

AIMA News

AIMA'S MONTHLY E-MAGAZINE

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

MARCH 2026



MESSAGE FROM THE DIRECTOR GENERAL

Dear Readers,

It gives me great pleasure to present the March edition of AIMA News.

The past few weeks have been marked by a rich mix of engagements across national and global platforms, along with initiatives focused on leadership development across sectors.

One of the key highlights during this period was the successful completion of the 11th National Leadership Conclave (NLC), held on the theme 'Transforming for Tomorrow: Growth with Resilience'. The Conclave brought together India's leading policymakers, industry leaders, and thinkers to reflect on the country's economic resilience in a changing global landscape. Through panel discussions and fireside chats, the event featured prominent voices including Mr Nitin Jairam Gadkari, Mr Jyotiraditya M Scindia and Mr Shaktikanta Das. Other distinguished speakers including Air Chief Marshal Arup Raha (Retd), Mr Arun Kumar Singh, Mr K V Kamath, AIMA President Mr T V Narendran, Mr Vishal Kampani, Mr Vineet Agarwal, Mr Sanjiv Puri, Dr Suneeta Reddy, Mr Sunil Kant Munjal, Mr Shiv Siddhant Kaul, Ms Rama Kirloskar, Ms Ritu Beri, among others, added depth to the deliberations.

AIMA also presented its prestigious Awards of Excellence at the Conclave. Mr Shaktikanta Das was conferred the AIMA Public Service Excellence Award, while Mr K V Kamath received the AIMA Lifetime Achievement Award for Management. The AIMA Special Award for Public Service Excellence was presented to the Indian Space Research Organisation (ISRO). Mr Yezdi Nagporewalla, CEO, KPMG in India, was conferred the AIMA Fellowship, and the AIMA Dr J S Juneja Award for Creativity and Innovation in MSME was awarded to Algo8AI. The 11th NLC saw record participation, with over 600 participants attending in person and over 1.77 million engaging online. More on these awards and the event is featured inside.

On the sidelines of the 11th NLC, AIMA held an interaction with CEOs and representatives of Local Management Associations (LMAs) to strengthen India's management ecosystem through collaboration, knowledge sharing, and capability building.

Leadership conversations extended beyond the national platform, with LMAs bringing perspectives closer to regional contexts. AIMA President Mr T V Narendran interacted with LMAs of Delhi NCR on the evolving role of management institutions in today's business environment. Building on this, Regional Coordination Meetings with LMAs further focused on sharing updates, strengthening coordination, and aligning priorities for the months ahead.

At the global level, AIMA participated in the 1st Council Meeting of the Asian Association of Management Organisations (AAMO) for 2026 in Malaysia. Macau currently holds the Presidency of AAMO for the 2025–2028 term. Representing AIMA, Mr Rajive Kaul, Past President, AAMO, and I, joined delegates from Hong Kong, India, Macau, Malaysia, Nepal, Sri Lanka and Pakistan, to discuss ways to expand membership and strengthen inclusivity across the region.

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Work on advancing women's leadership continued through the 14th Pragati programme. With inclusive leadership at its core, the event brought together voices from diverse backgrounds including Ms Avarna Jain, Mr Vijay Gogoi and Ms Charu Pragya, National Media Panellist, BJP. The programme combined discussions with interactive formats, with the Women Leadership Quiz emerging as a well-received highlight with strong participation.

Engagement with younger professionals also remained a focus. The AIMA Young Leaders Council (YLC) organised a session on the role of young leaders in public policy and nation-building, with insights from Mr Subhash Gangopadhyay and Mr Arun Pandit. More details can be found inside.

A new learning initiative, the Leadership Lab workshop, was introduced to build managerial effectiveness through simulation-based learning and received encouraging feedback for its practical relevance. In addition, a series of specialised training programmes were conducted, equipping professionals with practical, business-relevant skills.

Brief reports on these and other developments, along with updates from the Local Management Associations and articles on management, are included in this edition.

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

Warm Regards,



Rekha Sethi
Director General

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CEO & Managing Director
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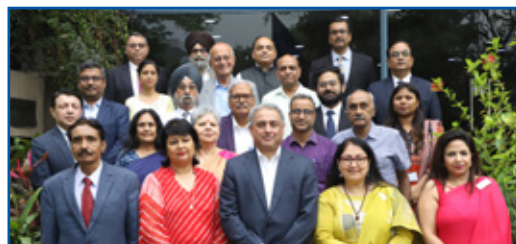


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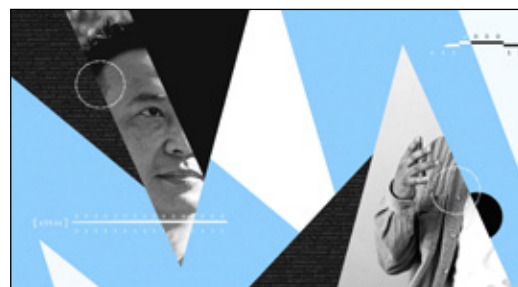
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11th National Leadership Conclave



AIMA Office Bearers, Council Members with Jyotiraditya M Scindia, Minister of Communications and Development of North Eastern Region, Government of India at the inaugural session of AIMA's 11th National Leadership Conclave



Nitin Jairam Gadkari, Minister of Road Transport & Highways, Government of India

AIMA organised the 11th National Leadership Conclave (NLC) on 9th April 2026 in New Delhi. The theme for the platinum jubilee NLC was 'Transforming for Tomorrow: Growth with Resilience'.

