speakers and a memento was presented by the President Mr Vibhav Bajpai. A large number of faculty members and students of UPTEC and other colleges and schools were present along with members of AMA.



Ms Preeti Malhotra addressing on ‘Identifying and Recognising Great Workplaces’



Mr Rajiv Bhatt coordinating the Presentation-cum-Panel Discussion on ‘Demystifying M&A and PE’



AMA president Mr Vibhav Bajpai presenting a memento to Chief Guest Mr Sanjeev Tripathi and Mrs Archana Tripathi

Workshop

Allahabad Management Association organised a Workshop on ‘Art Communication Skills and Use of Body Language’ for the students of B.VOC IT ITES Ewing Christian College on 18th October. The workshop was conducted by the soft skills and corporate trainer Mr. Vibhav Bajpai, who is also President AMA. The workshop was specially arranged for the student chapter of Allahabad Management Association. In his presentation Mr. Bajpai highlighted the necessary requisites for a effective business communication and how to increase confidence levels. The students were trained how to introduce themselves and were apprised about the use of body language. About 60 students participated in the workshop.

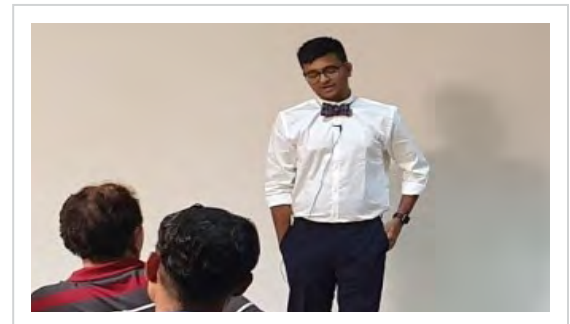


Workshop at ECC, Allahabad for Student Chapter AMA

Baroda Management Association

Friday Evening Talk

Baroda Management Association organised a Friday Evening Talk on ‘Flight To Harvard –My Stories’ on 6th October with Mr. Naman Rao.



Flight To Harvard –My Stories by Mr. Naman Rao



Dynamic Governance by Mr. Umesh Mangroliya

Another Friday Evening Talk on ‘Dynamic Governance’ was held on 12th October with Mr. Umesh Mangroliya. Ms. Bijal Mistry spoke on ‘Effective Listening’ on 26th October.



Dr. Shikha Nehru Sharma addressing

30th Annual Management Convention

The 30th Annual Management Convention on ‘Hit, Refresh & Rejoice’ was held 5th & 6th October. The programme started with the welcome address by Mr Rajiv Thakkar, President BMA. Some of the other speakers included Mr. Ajay Kumar Dwivedi,

Director (exploration) in the Maharatna Board of India's flagship explorer ONGC; Dr. Shikha Nehru Sharma, Nutritionist & Managing Director of Nutri Health; Mr. Jay Vasavada, Writer, Orator & Columnist; Mr. Viveck Vaswani, Actor, Writer & Producer; Mr. Rajiv Vastupal, Chairman & Managing Director of Rajiv Petrochemicals Pvt. Ltd; Mr. Latesh Shah, Writer, Producer, Director, Trainer & Actor; Major Raju K Subramani, Commandant of EME School Vadodara; Mr. Richard Rekhy, Former Chief Executive Officer of KPMG; Mr. P. Balaji, Director, Regulatory, External Affairs & CSR Vodafone; Mr. Ajey Mehta, Vice President & Country Head, India HMD Global, The Home for Nokia Phones; Mr. Dushyant Dave, Senior Advocate, Supreme Court of India; Dr. Ambi Parmeswaran, Brand Strategist & Founder of Brand, Building.com; Ms. Sujata Mehta, Actor, Model, Stage Artist, Trainer & Theatre personality



Guruji Shri G. Narayana at the valedictory session

The session concluded with the Valedictory session by Guruji Shri G. Narayana, Chairman Emeritus of excel Industries limited.

Student Management Games

Baroda Management Association supported AIMA's 22nd Business Simulation Games organised by All India Management Association from 23rd- 25th October to inculcate the business problem solving acumen among participants mainly young professionals and university students. Baroda Management Association with the support of ITM universe hosted the programme.



Participants at the SMG



Mr. D.K. Gupta, Deputy Director- AIMA

In all twenty eight teams representing 6 universities participated in the competition. The programme was inaugurated by the President, Mr. Rajiv Thakkar; Chief Guest Dr. Nirmitt Jha (Managing Director at ASTA India Pvt Ltd); Guest of Honour Dr. Baba Pai (Director, ITM universe) and Mr. D.K. Gupta (Deputy Director, AIMA).

Bharuch District Management Association

Training Programme

BDMA organised an exclusive training programme on Women Empowerment 'Be your own Icing' on 4th & 5th October. Ms. Meghavi Vyas, an Image Consultant was the facilitator. The programme focused on enhancing women leadership, decision making, becoming more confident and independent. It was attended by 37 participants who gave positive feedback and appreciated the training.



Participants at the training on Women Empowerment

Women's Forum

On 8th October, BDMA arranged a talk for teachers under the Women's Forum on 'The Journey from Good to a Great Teacher'. The session was facilitated by Ms. Taral Patel and the key takeaway for teachers was how to be emotionally present for the students in the classroom. Around 70 teachers of Bharuch District from various schools participated and highly appreciated the session.

IT Forum Meet

BDMA organised its IT Forum meet on 8th October under the leadership of BDMA IT Forum Chairman Mr. S.M. Thakor. The meet was a round table discussion on 'IT Challenges & Opportunities in Industries', and IT forum's initiatives were also discussed. Several IT leaders and professionals attended the meet and shared a positive feedback.

CEO Forum

CEO Forum Meet was successfully completed on 10th October. It was a talk on 'Let us collaborate nationally to Excel and Compete Internationally'. CEOs of more than 35 companies attended the talk. The meet was inaugurated by welcome remarks from BDMA President Mr. Parag Sheth followed by purpose of the day and introduction of the guest speakers by BDMA CEO Think Tank Forum Chairman, Mr. N.K. Valecha. Mr. Renil Gogri (Manufacturing Director, Aarti Industries Limited) & Mr. Himanshu Bhavsar (Head - Business Excellence & HR - Aarti Industries Limited) shared their valuable ideas and experiences.



Mr. Sanjeev Verma (Chairman, EHS Forum) with participants

EHS Forum Meet

The 2nd Session of 'Round Table Discussion on EHS Challenges and Opportunities in Industries' was successfully completed

on 17th October. The session carried forward the discussion from 1st session and identified more challenges and discussed more opportunities on the issues. The session was very interactive and informative.

Annual General Meeting

BDMA held Annual General Meeting for the year 2017-18 on 22nd October. Mr. Bhavesh Hariyani, Hon. Treasurer of BDMA presented the financial accounts & Mr. Parag Sheth appointed the auditors. The activities were shared by BDMA Hon. Secretary General, Mr. Anish Parikh. Mr. Parag Sheth has been declared President of BDMA for another term, 2018-20. New institutional members were welcomed to BDMA family. The meeting was followed by Q & A session. Mr. S. I. Thakar presented the vote of thanks.



Mr. Parag Sheth addressing the members at AGM

Corporate Navratri

BDMA organised a celebration on the eve of Sharad Purnima in association with Rotary Club of Bharuch Narmada Nagari, a fund raising for various community service project of Rotary Narmada Nagari.



Mr. Piyush Nathwani formally welcoming the guests



Dr. Sheela Mistry sharing her views regarding the prevention of sexual harassment

22nd HR Forum Meet

BDMA had successfully completed its 22nd HR forum meet on a sensitive subject, 'Prevention of Sexual Harassment' by Dr. Sheela Mistry. The meet received positive feedback from the participants.



