

AIMA News

AIMA'S MONTHLY E-MAGAZINE

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

JUNE 2025



MESSAGE FROM THE DIRECTOR GENERAL

Dear Readers,

I am pleased to present another edition of AIMA News. With your continued support, AIMA remains focused on strengthening management capability across sectors and stages.

Among the recent highlights was the successful completion of AIMA's 22nd Global Advanced Management Programme (GAMP), led by Prof Solomon Darwin, Executive Director, Garwood Center for Corporate Innovation, University of California, and held in the Silicon Valley. The immersive seven-day experience brought together senior executives from across India Inc. for academic sessions, leadership dialogues, and visits to some of the world's most innovative companies. From Google and Salesforce to Intel, Ericsson, Nvidia and Palo Alto Networks, the programme offered rare access to industry leaders and emerging business trends.

Back home, AIMA continued to invest in the future of HR leadership through its 4th HR Power Workshop. . Chaired by Mr R P Singh, Director- HR & Legal, IFFCO, and featuring top HR leaders like Mr S Y Siddiqui, Chairman, AIMA HR Core Committee & Former Executive Advisor, Maruti Suzuki; Mr P Dwarakanath, Former Chairman, GSK Consumer Healthcare among others, the workshop provided valuable networking opportunities and sparked engaging conversations on the intersection of technology, talent, and organisational resilience.

Women's leadership development remained a key area of focus with the fifth edition of 'Reach Where You Aspire To'—a hands-on, peer-driven training programme guided by experienced mentors. With 45 participants from 20 organisations, the programme reaffirmed the value of safe spaces, structured learning, and honest dialogue in building leadership pathways for women professionals.

AIMA's collaboration with Local Management Associations also deepened with the Southern Region LMA Conclave in Chennai. Organised by the Madras Management Association, the conclave featured thematic sessions on current topics. Led by distinguished speakers, the conclave facilitated deeper regional engagement and stronger integration within the AIMA ecosystem. It saw active participation from LMA delegates, MMA-affiliated Chapters, and online viewers via MMA's social media platforms.

In the academic space, AIMA conducted a customised Capacity Building Programme for senior faculty and Deans of SRM University. Focused on navigating institutional change and rethinking leadership in higher education, the sessions combined strategic frameworks with lived insights.

Building on its youth centric initiatives, AIMA's Young Leaders Council (YLC) continued to engage rising professionals through curated dialogues. A recent session explored how innovation and fair competition are critical drivers of India's economic advancement, with speakers Mr Aditya Trivedi, Partner, Analogue Legal and Ms Anumita Sarkar, Founder – Legal & Strategic Advisor, PRABHAVEE – Partner for Social Impact offering actionable insights.

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This issue carries brief reports on these initiatives, updates from LMAs, and a few thought pieces on management.

I hope you enjoy reading this issue and look forward to your feedback and suggestions.

Warm Regards,



Rekha Sethi
Director General

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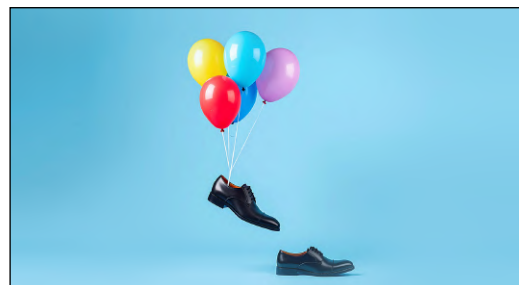


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DUBAI
2 - 5 DECEMBER, 2025

JAPAN
20 - 24 AUGUST, 2025

Global Innovation & Management Programme (GIMP) 2025

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3-4 Delegates: **INR 4,50,000** per Participant
5 or more delegates: **INR 4,00,000** per Participant

Early Bird Discount: INR 30,000 discount on registrations received till **10 July 2025**

Inclusions: Participation Fee will include the course fee, study material, cost of accommodation from 20 – 24 August 2025 (04 nights) breakfast, lunches, dinners as per itinerary.

GIMP Dubai

1 Delegate: **INR 3,50,000** per Participant
2-3 Delegates: **INR 3,25,000** per Participant
4 or more delegates: **INR 3,00,000** per Participant

Early Bird Discount: INR 20,000 discount on registrations received till **31 July 2025**

Inclusions: Participation Fee will include the course fee, study material, cost of accommodation from 2 – 5 December 2025 (03 nights) breakfast, lunches, dinners as per itinerary.

- GST: 18% or as applicable on the date of fee payment will be charged on the participation fee.
- AIMA GSTIN No. 07AAATA1644A1ZH AIMA PAN No.: AAATA 1644 A

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Global Advanced Management Programme



GAMP participants at Berkeley Haas Innovation Lab with Professor Solomon Darwin, Executive Director, Garwood Center for Corporate Innovation, UC Berkeley; PK Agarwal, Dean, UC Santa Cruz and Rekha Sethi, Director General, AIMA

AIMA successfully organised the 22nd edition of its prestigious Global Advanced Management Programme (GAMP) from 23rd to 29th June 2025 in Silicon Valley, USA, Curated and led by Professor Solomon Darwin, Executive Director, Garwood Center for Corporate Innovation, UC Berkeley, the immersive programme brought together senior executives from leading Indian organisations including GAIL; IFFCO; MGL; MNGL; NHPC Ltd; SAIL; Tata Steel and TCIL.

The week-long programme offered a powerful blend of classroom learning and real-world insights through sessions on Open Innovation, Digital Transformation, Artificial Intelligence and Sustainable Technology. Participants gained valuable perspectives through intensive interactions with academic leaders and corporate pioneers, aligning theory with cutting-edge practice.



Participants at the University of California, Berkeley



At Wipro Innovation Centre

A key highlight was the visits to leading global technology companies including Google; Salesforce; Intel; Ericsson; IBM Almaden Research Center; Nvidia; Bloom Energy; Siemens and Palo Alto Networks. Delegates engaged directly with senior leadership, explored innovation labs, experienced live demos, and gained a front-row view of breakthrough technologies set to reshape industries and future-proof organisations.

Notable speakers included Mr Aadam Boulanger (Google); Mr Bowen Wang (Salesforce); Mr Anshul Sonak (Intel); Dr Mallik Tatipamula (Ericsson); Mr Shrikanth Kodali (Nvidia); Ms Janaki Kowtha (IBM) Dr Jittisa Ketkaew (Bloom Energy) and Ms Veronica Pettit (Siemens Energy). The programme also featured sessions with US Ambassador Thummalapally; Mr PK Agarwal, Dean, UC Santa Cruz; Dr Inga Becker



Presentation at Salesforce



Delegates at NVIDIA



Delegates at Google



Dr. Jim Spohrer, former senior executive at IBM and Apple addressing

(Siemens) and Mr Nitin Narkhede (Silicon Valley Innovation Center). AI-focused dialogues were led by Mr Narayan Sundar (Palo Alto Networks) and Ms Olga Patel, while Dr Jim Spohrer, Former Senior Executive at IBM and Apple, led a thought-provoking session on leadership.

The programme concluded with delegates presenting disruptive business model ideas and receiving expert feedback from a Silicon Valley jury. It was commended for combining research-backed academics with experiential learning and was appreciated for its relevance, depth and visionary insights.



At Bloomenergy



*GAMP delegates
at Intel*



At IBM



At Google

HR Power Workshop



(L-R) S Y Siddiqui, Chairman, AIMA HR Core Committee & Former Executive Advisor, Maruti Suzuki; R P Singh, Director- HR & Legal, IFFCO and Neeraj Kapoor, Director, AIMA

AIMA organised the 4th edition of its HR Power Workshop on 7th–8th July 2025 in New Delhi, offering HR professionals a dynamic platform to connect, collaborate, and learn from thought leaders across industries. The two-day in-person programme offered sessions and workshops to equip HR leaders with future-focused strategies and insights.

Mr S Y Siddiqui, Chairman, AIMA HR Core Committee & Former Executive Advisor, Maruti Suzuki, delivered the contextual address, while Programme Chairman, Mr R P Singh, Director- HR & Legal, IFFCO, delivered the keynote address, framing the workshop's objectives. The proceedings of the programme were initiated by Mr Neeraj Kapoor, Director, AIMA.

The session on the transformative potential of AI and Gen AI in HR, led by Ms Sulbha Rai, Chief People Officer & Head Ops, RenewBuy and Mr Shraddheya Srivastava, Solution Architect, Artivatic.ai, explored how emerging tech is reshaping HR analytics, talent acquisition, and workforce management.

Mr SY Siddiqui and Mr Sushil Baveja, CHRO, Jindal Stainless, helmed a session on HR Transformation in

the BANI World, offering insights on building resilient and agile HR systems to

A compelling session on Expectations from HR, featuring Mr Amit Malik, President – Japan, Asia Pacific & Australia, WadZPay Worldwide and Mr



R P Singh, Director- HR & Legal, IFFCO addressing



Winners of HR Best Practices Case Study Contest

P Dwarakanath, Former Chairman, GSK Consumer Healthcare, highlighted HR's role in driving innovation, inclusion and strategic growth.

A hands-on workshop on Managing a Multi-Generational Workforce, led by Ms Harpreet Datta, Chief Business Officer – Education, GMR Group and Ms Sakshi Anand, CHRO & Head ESG, Godfrey Phillips, explored intergenerational dynamics and collaboration in evolving workplace structures.

The session on New Workplace, Future of Work & Emerging Skills by Mr GP Rao, Founder, Good People Relations and Mr Rohit Vishal Gupta, CHRO, Varun Beverages, helped participants understand how to stay competitive in a digitised, fast-evolving workplace.

Mr KK Thakur, Director- HR, BHEL and Dr Achal Bhagat, Senior Consultant, Indraprastha Apollo Hospital, addressed a session on Employee Wellness, addressing mental health, physical well-being, digital balance and financial fitness.

The Winners of HR Best Practices Case Study Contest held online on 1st July (both in the PSU and Private Sector categories) were

recognised at the Summit and presented the winning case studies to the audience. Steel Authority of India Limited was declared the winner and Indian Oil Corporation Ltd. the runner-up in the Public Sector category, with a special commendation awarded to NTPC Limited. In the Private Sector category, Tata BlueScope Steel Pvt. Ltd was announced as the winner and RenewBuy as the runner-up.



S Y Siddiqui, Chairman, AIMA HR Core Committee & Former Executive Advisor, Maruti Suzuki presenting a memento to Amit Malik, President – Japan, Asia Pacific & Australia, WadzPay Worldwide as P Dwarakanath, Former Chairman, GSK Consumer Healthcare look on

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Training Programme - Reach Where You Aspire To



Participants of the training programme

AIMA organised the 5th edition of its specialised Training Programme 'Reach Where You Aspire To', for women professionals, from 3rd- 4th July 2025. The programme was conducted under the mentorship of Ms Veena Swarup, Former Director HR, Engineers India Limited.

The two-day programme brought together 45 women professionals from 20 organisations across sectors, with a focus on building strategic capabilities, leadership confidence and cross-sector collaboration.

The programme began with a session by Ms Veena Swarup, focusing on communication, shifting perceptions and creativity as key drivers of leadership. Syndicate sessions followed, with participants crafting strategies on communication, branding, culture, innovation and change.

Mr R Anand, Principal Consultant & Advisor-HR, HCL Technologies Ltd, addressed an insightful session

on strategic planning and decision-making. This was followed by another session on building high-performing teams and organisational culture by Ms Veena Swarup.

Ms Urvija Bajpai, Former Executive Director- L&D, Indian Oil Institute of Petroleum Management, delivered a session on managing change, offering tools to build agility and navigate transitions effectively. The programme concluded with an impactful talk by Ms Suparna Tandon, CEO, National Pension System Trust, who spoke on building image and confidence, drawing from her own professional journey.

Participants appreciated the programme's hands-on format, expert-led sessions, and opportunities for peer exchange. It reaffirmed AIMA's commitment to advancing women in leadership through practical learning and impactful mentorship.