The conclave brought together India's top policymakers, industry leaders and experts to deliberate on India's economic resilience in a changing global landscape.

Mr Nitin Jairam Gadkari, Minister of Road Transport and Highways, Government of India, addressed the gathering, highlighting the need for technology to support alternative fuels and green energy. He said, "It is important to develop adequate technology for effective adoption of alternative fuels and green energy solutions. It is essential to reduce dependence on fossil fuel imports."

Mr Jyotiraditya M Scindia, Minister of Communications and Development of North Eastern Region, Government of India, in his address, highlighted that India has changed and is focused on long-term, foundational



Nitin Jairam Gadkari receiving a memento from T V Narendran, President, AIMA, and CEO & MD, Tata Steel Ltd as Vishal Kampani, Senior Vice President, AIMA and Vice Chairman & Managing Director, JM Financial Ltd, Vineet Agarwal, Vice President, AIMA and Managing Director, Transport Corporation of India Ltd and Rekha Sethi, Director General, AIMA look on

reforms to transform lives across the country. He said, “What matters is not only growth alone as a sufficient parameter, but also the character of this growth.”

Mr T V Narendran, President, AIMA, and CEO & MD, Tata Steel Ltd, said, “Geopolitical attrition is likely to remain a feature of our landscape for some time. So, as a country, we need to leverage the demographic advantage and scale that our domestic market can offer. We need to be able to build our own destiny and be less vulnerable to the decisions of others.”

Mr Vishal Kampani, Senior Vice President, AIMA and Vice Chairman & MD, JM Financial Ltd; Mr Vineet Agarwal, Vice President, AIMA and MD, Transport Corporation of India Ltd; Mr Sanjiv Puri, Chairman, AIMA Excellence Award Jury and Chairman and MD, ITC Ltd and Ms Rekha Sethi, Director General, AIMA also addressed the gathering.

Mr Shaktikanta Das, Principal Secretary-2 to the Prime Minister of India, spoke with Mr Sanjiv Puri, outlining current developments and how India is managing challenges through a steady and calibrated policy approach. The discussion reflected India’s focus on maintaining economic stability while navigating global uncertainties and evolving growth dynamics.

A fireside chart featured Mr K V Kamath, Chairman, Jio Financial Services Ltd; Mr Sunil Kant Munjal, Chairman, Hero Enterprise and Mr P Balaji, Group Head, Governance, Risk and Compliance, Air India Limited. The session discussed India’s \$5 trillion growth journey, focusing on sustaining momentum, strengthening



Jyotiraditya M. Scindia Minister of Communications and Development of North Eastern Region, Government of India



(L-R) T V Narendran, Shaktikanta Das, Principal Secretary-2 to the Prime Minister of India and Sanjiv Puri, Chairman, AIMA Excellence Award Jury and Chairman and MD, ITC Ltd

and Israel; Dr Suneeta Reddy, Immediate Past President, AIMA and MD, Apollo Hospitals and Mr Vishal Kampani, and was moderated by Ms Smita Prakash, Chief Editor and Deputy CEO, Asian News International (ANI).

In an all-women panel, Ms Ritu Beri, Indian fashion designer; Ms Rama Kirloskar, Joint Managing Director of Kirloskar Brothers Limited and Managing Director of Kirloskar

resilience, and reducing external vulnerabilities.

A panel discussion on geopolitics and global business explored the implications of the war in West Asia. The panellists included Mr TV Narendran; Air Chief Marshal Arup Raha (Retd.), PVSM AVSM VM ADC, Former Chief of the Air Staff of the Indian Air Force and Former Chairman of the Chiefs of Staff Committee; Mr Arun Kumar Singh, Former Indian Ambassador to US, France

Ebara Pumps Limited; Ms Anahita N Dhondy, Chef and Author and BK Sonika, Brahma Kumaris World Spiritual Organization, shared their journeys of breaking barriers, building institutions, and driving change in the evolving leadership landscape, in conversation with moderator Ms Priya Sahgal, Editorial Director at NewsX, ITV Network and Author.

(L-R) P Balaji, Group Head, Governance, Risk and Compliance, Air India Ltd, K V Kamath, Chairman, Jio Financial Services Ltd and Sunil Kant Munjal, Chairman, Hero Enterprise





(L-R) Vishal Kampani, Arup Raha (Retd.), PVSM AVSM VM ADC, Former Chief of the Air Staff of the Indian Air Force and Former Chairman of the Chiefs of Staff Committee; Arun Kumar Singh, Former Indian Ambassador to US, France and Israel; T V Narendran; Sumeeta Reddy, Immediate Past President, AIMA and MD, Apollo Hospitals and Smita Prakash, Chief Editor and Deputy CEO, Asian News International (ANI)

An insightful discussion featuring Mr Shiv Siddhant Kaul, Managing Director, Nicco Engineering Services Limited; Mr Prashant Tandon, Co-Founder and CEO, Tata 1mg; Mr Naveen Aggarwal, Office Managing

Partner—Delhi NCR, US-India Corridor Leader, KPMG in India and Mr Sanjay Singh, Director, Strategy & External Relations, Jindal Steel Limited, explored safeguarding India's growth amid global conflicts while leveraging domestic strengths. The session was moderated by Mr Pranjal Sharma, Economic Analyst, Advisor and Author.