Participants at the round table discussion of BE Forum Meet

Business Excellence Forum Meet

BDMA organised a Round Table Discussion on 'Business Excellence Challenges & Opportunities in Industries'. With the help of the forum chairman, BDMA leaders and the participants, the session was a huge success.

Finance Forum Meet

On 27th of October, BDMA organised a seminar under the Finance Forum on ‘Structured Walkthrough of GSTR 9 & 9C’. The session was facilitated by Dr. (CA) Shailendra Saxena. More than 38 finance professionals participated and found session to be very interesting.



Dr. (CA) Shailendra Saxena clearing the concept of GSTR 9 & GST 9C

Students Forum Meet

On 28th October, BDMA arranged a talk for teachers under the Students’ Forum on ‘Good Parenting Practices’. The session was facilitated by Mr. Sunil Neve and focused on good parenting practices.

Bhopal Management Association

Expert Lecture

Bhopal Management Association and SIRT-E MBA successfully organised an Expert Lecture on ‘Confidence Building and Interpersonal Skills’ on 4th October. Dr. Pooja Mehta, Psychologist and Life Skills Trainer was the Guest Speaker. About 100 MBA students, senior BMA members and faculty attended the programme. The programme was coordinated by Ms. Pallavi Bhojne, MBA student. The vote of thanks was given by Dr. Rishi Sharma and Mr. N.K. Chhibbar, Jt. Secretary, BMA.



Dr. Pooja Mehta addressing the participants

Guest Lectures

Bhopal Management Association successfully organised a Guest Lecture on ‘Contribution and Sacrifices made by the Armed Forces in Protecting the Nation’ on 13th October. Lt. Col. Naveen Kumar Jha, Indian Army Veteran was the Guest Speaker. On the occasion membership certificates also given to new members. About 50 members of BMA attended the programme. The programme was coordinated by Mr N.K. Chhibbar, Jt. Secretary and the vote of thanks was given by Mr Rajesh Tiwari, Co-Chairman, BMA.



Lt. Col. Naveen Kumar Jha addressing



Mr. Rajeev Agrawal with participants

Another Guest Lecture on ‘Character and Personality Development’ was held on 30th October at Rabindranath Tagore University, Bhopal. Mr. Rajeev Agrawal, Industrialist and Life Skill Trainer was the Guest Speaker. About 100 students attended the programme. Mr. G.K. Chhibbar, EC Member and Prof. Rajpal Singh, Advisor, BMA also attended the programme. The programme was coordinated by Mr. Aamir Khan. Dr. Sangeeta Jauhari and Dr. Deepti Maheshwari thanked BMA for conducting a successful lecture.

Bombay Management Association

Fellowship Meet

The traditional and customary fellowship meet was held on 5th October. Over 150 members participated in the meet held on the theme ‘Marketing Insights – Current Trends’ by Mr. Niteen Bhagwat, Former President and Vice Chairman, FCB Ulka and breaking of ice by Dr. Murtaza Khorakiwala, President BMA and MD Wockhardt. The President and EC decided to spread wave of such ‘Fellowship Meet’ in Navi Mumbai, Thane, Western Region and South Mumbai in the ensuing months.

Workshop

A one day workshop on ‘Return on Investment (ROI) on HR, Training and OD’ was held on 20th October and conducted by Dr. Sonali Wagle - Founder, Exponential Advisory. 15 plus participants from corporate as well as academic and individual participated in the power packed session.



President addressing the august gathering



Faculty Dr. Sonali Wagle along with the participants



Faculty Mr. Sushil Bahl along with the participants

Evening Lectures

On 25th October an evening lecture on ‘The Brand You’ was held led by Mr. Sushil Bahl, Professional, Academician, Author, and Mentor for the members of South Mumbai Chapter of BMA. The focus of the session was on motivating the pupil to learn, by using a personality, performance and contributions. The participants actively participated in the interactive session.

Inter Collegiate Competition

On 27th October an Inter Collegiate Group Discussion Competition 2018-19 conceived by Ms Supriya Sachdeva, EC Member was held at IES Management College and Research Centre with the support from Dr D. Harsolekar, Director, IES Management College and Research Centre. In all 42 students representing 14 renowned management colleges from Mumbai participated in this event.



Participants at the Inter Collegiate Group Discussion Competition



Stock Holding Corporation programme 'Drive to Driver'

Drive to Driver

A joint one day workshop with Stock Holding Corporation on 'Drive to Driver' was held on 27th October .

Calcutta Management Association

Calcutta Management Association in collaboration with Bhubaneswar Metropolitan Management Association organised a 'Money Skills' programme on 5th October in Bhubaneswar. This is a regular event of CMA which reaches different places spreading the know-how about money management. The event was hosted by Templecity Institute of Technology & Engg, Khurda (Techno India Group). This time, other than money management, Mr Sandip Sengupta, MD, ISOAH, also spoke about Cyber Security and how to keep ones money safe while working online. The sessions were attended by over 140 people.



Participants and speakers at the session

Calicut Management Association

Student Chapter Lecture Series

It was decided to conduct at least two CMA Student Chapter Lecture Series every month. The sessions were structured to give an introduction to CMA and its activities, an entrepreneurial experience by an entrepreneur through his talk 'My Entrepreneurial Journey' and a presentation on 'Innovation, Entrepreneurship and Overview,

Activities and Schemes of Kerala Startup Mission.'

On 9th October a lecture session was held at the School of Management Studies, Calicut city chapter of DCMS, Calicut University. More than 50 MBA students participated in the session. The sessions were handled by Mr Harris P.T, President CAFIT and Mr Deepak Balachandran, MC Member CMA. Mr, K.A. Ajayan President, CMA also addressed the participants.

On 24th October a lecture session was conducted for the students of Centre for Research & Education for Social Transformation. More than 35 students participated. The sessions were handled by Ms Prajina A.J, Founder, KLUM; Mr. K.V Abdul Gafoor, Co-founder & CEO, Infinite Open Source Solutions LLP and Mr Deepak Balachandran, MC, Member CMA Mr. K.A. Ajayan, President, CMA also addressed the participants.



Lecture session at Centre for Research & Education for Social Transformation

Mr. K.V Abdul Gafoor, Co-founder & CEO, Infinite Open Source Solutions LLP and Mr Deepak Balachandran, MC, Member CMA Mr. K.A. Ajayan, President, CMA also addressed the participants.

Start- up Activities

In the 4th Malabar Round Table of Kerala start-up Mission held on 23rd October, Calicut management Association, represented by Mr. M.A. Mehabbob, Sr Vice President; Mr Anil Balan, Vice President, Capt. K. K. Haridas, Secretary and Mr. P.A. Narayanan, Past President and Coordinator for Startup activities, handed over 'CMAs Action Plan for Outreach and PR activities for Evangelising KSUM' to Kerala Startup Mission. Mr. Deepak Balachandran, MC Member, presented the plan for Malabar roundtable attendees. CMA's involvement and the action plan presented was appreciated by the participants and it was decided to implement the outreach activities presented by Calicut Management Association.



Handing over of 'CMAs Action Plan for Outreach and PR activities for Evangelising KSUM'

Industry- Academia Interaction

As part of its initiative taken by CMA for the Industry – Academia Interaction, another round of discussion with Kerala start-up Mission and Calicut University was held on 5th October. It was decided to conduct start-up events, sessions and also to draw a detailed road map for developing the entrepreneurial spirit among the students. Kerala Start-up Mission also informed that they can set up Fab Lab once the community matures.