Southern Region LMA Conclave



(L-R) C Siva Kumar, Director, Roots Industries India Ltd & Chairman, MMA Board for Chapters; Sanjay Grover, Director, AIMA; Lakshminarayanan D, Senior Vice President, MMA & MD, Sundaram Home Finance Ltd; Srinivasan K Swamy, Executive Chairman, R K Swamy Hansa Group and Past President, AIMA; K Mahalingam, President, MMA & Partner and Director, TSM Group of Companies and Gp Capt R Vijayakumar, Executive Director, MMA

Recognising the growing need for enhanced collaboration among Local Management Associations (LMAs) in the Southern Region, the Southern Region LMA Conclave was organised on 4th July 2025 at the Madras Management Association (MMA) Management Centre in Chennai. The initiative was a response to discussions held during a recent LMA online co-ordination meeting, where members expressed strong interest in creating a common platform for in-person interaction, exchange of ideas and shared learning.

Taking the lead in translating this vision into action, Gp Capt R Vijayakumar, Executive Director, MMA, organised the conclave with the theme 'Empowering Regional LMAs for a Stronger National Management Movement'. The conclave aimed to encouraging

deeper engagement among regional LMAs to strengthen the overall AIMA ecosystem.

Mr K Mahalingam, President, MMA & Partner/Director, TSM Group of Companies, delivered the introductory address. He highlighted the importance of mutual learning, collaboration and strategic alignment in enhancing the operational effectiveness of LMAs.

The inaugural session was delivered by Mr Srinivasan K Swamy, Executive Chairman, R K Swamy Hansa Group and Past President, AIMA. Mr Swamy stressed the need for strong management committees within LMAs and the importance of conducting regular networking meetings to ensure better planning and execution of future activities.

The conclave featured a series of thematic sessions

including Digital First, Financial Management for LMAs, Branding and Communication, Catalysing Local Impact: Best Practices from Successful LMAs, and United in Purpose: Strengthening the LMA-AIMA Ecosystem.

Mr Lakshminarayanan D, Senior Vice President, MMA & MD, Sundaram Home Finance Ltd, delivered the concluding remarks. The conclave saw participation from over 30 delegates representing 12 LMAs and 10 MMA-affiliated Chapters, and over 500 viewers joined the live stream via MMA's social media platforms.



Southern region representatives at the LMA conclave

Capacity Building Programme for Academic Leaders



Participants of capacity building training programme

AIMA organised a focused Capacity Building Training Programme for senior Deans and faculty members of SRM University, Ghaziabad, on 7th July 2025 at its Lodhi Road office in New Delhi. Specially designed to support institutional leadership, the programme was aimed at equipping academic heads to navigate the fast-evolving landscape of Indian higher education.

Anchored in the larger vision of the National Education Policy (NEP) 2020, the day-long training addressed two critical pillars of academic stewardship: Institutional Visioning & Planning and Building Leadership Competencies for Academic Leaders.

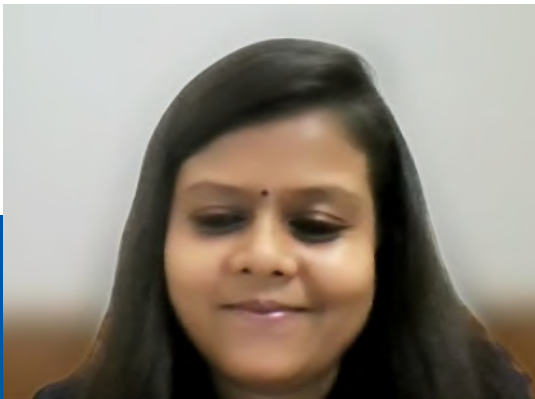
The programme brought together a distinguished panel of speakers including Mr Raman Nanda, Fellow, Institute of Coaching, Harvard & Ex-Board Member, Tata Group; Prof Jai Prakash Upadhyay, Visiting Faculty, DMS, IIT Delhi; Prof Amit Mukherjee, Professor and Head of Department, DTU; Prof (Dr) Rohit Singh,

Director, Centre for Management Education, AIMA and Prof (Dr) Ganesh Singh, Professor & Programme Director – Research Initiatives & New Age Courses, AIMA.

The sessions integrated structured strategic frameworks with lived experiences of the speakers, creating a space for open dialogue and peer learning. Participants reflected on key themes around institutional transformation—from crafting a compelling academic vision to building leadership mindsets rooted in innovation, accountability, and good governance.

With this initiative, AIMA reaffirmed its commitment to strengthening leadership capacities within India's academic institutions and continues to play an active role in translating educational policy into measurable academic excellence on the ground.

Young Leaders Council Session



Ms Anumita Sarkar
Founder – Legal & Strategic Advisor, PRABHAVEE
Partner for Social Impact



Mr Aditya Trivedi
Partner, Analogue Legal

AIMA YLC organised a virtual session on 20th June 2025 on 'India's Economic Growth: Powered by Innovation and Fair Play', featuring Mr Aditya Trivedi, Partner, Analogue Legal.

Moderated by Ms Anumita Sarkar, Founder – Legal & Strategic Advisor, PRABHAVEE – Partner for Social Impact, the session explored how innovation and fair competition are critical drivers of India's economic advancement.

Key insights included simplified perspectives on concepts such as economic democracy, consumer welfare, and creating a level playing field. The discussion highlighted how these principles contribute to better services, expanded opportunities, and enhanced global competitiveness for India.

ADVANCED CERTIFICATE PROGRAMME IN **BUSINESS CONSULTING**



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

Eligibility

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

Duration

The duration of the programme is 6 months

Programme Fees

The programme fees for the course is ₹ 55,000 (including GST 18%) which include cost of Course Learning Material & Examination fees

For further details, please contact:

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6 Steps to Reset a Demotivated Team

by *Alyson Meister and Ina Toegel*

July 8, 2025



HBR Staff Using AI

Summary. Like any living systems, teams need regular care, attention, and intentional renewal to thrive. Whether driven by restructuring, relationship tensions, demotivation, or strategic pivots, there comes a moment when a team needs more than a tweak. It needs a relaunch. By pausing to reassess, reset, and realign, leaders can reenergize their teams, strengthen trust, and build the clarity and momentum needed for sustained performance in an ever-changing environment. Relaunching a team isn't a sign of failure—it's a sign of leadership.

How often has your team changed lately? A new member joins. A key player exits. Roles shift. Strategy evolves. A conflict brews. Performance dips. Today's teams are in constant flux—reshaped by both internal dynamics and external pressures. And yet many leaders push forward without pausing to reset after a team change.

The best leaders know that success isn't static—it requires regular renewal. Whether driven by restructuring, relationship tensions, demotivation, or strategic pivots, there comes a moment when a team needs more than a tweak. It needs a relaunch.

Based on our collective work with hundreds of teams over the past decade, we offer a roadmap for getting your team back on track.

1. Reassess: Diagnose before you act

Leaders often rush to make changes without first diagnosing the underlying issues, only to find the problems worsen. Before jumping into action, consider these questions:

- Is the team aligned on purpose, goals, and priorities?
- Are there unresolved conflicts or trust issues?
- Has motivation, engagement, or well-being dropped?
- Are there external pressures impacting performance?
- Does the team have the right resources?
- Is there a shared commitment to investing in relationships?
- Are there issues with your leadership style or perceived fairness?

Not all team members will feel comfortable speaking

openly, especially in group settings or directly with you. Cultural norms, personal history, and power dynamics can all shape how people express concerns. In addition to one-on-one conversations, consider using anonymous pulse surveys, or have one trusted member of the team compile unspoken themes and report them to you. And if the team's psychological safety allows, host a structured dialogue where members can share their perspectives in a respectful, inclusive way.

The goal isn't to force openness—it's to uncover what's really going on in a way that works for your team. Only then can you address the root causes and relaunch with intention.

Take one leader we worked with at a European tech company. He believed a loss of motivation had caused his team to get complacent, diminishing their performance. We asked him to dive a little deeper into what might really be going on that could perhaps be unspoken. An anonymous team diagnostic revealed a deeper issue: A recent reporting restructure had left several members feeling overlooked and undervalued, driving their disengagement. Once the true cause surfaced, the leader could take targeted action to rebuild trust and reenergize the team.

While individual conversations are helpful for diagnosis, the reset must happen together. Leaders often rely too heavily on private, bilateral talks, unintentionally reinforcing fault lines. The real work lies in building the team's capacity to face hard truths—collectively.

2. Reconnect: Build trust and psychological safety

If your team has been through turbulence, chances are trust has taken a hit. For example, we recently worked with a senior leader at a pharmaceutical company who dismissed a team-composition change as “just one person” and that it was “more or less the same team.” But the reality was different: While only one team member was replaced, the new person was dismissive and made sarcastic comments, which fundamentally distorted the whole team's power

dynamics and diminished psychological safety.

Relaunching starts with rebuilding psychological safety by creating an environment where people feel safe to speak up, share their experience, challenge ideas, and even engage in a “good fight” now and then. Here's how to begin:

- Lead with vulnerability by conducting a team check-in to understand how team members are faring both personally and professionally.
- Encourage open dialogue through structured team retrospectives. Allow each member to speak about their experience and ideas and be heard and acknowledged by others. Share your own lessons learned and what you'll do differently.
- Allow for constructive feedback through a structured team process where feedback is considered a shared responsibility.

3. Reenvision: What's our job to be done?

What is your team's purpose? What does the future hold? What is at stake? Teams rally around clear, inspiring visions, especially during periods of change. Frame the relaunch as an opportunity to realign on the “what,” not just to react to problems.

While leaders often assume their team is aligned on purpose and strategy, that's not necessarily the case, and it's important to make the implicit explicit. We worked with the CFO of a German manufacturing company who had attempted a relaunch but been unsuccessful. She had skipped this reenvision step because her team members insisted that the vision was “clear,” when in reality, they weren't on the same page.

To get the alignment you need, be transparent about challenges while focusing on the future:

- Clarify the overall vision and strategic map to get there. Align on a few key outcomes that define success in the short and long term.
- Reaffirm the team's purpose and value to the organization and to customers.

•**Set a forward-looking tone** that inspires optimism and agency.

4. Recontract: Clarify the team's ways of working

Misalignment often stems from confusion about roles, priorities, and how team members will actually collaborate. During a relaunch, renew and redefine key elements of what McKinsey refers to as the “team operating system”: “the building blocks for the way team members collaborate, create change, and support one another.” Consider:

•**Roles and responsibilities:** Ensure everyone knows what's expected of them. This encompasses both written and unwritten expectations of who specifically is responsible for which deliverables.

•**Decision-making processes:** Clarify who makes which decisions and how input is gathered.

•**Team norms and expectations:** Consider which behaviors are expected, what the optimal cadence is for meetings and collaboration, and when you'll engage in feedback. It's especially critical to regularly realign and reinforce these expectations when working across borders, boundaries, and time zones.

We worked with the leadership team of a fast-moving consumer goods company's EMEA region on realigning their meeting practices. They were suffering from meeting proliferation, where their entire days were spent sitting in meetings, leaving little time to get “actual work” done. We challenged them to be as specific as possible, considering questions like: Who must really be in the room, and who can receive the minutes afterward? What preparation is expected? What are our practices for virtual and face-to-face meetings, including length, how to ensure all voices are heard, and how much time to spend on checking in? And after the meeting itself, is there time for debriefing and sensemaking? After going through that exercise, the team created—and upheld—new standards, and meeting quality improved dramatically.

5. Reenergize: Build on successes

It's easy to fall back into old patterns. To make the relaunch stick, focus on quick wins that demonstrate positive movement and reinforce the new behaviors. Identify one or two visible, achievable objectives that can be met in the first 30 to 60 days and recognize team members for doing so. Small successes build confidence and reinforce positive team dynamics. A team's energy is shaped by its daily interactions, successes, and failures. Relaunching is a great time to introduce or refresh rituals that foster alignment and engagement. Here are some ideas:

•**Bi-weekly check-ins:** Schedule short, focused team meetings to align on priorities.

•**Wins and learnings reviews:** Celebrate progress and reflect on lessons after completing important milestones.

•**One-on-one coaching:** Prioritize regular leader–team member touchpoints with the purpose of having a growth-oriented, developmental conversation. Equally important are the peer-to-peer coaching conversations where colleagues help each other with expansive questions aimed at strengthening skills.

A supply chain team we worked with took time to acknowledge the progress they were making on active listening. They gave encouraging feedback to a team member who had previously been dominating conversations and had practiced stepping back in meetings. This encouraged him to continue the journey, propelling the team forward. These moments of positive reinforcement shape and reinforce team culture.

6. Readjust: Sustain momentum

A relaunch is not a one-time event—it's an ongoing process, and the steps aren't always linear. Keep the momentum by:

•**Tracking progress** against the team's new goals and priorities.