The AIMA Excellence Awards were also presented on the occasion. Mr Shaktikanta Das received the AIMA Public Service Excellence Award 2025. Mr K V Kamath received the AIMA Lifetime Achievement Award for Management 2025. The AIMA Special Award for Public Service Excellence 2025 was presented to Indian Space Research Organisation (ISRO) (received by Mr Dinesh Kumar Singh, Distinguished Scientist and Director of Human Space Flight Centre). The AIMA Dr J S Juneja Award for Creativity and Innovation in Micro, Small & Medium Enterprises to Algo8AI (received Nandan Mishra, CEO & Co-Founder). Mr Yezdi Nagporewalla, CEO, KPMG in India was conferred the AIMA Fellowship.

The 11th NLC was very well attended, drawing over 600 participants in person with over 1.77 million online views.



T V Narendran addressing



Shaktikanta Das receiving the AIMA Public Service Excellence Award 2025 from Jyotiraditya M Scindia as Sanjiv Puri looks on



K V Kamath receiving the AIMA Lifetime Achievement Award for Management 2025 from Jyotiraditya M Scindia as T V Narendran looks on



(L-R) Anahita N Dhondy, Chef and Author; Rama Kirloskar, Joint Managing Director, Kirloskar Brothers Ltd and Managing Director, Kirloskar Ebara Pumps Ltd; Priya Sahgal, Editorial Director at NewsX, ITV Network and Author; Ritu Beri, Indian Fashion Designer and BK Sonika, Brahma Kumaris World Spiritual Organisation



Prashant Tandon, Co-Founder and CEO, Tata Img; Krishan Kalra, Past President, AIMA; Sanjay Singh, Director, Strategy & External Relations, Jindal Steel Ltd; Pranjal Sharma, Economic Analyst, Advisor and Author; Shiv Siddhant Kaul, Managing Director, Nicco Engineering Services Ltd and Naveen Aggarwal, Office Managing Partner–Delhi NCR, US-India Corridor Leader, KPMG in India



Dinesh Kumar Singh, Distinguished Scientist and Director of Human Space Flight Centre, ISRO with the AIMA Special Award for Public Service Excellence 2025



Yezdi Nagporewalla, CEO, KPMG in India with the AIMA Fellowship



Nandan Mishra, CEO & Co-Founder, Algo8AI with the AIMA Dr J S Juneja Award for Creativity and Innovation in Micro, Small & Medium Enterprises and Dr J S Juneja, Past President, AIMA

Nitin Jairam Gadkari being escorted by Rekha Sethi, Vishal Kampani and Vineet Agarwal



(L-R) T V Narendran; Sudhir Jalan, Past President, AIMA; Shaktikanta Das; Rekha Sethi, Sanjiv Puri and Vishal Kampani



(L-R) Vinita Bajoria, Chairperson, Nicco Cables Pvt Ltd; Vishal Kampani; Sanjiv Puri; P S Puri, Former President, LNJ Bhilwara Group; Deepak Premnarayen, Executive Chairman, ICS Group; Uddesh Kohli, Past President, AIMA and T V Narendran



AIMA Past Presidents, Council Members and Speakers at the event



Sunil Kant Munjal, K V Kamath and Vishal Kampani



T V Narendran and Sanjay Kirloskar



(L-R) P Balaji, Sudhir Jalan and Pranjal Sharma

LMA CEOs Interaction



LMA CEOs with T V Narendran, President, AIMA and Managing Director & CEO Tata Steel Ltd and Rekha Sethi, Director General, AIMA

AIMA hosted an interaction with CEOs and representatives of Local Management Associations (LMAs) ahead of the National Leadership Conclave in New Delhi. The session focused on strengthening India's management ecosystem through collaboration, knowledge sharing, and capability building.

Mr T V Narendran, President, AIMA, and CEO & MD, Tata Steel Ltd, highlighted the role of LMAs in building a resilient, future-ready ecosystem, stressing support for MSMEs, domestic resilience, and adoption of AI and sustainability. He also called for closer AIMA-LMA collaboration to expand access to management knowledge and leadership development. Ms Rekha Sethi, Director General, AIMA, also addressed the gathering.

The session featured best practice presentations by Gp Capt R Vijayakumar, Executive Director, Madras Management Association, who shared initiatives in digital transformation and operational efficiency, and Mr Ashwin Palshikar, Vice President, Indore Management Association, who highlighted its growth through innovation, scale, and strong industry engagement.

The interaction concluded with a shared commitment among AIMA and LMAs to further strengthen collaboration and collectively drive management excellence across the country.