Dr E.K.Satheesh, DCMC, Calicut University; Mr Deepak Balachandran, MC Member; Mr. K.A. Ajayan President, CMA, Mr P.K. Narayanan, Past President CMA, and Mr Mohammed Fazil, Manager, KSUM with Dr. P.Mohan. PVC, Calicut University.

Seminar

CMA in association with Dhanam, the business magazine, Malabar Chamber, KSSIA, TiE etc conducted a business seminar ‘Grow your business in tough times’ in Calicut on 15th October. Around 250 businessmen and entrepreneurs located in Calicut participated in the event. The seminar was conducted to motivate, support and guide the entrepreneurial and business community going through a tough time after the floods. Mr. M.A. Mehaboob, Sr Vice President, CMA, addressed the participants.



Mr. M.A. Mehaboob, Sr VP, CMA lighting the lamp.



Prof (Dr) Venkataraman, addressing CMA

Monthly Evening Lecture Meeting

Professor (Dr). Venkataraman Sankaranarayanan, faculty with Strategic Management addressed the participants on the topic ‘Strategic Planning for Managing Uncertain Times: For Firms Large and Small’. The session was attended by more than 90 participants. Mr. K.A. Ajayan, President presided over the meeting, Er Ananda Mani, Convener, ‘UNARUKA 2.0 Women Entrepreneurial Event’ briefed about the upcoming event. Mr. M.A. Mehaboob, Sr VP, welcomed the participants and Capt. K. K. Haridas, Secretary, proposed the vote of thanks.



Session by Ms Nasmina Nasir

Entrepreneurial Talk

Ms. Nasmina Nasir, Founder Director of i-LAB, a Social Entrepreneur, Traveler, Professional Trainer and Educator address the CMA members on 24th October. Ms Nasmina shared her entrepreneurial dreams, the challenges she faced as an entrepreneur / traveler and the lessons learned with the CMA members in her Entrepreneurial Talk.



The MC members with Ms Sheela Koucheseph Chittipilly.

MC Meeting

The Management Committee meeting of CMA was held on 30th October. Ms Sheela Kochuseph Chittipilly, MD, V-Star addressed the participant on the topic ‘Entrepreneurial Challenges Then and Now’. The inauguration of the registration for the ‘UNARUKA 2.0 Women Entrepreneurship Summit’ to be held by CMA in association with IIMK LIVE on 25th November

was done by Ms Sheela Chillipilly by receiving the 1st registration from Mr. P.K. Narayanan, Past President, CMA. Ms Sheela Chittilapilly also released the e brochure of the programme.

Chandigarh Management Association

Taking Business Globally-UAE

A seminar was organised in collaboration with FIEO (Federation of Indian Export Organisation) and officials of the Saif Zone, Sharjah (UAE) on 'Business Opportunities available at Sharjah (UAE)' on 8th October. The motive of this seminar was to make members aware about the opportunities available in UAE. The information was shared with members through presentation and printed literature.



CMA President Mr. Lalit Bajaj, Prof J P S Nindra, Vice President CMA, Mr Karun Kashmiri Secretary CMA along with other delegates of CMA with the officials of Saif Zone, Sharjah (UAE)



CMA members with Mr K.T.S.Tulsi

Criminal Justice In India

CMA organised a brilliant talk on Criminal Justice in India by a top advocate of the country Mr. K T S Tulsi, Sr. Advocate, Supreme Court of India and Member Rajya Sabha on 12th October on the theme 'To Understand the Judiciary System of India'. Dr Balram Gupta, Director, Judicial Academy Chandigarh was also present. 'Spandan' E-newsletter of CMA for the month of September 2018 was also released. About 70-80 people participated in the event.



CMA participants with the Award of Appreciation by Team SME Yatra 2018

SME YATRA 2018

CMA participated in SME YATRA-2018. The theme of the event was to connect SME with right technology to help them grow. On this occasion CMA was conferred with Certificate of Appreciation for its outstanding performance and contribution to the SME sector.

Coimbatore Management Association

CMA's 'Monday Musings' is a 45 minute popular, interactive programme held every Monday on a topic concerning Individual and Institutional Management. Eminent speakers have been delivering talks on various topics in areas such as Management, Production, Quality, HR & Marketing, Health and Fitness, Finance etc. It is usually attended by more than 40-50 members. On 22nd October, Dr. R. Chandrasekaran, Professor, Karunya School of Management, Coimbatore addressed members on the topic 'Theory of Constraints in Manufacturing'.



Dr. R. Chandrasekaran, Professor, Karunya School of Management, Coimbatore addressing members

Delhi Management Association

Network of Women Entrepreneurs

The Network of Women Entrepreneurs (NOWE) was launched on 5th October, at Delhi Management Association, under the aegis of Women in Management Committee of DMA by Padamshree Dr. Saurabh Srivastava, Chairman, India Operations CA Technologies in the presence of Ms. Veena Swarup, Former Director HR, Engineers India Limited and Chairperson Women in Management Committee, DMA; Dr. Poonam Sinha, Joint Director, NIESBUD; Ms. Padmaja Ruparel, Co, Founder, Indian Angel Network and Mr. Rajan Pandhi, Director DMA and a large number of women entrepreneurs.

NOWE has been formed as a game changer to enhance learning, networking, mentoring for Women Entrepreneurs through knowledge sessions, meeting with investors, venture capitalists and other specialists in various areas of value to entrepreneurs. Over 50 women entrepreneurs participated in the launch event. NOWE will hold regular sessions and also kick start mentoring. It is an All India Network.

Automotive Legal Experts Network

DMA supported 'ALEN' - Automotive Legal Experts Network by World Auto Forum as Association Partner organised on



(L to R) Ms. Veena Swarup; Padamshree Dr. Saurabh Srivastava; Dr. Poonam Sinha and Mr. Rajan Pandhi.



(L to R) Dr. Akhil Prasad, Director, Country Counsel India and Company Secretary, Boeing; Mr. S Ramaswamy, Managing Partner, Medha Advisors; Mr. Dinesh Bhasin, Former VP, Customer Care, Tata Motors; Mr. Karan S Chandiok, Partner, Chandiok & Mahajan; Mr. Yogesh Wadhwa, Alliance GC, Renault Nissan; Mr. Akshay Nagpal, Partner, L&L Partners and Mr. Anuj Guglani, Founder, World Auto Forum, Moderator

13th October. Eminent speakers shared their thoughts on New Age Role of a GC: Insights across Automotive, Aerospace, Media & Financial Services; Fast Evolving Regulatory Landscape: New Safety Rules, MV Amendment Bill, BS, 6: Challenges, Caveats, Opportunities for Business and Competitive Advantage amongst others.

Book Release and discussion

Mr Anand R, Sr. Vice President – HR, HCL Technologies and a member of DMA; second book ‘Happiness at Work’ was released by Mr. P Dwarakanath, Non Executive Chairman, GSK on 18th October at NDIM in the presence of a large gathering of industry leaders, consultants, teachers and students. Dr. G P Rao, Founder, Good People Relations moderated a panel discussion on ‘Making Urban Professionals happier’ with Mr Anand R; Ms. Shivani Modi, Co, Founder, CEEKR; Dr V M Bansal, Chairman, NDIM and Mr. Krishnan Chatterjee, Head of Marketing, SAP Indian sub-continent as panelists.