•**Providing micro-feedback** frequent, brief, and

targeted, and holding each other accountable to new ways of working.

- **Regularly reassessing and adjusting** what's working and what's not, including roles and responsibilities, decision-making processes, and team norms.

The executive board of a logistics solution company we worked with found itself in a situation where members were frustrated with one of their peers, resulting in an us-versus-him dynamic. But we found that the reality was more complicated. The team was consistently violating an initially agreed-upon norm of turn-taking and sharing the airtime in discussions. The flipchart that featured this agreement had been pushed to the corner of the room and subsequently

forgotten. The simple act of asking them to revisit those norms launched the reset. We asked them to evaluate themselves: "On a scale of 1–10, how well are you doing on your initial agreement to take turns and share the airtime?"

Like any living systems, teams need regular care, attention, and intentional renewal to thrive. Relaunching a team isn't a sign of failure—it's a sign of leadership. By pausing to reassess, reset, and realign, leaders can reenergize their teams, strengthen trust, and build the clarity and momentum needed for sustained performance in an ever-changing environment.

About Author:

Alyson Meister : is a professor of leadership at IMD where she directs the Future Leaders, Change Management, and Resilience programs. Her research focuses on high-performance leadership, team dynamics, and change, and she has worked with thousands of executives, teams, and organizations from professional services to industrial goods and technology. In 2021 she was recognized as a Thinkers50 Radar thought leader.

Ina Toegel: is a professor of leadership at IMD. She is the program director for IMD's executive program on Leading High-Performing Teams and researches topics such as team dynamics, team composition, and organizational culture change. Named among the "Best 40 Under 40" global business school professors by Poets&Quants in 2021, Professor Toegel also works with top leadership teams globally in the industries of banking and insurance, manufacturing, luxury, and FMCG.

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The enemy within: Profiling the corporate fraudster



The business environment is continuously evolving and is becoming more complex, and so is the fraud landscape. Fraudsters have become more digital and sophisticated, putting organisations under pressure to strengthen their detection capabilities beyond conventional controls. Typically, a fraudster is not someone outside your gates, it is, rather, someone within your trust circle.

According to KPMG's Global Profiles of the Fraudster, a typical fraudster is a male and has served his/her organisation for more than six years. So, the question that remains at the forefront is—who is the enemy within and what are his/her methods.

Clearly no two criminals are exactly alike, but KPMG's Global Profiles of the Fraudster survey reveals some common traits. While globally, a typical fraudster is male between 36 and 55 years old, India suggests otherwise. In India, the age range of a fraudster is between 26-45 years, reasonably long-serving, having

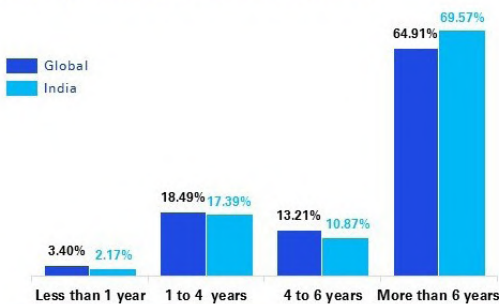
worked for the victim organisation for more than six years.

Globally, seniority was fairly evenly split between executives (31 per cent), management (30 per cent) and staff (24 per cent). And just over half (51 per cent) worked for multinational and/or global companies. There doesn't appear to be much in these individuals' characters to arouse immediate suspicion. They are generally described as 'highly respected', 'extroverted' and 'friendly', with a 'medium to-high reputation' — although they are characterised by a sense of superiority. Interestingly, they didn't show signs of having an obvious grievance against their employer.

In terms of organisational seniority, global data shows that non-executive management is involved in approximately 30.19 per cent of fraud cases, followed by staff members at 24.15 per cent and executive directors at 19.25 per cent. India reflects similar trends, with non-executive management accounting

Years of service

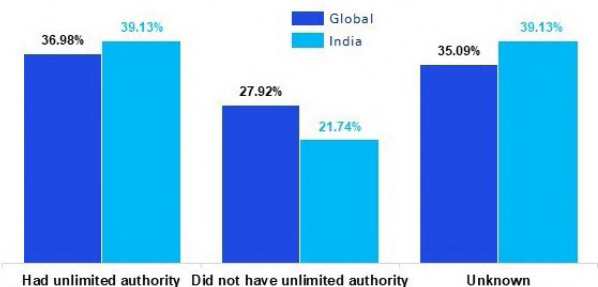
A breakdown of the perpetrator's tenure within the organisation, helping to identify patterns related to the duration of employment and its potential link to fraudulent behaviour.



Majority of the perpetrators were **long serving employees** of the victim organisation, having **served for more than six years**, suggesting that they hold a position of trust and have in-depth knowledge of internal systems and processes.

Authority level

An investigation into whether the perpetrator's access to unlimited authority within the organisation contributed to their ability to commit fraud, highlighting the risks associated with unchecked power.



The results of the investigations suggest that a **relevant portion of the perpetrators had unlimited authority** which facilitated the commission of the fraudulent acts both globally and in India

for the highest proportion of fraud cases at 39.13 per cent, followed by executives at 28.26 per cent, and staff at 13.04 per cent. Notably, a significant portion of perpetrators, both globally and in India, had unlimited authority, which facilitated the commission of fraudulent acts.

Does technology play a role in facilitating fraud?

The nature of fraud is evolving, with cyber threats becoming more sophisticated. Globally, only a very small proportion (5 per cent) of the frauds were

defined as "cyber", centered around phishing, CEO fraud or business email compromise, hacking and malware/ransomware. The main aim is to steal data, disrupt services, or extort money. These crimes are usually carried out by technically skilled individuals or groups.

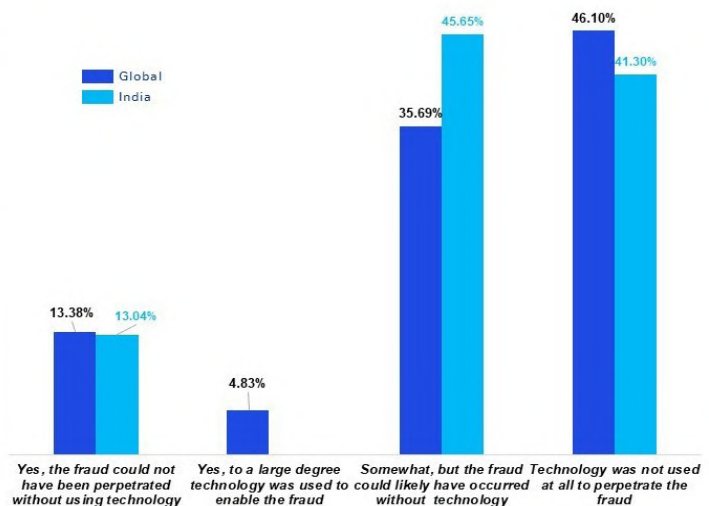
In India, the role of technology in fraud appears less prominent. Just 13.04 per cent of respondents believe fraud could not have occurred without it. A significant 41.30 per cent said technology had no impact at all,

Did technology play a role in facilitating the fraud?

A look at how technology played a role in facilitating the fraud, whether through digital platforms, AI, cybersecurity lapses, or other technological means.

Insights from global survey and India highlights that **only a small portion (13 per cent) of the cases of fraud were such where technology was an integral factor**, without which the perpetrator would not have been able to commit the fraudulent act.

In majority of the cases considered technology was either not used at all or played only a limited role in facilitating the fraudulent acts.



despite the prevalence of technology, many frauds are still committed using traditional methods. This suggests that, while technology can aid in detection, fundamental controls remain essential.

Despite the rise of digital tools, strong internal controls remain essential. Fraud detection is still largely driven by data analytics, management reviews, and employee vigilance. Organisations must continue to invest in both technology and awareness to stay ahead of evolving threats.

Steps organisations can take to reduce their vulnerability to white-collar crime?

1) **Strengthen internal controls:** Introduce and enforce robust internal controls, including regular audits and monitoring systems and establish clear limits on authority and aim to ensure consistent oversight, regardless of an individual's seniority or reputation. Some organisations rely on conducting thematic reviews to evaluate fraud and wider financial crime risks.

2) **Adapt to technological changes:** Stay informed about the latest technological advancements and their potential impact on fraud and invest in cybersecurity measures to train employees to recognise and respond to cyber threats. Implementation of new AI driven model also require appropriate evaluation to ensure they are free from bias and are fit for purpose.

3) **Promote an ethical culture:** Encourage a

"speakup" culture where employees feel safe to report suspicious activities through formal whistleblowing channels and provide regular training on ethical behavior and fraud awareness to all employees.

4) **Enhance detection mechanisms:** Use advanced data analytics and fraud detection technologies to proactively identify and investigate suspicious activities, and regularly review the fraud detection strategies to address emerging threats and vulnerabilities.

Today's businesses are increasingly vulnerable to fraud and face heightened regulatory and stakeholder expectations over corporate compliance. Acting quickly and decisively to help prevent, detect and respond to fraud and misconduct concerns is essential to help minimise disruption and loss, and to protect the bottom line. Companies need to gain a clear picture of their risks, internal control weaknesses, and policies for monitoring, identifying, reporting, escalating and addressing fraud and wider financial crime risks. When organisations are victims, it's also vital to carry out thorough investigations and pursue perpetrators effectively.

Some of the world's largest organisations rely on KPMG professionals for global reach, access to emerging technologies, industry acumen, local insights, and deep experience in navigating board, shareholders, regulator concerns and matters which require public trust.

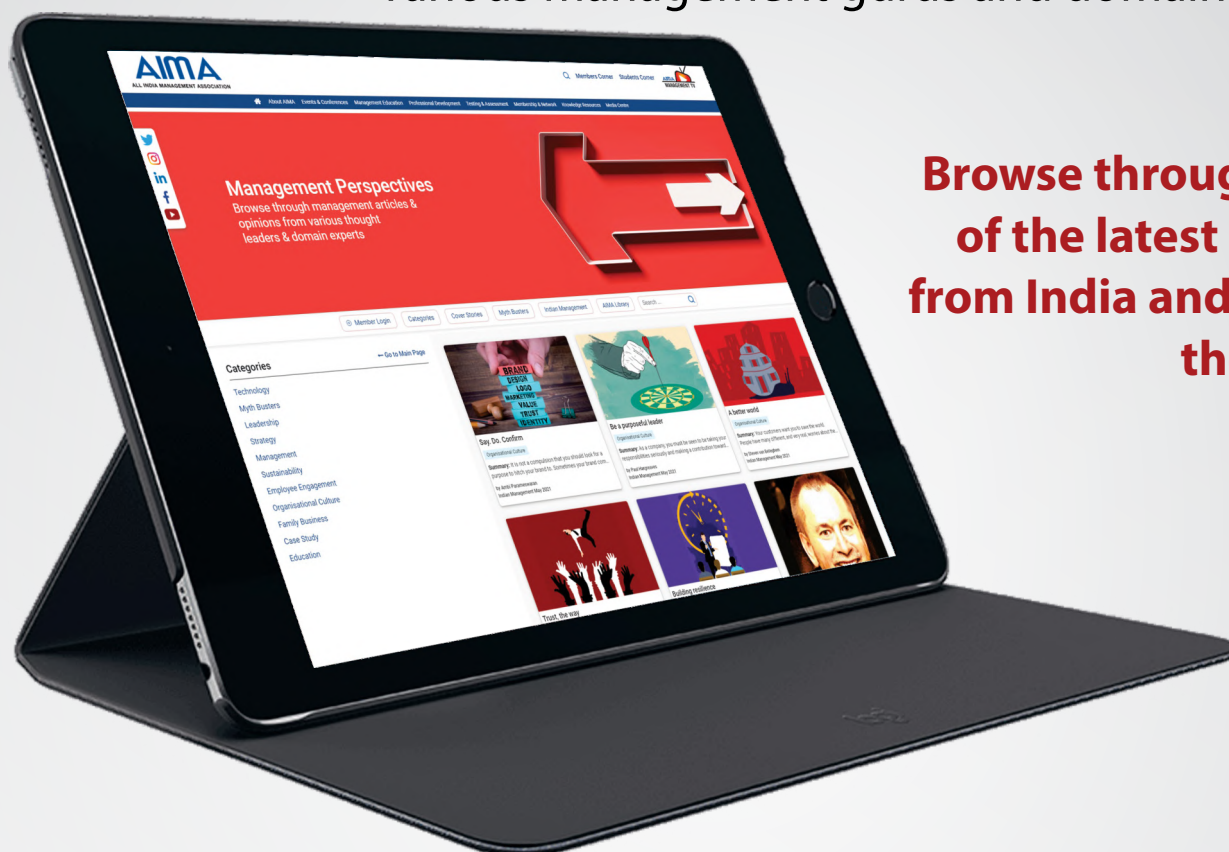
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Ahmedabad Management Association

Talk

On 4th and 5th June, Ahmedabad International Children's Film Festival (AICFF) was held as part of the summer vacation workshops at AMA. The festival offered children an engaging opportunity to explore cinema through film screenings, interactive sessions and creative activities, enhancing their learning experience during the summer programme.