President Interaction with Delhi NCR LMAs



T V Narendran, President, AIMA, and CEO & MD, Tata Steel Ltd and Rekha Sethi, Director General, AIMA with representatives of Local Management Associations from Delhi NCR

A meeting between AIMA President, Mr T V Narendran, and representatives of Local Management Associations (LMAs) from Delhi NCR was held on 19th March 2026 at the AIMA headquarters in New Delhi. The session brought together LMAs from Delhi, Noida, Faridabad and Meerut, enabling meaningful discussion on the evolving role of management institutions in a changing business environment.

Ms Rekha Sethi, Director General, AIMA welcomed Mr Narendran and representatives from the LMAs and appreciated their continued association and support during AIMA’s 70th Foundation year.

In his address, Mr Narendran highlighted the role of management associations as platforms for dialogue on global developments and outlined key issues shaping

business and governance including geopolitical shifts, digital transformation, evolving skills, climate change, and inclusivity, emphasising the need for preparedness and foresight.

The AIMA President also spoke on the need for Indian businesses to engage with management associations. He stressed the importance of continuous learning and preparedness in a rapidly evolving landscape.

The meeting concluded with an interactive session where members of the participating LMAs engaged in a discussion on emerging opportunities and challenges, underscoring the need for deeper engagement with management associations and offering actionable insights for the year ahead.

AAMO Council Meeting 2026

AIMA participated in the 1st Council Meeting of the Asian Association of Management Organisations (AAMO) for 2026, held in Kuala Lumpur, Malaysia on 12th April 2026. Macau currently holds the Presidency of AAMO for the 2025–2028 term. Representing AIMA at the meeting were Mr Rajive Kaul, Past President, AAMO and Chairman, Nicco Engineering Services Limited and Promoter-Director, Nicco Parks & Resorts Limited, and Ms Rekha Sethi, Director General, AIMA.

During the meeting, representatives from AAMO member regions including Hong Kong, India, Macau, Malaysia, Nepal, Sri Lanka and Pakistan (via Zoom) shared their perspectives on attracting more regional management



AAMO council members at the Council Meeting in Kuala Lumpur, Malaysia

organisations to join AAMO. The discussions focused on expanding the association’s reach and strengthening collaboration across member bodies in the Asia Pacific region.



Rajive Kaul, Past President, AAMO and Rekha Sethi, Director General, AIMA with other AAMO delegates

AAMO is a partnership of National Management Organisations (NMOs) in the Asia Pacific region, aimed at sharing and leveraging resources to enhance the achievement of their respective missions. The association currently comprises eight members: Australia and New Zealand, Hong Kong, India, Macau, Malaysia, Nepal, Pakistan and Sri Lanka.

14th Pragati



(L-R) Vijay Gogoi, Partner, KPMG in India; Rekha Sethi, Director General, AIMA; Avarna Jain, Vice Chairperson, Saregama India Ltd and Chairperson, RPSG Lifestyle Media and Neeraj Kapoor, Director, AIMA

AIMA organised its ‘14th Pragati – Celebrating Achievements of Women’ at New Delhi on 2nd April 2026, themed ‘New Age Women: Balancing Growth & Passion’. The programme aimed to empower women professionals with insights to navigate career challenges and advance leadership.

Ms Avarna Jain, Vice Chairperson, Saregama India Limited and Chairperson, RPSG Lifestyle Media, emphasised the importance of “sisterhood and outreach” in driving collective strength and meaningful progress. Mr Vijay Gogoi, Partner, KPMG in India, presented insights from the 2nd Women Leadership in Corporate India Report by AIMA and KPMG, outlining key trends, barriers, and pathways to inclusive leadership. The gathering was also addressed by Ms Rekha Sethi, Director General, AIMA.

The sessions covered mentorship, financial sovereignty, multi-generational workforce, and negotiating one’s worth. Speakers including Ms Sangeeta Ramrakhiani, Director–HR, Central Warehousing Corporation; Ms Premlata, Chief General Manager–HR, NTPC and CHRO, NSPCL; Ms Neha Nagar, Finance Educator; Ms Nina Chatrath, Independent Board Director and Leadership



Avarna Jain Vice Chairperson, Saregama India Ltd

Consultant; Ms Sunny Singh, Lead HR North, Spark Minda; Ms Piyali Chakraborty, ED i/c (HR), RHQ, IOCL; Ms Charu Pragya, National Media Panellist, BJP and Lieut Dr Rita Gangwani, Personality Transformation and International Pageant Coach, shared perspectives on leadership, inclusion, financial independence, and self-advocacy. The discussions collectively emphasised practical leadership skills and empowerment for navigating contemporary workplace challenges. A special session led by Ms Sweta Rani, Chief Manager (Training), GAIL India Ltd, and Mr Praveer Agarwal, Executive Director (Training), GAIL India Ltd, featured the entrepreneurial journeys of Dr Sudha Jha, Founder, Dantya, and Ms Jeya Preetha, Founder, The Open Treats, highlighting the impact of the GAIL ABHA initiative in supporting women-led ventures.