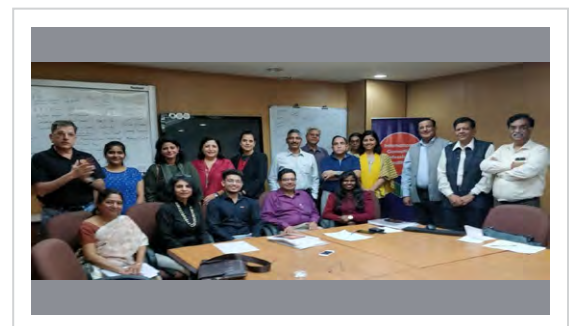
(L to R) Mr. Rajan Pandhi; Dr. V M Bansal; Mr. Kamal Singh; Mr Anand R; Mr. P Dwarakanath; Dr. G P Rao and Mr. Dhananjay Singh

Musical Evening

Padmashri Ms Malini Awasthi along with musicologist Mr Yatindra Mishra showcased the Awadhi heritage through music, stories, anecdotes and conversations in ‘Awadh Ki Roshan Chowki’ on 26th October. This was an initiative of ‘Special Initiatives Committee’ of DMA led by Mr V M Bansal, Chairman, NDIM.

Round Table Meet

DMA in collaboration with ICPI and NHRD Network organised a Round Table meet on ‘Sexual Harassment at Workplace’ on 26th October. Mr. Deepak Bharara, Director, ICPI welcomed the fellow participants. Interactive dialogues focused on the psychological, social, cultural, power, political and legal perspectives to ensure a healthy workplace. The session was well received and appreciated by the participants. Mr. Deepak Bharara gave the vote of thanks.



Participants at the programme

Faridabad Management Association

Results Leadership

Faridabad Management Association organised a workshop jointly with India Talent Services on 13th October on 'Result Leadership - How to overcome Challenges & Lead a Profitable Business for Startup Entrepreneurs'. Ms. Saloni Kaul, Leadership Coach, Founder & CEO, India Talent Services was the main resource person and the other resource person was Mr. Rahul Thapan, Management Consultant, CorpArete Consulting. Mr. Abhay Kapoor, President, FMA and Head HR- North - Amazon also addressed the session which was attended by SMEs and Startup Entrepreneurs from Faridabad as well as Delhi.



Ms. Saloni Kaul, Leadership Coach, Founder & CEO, India Talent Services; Mr. Rahul Thapan, Management Consultant, CorpArete Consulting and Mr. Thyagarajan, Hon. Executive Director, Faridabad Management Association & Head - Corporate Resource Centre, Apeejay Stya University with participants.



Participants and speakers of the HR Round Table Mentoring Session

HR Round Table Mentoring Session

Faridabad Management and Racon held an HR Round Table Mentoring Session on 14th October for HR professionals and entrepreneurs. The key resource persons included Mr. Subhash Jagota, CEO, Global Business Solutions & Managing Director - Jabro Adversing; Ms. Saloni Kaul, Founder & CEO of India Talent Services; Mr. Bhanu Prathap Singh, Group HR Head, AEON & Mr. V. Thyagarajan, Hon. Executive Director, Faridabad Management Association & Head - Corporate Resource Centre, Apeejay Stya University. Mr. Anupam Sharma, Managing Director & Ms.

Radha, Managing Partner of Racon welcomed the professionals and were actively involved. A good number of HR professionals participated in the event.

Ghaziabad Management Association

Emerging Students Entrepreneur Summit

Ghaziabad Management Association, with its member institutions and organisations, intended to provide a platform for emerging entrepreneurs and organisations to discover and unleash breakthrough ideas, innovations and insights GMA has prepared guidelines and its role for how to support students' projects/ business plans/ innovative ideas and mentor them for converting them into start-ups.



A team briefing the Jury on their presentation

Consequently, GMA conducted the first Ghaziabad Entrepreneurs Summit with the support of its partner institutes and corporate partners on 6th October. In this summit, a total of 17 presentations/ business plans with an intention to be taken forward as a start-up were made by students. GMA will be extending a limited financial support to the shortlisted ideas and has identified a mentor for each project.

Blood Donation Camp

Ghaziabad Management Association along with Department of Management Studies, RKGIT and Rotary Club, Sahibabad organised a blood donation Camp on 9th October in lieu of 1st October observed as National Voluntary Blood Donation Day every year. The camp was inaugurated by RKG Group Chairman Mr Dinesh Goel and his son Mr. Akshat Goel, Prof. Laxman Prasad- Director R&D, RKG Group of Institutions. Prof. R.P Maheshwari Director-RKGIT along with Mr. Deepak Gupta, Sahibabad Rotary Club President, Mr. Rakesh Chharia, Rotarian, Mr. Sandeep Garg, Mr Vinay Gupta – Executive Director GMA, Dr. Arvind Singh- Dean Academics RKGIT, Dr. Vibhuti–Head MBA. Around 180 donors donated blood and each donor was provided with a memento and a certificate.



Organisers of Blood Donation Camp

SCROLLS 2018

The 9th edition of SCROLLS - Students Creative Oratory Learning Skills, the Annual National Level Technical Paper presentation contest organised by the college (AKGEC) in association with Ghaziabad Management Association (GMA) was held on 26th October.

The inauguration ceremony was graced by Mr. Amit Agarwal, President GMA as the Chief Guest; Dr. R.K. Agarwal, Director, AKGEC; Mr. Vinay Gupta, ED GMA; HODs, Deans, professors and senior faculty members many of whom acted as judges of the respective domains during presentation by students later in the day.



Gpt. Capt. Dr. R. K. Agarwal, Director AKGEC giving his welcome address

Dr. R K Agarwal, Director AKGEC welcomed the guests and students and all others present and explained the importance of the event. The vote of thanks was proposed by Organising Head Prof. V.K. Parashar, Dean Students Welfare. A total of 236 synopsis covering six domains were initially received, of which 125 were selected for final presentation.

Lecture cum Interactive Session

On 26th October Ghaziabad Management Association organised a Lecture cum Interactive session on ‘Technology Enabled Security Solutions’ at Shriram Pistons & Rings Ltd, Ghaziabad. The event facilitated by Saralweb’s CEO, Mr. Kaviraj Singh, had a case study presentation talking about labour augmentation using mobile technology. The presentation covered common security related issues and proposed possible solutions.



Mr. Kaviraj Singh, MD, Saralweb interacting with the participants.

The presentation also covered monetary benefits that labour augmentation led by Mr. Ashok Sharma, HOD HR, Shriram Pistons and Rings Ltd; Cmde. P. Singh, Dean Admin, AKGEC and other representing the industry members of GMA in discussing the importance and benefits of digitalisation. GMA’s Executive Director, Mr. Vinay Gupta, conducted the event by encouraging digitalisation in daily operations.

Guwahati Management Association

On the 26th October, an industrial visit was organised by the Guwahati Management Association. Several newly set up industries in areas west of Guwahati were covered in the visit. The notable industries visited included a unit of Ms Sun Pharma Ltd, which is producing various injections and capsule patents of the company. The team also visited the partially commissioned factory of Ms Ajanta Pharma Ltd, factories of ITC and Britannia Industries Ltd.

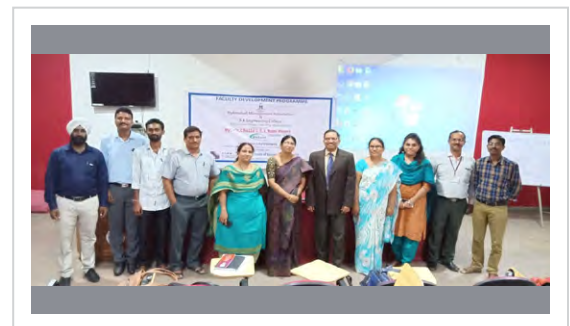


GMA team at the Industrial Visit to ITC factory at Kukurmara, Guwahati

Hyderabad Management Association

Development Programmes

The Hyderabad Management Association with the S R Engineering College, Warangal organised a Student Development Programme and Faculty Development Programme on 3rd October with Mr. Challa Ram Phani, Founder Director of Amkaam and Motivational Speaker. He spoke about the importance of human and Leadership Skills in a Corporate Work Environment. College Convener for HMA Mr. Parminder Singh said that students participated enthusiastically in the programme which would strengthen their possibilities to become future leaders in the competitive corporate world.