Participants at the summer workshop

On 5th June, AMA launched the book, 'Gurubodh Volumes 4 and 5: Fragrance of Love and Light,' authored by Guruji Shri G. Narayana, an inspirational mentor, author and voluntary contributor. The event celebrated Guruji's contributions to personal development and motivation, offering attendees an opportunity to engage with his timeless wisdom and teachings. The Gujarat Climate Action Summit 3.0 was also hosted to celebrate World Environment Day. The summit brought together young climate changemakers, civic leaders and experts to discuss and promote actionable solutions for climate change.



Glimpses of the book launch



Speakers with the participants

On 5th June, in observance of World Environment Day, a special screening of the documentary 'The Dirty Sky' by National Award-winning filmmaker Mr. O.P. Srivastava was organised, followed by an engaging discussion. Another insightful session was held on 'Road Safety, SDGs, and Industries' led by Dr. Subroto Das, Padma Shri awardee and CEO of Lifeline Foundation, renowned for his groundbreaking work in highway trauma care and emergency medical services.



Dr. Subroto Das addressing

On 6th June, World Environment Day was marked with an insightful session titled 'Circular Thinking: Saving Water, Reducing Waste', addressed by Dr. Arvind Kumar, President and Founder, India Water Foundation. The day also featured an inspiring talk, 'From Passion and Potential to Pinnacle through Performance', by Mr. Ayaz Memon, renowned Indian sports journalist.



Dr. Arvind Kumar addressing

On 7th June, the 11th session of the SME Growth Series was organised, focusing on 'Empowering MSMEs through Skill Development.' The panel featured Mr. Padmin Buch as Chief Guest, with expert insights from Mr. Pradeep Ojha; Mr. Bikash Chandra Naik; Prof. S. P. Singh and Dr. Satya Ranjan Acharya.



Panelists with the moderator

On 10th June, the second session of the Cyber Security Series was conducted, titled 'The Enemy Within: Cyber Threats for Businesses.' The session featured insights from cybersecurity experts including Ms. Kaivashin D. and Mr. Rutvij Vora. They discussed the growing risks of internal cyber threats facing businesses, shared real-world case studies, and provided practical strategies for strengthening organisational cyber defences.



Panelists with the moderator

On 14th June, Dr. Darshna Thakker — an obstetrician-gynaecologist and internationally certified 'Heal Your Life' teacher conducted a special session for women at the Odhav Industries Association on the theme 'Health, Hygiene, and Happiness.' On 18th June, a screening and discussion of the acclaimed 1992 Gujarati film 'Hun Hunshi Hunshilal' was held, as part of the Chitrapat Mandal series by Marrkat Bro. The event featured the film's director and producer, Mr. Sanjiv Shah, who offered behind-the-scenes insights into its creation.



(L-R) Dr. Darshna Thakker and Mr. Sanjiv Shah

On 19th June, Session 3 of the 'Know More About Gift City' series was hosted, titled 'Financial Integrity in Action (BATF at GIFT IFSC).' The panel included CA Aniket Sunil Talati; Dr. Dipesh Shah; CA Kshitij Shah and Mr. Shawn Parikh, with Mr. Sandip Shah moderating the session.



Panelists with the moderator



Book release at the event

On 20th June, a session titled 'From Passion to Profession: Sports Promotion, Development and Management' was hosted, with a focus on 'Unlocking Sports Excellence through Data and AI.' The session featured Mr. Ramakrishnan Subramanian, Founder and CEO, Sports Mechanics, who is renowned for pioneering sports analytics and advancing the use of artificial intelligence in the sports ecosystem. Another special session on 'Indian Financial Markets – Past, Present and Future: Guru Mantras for Investors' was organised, featuring Mr. Ashish Chauhan, MD and CEO, National Stock Exchange, in conversation with Mr. Mukesh Patel. The event also marked the launch of the book 'Sthitapragya: The Process of Maintaining Equilibrium.'

On 20th June, Mr. Suhayl Abidi, Research Advisor, GoG-AMA Centre for International Trade, delivered a talk on 'Geopolitical Resilience for Exports', highlighting the evolving uncertainties in Turkey, Azerbaijan and the Middle East.

On 21st June, the SMC Summit 2025 – Ahmedabad Edition was held, bringing together thousands of young attendees for a dynamic and inspiring youth festival. The summit featured an impressive lineup of speakers, including Mr. Anand Kumar; Mr. Arjun Vaidya; Mr. Rishabh Jain; Mr. Shlok Oza; RJ Krutarth; Mr. Devang Bhatt, and Mr. Manasvi Thapar. The day also marked the International Day of Yoga, celebrated with a special session titled 'Iyengar Yoga for Life Management' conducted by Dr. Devdatt Kapadia, a seasoned Iyengar Yoga practitioner.



Mr. Anand Kumar(C) at the event

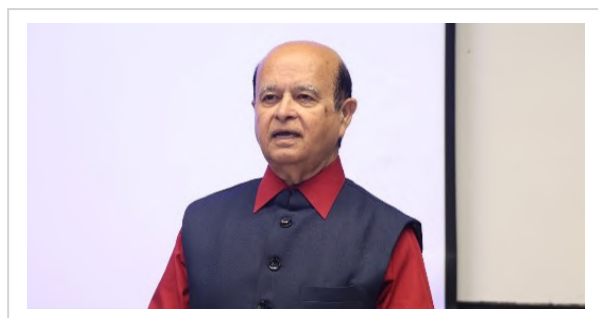


Mr. Devdatt Kapadia conducting a yoga session

From 25th June to 1st July, a week-long discourse by Swami Anubhavananda titled 'Death is a Bluff' and 'Problem to Challenge' was organised. Through these sessions, Swami Anubhavananda offered profound spiritual insights aimed at transforming perceptions of life and death, encouraging participants to view challenges as opportunities for growth.



Swami Anubhavananda addressing



Dr. Himanshu Buch addressing

On 26th June, the 'SMS Forum Masterclass 2' titled 'The Evolution of Sales – From Traditional to Contemporary Techniques' was held, specifically designed for sales and marketing professionals. The session was moderated by Mr. Achal Rangaswamy, an experienced marketing consultant and sales coach. On the same day, 'Masterclass 3: Life and Management Lessons from Movies – Black' was also conducted. The session was led by Dr. Himanshu Buch, popularly known as Shoshin — a senior business coach, The Zen Corporate Monk, and The Laughter Therapist — who shared valuable insights through cinematic storytelling.

On 28th June, a remarkable session titled 'Diction, Diplomacy and Discretion' was organised, featuring Dr. Shashi Tharoor, Honourable Member of Parliament from Thiruvananthapuram and Chairman, Parliamentary Standing Committee on External Affairs. Dr. Tharoor engaged the audience with his eloquent discourse on the power of language, the art of diplomacy, and the importance of discretion in public life and governance.



Dr. Shashi Tharoor addressing

Bangalore Management Association

Bangalore Management Association, in collaboration with the Faculty of Management and Commerce at M. S. Ramaiah University of Applied Sciences (RUAS), hosted an engaging session titled 'Beyond Boundaries: Real Stories, Real Success' on 16th June. The session featured two distinguished speakers including Mr. Sunil Cherian, CEO of BurgerMan, and Mr. Vivek C.M., Founder and Managing Director of NKVK



The faculty with the Chief Guests during the session

Nirvana Constructions Pvt. Ltd., who shared their real-life entrepreneurial journeys, challenges, and insights. Special acknowledgment was extended to Prof. Dr. K. M. Sharath Kumar, Dean of the Faculty of Management and Commerce (RUAS), for his pivotal role in conceptualising and supporting the initiative, even in his absence.

During his talk, Mr. Cherian shared the origin story of BurgerMan, which began during a classroom discussion on scalable business models. He recounted a dinner outing in Chennai where, he ordered a burger and was struck by the streamlined and efficient delivery process. That moment sparked the idea. Just three days later, BurgerMan was born.

MDP

The Five-Day Management Development Programme was organised from 16th June to 20th June by the Faculty of Management, Ramaiah University of Applied Sciences,



Mr. Vivek C.M. conversing with other delegates at the event



Glimpses of the programme

Bharuch District Management Association

In house MDP

BDMA organised two in-house training programmes at Gujarat Alkalies and Chemicals Ltd. (GACL), Vadodara. The first session, held on 10th June, focused on '7 QC Tools' and aimed to enhance participants' understanding of essential quality tools used for process improvement and problem-solving in manufacturing. The interactive training covered key concepts such as Pareto Analysis, Cause and Effect Diagram, Histogram, and other fundamental tools. The second session was conducted on 17th June on 'Written and Verbal Communication Skills' by Ms. Swapna Sai, an internationally certified Image Consultant and Soft Skills Coach. This day-long programme focused on improving workplace communication through practical techniques, structured formats, and effective delivery methods.



(L-R): Participants of the training programme. Participants with Ms. Swapna Sai

BDMA organised two in-house training programmes at Gujarat Alkalies and Chemicals Ltd. (GACL), Dahej. The first session, held on 11th June, focused on '7 QC Tools' and was facilitated by Mr. Harish Thadani, a Quality Management Specialist and Process Excellence Leader, certified as a Six Sigma Green Belt. The training emphasised the practical application of quality control tools to support continuous improvement and boost operational efficiency. The second session, conducted on 24th June, was on 'Written and Verbal Communication Skills' and was led by Ms. Swapna Sai, an Internationally Certified Image Consultant and Soft Skills Coach. The programme aimed at enhancing workplace communication through effective verbal and written techniques.



(L-R) Participants of the training programme with Mr. Harish Thadani and with Ms Swapna Sai

National Management Convention

BDMA hosted its 10th National Management Convention on 13th–14th June in Bharuch on the theme 'Innovate, Implement and Inspire: Shaping the Future.' The event brought together over 250 delegates from leading corporates, academia, and industry. Inaugurated by renowned economist Dr. Montek Singh Ahluwalia, the convention featured six insightful sessions covering topics like global trade, business innovation, green energy, AI in manufacturing, and start-up success stories. Key highlights included MoU signings with reputed institutions to build collaboration in training and skill development. The valedictory session, led by Major General (Dr.) Rajesh Chabba (Retd.), focused on purpose-driven leadership.



Inaugural Ceremony of 10th NMC featuring MoU Exchange and Keynote addresses by Dr. Montek Singh Ahluwalia; Mr. Adhip Nath Palchaudhuri; Mr. Raj Tiwari, and other distinguished speakers

257th Book Lovers Meet

BDMA hosted its 257th Book Lovers' Meet on 28th June, featuring a review of the book by 'Heart Lamp' by Banu

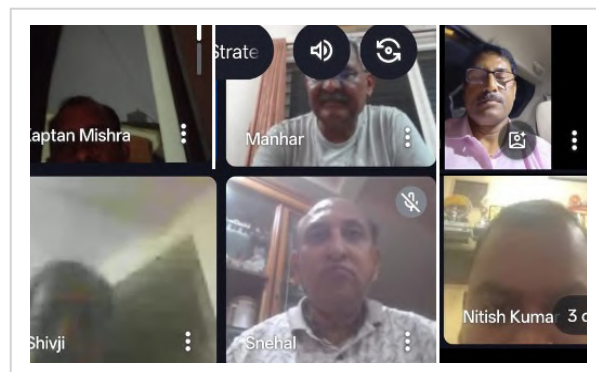


Mr. J. K. Shah presenting a memento to Dr. Minal Dave

Mushtaq, translated by Ms. Deepa Bhasthi. The review was thoughtfully presented by speaker Dr. Minal Dave, International Booker Prize Winner 2025.