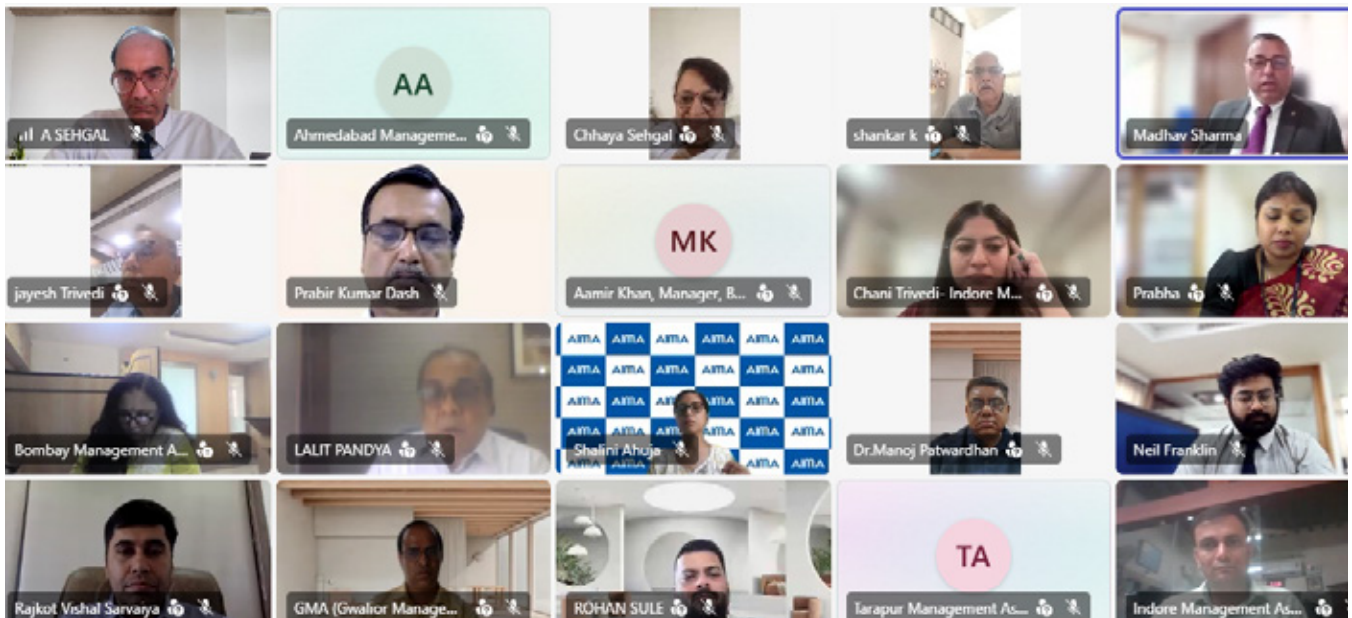
Charu Pragya, National Media Panellist, BJP and Lieut Dr Rita Gangwani, Personality Transformation and International Pageant Coach

The event also included a Women’s Quiz Competition and saw participation from close to 100 delegates.



Winners of the Quiz Competition with the AIMA staff

LMA Coordination Meetings



Regional Coordination Group Meeting in progress

AIMA conducted Regional Coordination Group Meetings for the North, South, East and West regions during March 2026 to strengthen collaboration across the Local Management Associations (LMA) network.

The meetings served as a structured forum to review ongoing activities, discuss emerging priorities, and align regional efforts with the broader objectives of the LMA framework. Discussions focused on upcoming programmes, opportunities for collaboration, and measures to enhance the overall impact and effectiveness of the LMA network.

The meetings were held on 13th March (North), 18th

March (South), 20th March (East), and 26th March (West). They were chaired by the respective Regional Chairpersons—Ms Saloni Kaul (North), Gp Capt R Vijayakumar (Retd), VSM (South), Mr G M Kapur (East), and Ms Chhaya Sehgal (West). Each session followed a structured agenda covering updates from LMAs, planned initiatives, and areas for strengthening coordination across regions.

The meetings were also attended by Mr Madhav Sharma, Director, LMA Relations & Membership and Young Leaders Council (YLC), AIMA, and saw participation from representatives of LMAs across regions.

Workshop on AI Implementation



Participants at the workshop

AIMA, in collaboration with the Nagaland Science Mission, conducted a workshop on 'AI Implementation for Good Governance' with stakeholder consultations from 9th to 13th March 2026 in Kohima.

Dr Anuja Pandey, Professor and Principal Investigator, AI Project, AIMA, highlighted the importance of AI in public administration and the need for coordinated efforts to assess readiness, identify use cases, and develop a 24-month AI roadmap for the state.

Dr (Prof) Sourabh Agarwal, Adjunct Faculty, AIMA, demonstrated the use of governance dashboards and

predictive analytics for data-driven decision-making.

The sessions focused on identifying AI applications across key sectors and highlighted challenges such as data silos, fragmented systems, and infrastructure gaps, along with the need for integrated data platforms.

The initiative was supported by Dr Nesatalu Hiese, MD, Nagaland Science Mission, and Mr Kekuneil Henry Ltu, Mission Coordinator, with active participation from departments across the state.

YLC Session



From Top (L-R): Subhash Gangopadhyay, Research Director at the India Development Foundation; Arun Pandit, National Chairman, AIMA YLC and Co-Founder, Hyphen SCS and Madhav Sharma, Director, AIMA

AIMA Young Leaders Council (YLC) organised a session on ‘Public Policy & Nation-Building: Why Young Leaders Must Engage’ on 13th March 2026.