Participants with the speaker

On the same day, a Faculty Development Programme on ‘Teaching Methodology through Case Studies’ was conducted by HMA with Mr. Challa Ram Phani as the resource person. 15 faculty members attended and it was quite interactive.

The Hyderabad Management Association in association with the PACE Institute of Science and Technology, Ongole, AP conducted SDP and FDP on 6th October. President, HMA Mr. Ravi Kumar Peesapati inaugurated the Students Chapter of HMA at PACE Institute. Mr. Sankara V Krishna Prasad from HMA was the resource person for the SDP on ‘Enriching Employability Skills among Management Graduates’. Mr. Krishna Prasad listed specific job skills required for specific job for MBA students.

Prof K V Achalapathi from HMA was the resource person for Faculty Development Programme on ‘The Art of Research Writing’. He highlighted that the style of writing an article differs from a journal, magazine, newsletter and newspapers. Mr. Ravi Kumar Peesapati, President, HMA distributed the certificates of participation of students as well as faculty.



President HMA Peesapati Ravi giving away the Participation Certificates



FDP Participants at Pace Institute, Ongole with President HMA and others.

The Hyderabad Management Association with the Yogi Vemana University, Kadapa, AP conducted a Student Development Programme on 25th October on ‘Expectations of the Industry in Placements’. Mr Vijay Vedantam from HMA was the resource person for Faculty Development Programme on ‘Applications Orientation in Curriculum Development and Execution’.



(L-R) Mr. Nagesh Vishwanatham, Vice President, HMA; Mr. Vijay Vedantam, Secretary, HMA; Dr Narayana Peesapaty, Managing Director, Bakeys Foods Pvt Ltd; Mr. Ravi Kumar Peesapati, President, HMA; Mr V S Raju, Past President, FTAPCCI; Dr Aliya Sultana, HOD, RGM CET and Prof K V Achalapathi, Joint Secretary, HMA releasing the HMA Newsletter

Interactive Lecture

The Hyderabad Management Association conducted an Interactive Lecture on ‘Sustainability through Business Processes’ by Dr. Narayana Peesapaty, Managing Director, Bakeys Foods Pvt Ltd on 12th October.

Indore Management Association

Centre of Excellence - IMA Student Chapter

Indore Management Association - Student Chapter organised Centre of Excellence on topic 'Self-Motivation- A key to success' with Prof. Pankaj Kothari, Life Coach and Author. The session was organised on 4th October at Prestige Institute of Management & Research, PG Campus.



Prof. Pankaj Kothari addressing the students



Mr. Satendra Tiwari addressing the students

CEO Talk- IMA Student Chapter

Indore Management Association - Student Chapter organised CEO Talk on topic- 'Expectation of Industry from Management Students' with Mr. Satendra Tiwari, Plant Head, CNH Industrial Equipments Pvt Ltd. The session was organised on 5th October at International Institute of Professional Studies (IIPS), DAVV Indore.



Dr. Subodh Shrivastava addressing the students.

Management Film Show- IMA Student Chapter

Indore Management Association - Student Chapter organised Management Film Show on 'The Ghost & The 10th October at Shri Govindram Seksaria Institute of Technology & Science, Indore.



Industry visit to Pratibha Syntex Pvt. Limited

Industry Visit – IMA Student Chapter

Indore Management Association - Student Chapter organised on Industrial Visit for MBA students of Shri Atal Bihari Vajpayee Govt Arts and Commerce College, Dept. of MBA on 26th October at Pratibha Syntex Pvt. Limited, Pithampur.

Management Film Show

Indore Management Association organised a Management Film Show on the occasion of World Mental Health Day. Important points regarding mental health were discussed through an edited version of Shyam Benegal’s classic movie ‘Mandi’, specifically by discussing its unique character called ‘Tungrus’. The programme was organised on 9th October. The moderator for the session was Dr. Sandeep Atre.



Dr. Sandeep Atre addressing the participants.



Dr. Sonal Gupta addressing the participants.

Contemporary Learning Session

Indore Management Association organised contemporary learning session on the topic ‘Changing trends in advertising’ on 16th October. The facilitator for the session was Dr. Sonal Gupta, Associate professor at Acropolis Technical Campus, Indore.

Exclusive Session

Indore Management Association organised an exclusive session on ‘Behavioural Economics in Business’ on 15th October. The facilitator for the session was Dr. Tulsi Jayakumar, Programme Chairperson FMB, SPJIMR, Mumbai.



Dr. Tulsi Jayakumar addressing the participants.



Mr. Achal Rangaswamy addressing the participants.

Evolution for Excellence

Indore Management Association (IMA) organised its Evolution for Excellence, a one-day workshop for the professionals on ‘The Only Way to do Business: Sell!’ by Mr. Achal Rangaswamy (CEO – Achal Rangaswamy the Coach) on 12th October.

Inauguration Ceremony

On 24th October, Indore Management Association organised the inauguration Ceremony of 'Renovated IMA Office & Multimedia Hall' by Mr. Rajesh Kumar, CGM, SBI, LHO Bhopal.



Mr. Rajesh Kumar inaugurating the renovated IMA Office & Multimedia Hall.



Participants during the session.

Management Development Programme

IMA organised Management Development Programme on the topic 'Emotional & Social Intelligence' on 26th October. The faculty for this workshop was Dr. Sandeep Atre, Founder-Director of Socialigence.



Mr. Prahlad Pandey addressing the participants.

In-house Training

Indore Management Association organised an In-house Training for Jajoo Surgicals on the topic 'Sales and Marketing' on 30th October. The faculty for the workshop was Mr. Prahlad Pandey, Corporate Trainer.

Kerala Management Association

Kick-off of activities of 18-19 & first Padma Bhushan Prof. M. V. Pylee Memorial Lecture

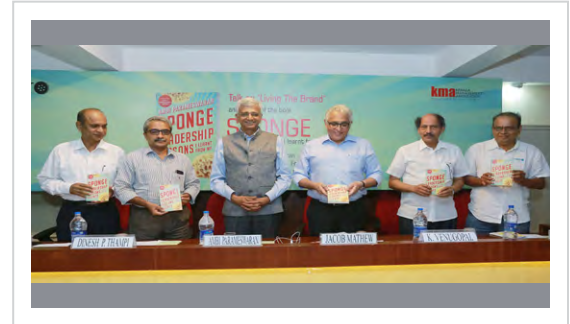
Kick-off of the activities of the year 2018-'19 was done by Prof. Dr. Abraham Koshy, Formerly Dean, IIM Ahmedabad on the topic 'Changing Consumers & Change in Strategy'. Remembrance of Dr. M. V. Pylee was done by Mr. T. T. Thomas, Past President (KMA, AIMA) on 5th October.



Inauguration by the distinguished speakers

Talk

A talk by noted brand strategist Mr Ambi Parameswaran on 'Living the Brand', organised by Kerala Management Association and Pepper Creative Awards Trust, was held at KMA House here on 26th October. The book 'Sponge – Leadership lessons I learnt from my clients', authored by Mr Ambi Parameswaran was also launched in the function. The book was launched by Mr Jacob Mathew, Executive Editor, Malayala Manorama.