EHS Forum Virtual Meet

On 1st July, BDMA's EHS Forum launched a strategic planning initiative to help industries integrate Environment, Health, Safety (EHS), and sustainability into their core operations. As part of this effort, key representatives were selected from major industrial estates in Bharuch—such as Ankleshwar, Panoli, Jhagadia, Dahej, and Vilayat. These representatives will serve as nodal points to build collaboration, share best practices, and support the development of a strategic roadmap for sustainable and responsible industrial growth in the region.



Participants at the virtual EHS Meet

Bhopal Management Association

Inauguration of BMA's Student Chapter

Bhopal Management Association inaugurated the BMA LNCT Student Chapter on 5th May. Around 93 students registered themselves as student members of BMA. On this occasion, Mr. Shankar Krishnan, Hon. Secretary BMA, addressed the students on the topic 'Role of Students in developing Indian Economy.' Mr. Ganga Sagar Yadav, Director of Industrial Training and Development Wing of BMA, also shared his views and motivated the students. Dr. Arvind Singh, Director, MBA of LNCT thanked BMA office bears for their valuable output to students and also congratulated the department of management of LNCT.



Students receiving membership certificates

On 14th June, the Chief Guest Mr. Rajesh Tiwari, President BMA, inaugurated the BMA Student Chapter at Jai Narayan College of Technology, Bhopal. Over 65 students registered as members. The inauguration was followed by a guest lecture by Mr. Shankar Krishnan, Hon. Secretary of BMA, on the topic 'Role of Student - Start Up, Stand Up and MSME.' Dr. Meetu Singh, Vice-Chancellor, expressed her appreciation, stating that this initiative will support students in advancing their professional growth. The event was coordinated by Dr. Neha Sharma, Head, MBA Department at JNCT, and Mr. Aamir Khan, Manager at BMA.



BMA student chapter inaugural

Annual General Body Meeting

BMA conducted its 20th Annual General Body Meeting on 10th May. The event began with the felicitation of Mr. Bharat Patel, Founder Chairman; Mr. C.E. Fernandes, Founder Co-Chairman; and Mr. Pradeep Karambelkar, Former Chairman. Mr. Rajesh Tiwari, President (2025–27), honoured the dignitaries. Dr. Aditya Gupta, Hon. Secretary, presented the Secretary's Report for 2024–25, followed by Mr. Manoj Jha, Treasurer presenting the audited accounts, which were unanimously approved. Mr. Bharat Patel expressed his appreciation for the contributions of the Past Presidents, while Mr. Fernandes expressed confidence in Mr. Tiwari's leadership in taking BMA to greater heights. Mr. Shailendra Ojha, EC Member, thanked the dignitaries for their continued support. The meeting concluded with a vote of thanks by Dr. Nishita Tyagi.



Participants at BMA's Annual General Body Meeting



(L to R) Mr. Shankar Krishnan; Mr. Rajesh Tiwari; Mr. Sivakumar Bose and Mr. Sanjay Shrivastava

Past Presidents. Ms. D. Indra expressed her appreciation for BMA's contributions, especially its initiatives for youth development. Mr. Sanjay Shrivastava commended BMA for building a strong bridge between academia and industry. Chief Guest Mr. Sivakumar Bose praised BMA's role in guiding students in their career paths. Dr. Rajeev Agarwal concluded the event with a vote of thanks, expressing gratitude to the guests for their support. The programme was attended by over 80 participants.

Celebration of BMA 20th Foundation Day

BMA celebrated its 20th Foundation Day on 21st June at the BOI Auditorium. The event began with the ceremonial lighting of the lamp by dignitaries and BMA office bearers. Mr. Sivakumar Bose, Ombudsman and Chief General Manager, RBI, was the Chief Guest. Special invitees included Mr. Sanjay Shrivastava, Field General Manager, BOI Bhopal, and Ms. D. Indra, Principal, Staff Training College, Bank of India. Mr. Rajesh Tiwari, President of BMA, delivered the welcome address and acknowledged the presence of dignitaries and

Coimbatore Management Association

Monday Musings Talk

During the Monday Musings session on 2nd June, Dr. B. Shyam Sundar spoke on business agility, highlighting an organisation's ability to adapt swiftly to market and environmental changes. He introduced the 4C's of Goal Effectiveness—Clarity, Commitment, Capability, and Capacity—and explained the OKR Framework for strategic agility, covering analysis, business needs, prioritisation, and standards. The session concluded with an engaging Q/A.



COIMBATORE MANAGEMENT ASSOCIATION



Monday Musings No. 566

1st Week - June 2025

Invites you to a talk on

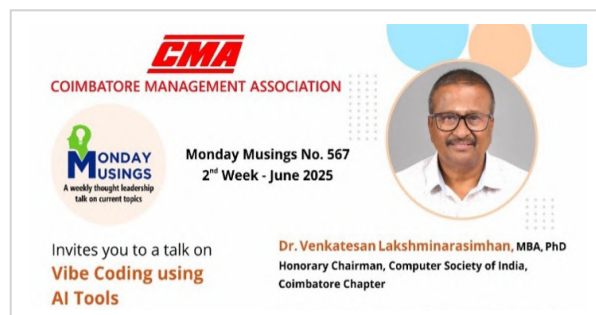
Driving Business Agility through Modern



Dr. B. Shyam Sundar,
Director of Strategies-Service Global Inc,
Vice President of PMI Chennai Chapter

Speaker- Dr. B. Shyam Sundar

On 9th June, CMA organised a session with Dr. Venkatesan Lakshminarasimhan, who introduced the concept of vibe coding using AI tools. He explained how these tools can generate code from plain text prompts, aiming to shift the developer's role from manual coding and testing to more strategic tasks. The session emphasised making software development accessible to non-technical, management professionals, enabling them to actively participate in digital transformation and innovation. Dr. Lakshminarasimhan highlighted how this approach empowers cross-functional teams to collaborate effectively and contribute directly to digital projects.



Speaker - Dr. Venkatesan Lakshminarasimhan



Speaker- Dr. G.B. Sabari Rajan

On 16th June, Dr. G.B. Sabari Rajan, Associate Professor, delivered an insightful session on Financial Technology (Fintech) and its evolution in Corporate Finance. Using the case study 'Emerging Environment: Opportunities in Corporate Finance and Challenges', he explored how Fintech drives strategic growth. His talk covered key areas including capital management, investment decisions, risk management, cash flow optimisation, and strategies for maximising shareholder value—all while aligning with sustainability and long-term growth.

On 23rd June, Dr. Prashant R. Nair conducted an engaging session on Generative AI, highlighting its ability to produce high-quality content like text, images, audio, and more using deep-learning models. He emphasised its potential in education to enhance access to information, boost creativity, and inspire innovative thinking among faculty and students.



Speaker- Dr. Prashant R. Nair



Speaker- Ms. Aruna Thangaraj

On 30th June, Ms. Aruna Thangaraj delivered a session on key marketing concepts, covering targeting challenges, marketing fundamentals, customer types and journeys—especially in B2B contexts—and essentials for building effective marketing plans. She highlighted how the shift from physical to digital platforms is reshaping strategies and emphasised that digital marketing demands tailored approaches, continuous learning, and adaptability. She noted that success depends on clear budgets, consistent effort, experimentation, and ongoing feedback.



(L to R) Ms. Monica Anand, General Secretary, FMA; Ms. Saloni Kaul, President, FMA; Mr. Dheeraj Srivastava, Co-founder, HireBeen and Mr. V. Thyagarajan, Executive Director, FMA

Faridabad Management Association

Reinventing Recruitment with AI

Faridabad Management Association, in collaboration with Noida Management Association (NMA) and HIREBEEN, organised a conference on 'Reinventing Recruitment with AI' on 7th June at Lemon Tree, Noida. The event started with lighting of the lamp by Ms. Saloni Kaul, President – FMA; Mr. V. Thyagarajan, Executive Director, FMA; Ms. Monica Anand, General Secretary, FMA; Mr. Dheeraj Srivastava CEO of HireBeen AI Recruitment Platform and other distinguished HR professionals. Ms. Kaul delivered the welcome address, followed by an introduction to the platform by Mr. Srivastava.

A Round Table on 'Job Descriptions to Offer – Where AI Makes a Difference' was moderated by Ms. Meenakshi M, HR Executive at Nagarro, followed by a presentation on the HireBeen AI Recruitment Platform. A panel discussion on the main theme featured prominent HR leaders from companies like RNF Technologies, Global Payments Inc., GSPANN, BARCO, Nagarro, UKG, and Oracle. Mr. Neeraj Naran, Sr. Director – HCM, Oracle, moderated the session. The event saw participation from several CHROs across Delhi NCR and was also attended by Mr. C.S. Mishra, Executive Officer – NMA. The conference concluded with a vote of thanks by Mr. Dheeraj Srivastava and Ms. Saloni Kaul.



(L to R) Ms. Gunjan Mishra, Head HR, RNF Technologies; Mr. Gaurav Singh, Head-HR, Global Payments Inc; Mr. Ankur Raja, Sr. Director, TA, GSPANN; Sqn. Ldr. Dimple Rawat, Director - HR, BARCO; Ms. Meenakshi M, HR Executive, Nagarro; Mr. Ramit Tyagi, Director, Talent Acquisition, UKG and moderator Mr. Neeraj Narang, Sr. Director, HCM, Oracle.



Talk show in progress

In Conversation: 60 Minutes Author Insights

On 14th June, FMA organised a virtual edition of its talk show 'In Conversation: 60 Minutes Author Insights.' The session began with a welcome address by Ms. Saloni Kaul, President, FMA and Founder and CEO, Its People. Dr. Sukbir Kaul, Prof at DGIM College, Faridabad started by asking questions to the guest Mr. Aurobindo Kiriyaakare, Assistant Professor, Presidency Group. He spoke about his book 'The Gita the Way of Life' a manual of human life offering in abundance – lessons, tools, spiritual practices and directions towards elevating oneself onto their higher sense of being, through self-introspection. Finally, a vote of thanks was proposed by Ms. Saloni Kaul.

Ghaziabad Management Association

SHODH

The Department of Management Studies, RKGIT, in association with Ghaziabad Management Association, organised SHODH 2024-25—an Inter-Institute Student Paper Presentation Competition—on 4th June at RKGIT, Ghaziabad. The theme was ‘Sustainable Development and Growth: Challenges, Issues and Practices (SDG 2025)’. The event aimed to encourage student engagement in research and highlight its relevance in academic growth. A total of 60 students from various institutes participated. Dr. Arvinder Kaur, Dean, University School of Automation and Robotics, GGSIU, graced the occasion as Chief Guest and shared valuable insights. The event concluded with a prize distribution ceremony.



The chief guest with RKGIT faculty, students, ED of GMA

Seminar

GMA, in collaboration with MSME Business Forum India, organised a seminar on ‘Building Digital Confidence in MSMEs: Secure, Scalable, Trusted’ on 21st June. The event brought together industry experts, tech enablers, and MSME leaders to explore secure and scalable digital solutions for sustainable growth. The seminar featured two panel discussions. The first panel included CA Kavita Kapoor, Podcaster; Mr Supriyo Mookherjee, CEO - Modulus Media Services Pvt Ltd; Mr Vedansh Gautam, Founder, Hindustan Vyapar and moderator Ms. Kavita Adhikary. The second panel focused on ‘Digitisation Drives Scalable Growth’, with panelists Ms. Preeti Sinha, Ms. Rimjhim Saikia, and Ms. Anshu Bhartiya, moderated by Mr. Ravi Nandan Sinha. The seminar saw the participation of 77 delegates.



Panelists and dignitaries at the event

Yoga Day Celebration

The 11th International Yoga Day was organised by GMA in collaboration with IMS UC Ghaziabad on 21st June. The chief guest was Mr. Keshav Prasad Maurya, Deputy Chief Minister of Uttar Pradesh. Around 5000 persons including faculty, students, GMA members and government officials participated to celebrate Yoga Day. Another Yoga session was held in collaboration with IPEM, Ghaziabad by Yogacharya Santosh ji. Around 45 participants



The Chief Guest, Mr Keshav Prasad Maurya, along with other dignitaries, participates during a yoga session at the event

assembled to celebrate Yoga. Different 'ASANAS' standing, sitting and lying position were performed under the instructions and supervision of Yogacharaya.