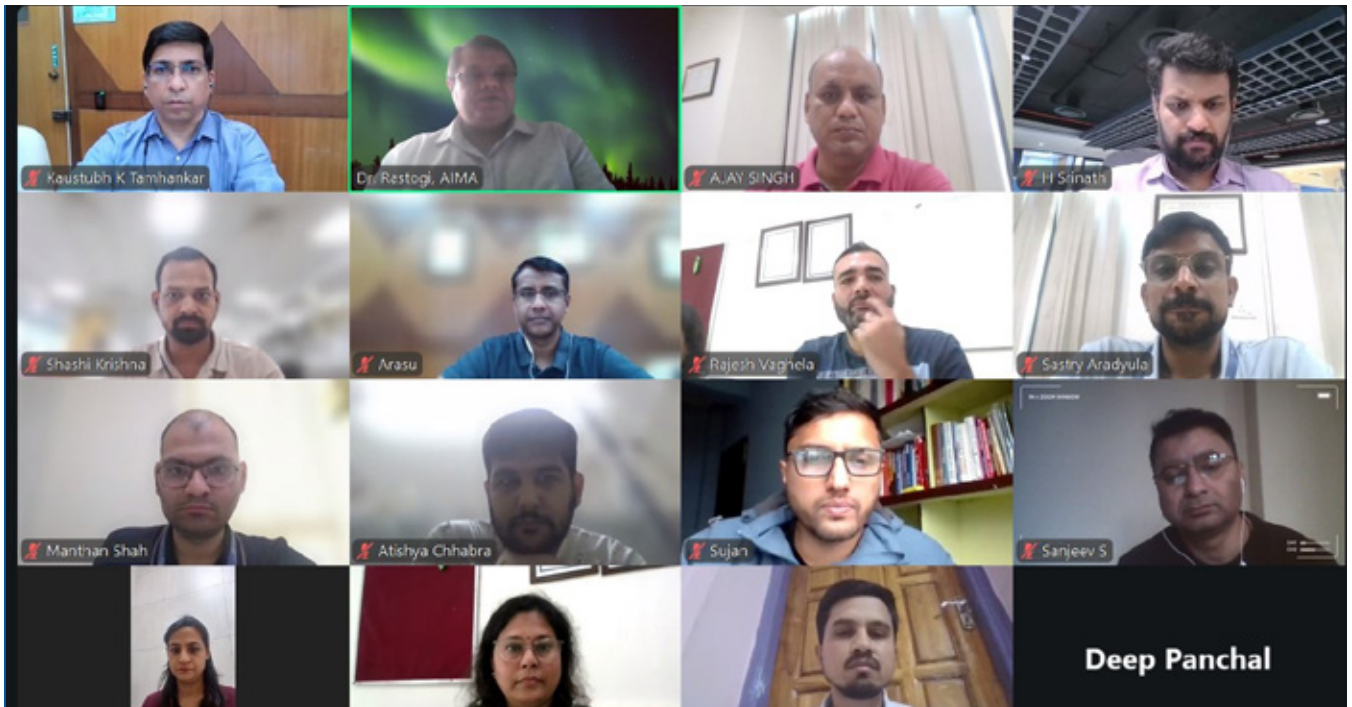
The session featured Mr Subhash Gangopadhyay, Research Director at the India Development Foundation, and was moderated by Mr Arun Pandit, National Chairman, AIMA YLC and Co-Founder, Hyphen SCS.

Mr Gangopadhyay emphasised a long-term approach to policymaking, with a focus on inclusive and equitable

access to public goods. The discussion also highlighted barriers to youth participation and explored alternative avenues such as civil society and policy research.

The session concluded with an interactive exchange, reflecting strong interest among young leaders and reinforcing the importance of their active role in shaping India’s policy landscape.

Leadership Lab



Leadership Lab in progress

AIMA conducted the 1st edition of its Leadership Lab on 20th–21st March 2026 in an online format, bringing together professionals from leading organisations including Larsen & Toubro, Indian Oil Corporation Limited, GMR Group and Citizens Bank Nepal.

Hosted on AIMA’s Chanakya simulation platform, the programme offered a business simulation-based learning experience designed to strengthen managerial effectiveness through real-time decision-making. Participants engaged in intensive, scenario-driven exercises focused on marketing strategy,

product distribution, and promotional planning.

Encouraging strategic thinking and collaboration, the workshop helped participants understand decision-making in a competitive environment while strengthening their analytical skills and leadership through simulated business units.

The programme saw enthusiastic participation, with feedback highlighting its practical relevance and immediate applicability to professional roles.



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Capacity Building Programme



Participants of the training programme

AIMA conducted a Capacity Building Programme on Contractual Disputes, Arbitration and Conciliation in two batches from 9th–11th March and 16th–18th March 2026 at the GAIL Training Institute. The programme focused on strengthening participants' understanding of contract management, dispute prevention, and resolution in public procurement and infrastructure projects.