Launch of the book 'Sponge – Leadership lessons I learnt from my clients'

Lucknow Management Association

Seminar

In an outreach programme Lucknow Management Association and AWOKE India jointly organised a seminar on 'Environment, Cleanliness and Financial Literacy' for the students and teachers of Janki Devi Saraswati Shishu Mandir Prathmik Vidyalaya, Gonda. The programme was inaugurated by Justice S C Verma (Retired). Mr. K.D. Singh of Indian Forest Service and Mr. G.P. Tripathi of AWOKE India were the others speakers.

Young Managers Forum

LMA Young Managers Forum in collaboration with JNPG College organised two workshops - 'Be Different and Efficient: Case Studies from Corporate' on 4th October and 'Presentation Skills' on 9th October. Both the sessions were facilitated by CA Devesh Agarwal, Treasurer LMA and Coordinator YMF. The trained participants will be participating in the Campus Placement Programme of the College.



CA Devesh Agarwal Treasurer LMA interacting with students

On 5th October, Young Managers Forum of LMA organised a Memory Training Workshop 'Forget Forgetting' in collaboration with Shri Guru Nanak Girls Degree College. The workshop was conducted by Mr. Devesh Agarwal, Chartered Accountant & Coordinator YMF.

Young Managers' Forum of LMA in collaboration with La Martinier Girls College organised a workshop on 'Mindfulness' on 23rd October. The workshop was led by Dr. Dheeraj Mehrotra, a White & Yellow Belt holder of Six Sigma, Academic Evangelist at Next Education India Pvt. Ltd and author of 'Implementing Six Sigma In Education'.



Dr. Dheeraj Mehrotra Secretary LMA interacting with students of La Martinier Girls College

Startup pitch-in event

LMA collaborated with Start Up Jalsa and e-Cell of IIT Kanpur to organise a startup pitch-in event at IIT Kanpur on 10th October. The event included a talk on Start Ups by Mr. Sumit Jain, co-founder Common Floor.com and selling it for \$200 million and then starting open talk. Startup Jalsa is the leading startup conference in India helping early-stage startups with mentoring and fundraising.



Mr. Sumit Jain addressing the audience

World Students Day

As a pre-convention event, LMA - AWOKE India jointly organised on World Students Day on 13th October. A session in collaboration with Commerce Department of Awadh Girls College on the LMA Convention theme 'From Financial Literacy to Financial Inclusion' was held with Mr. Pravin Dwivedi, President, AWOKE India Foundation and CA Devesh Agarwal on 'Goods & Services Tax' as speakers.



Mr. Pravin Dwivedi, Vice President, LMA speaking on World Student Day at Awadh Girls Degree College

Blood Donation Camp

LMA collaborated with Lions Club Lucknow Intelligentsia, Astitva, Ruktapurak Charitable Foundation and Computer Society of India in organising a mega blood donation, an eye and body donation and a Mega Health Checkup Camp on 20th October.

Pre-Convention Media Conclave

LMA- AWOKE India Foundation organised a Pre-Convention media Conclave in which print and electronic media was briefed about the Convention 2018 on 'From Financial Literacy to Financial Inclusion' scheduled on 27th October. Mr. A.K. Mathur, Sr. Vice President LMA, Chairman AIF; Prof S. Chakraborty, President AIF; Mr Pravin Dwivedi, Secretary LMA; Dr. Dheeraj Mehrotra and Executive Director Mr. Anant Jauhari interacted with the media.



Mr. A.K. Mathur, Sr. Vice President & Mr. Pravin Dwivedi, Vice President LMA interacting with media during Pre Convention Media Conclave

LMA-AWOKE India Annual Convention 2018

LMA Annual Convention 2018 was held on 27th October on the theme 'From Financial Literacy to Financial Inclusion' in collaboration with AWOKE India Foundation and Jaipuria Institute of Management. Honb'le

Governor of Uttar Pradesh, Shri Ram Naik was the Chief Guest and Mr. Alok Ranjan, Former Chief Secretary U.P. was the Guest of Honour. Mr. Nagendraa Parikh, Executive Director, SEBI delivered the keynote address. In the valedictory session, the Chief Guest was Mr. Hemant Contractor, Chairman PFRDA and the Guest of Honour was Shri Gopal Krishna Agarwal, National Spokesperson-BJP (Economic Affairs). The concluding remarks were made by Mr. A.K. Mathur, Sr. Vice President LMA. LMA Convention Journal 2018 on the theme and AWOKE India newsletter was released on the occasion. The LMA Annual Awards 2018 were also conferred.



Release of Convention 2018 Journal by Shri Ram Naik Hon'ble Governor, UP

World Saving Day

On the Worlds Saving Day, LMA in collaboration with Pragya International Trust, a Socio-Spiritual Organisation for Peace and Sustainable Development and AWOKE India Foundation organised an outreach programme at Village Jaitanpur, District Sitapur on 31st October. Mr. Pramil Dwivedi of Pragya International Trust; Mr. Pravin Dwivedi of AWOKE India Foundation; Mr. A.K. Mathur and Mr. Anant Jauhari from LMA; and Mr. G.P. Tripathi, a former banker interacted with the villagers and informed them about savings, investment and Government financial schemes.

Ludhiana Management Association

Panel Discussion

On 15th October, Ludhiana Management Association organised a Panel Discussion on 'Working with Visionary Founders'. Three CEO's - Mr S K Rai, Vice Chairman and MD, Hero Cycles Limited; Mr D L Sharma, Managing Director, Vardhman Group and Mr S K Sharma, Director, Nahar/Oswal Group were the panelists. These are the three biggest business groups of Ludhiana.



Mr Kamal Wadhera interacting with the panelists

Mr S K Sharma shared that quick and bold decision making of the founders propelled the group to higher orbits of growth. Mr S K Rai shared that Munjal's acceptance of new ideas and new persons and very cordial relationships with all the stakeholders like a family was the biggest reasons of success. Mr D L Sharma shared that in Vardhman the main focus is on systems and processes and backup in every way for sustainable growth. The session attended by 200 members was well researched and moderated by Mr Kamal Wadhera, Founder and CEO, TCY group and President, LMA.

Seminar

On 27th October Students Forum of LMA organised a seminar on 'Practical Business Environment' by Mr Gaurav Sehgal, Managing Director, Pye Tools Limited, Ludhiana for the student members of LMA at Gulzar School of Management, Gulzar Group of Institutes, Khanna. Mr Sehgal shared his thoughts and views about practical business environment with the student members. He provided important tips to the students to brief and aware them about the keywords to be kept in mind while performing in any organisation. The session was attended by 200 management students from different institutes.



Mr Gaurav Sehgal, MD, Pye Tools Limited interacting with the student members of LMA

Madurai Management Association

Madurai Management Association organised a meeting on 6th October. Mr M. Shunmugasundaram President and Chief Executive Officer introduced the Chief Guest, a brief note on the topic 'Motivating the Youth to take right decisions' and welcomed the large gathering. The Chief Guest Mr. U. Sagayam, IAS., Vice Chairman, Science City, Tamilnadu stressed on social transformation and said it is more important than electoral politics. Pointing out that voracious reading played a major role in shaping his morals and word-view; he said that youngster must develop the habit of reading. The large mixed gathering of management student members and public appreciated Mr. Sagayam's simplicity and honesty throughout his public service as an IAS Officer. Mr. G. Suresh, Hon. Secretary proposed the vote of thanks.