International Conference

GMA, in collaboration with the Department of Applied Sciences and Humanities, Ajay Kumar Garg Engineering College, Ghaziabad, and IETE Noida Centre, organised a two-day international conference on 'Convergence of Applied Sciences in Engineering and Technology (COASET-2025)' on 27th and 28th June. The conference focused on six multidisciplinary themes, including Applied Mathematics, Chemistry, Physics in Engineering, Strategic Management, AI and Embedded Systems, and Renewable Energy. A total of 63 papers were presented online and 35 offline—across six technical sessions. The valedictory session was graced by AVM P. K. Srivastava, Brig. V. K. Pandey, and Mr. G. P. Singh.



Dignitaries during the inaugural session of the conference

Goa Management Association

GMA Foundation Day

Goa Management Association celebrated its 50th Foundation Day on 5th June at the GMA Office. The event began with a symbolic tree planting ceremony, followed by cake-cutting and a reflective session honouring the Association's legacy and future vision. Vice Chairman, Mr. Rajesh Mehrotra encouraged the team to aspire beyond past achievements. Former Chairmen Mr. Harshvardhan Bhatkuly and Dr. Pradeep B. Salgaonkar highlighted GMA's impact on society and expressed hopes for its continued growth and relevance.



Sapling planting ceremony on GMA Foundation Day



Golden Jubilee celebrations at GMA

GMA Foundation Golden Jubilee Celebrations

As part of its Golden Jubilee celebrations, GMA hosted a special event on 21st June at Clube Tennis de Gaspar Dias, Panaji. Mr. Ashok V. Chowgule, a founding member and Past President of GMA, shared inspiring memories of the Association's early days. Mr. Shrinivas V. Dempo, former GMA and AIMA President, emphasised GMA's role in shaping Goa's economic and social future. Mr. Deepak A. Bandekar delivered the welcome address, and GMA President Mr. N. Sriram highlighted the Association's leadership potential.

Vice Chairman Mr. Rajesh Mehrotra presented GMA's 50-year roadmap. Guest speaker Mr. Varun Chawla, Founder of Buid3, spoke about his entrepreneurial journey and experience in Goa's start-up ecosystem. A commemorative Souvenir, edited by Dr. Krishna Gopal Rajanala, was also released. The evening concluded with a vote of thanks by Treasurer Mr. Virendra Acharya and was compered by Ms. Rina Barreto.

Guwahati Management Association

GMA Foundation Day

Guwahati Management Association conducted its 2nd Quarterly Meeting on 14th June, which was presided over by President, Mr. Dipak Chakravarty. In his presidential address, Mr. Chakravarty formally welcomed all members and guests, extending a special welcome to the Guest Speaker, Mr. Chandan Kumar Bora, IFS (Retd.). GMA honoured its octogenarian members, Mr. Dhireswar Gohain and Mr. Chiranjit Chaliha. Mr. Ajit Kumar Hazarika, working President, provided a brief overview of their significant contributions and history with the association. Further felicitations were extended to Ms. Rashmi Narzary, in recognition of her winning the prestigious literary award from the Delhi Literary Festival, 2025 for her book, 'The Whistles of Siphong.' Additionally, GMA member Mr. David Pratim Gogoi was felicitated for being a recipient of the 'Axom Gaurav' award from the Government of Assam. Mr. Pulin Kumar Neog, General Secretary, presented a report on the association's recent activities and member participation in events across Guwahati. The keynote address was delivered by Mr. Chandan Kumar Bora, who spoke on the topical subject, 'Urban Green Space - Benefits and Opportunities.' Mr. Prabhat Konwar, Vice President, delivered the official vote of thanks. He solicited continued support for GMA's future endeavours. The formal meeting was followed by a cultural programme, which featured musical and instrumental performances by talented GMA members.



Meeting in progress

Gwalior Management Association

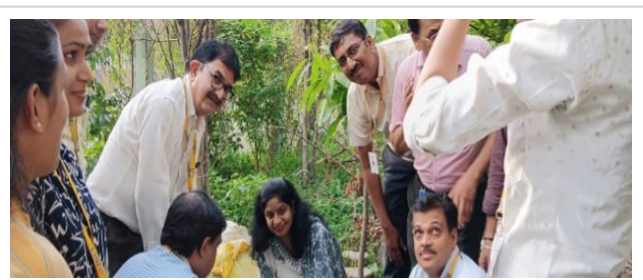
Gwalior Management Association organised a workshop on 22nd June on the Documentation by Digital Management.' Mr. Raghav Gupta, District Manager, CSC E-Governance, was the resource person and shared insights on digital platforms such as M-Parivahan, DigiLocker, and mAadhaar. The session was moderated by Mr. Sandeep Gabra, Executive Member, GMA. Dr. Praveen Agarwal, President, GMA, delivered the concluding remarks, highlighting the growing importance of digitalisation in everyday life. Mr. Manoj Agrawal, Member, GMA, proposed the vote of thanks. The workshop was attended by Dr. Praveen Agarwal, Prof. (Dr.) Manoj Patwardhan, Mr. Shyam Agarwal, Er. Mohit Verma, and other office bearers and executive members of GMA. Participants found the session highly informative and engaging.



Participants with Mr. Raghav Gupta

Indore Management Association

Indore Management Association organised a seminar on 5th June on 'The Triple E Framework: Building a Sustainable Future' by Mr. Sandeep Khanwalkar, Director of EcoSoul Enviross Solutions. The seminar aimed to promote sustainability and environmental awareness, aligning with the theme of World Environment Day. Another session held on the same day featured a presentation by Dr. Minal Uprety, Associate Professor, Prestige Institute of Management and Research, Indore.



(L-R) Speakers- Mr. Sandeep Khanwalkar, Director, EcoSoul Enviross Solutions and Dr. Minal Uprety, Associate Professor of at Prestige Institute of Management & Research, Indore at the seminar

On 5th June, the presentations were made by Mr. Sanjay Kumar Jain, Independent Consultant, and Ms. Vasanti Tapadia, COO-Pristine Environmental Associates Pvt. Ltd.



(L-R) Speakers, Mr. Sanjay Kumar Jain, Independent Consultant and Ms. Vasanti Tapadia, COO-Pristine Environmental Associates Pvt. Ltd



Training session in progress

IMA Diksha Session

IMA organised 'Diksha' a training session on 8th June on 5S and Kaizen, by expert speaker Mr. Yogesh Jain, who shared valuable insights on implementing 5S and Kaizen methodologies to enhance productivity and efficiency.

IMA organised 'Diksha' a training session on Non-Violent Communication (NVC) at Vacmet India Ltd by speaker Mr. Prahlad Pandey. The training equipped participants with essential skills for effective and compassionate communication.



Speaker, Mr. Prahlad Pandey addressing the participants



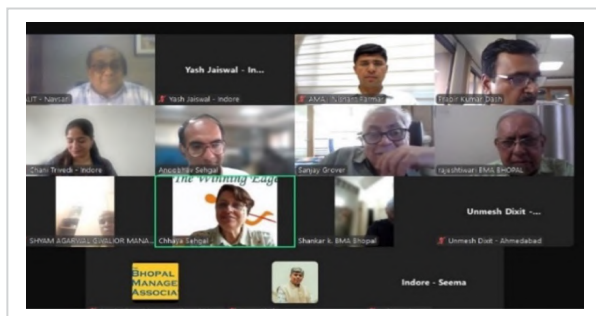
Dr. Sandeep Atre, Founder, Socialigence addressing Gulzar and the cinematic legacy of Bachchan.

Elevated Conversations

On 12th June, IMA organised 'Elevated Conversations Series 2: Jazbaat aur Jazba,' a captivating evening of poetry, passion, and purpose. The moderator for the evening was Dr. Sandeep Atre, Founder, Socialigence. The unique event seamlessly blended management insights with the poetic metaphors of

Meeting

IMA has organised a Zoom meeting on 13th June with Mr. Sanjay Grover, Director, LMA Relations and Membership, AIMA. As a seasoned professional with expertise in management and leadership, Mr. Grover shared valuable insights and perspectives on topics relevant to the industry. His session was informative, engaging, and thought-provoking, offering attendees a unique opportunity to learn from his expertise.



Speaker, Mr. Sanjay Grover, addressing the meeting



Participants during the Corporate Bowling Championship

Corporate Bowling Championship

On 14th June, the Corporate Bowling Championship, presented by Phoenix Citadel, was an exciting event designed for corporate heads and teams. The event was a fun-filled evening of bowling, competition, and networking.



Speakers and participants at the event

NASSCOM Tech.

NASSCOM Tech. WE Startup Garage was held on 19th and 20th June as a two-day bootcamp focused on empowering women-led B2B tech startups. Supported by the IITI DRISHTI CPS Foundation and IIT Indore, with Indore Management Association as the ecosystem partner, the event was themed 'From Idea to Impact: Building Scalable B2B Startups.' The bootcamp featured an impressive lineup of speakers who shared valuable insights to help participants navigate challenges and seize opportunities in the B2B tech space. The initiative aimed to equip women entrepreneurs with essential tools, mentorship, and networking opportunities to scale their ventures and create meaningful impact in the tech industry.

World Yoga Day

On 21st June, IMA presented a special event titled 'Managing Stress in the Workplace: How to Get Rid of Stress and Anger at Work' by keynote speaker, Dr. M.S. Hora, a renowned expert in the field of meditation and stress management. With his extensive experience as an M.B.B.S., M.D., Ex Asst. Professor, NLP & AFT Practitioner, and Meditation Coach, he shared valuable insights and techniques on how to manage stress and anger at work.



Dr. M.S. Hora addressing



Dr. Kamal K. Jain with the participants

MDP

IMA conducted an MDP on 21st June, featuring Dr. Kamal K. Jain, a distinguished Professor at IIM Raipur on 'Win-Win Negotiation for Business Excellence,' in collaboration with AIMA. The event aimed to equip participants with the skills and knowledge necessary to excel in business negotiations.

IMA Women Forum

IMA Women Forum presented 'GROWTH CIRCUIT: Know Your Next Move' on 21st June. The event aimed to provide a space for women to find inspiration and guidance for their next move in their personal and professional lives. The event was a unique experience, offering some expert insights from experienced professionals.



Participants during the event



The CEOs Meet in progress

Exclusive CEOs Meet

On 26th June, IMA hosted an exclusive CEOs meet focused on addressing the challenges of recruiting for critical positions within organisations, featuring expert faculty from IIM Indore. The event provided valuable insights and solutions for organisations struggling to fill critical positions, making it a relevant and timely opportunity for top-level management and business owners.

Training@Doorstep

IMA, in collaboration with AIMA, conducted Training@Doorstep: Decision Making and Critical Thinking in Manufacturing on 28th June. The event aimed at equipping participants with essential skills in critical thinking and decision-making, specifically tailored for the manufacturing sector.



Ms. Navita Arora addressing

IMA, in collaboration with the Association of Electronic Industries Indore Electronic Complex, organised the SMART TECH AI Series on 28th June, aimed to revolutionise the way we live, work, and think by exploring the transformative power of Artificial Intelligence (AI) in our daily lives, businesses, and mindsets. The keynote speakers were Mr. Shivang Trivedi, AI Leader and Managing Director, Codenscious Technologies, IIT Roorkee (2017 batch) and Dr. Bhawna Nigam, Ph.D. in AI, Professor, IET-DAVV, AI Leadership Mentor and Innovation Ambassador. They explored practical ways to use AI in everyday life without requiring coding skills, and introduced simple tools to save time and boost productivity.



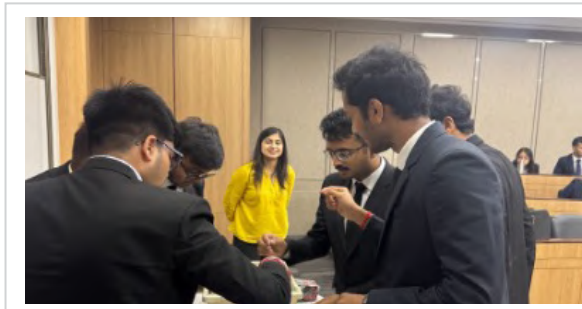
Speaker- Ms. Shivang Trivedi

Industrial Visit

IMA Women's Forum organised an industrial visit to KIMIRICA, a leading company in industry, on 30th June. The event, titled 'Behind the Glow: KIMIRICA Experience,' aimed to provide participants with a unique opportunity to explore the company's operations and gain insights into its success.