The sessions covered contract structures, drafting, key terms and conditions, performance management, handling breaches, and managing variations. The

participants also examined financial security, risk mitigation, insurance aspects, and compliance requirements.

Comprehensive coverage of conflict avoidance and dispute resolution was provided through negotiation, mediation, conciliation, and adjudication, supported by case studies and practical exercises.

The programme concluded with participants gaining practical insights and tools to manage contracts effectively, minimise disputes, and improve project outcomes, with over 35 participants attending each batch.

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When Creating an AI Strategy, Don't Overlook Employee Perception

by Jan-Emmanuel De Neve, Jeffrey T. Hancock and Kate Niederhoffer
April 15, 2026



Summary. Leaders are making a choice with their AI strategy: Are they primarily seeking to improve the bottom line through automation and headcount reduction, or grow the top line in innovative ways through augmentation? As they make this decision, leaders are underestimating how employee perception—and the predictable behavioral dynamics that follow—will determine the success of their AI strategy. While automation strategies will likely show early gains relative to the deeper investment required for augmentation, but that augmentation will likely perform better in the long run. That's because while automation offers immediate cost-savings, a company's long-term success is determined by how people feel about their work, whether they meaningfully engage with new tools, and whether top talent stays

CEOs are facing a strategic fork in the road when it comes to AI. Are they primarily seeking to improve the bottom line through automation and headcount reduction? Or is their ultimate goal to grow the top line in innovative ways through augmentation?

In the past few months, several prominent leaders have shown what each looks like.

In February, Jack Dorsey laid off more than 4,000 people—nearly half of Block's workforce. "Intelligence tools have changed what it means to build and run a company," he wrote in a letter to shareholders, adding that most other firms would reach the same conclusion within the year. Dorsey's vision is a great example of automation, where leaders expect the

company to be able to continue to do what it does, but with fewer people.

Micha Kaufman of Fiverr also made headlines for his stark predictions about AI. In a blunt letter to employees, he wrote, "[H]ere is the unpleasant truth: AI is coming for your jobs. Heck, it's coming for my job too. This is a wake-up call." But Kaufman wasn't announcing layoffs—he was arguing that AI was going to dramatically change work and that everyone needed to adapt. "You free up your time to do things that human beings have special capabilities in—nonlinear thinking, judgment calls, issues that have to do with taste, making decisions, thinking about strategy," he told CBS. Even if employees could

automate all of their repetitive tasks, he indicated in the interview, they wouldn't be replaceable. Instead, he was betting on human potential.

There's evidence that companies may follow some version of Dorsey's path, adopting AI tools with automation and cost-cutting in mind. Goldman Sachs bankers expect the total headcount across their investment banking clients, which span industries, to drop by around 11% on average over the next three years because of AI. And the 2025 Indeed Workforce Insights Report, which surveyed some 80,000 workers across eight countries, found that the time saved with AI was mostly redirected into doing "more of same tasks" or was absorbed by other projects. Hints of genuine augmentation, such as innovation/creative work and increased client interaction didn't even break the top five use cases. This might reflect leaders' status quo bias as much as AI's potential: It's easier for executives to imagine using AI to streamline what people already do than to reimagine how it might be used to produce entirely new value.

Based on our research and expertise—spanning psychology, economics, and communication—we believe that automation and augmentation will generate different yet predictable behavioral dynamics and associated performance outcomes. Specifically, automation strategies will show early gains relative to the deeper investment required for augmentation, but that augmentation will perform better in the long run.

The Underappreciated Power of Perception

As leaders roll out AI strategies, they aren't simply introducing new tools; they are signaling whether employees have a future in that organization. For example, it gets murky at best for a company to tell one group of employees that it is investing in their growth while laying off other colleagues in the name of efficiency. The inconsistency erodes trust because it shows that the organization will cut employees once it has opportunity to do so.

Perceptions of strategic intent are signals that travel fast. When people sense that AI is being deployed to ultimately replace them rather than empower them, their behavior shifts.

We know this because we've studied how employees' perceptions shape their work and workplaces. Between the three of us, our research has covered workplace well-being, the effect of employee happiness on sales, and productivity, retention, and talent attraction (Jan); and AI's effect on how people think, feel, and perform in the workplace, including why people create "workslop" (Kate and Jeff).

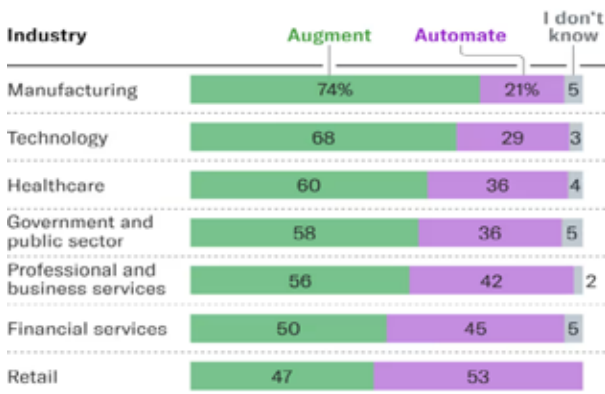
To understand how employees perceive their companies' intentions around AI, automation, and augmentation, we surveyed 1,294 full-time desk workers (who spend more than 50% of their time at a computer) across the United States, Canada, and the United Kingdom this past January. The survey included individual contributors, managers, and senior leaders across 19 industries with the majority from technology, financial services, healthcare, retail, and professional services. We asked respondents to identify their organization's ultimate motivation for integrating AI from three options: to augment employees' capabilities by enabling people to do higher-value, more creative, or more effective work; to automate work and reduce costs, possibly by reducing headcount or avoiding new hiring; or that they were unsure. Notably, only 44% of respondents said their organization had formally announced any AI plans at all. Overall, approximately 62% reported they believe that their organization incorporates AI to augment their capabilities. Thirty-four percent of employees believe their organization is using AI to automate work; 4% remain unsure.