Mr. U. Sagayam IAS., Vice Chairman, Science City addressing as Mr. M. Shunmugasundaram, President & CEO., Dr. I. Ismail, Hon. Secretary, Victoria Edward Hall, Mr. G. Suresh, Hon. Secretary look on

Navsari Management Association

Book Launch

Navsari Management Association organised a book launch event on 7th October. Under the banner of Bhartiya Shikshan Granthmala, five educational books written by Vidushi Indumatiben Katdare were launched. This was a joint event with Sayaji Vaibhav Library, Navsari. The event was attended by nearly 150 citizens of Navsari. There was a 'Gyan Goshti' session with author after the launching function. It was really a very informative and useful event appreciated by all.



Vidushi Indumatiben addressing the gathering

NMA Talk

Navsari Management Association organised an NMA Talk on 27th October on ‘How I Made Simple Pastiwala into Pastiwala.com’. A very successful entrepreneur / start up hero Mr. Paresh Parekh from PASTIWALA.com spoke about his journey from scratch to pastiwala.com and how he created an profitable business model of 200 crore turn over. Nearly 70 young people participated.



NMA President Mr. Jignesh Desai felicitating the speaker Mr. Paresh Parekh

Noida Management Association

A programme on Innovative Cloud Computing for Global Branding & Promotion was organised in Noida Management Association on 20th October. This Lecture cum-presentation was delivered by Prof. Sunil Garg, M. Tech. (IIT-BHU), MBA (IIFT), on the subject Innovative Cloud Computing for Global Branding & Promotion. Mr Sunil Garg explained to the members how this technology is helpful for boosting sales and customers’ contacts, CRM and Logistics. The programme was inaugurated by Mr Surinder Mohan, Sr. Vice President, Noida Management Association and vote of thanks was given by Mr Sandeep Mittal, Hony. Secretary, Noida Management Association.



Mr Sunil Garg delivering the talk and Sr. Vice President, Mr Surinder Mohan on dias

Palghat Management Association

Lighthouse

Palghat Management Association (PMA) has initiated a new wing, called Lighthouse, which is a Consulting and Advisory division headed by some of the best brains in respective industry vertical.

The objective of Lighthouse Programme is to ‘To handhold and drive your business towards delivering lasting value for your entity’. On this note, on 5th October, PMA conducted the first Lighthouse Advisory session, a one to one interaction with the required SME industry owners to figure out solutions for the challenges faced by them.



Lighthouse Advisory Team Mr MS Nair, Mr Sudhir Menon and Ms Radhika M Menon in advisory section with Mr George Roy, MD Sanera Health Care Product Pvt Ltd.

PMA-YEF Startup Summit

Palghat Management Association – Young Entrepreneurs Form Startup Summit was organised by Palghat Management Association in association with NASSCOM, TIE and Kerala Startup mission on 12th October.



(L-R) Pratheeksha, Coordinator 10000 startups NASSCOM; Shilen Sugunan, Chairman, Malabar Innovation and Entrepreneurship Zone; Moderator; Rajeev Ramnath, Treasurer, PMA; Sivarajah Ramanathan, Founder & CEO NATIVELEAD and A.C. Chummar, startup lawyer



Presidential address by Mr Sumesh K Menon, President, PMA

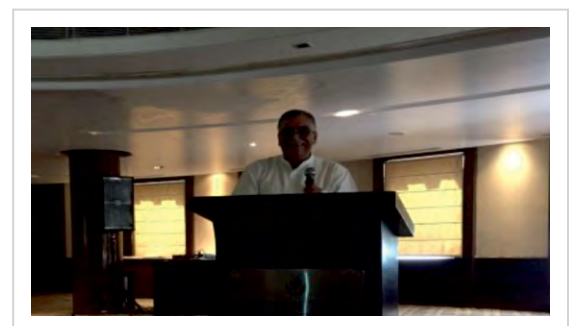
The event was inaugurated by Dr. Sunil Kumar, Director of Indian Institute of Technology, Palakkad Kerala Startup Mission CEO, Dr. Saji Gopinath delivered the key note address. Some of the other speakers included Mr. Ayyagari from Google India, Mr. Pradeep Sreedharan, VP Reliance IoT division; Mr. Sivarajha from Native Angel Network; Mr. Shilen Sagunan, Serial Entrepreneur and start-up mentor who shared their expert opinions on different panel discussion throughout the day. The fest was very well received by more than 300 participants.

On the same day, as a parallel track, TIE-Kerala conducted Regional pitch fest – which is a preliminary round for the main PITCH fest in the TIECON summit, which is going to be held in the month of November at Kochi.

Panchkula Management Association

Industrial Training

The PMA office bearers had a meeting with the management of the Stylam Industries Ltd on 12th October. Mr Manav Gupta, MD Stylam Industries requested the PMA office bearers to conduct an on the spot training event and address their distributors and agents present for their National Sales Meet. Col NK Mehta (Retd), Secretary General PMA briefed the gathering on the objectives of the PMA and the scope of events being conducted for spearheading the management movement and carrying out networking for enrichment of managerial skills through interconnect. Mr Vijay Uppal, President PMA spoke to the gathering on Vendor- Customers Relationship and Product Management.



Mr Vijay Uppal, President PMA addressing sales team of Stylam

Seminar

A seminar on Industrial Waste Water Management was organised by PMA on 3rd October. Rotarian Shaju Peter, Managing Director, Daftech Engineers was the keynote speaker. During his lecture, he covered aspects related to filtration, clarifying systems, biological treatment (anaerobic and aerobic), dewatering, disinfection, ion exchange, carbon filtration, water reuse, reverse osmosis and other technologies for removing impurities from water. Mr Vijay Uppal, President, PMA welcomed all the delegates and explained how industrial waste water is damaging the ecology. Col N K Mehta Secretary General gave a detailed presentation on the events that are being organised by PMA. Col. K. J. Singh, Vice President delivered a vote of thanks at the end of the seminar.



Presentation of a memento to the keynote speaker, Rtn Shaju Peters

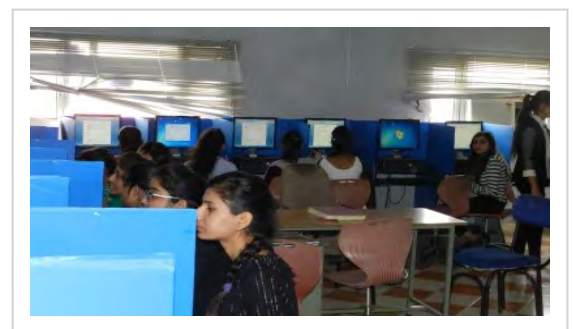
Pathankot Management Association

Seminar

Pathankot Management Association organised a seminar on 'Importance of Group Discussion' by Dr. N.K Sahni on 11th October. He took live demo sessions and explained various types of GD. 8 staff and 129 students participated in the seminar which was very well received

Special Session

Pathankot Management Association organised a Special Session for management students on 'How to Make a CV' with Ms. Shivani Vats on 24th October. She highlighted many samples of CV, resume to the students and suggested the ways how to make an attractive CV. 94 management students participated in this interactive session.



Students participating

Quilon Management Association

Quilon Management Association (QMA) decided to conduct a series of deliberations on rebuilding of Kerala after the recent unprecedented natural calamity. In this connection the second talk on 'Rebuilding Kerala: Post Floods Scenario' by Padma Shree Shankar. G, Architect & Founder of Habitat (People's Movement for Sustainable Architecture), was jointly organised with Institution of Engineers India, Kollam Local Centre on 27th October.