Industrial visit at KIMIRICA



Ms. Navita Arora conducting the session

IMA Student chapter Management Games

IMA, in association with SVKM's NMIMS Indore, successfully hosted an engaging and insightful guest lecture on 18th June on the topic 'Management Consulting: Critical Thinking, Problem Solving and Decision Making' by Ms. Navita Arora, Global Corporate Trainer, TEDx and Josh Talks Speaker.

Inter College Competition

IMA organised a creative and an inspiring event on 16th June that witnessed enthusiastic participation from students across institutions, showcasing innovative ideas through waste materials. Trophies were awarded to the winners, and certificates were presented to all participants. The competition was honoured to have Dr. Sandeep Narulka, Head of the Department of Civil Engineering and Applied Mechanics at G.S. Institute of Technology and Science, Indore, as the distinguished judge.



Dr. Sandeep Narulka along with the participants

IMA conducted a Reel Making Competition on 21st June on the occasion of World Yoga Day, on the theme 'Lead from Within – Yoga for Better Leadership'. Students from across institutes unleashed their creativity and showcased how yoga nurtures mindful, strong leaders. A big congratulations to all participants for their incredible efforts and a special cheer to our winner for stealing the show with an inspiring reel.



Inter College Reel -making Competition





Student volunteers during the event

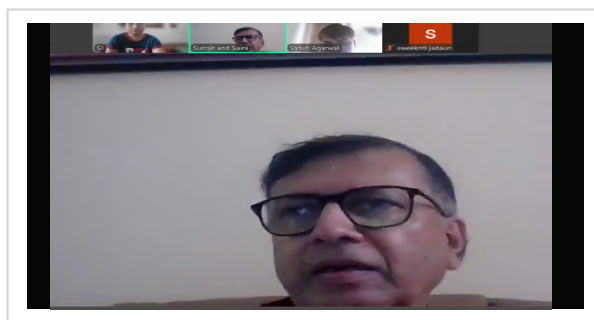
Workshop

IMA organised 'Jal Samvad' – a workshop on Utilized Water Management, supported by IMA and organised under the Swachh Bharat Mission and the Government of Madhya Pradesh on 26th and 27th June. Volunteers from esteemed institutions played a crucial role in guest coordination; registration desk management; logistics support and event documentation.

Jamshedpur Management Association

Collaboration Meeting

On 15th June, Jamshedpur Management Association held a meeting with IIT Kharagpur's Vinod Gupta School of Management (VGSOM) to explore collaboration opportunities for joint programmes and events. The meeting was led by Mr. Amitabh Bhattacharjee, Honorary Secretary, JMA, and Prof. Surojit Mukherjee of VGSOM.



The meeting in progress



Participants during the Yoga Session

Yoga Workshop

On 20th June, JMA conducted a workshop for executives on the occasion of 'International Yoga Day' at TATA Power, Jojobera plant. Over 40 enthusiastic employees participated in the session, which focused on introducing yoga practices to boost mental and physical well-being. An expert trainer led the participants through various yoga techniques, breathing exercises, and mindfulness practices.



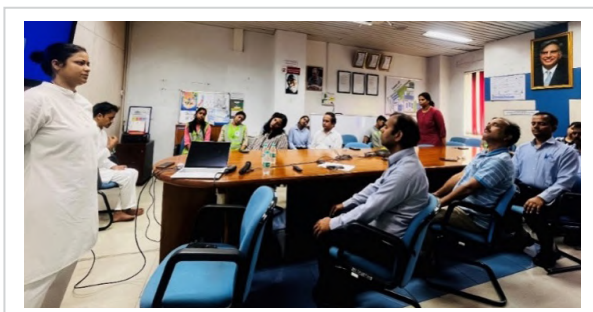
Participants during the Yoga Session

JMA conducted another workshop for on-ground team of Tata Power Ltd., on 'International Yoga Day' at TATA Power, Jojobera plant. The session saw enthusiastic participation from over 36 plant employees, focusing on practical yoga techniques directly applicable to their demanding work environment. An expert trainer guided the workforce through accessible yoga postures, breathing exercises, and mindfulness practices, designed to alleviate physical strain, manage stress, and promote mental clarity.

On 24th June, JMA conducted a specialised workshop titled 'Tranquil Transition' at the Tata Power plant located within Tata Steel Works in Jamshedpur for their on-ground team. The event witnessed enthusiastic engagement from over 48 employees, who immersed themselves in various yoga techniques.



Yoga session in progress

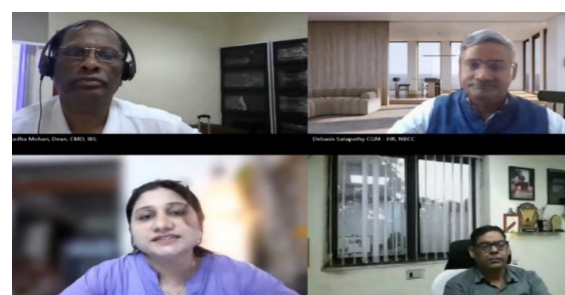


Yoga session in progress

On 24th June, JMA celebrated International Yoga Week by organising a Desk Yoga Workshop titled 'Tranquil Transition' at the Tata Power plant within Tata Steel Works, Jamshedpur. The event was designed specifically for executives whose roles involve prolonged sitting. It saw enthusiastic participation from over 25 employees. The workshop focused on simple, practical yoga techniques that can be easily incorporated into the workday, aiming to enhance both physical health and mental well-being.

Talk

JMA organised a BAKE talk on 'Talent Acquisition and Performance Management Through Timeless Wisdom' on 27th June. The session was graced by Mr. Debasis Satapathy, CGM–HR, NBCC (India) Ltd., who shared valuable insights drawn from traditional Indian knowledge systems and their relevance in modern HR practices. The talk was well-received by an enthusiastic audience comprising both college students and corporate professionals.



The BAKE talk in progress

Annual General Meeting

JMA organised its 26th AGM on 28th June at the Centre for Excellence, Jamshedpur. The meeting began with a presentation on JMA's performance for 2025 by Dr. Amitabh Bhattcharjee, Honorary Secretary, followed by a financial overview by Mr. Vivek Banka, Honorary Treasurer.



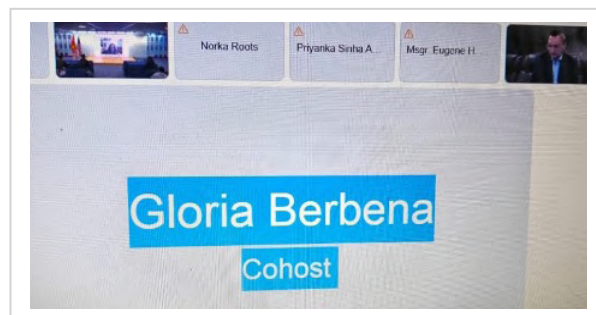
26th Annual General Meeting of JMA

The Executive Board was reconstituted through elections. Mr. Chaitanya Bhanu, VP-Operations, Tata Steel Ltd., was appointed as the Honorary President of JMA. In his inaugural address, he commended the association's achievements and highlighted the need for stronger collaboration to further amplify its impact and expand its reach.

Lucknow Management Association

Online Session

Lucknow Management Association, in collaboration with U.S. Mission Vietnam and U.S. Mission India, organised an online session titled 'Smart Choices, Safe Futures – Understanding the Risks and Realities of Illegal Immigration' on 4th June. The session featured Mr. Michael Hough, an Immigration Expert and Government Advisor. It was moderated by Mr. Cameron Thomas-Shah, Spokesperson for the U.S. Mission Vietnam.



Presentation by Mr Michael Hough



Delegates at the World Education Fair 2025

World Education Fair

LMA, in collaboration with My Mentor, successfully organised a three-day World Education Fair 2025, at Hotel Taj, Lucknow. The event was designed to support and guide students from Lucknow aspiring to pursue higher education abroad. The fair provided a unique platform for students to engage directly with university representatives from across the globe.

Outreach Programme

LMA, in collaboration with Awoke India Foundation, jointly organised an outreach programme on Depositor Education and Awareness (DEAP) for the Kheda Kursi Kissan FPOs at Kanpur on 12th June. Mr. Uttam Kumar, the resource person, shared valuable insights on Financial Literacy and Economic Security Awareness and Strengthening.



Mr. Uttam Kumar addressing

Panel Discussion

LMA, in collaboration with AMU Old Boys Association, Kabir Peace Mission and IIT Roorkee (Alumni) Lucknow Chapter organised a panel discussion on the theme 'Mitigating Burden of Road Accidents and Implementing Smart Traffic Policies.' The panelists were Mr. Babloo Kumar, IPS Joint Commissioner Police Law and Order Lucknow, Lucknow Police Commissionerate; Mr. Purnendu Singh, PPS – Staff Officer to DGP UP; Mr. Arbab Ahmad – Architect, Urban Planner and Road Safety Expert; Dr. Sanjay Singh - Professor, IIM Lucknow



(L-R) Dr. Anup Chandra Pandey; Mr. Babloo Kumar; Mr. Satya Prakash Rai; Mr. Purnendu Singh; Dr. Sanjay Singh and Mr. Arbab Ahmad

and Mr. Satya Prakash Rai, Former Additional Director Prosecution Department, UP. Dr. Anup Chandra Pandey, Former Chief Secretary, GoUP and Past President LMA moderated the session. Mr. A.K. Mathur, Sr. Vice President of LMA welcomed and introduced the panelists.

Yoga Session

On International Day of Yoga, LMA in collaboration with MAX Hospital organised a special 'Yoga Session' on 21st June at Max Hospital. LMA members were present at the session.



LMA members at the Yoga session



Dr. Dheeraj Mehrotra interacting with participants

Interactive Session

On 23rd June, LMA, in collaboration with Modern Girls College of Professional Studies organised a session on 'NEP 2020: Experiential Learning' by Dr. Dheeraj Mehrotra, Author and National Awardee, for the students and faculty of the Modern College. During the session, Dr. Mehrotra explained how experiential learning focuses on hands-on activities, allowing students to apply theoretical knowledge in practical situations.

Meerut Management Association

Meerut Management Association organised a special talk on 'Indo-Pak Imbroglio: Prognosis' on 4th June at the Wheler Club, Meerut. The session was led by Maj Gen Pankaj Kaushik (Retd) and saw the participation of over 60 members.

Maj Gen Kaushik provided in-depth insights into the strategic, historical, and geopolitical intricacies of the Indo-Pak relationship. Key topics covered included the legacy of Partition and the Indus Water Treaty, a detailed analysis of Operation Sindoor, future strategies of Pakistan and India's potential responses, the role of diplomatic channels and regional players, peace prospects, and the relevance of the Clash of Civilizations theory in the subcontinent. The talk concluded with an engaging Q/A session and a thought-provoking group discussion.



Mr. Ankur Jaggi welcoming Maj Gen Pankaj Kaushik (Retd)

Patna Management Association

Celebration of World Environment Day

Patna Management Association and Bihar State Productivity Council, in collaboration with Sunai Consultancy, organised a round table discussion on 5th June, on the theme 'Beating Plastic Pollution' at Kankarbagh, Patna. PMA President Adv. B.K. Sinha addressed the gathering, emphasising the severe environmental and health threats posed by plastic pollution. He noted that approximately 11 million tonnes of plastic waste enter aquatic ecosystems annually, while microplastics are also accumulating in soil due to plastic use in agriculture. He stressed the need for proactive policies and investments to mitigate chemical risks to both health and the environment. Consultant Mr. R.K. Chandra proposed 10 actionable strategies to curb plastic pollution. Mr. Pranav Chaudhary, an IIT alumnus from Sunai Consultancy and Joint Secretary of BSPC, also shared insights from his ongoing work in the field.



Roundtable discussion in progress

Celebration of International Yoga Day

PMA and Bihar State Productivity Council jointly organised an online Yoga training session on 21st June to mark the eve of International Yoga Day. The session saw active participation from attendees. Yoga Master Indrajeet Dutta highlighted the physical and mental benefits of yoga, quoting the Bhagavad Gita – 'Karmasu Kaushalam' – to emphasise how yoga enhances skill and discipline in daily life. He also explained how yoga helps in harmonising the mind, body, and soul. Adv. B.K. Sinha, President of PMA, welcomed the participants and shared practical tips for healthy living. Er. Pranav Chaudhary from BSPC delivered the vote of thanks.