Padma Shree Shankar G. during his speech highlighted the importance of using environment friendly building materials in rebuilding of Kerala and also suggested that the proposal for complete demolishing of the partially damaged buildings needs to be reviewed and the possibility of its retrofitting shall be explored.

Mr. Sreeraj. C, Secretary General QMA welcomed the Chief Guest and the gathering, Dr. Riji G Nair, President QMA presided over the session and delivered his presidential address emphasising importance of the programme.

Er. K. Sivadasan, Chairman, Institution of Engineers India, Kollam Local Centre, gave a felicitation speech. Prof. Biju, Secretary Programme, QMA introduced the chief guest and Er. K. Rajan, Honorary Secretary, Institution of Engineers proposed the vote of thanks.



Padmashree Shankar G. architect addressing the audience

Tarapur Management Association

Workshop

Tarapur Management Association in association with Theem College of Engineering had organised a Workshop on 'Together We Can' on 12th October at Theem College. The session was conducted by Mr. M. S Subramanian, Director (Works) Lavino Kapur Cottons Pvt. Ltd., and President TMA, addressed a large gathering of college professors, students.



TMA President Mr. M. S. Subramanian explaining the importance of 'Team Work' to students.



Mr. Baban Jadhav Vice President TMA presenting a memento to Mr. Bharat Dash

Life Lessons From Panchatantra

Mr. Bharat Dash, Visiting Faculty – Welingkar's Institute, MGM Institute of Management and Research, SAS Institute of Management conducted an interesting Evening Talk on 22nd October on the topic 'Lessons from Panchatantra'. This impressive session covered all the important steps to be followed for a successful life. The participating student's interaction was noteworthy during this session.

Thrissur Management Association

Inauguration

The inaugural event of TMA-Naipunnya Business Scholl Student Chapter was held on 16th October at Naipunnya Business School, Koratty, Thrissur. Er. N I Verghese TMA President inaugurated chapter activities for the year 2018-19. TMA Secretary Mr. Padmakumar C; Student Chapter Programme Convener CA Geo Job; Mr. Jacob P M (HOD-NBS) were also part of this function.



Inaugural event of TMA-NBS Student Chapter

Workshop

TMA conducted a half day workshop on the topic 'Leverage Your Communication' on 16th October at Naipunnya Business School, Thrissur. Ms. Suseela Subramanian, renowned trainer led the workshop. Ms. Suseela gave an understanding on importance of Communication skills and how it can be used to organise and manage in life and business in a more productive and efficient way. The workshop was very well appreciated by the participants and nearly 95 students benefited from this workshop.



Participants with the speaker

Guest Lecture

TMA conducted a guest lecture on the topic 'Impact of Social Media on Society' on 11th October. Mr. Yathish Chandra, GHIPS (Thrissur City Police Commissioner) was the chief guest. Mr. Chandra has shared his service experience in handling various social media issues. He appreciated TMA for this significant initiative and organising such inspiring event. About 80 participants actively participated in the engaging discussion.



Mr. Yathish Chandra GH addressing TMA members on the topic 'Impact of Social Media on Society'

Brain Storming Session

TMA conducted a brain storming session for B-School faculty members as a part of TMA's prestigious internship programme on 25th October. 20 faculty members from various business schools were attended this session.

TMA President Er. N I Verghese; Dr. A Sukumaran (Chairman, TMA Internship Programme); Student Chapter Convener CA Geo Job; Sr. Vice President CA Sony C L; Hon. Secretary Mr. Padmakumar C; Sureshkumar P (Jt. Convener TMA Internship Programme) and Hamsa M Ali (Hon. Treasurer) attended this session.



Brain Storming Session for B-School Faculty members

Travancore Management Association

Travancore Management association invited Dr. Professor Sabu Thomas, Vice Chancellor MG to speak on 'Scope of Nano Technology in Current Scenario'. In his enthralling one hour lecture he explained to the audience what nano technology is all about in layman terms. He estimated nano technology to multi billion industry and he urged the student audience to look it at as a promising career. He ended the session by answering a wide array of questions from management and student fraternity of Kottayam.



Dr. Professor Sabu Thomas addressing the audience

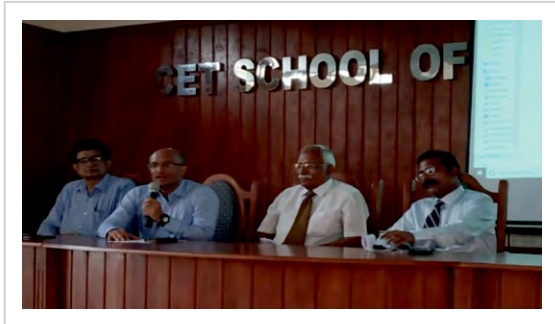
Trivandrum Management Association

Evening Lecture

Trivandrum Management Association organised an Evening Lecture on 'Unmasking your Face – The Ultimate Personality Profiling Workshop' by Mr. Rahul J Nair Director, Technology and Academics Septa Milles Pvt Ltd held on 16th October. The programme was well attended and received by the delegates



Mr. Rahul J Nair addressing the participants



Mr. Rajesh Jha, addressing B-school students at CETSOM, Trivandrum

Coffee with Corporate Leader

Trivandrum Management Association organised Coffee with Corporate Leader Programme by Mr. Rajesh Jha, MD & CEO, Adani Vizhinjam Port Pvt Ltd at TMA Student Chapter at CET School of Management (CETSOM) on 25th October. The programme was well attended and received by the students.

Training Programme

Trivandrum Management Association organised a training programme on 'Reinventing critical aspects of Strategic Innovation' by Mr. Praveen Parameswar, CEO, Lifology.com on 30th October. The programme was well received by the delegates.



Mr. Praveen Parameswar, CEO, Lifology.com with delegates

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AIMA Events Calendar

Event	Programme Chairman /Director	Venue	Date
National Competition for Young India		New Delhi Bengaluru Mumbai Grand Finale New Delhi	10-11 October 2018 14 November 2018 16 November 2018 22 November 2018
Student Management Games (SMG 2018)		Hyderabad Pune Vadodara New Delhi Bengaluru Coimbatore Grand Finale	25-27 September 2018 04-06 October 2018 23-25 October 2018 30 October-01 November 2018 15-17 November 2018 21-23 November 2018 24 November 2018
AIMA Academic Conference		New Delhi	06-07 December 2018
9th Senior Leadership Retreat	Sunil Kant Munjal Immediate Past President, AIMA & Chairman, The Hero Enterprise	Goa	14-16 December 2018
2nd Young Managers Simulation Champions (YMS 2018)		New Delhi Bengaluru/ Hyderabad	January 2019
6th Marketing Retreat		Goa	18-20 January 2019
69th Shaping Young Minds Programme		Tarapur	19 January 2019
1st AIMA Corporate Management Olympiad		New Delhi/ NCR	22-23 January 2019
National Competition for Managers		Mumbai New Delhi	February 2019

Event	Programme Chairman /Director	Venue	Date
Advanced Management Programme	Debashis Chatterjee Director, Indian Institute of Management, Kozhikode	New Delhi	February 2019
Global Advanced Management Programme	Claude Smadja President, Smadja & Associates	Israel	02-07 February 2019
Foundation Day & National Management Day		New Delhi	21 February 2019
70th Shaping Young Minds Programme		Ludhiana	27 February 2019
Pragti - A Women Quiz		New Delhi	March 2019
71st Shaping Young Minds Programme		Calcutta	15 March 2019
National Leadership Conclave		New Delhi	28-29 March 2019
Managing India Awards		New Delhi	17 April 2019

To view full calendar please visit www.aima.in

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AIMA

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