Quilon Management Association

Quilon Management Association conducted its monthly programme on 4th June at the Quilon Beach Hotel. The event featured a keynote address by Adv. Sudheer Bose on the topic 'Glimpses of the Consumer Protection Act.' QMA President Mr. N. Jayachandran presided over the session. In his talk, Adv. Sudheer Bose highlighted key aspects of the Consumer Protection Act, 2019, which aims to protect consumers from unfair trade practices, ensure product safety, and enhance consumer awareness. The event began with a welcome address by Mr. P.N. Appukuttan, Secretary General of QMA. Mr. A.S. Shaji formally introduced the chief guest to the audience. The programme concluded with a vote of thanks delivered by Mr. R.S. Chippy, Secretary – Public Relations, QMA. Following the main programme, the AGM of QMA was also held.



Adv. Sudheer Bose addressing

Rohilkhand Management Association

Rohilkhand Management Association organised a round table discussion on 28th June on 'Revisiting Indian Diplomacy in the Current Geopolitical Scenario.' The session saw active participation from academicians, corporate professionals, and a distinguished Chartered Accountant, who shared insightful and well-reasoned views. The discussion focused on how India's diplomatic strategy is evolving in today's complex geopolitical landscape—shifting from a non-aligned stance to a more assertive, national interest-driven approach. Emphasis was placed on strengthening strategic partnerships and enhancing geo-economic engagement through bilateral and international trade agreements, while maintaining ties with traditional allies.

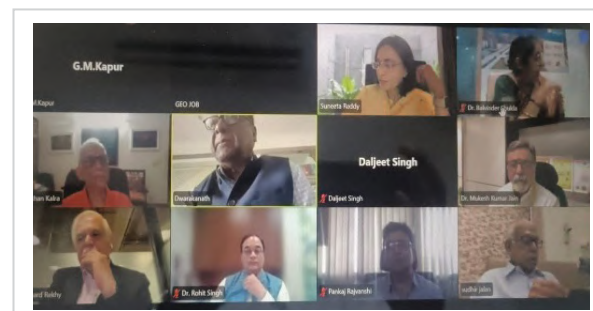


Roundtable discussion in progress

Thrissur Management Association

LMA Council Meeting

CA Geo Job, representing Thrissur Management Association (TMA), attended the LMA Council Meeting organised by AIMA on 11th July 2025. During the session, he shared key updates on TMA's ongoing initiatives and highlighted upcoming events.



The Council Meeting in progress



TMA MC Meeting in progress

MC Meeting

TMA held its 14th Managing Committee Meeting on 13th July at the newly acquired TMA premises. Marking a significant milestone, the meeting commenced with the ceremonial lighting of the lamp, symbolising the formal beginning of operations at the new location. The committee deliberated on various upcoming events and reviewed ongoing initiatives.



Stakeholders and ASAP meeting in progress

Meeting

The stakeholders meeting between the Additional Skill Acquisition Programme Kerala (ASAP Kerala) team and TMA was held on 14th July. The discussion focused on various skill training programmes and explored potential collaborations between ASAP Kerala and TMA to enhance training and employment opportunities. The meeting was attended by 15 members.

International Day of Yoga Celebration

TMA celebrated the International Day of Yoga on 21st June with an engaging session led by Dhanya Jijeesh from Prana Wellness Yoga Studio. The theme of the session was ‘Yoga for One Earth, One Health,’ emphasising the holistic benefits of yoga for individual well-being and planetary harmony. The event witnessed the enthusiastic participation of 20 members, who experienced practical insights into mindful living through yoga.



Yoga session in progress



Extraordinary General Meeting in progress

Extraordinary General Meeting

An Extraordinary General Meeting of TMA was held on 25th June with the participation of 30 members. The meeting was convened to discuss proposed bylaw amendments and obtain necessary regulatory approvals. All proposals presented were unanimously passed.

Guest Lecture

A Guest Lecture on the topic ‘Relevance of Maritime Domain for India’ was held on 25th June, attended by around 100 participants comprising TMA members, professionals, and students. The session was led by Vice Admiral M P Muralidharan (AVSM and Bar, NM), who offered a compelling and insightful presentation on India's maritime heritage, strategic interests, and the growing importance of maritime security and blue economy in shaping national development.



Vice Admiral, M P Muralidharan (AVSM & Bar, NM) addressing



Newly launched Internship Programme

Internship Report Submission

On 25th June, the interns who participated in TMA's newly launched Internship Programme formally submitted their internship reports, marking the successful completion of their assignments. As part of the occasion, TMA distributed internship certificates to the participants in recognition of their contributions and learning.

Management Voice Book Release

The sixth volume of TMA Management Voice, the bi-monthly publication of TMA, was officially released on 25th June.



CA T R Anantharaman

The event witnessed the participation of around 200 members, including chartered accountants, entrepreneurs, professionals, and students. CA T R Anantharaman, President of TMA, delivered the keynote address, sharing deep insights into the challenges and opportunities in the MSME sector, while emphasising the importance of financial awareness, regulatory clarity, and digital transformation.

YLT Foundation Day and New Office Bearers installation

The Foundation Day of the TMA Young Leaders Team (YLT) and the installation of the new office bearers was held on 27th June, with the participation of 75 young professionals and entrepreneurs. The event featured an inspiring address by Mr. Kaushik Dutta, Chairman of Zomato, on the theme 'Navigating Career and Character,' where he shared insightful perspectives on balancing ambition with integrity and building meaningful careers rooted in purpose. The evening marked a proud moment of continuity and growth for YLT.



Release of TMA Management Voice Volume 6

MSME Day Celebration

As part of the MSME Day celebrations, a joint session was organised by the ICAI Thrissur Chapter in association with TMA on 27th June on the theme 'Ek Din MSME Ke Naam.'



Mr. Kaushik Dutta with new TMA-YLT office bearers

Trivandrum Management Association

Fireside Chat

Trivandrum Management Association, in collaboration with Calicut Management Association, hosted a Fireside Chat on 13th June on 'Operation Sindoor: Leadership, Strategy and Crisis Management.' The session featured an esteemed panel of Tri-Forces veterans — Col. R.G. Nair (Retd.); Air Mshl. I.P. Vipin, AVSM, VM (Retd.), and Cdr. Balgovind Kunhiraman



Fireside Chat session in progress

(Retd.) — who shared real-life insights from one of India’s most complex military operations. The event began with a welcome address by Mr. Unnikrishnan Gopinath, Secretary, TMA, followed by the Presidential address by Mr. G. Unnikrishnan, President, TMA, and Er. Ananda Mani, President, CMA. Moderated by Mr. Sreekanth P Krishnan, the event also highlighted the growing collaboration between TMA and CMA, with plans for joint initiatives. The session was well received by members of both associations.

Vidarbha Management Association

On 1st June, Vidarbha Management Association hosted a session by Ms. Akangsha Sharma, former Team Leader at UPS Logistics Pvt. Ltd. She emphasised the importance of supplier collaboration in enhancing communication, product quality, and reducing delays. Held at Chitnavis Centre, Nagpur, the session covered key aspects like inventory management, demand forecasting, strategic transportation planning, and digitalisation trends such as robotics and real-time tracking. The session was moderated by Mr. Veerbhan Kewalramani, with Mr. Hemant Zunjurkar as session in-charge.



Speaker- Ms. Akangsha Sharma addressing



Ms. Sneha Palsokar and Mr. Sachin Palsokar addressing

On 8th June, VMA hosted an inspiring session titled ‘My Story by Couple-preneurs – Ah Se Aaha Tak’ with Mr. Sachin and Ms. Sneha Palsokar, co-founders of Shinex Mosaics. They shared their journey of choosing entrepreneurship over overseas careers and building a mosaic tile business in Nagpur. Despite facing major financial setbacks, they revived their venture through innovation, spiritual resilience, and perseverance. The session was moderated by Mr. Saurabh Mohta.

On 15th June, VMA hosted a session titled ‘Big Dreams, Less Capital – What to Do?’ featuring Mr. Vinod Saboo, Director, Saboo Plastics Pvt. Ltd. Mr. Saboo encouraged aspiring entrepreneurs to chase their dreams with a well-defined roadmap and practical approach. He emphasised the importance of building strong teams, having contingency plans, and striving for continuous improvement—just 1% every day. The session was moderated by Mr. Nilesh Verma and coordinated by Mr. Pankaj Radke.



Mr. Vinod Saboo addressing

VMA hosted its signature event on 22nd June at Persistent Systems Auditorium, Nagpur, featuring a talk by renowned serial entrepreneur Mr. K. Ganesh on 'India's Moment: How to Build Scalable, Digital, and Disruptive Businesses.' Mr. Ganesh, known for ventures like BigBasket, Portea Medical, and TutorVista, shared valuable insights on scaling start-ups and building disruptive business models. The session was moderated by Mr. Yusuf Master, with Dr. Shabbir Zakerya, VMA President, delivering the welcome address. Mr. Sumit Prithyani and Mr. Varun Agrawal coordinated the event.



Mr. K. Ganesh addressing

On the same day, VMA also organised a Start-up Showcase, where seven promising start-ups – Mejiwani Spices; Smarttsun Power; Mintbox Fintech; Kraya Concepts; Paperlite, Mechbees Smart Mobility and The Jain Doors pitched their ideas to Mr. Ganesh. This initiative, led by Project Directors Mr. Prithyani and Mr. Agrawal, highlighted VMA's ongoing efforts to support entrepreneurship in the Vidarbha region.

On 29th June, VMA conducted a session on 'Strategic Horizons – Unlocking the Defence Industry Potential for Atmanirbhar Bharat' by Dr. J. P. Dash, Chief General Manager, National Academy of Defence Production, Nagpur. Dr. Dash highlighted various opportunities for MSMEs in the defence sector and encouraged them to register on SRIJAN and GeM portals, participate in IDEX challenges, and take advantage of incentives under the Aerospace and Defence Policy 2022. The session was moderated by Mr. Sahaj Patel, with Mr. Pankaj Radke as the session in-charge.



Dr. J. P. Dash addressing

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Designed for Leaders, Driven by Excellence

- ✓ **Duration - 18 Months**
- ✓ **AICTE Approved**
- ✓ **ODL Mode with Optional International Immersion**
- ✓ **Industry Aligned Curriculum with Emerging New Age Specialisations**

Programme Highlights

- 400+ Hours of interactive learning with industry experts and academia
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- Global Exposure through optional international immersion
- Flexible Schedule for work-life balance
- Networking Opportunities during physical immersion and workshops
- Career Guidance & Mentorship with AIMA's extensive network

Programme Fees

INR 4 Lakhs (payable module-wise in three equal installments).
Additional Fee: Applicable for the optional International Immersion.



AIMA Events Calendar

Event	Programme Chairman/Key Speaker	Venue	Date
Book Launch Event	Shiv Shivakumar Operating Partner Advent International	New Delhi	25 July 2025
6th Leadership Development Programme- West		Lonavala	01- 03 August 2025
75th LeaderSpeak Session	Aditi Kothari Desai Chairperson DSP Asset Managers Pvt Ltd	Online	06 August 2025
AIMA YLC Session on 'The Empathy Algorithm: Decoding the Power of Humanity in a Digital World'	Mimi Nicklin Founder of Empathy Everywhere and Bestselling Author of Softening The Edge and Empathy at Work	Online	08 August 2025
3rd Global Innovation & Management Programme (GIMP)		Japan	20 - 24 August 2025
National Management Convention		New Delhi	09-10 September 2025
Global Advanced Management Programme (GAMP)		Frankfurt & Zurich	14-20 September 2025
Shaping Young Minds Programme		Trivandrum	26 September 2025
Shaping Young Minds Programme		Goa	10 October 2025
Shaping Young Minds Programme		Nagpur	07 November 2025
Global Advanced Management Programme (GAMP)		USA	16-22 November 2025

Event	Programme Chairman/Key Speaker	Venue	Date
HR Power Workshop (West)		Mumbai	28-29 November 2025
4th Global Innovation & Management Programme (GIMP)		Dubai	02-05 December 2025
3rd LeadHERship Retreat		Udaipur	15-17 January 2026
Shaping Young Minds Programme		Thrissur	22 January 2026
AI Big Data Retreat		Goa	8-10 February 2026
Shaping Young Minds Programme		Guwahati	27 February 2026

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