However, this masks substantial variation by level, industry, and country. In some industries (such as retail and professional services) about 40-50% of employees suspect that adopting AI is ultimately undercutting their own job security. Employees who perceive automation intent are also more likely to report feeling forced rather than encouraged to adopt AI—a distinction that turns out to matter beyond morale, as we explore later in this article.

What's Your Organization's Ultimate Motivation with AI?

A survey asked 1,294 full-time desk workers across the United States, Canada, and the United Kingdom whether their companies planned to augment employees' capabilities or to automate work and reduce costs, possibly by reducing head count.

What do you think your organization's ultimate motivation is?



Source: Jan-Emmanuel De Neve et al.



What's Your Organization's Ultimate Motivation with AI? Bar chart showing what 1,294 survey respondents in seven industries think their organization's ultimate motivation is with AI; to augment employees' capabilities, or to automate work and reduce costs. Industries listed are Manufacturing, Technology, Healthcare, Government and Public Sector, Professional and Business Services, Financial Services, and Retail. In most industries, augmentation is the main goal, with automation a smaller but substantial share, and a negligible percentage responding "I don't know." The Retail industry stands out with roughly half responding automation and half augmentation, (with essentially zero "don't know"). Source: Jan-Emmanuel De Neve et al.

See more HBR charts in Data & Visuals

Other research shows that leaders are vastly overestimating employee enthusiasm for AI. A recent survey found that while 76% of executives believed employees were enthusiastic about AI adoption, just 31% of individual contributors agreed. Our survey similarly shows that 81% of senior leaders think their organization is all-in on augmentation, while those who are closest to the frontlines are more

skeptical. At the individual contributor level, 53% perceive augmentation and 40% suspect automation. The seniority gap underscores the importance of perceptions: it's not enough to have an augmentation strategy. Employees need to believe it.

Based on our prior collective research, we believe that employee perceptions should be a central factor in developing a company's AI strategy, not an afterthought or a question saved for implementation conversations. To understand why, consider three behavioral dynamics that help explain how people integrate—or resist—these new tools in their daily work:

1. The well-being lever.

A leading concern for workers is that AI will lead to layoffs. In our survey, approximately 60% expressed concern about job displacement, with 32% expressing moderate to high concern. The specter of layoffs undermines employees' sense of job security and, in turn, their workplace well-being. If layoffs do eventually hit, they also impact those who stay. In the book *Why Workplace Wellbeing Matters*, one of us (Jan and co-author George Ward) shows that drops in workplace well-being are directly linked to declines in productivity, retention, and talent attraction. Yet leaders routinely underestimate how the ripple effects of layoffs—or the threat thereof—can undermine the very efficiencies they aim to achieve.

2. Workflow integration lever.

Employees are told to "use AI" without clear guidance on why or how it will improve their work. When workers aren't empowered to take control of this process—as we call being "pilots" of AI—they default to following instructions with limited conviction, like passengers along for the ride. This shallow engagement often coexists with shrinking teams and growing workloads, creating the perfect conditions for "workslop"—the proliferation of low-effort, low-quality AI-generated work. Without coordination or guardrails, automation amplifies noise rather than value. Collaboration fragments, trust is undermined, and productivity becomes harder to sustain. Our survey data reflects this: employees who suspect their organization's ultimate goal is replacement, not

empowerment, are most likely to produce “workslop.”

3. The talent pipeline lever.

Long-term, cost-cutting AI strategies can hollow out the junior talent pool. Entry-level white-collar roles are where future leaders build judgment, networks, and expertise. When companies automate these roles away, they trade short-term savings for long-term fragility. Recent research from economics scholars at both Harvard University and Anthropic shows that generative AI protects top roles while compressing or eliminating junior roles. The result: fewer future leaders and aggressive dependence on external hiring. Over time, this erodes institutional knowledge and weakens culture.

A Tale of Two J-Curves

Employee perception is also a useful lens for leaders because of how the adoption of new general purpose technologies play out. Integrating a new technology into how we work takes time, as organizations have to invest in new processes, workforce training, data infrastructures, and management practices before productivity gains materialize. Erik Brynjolfsson, a leading scholar on the economics of artificial intelligence, and his colleagues call this lag between adoption and productivity growth “the Productivity J-curve” because of the initial dip in productivity prior to the sharp rise. Earlier research from Brynjolfsson and co-authors suggests that organizational re-wiring and skill development might require about 10 times the investment as rolling out the technology itself.

Brynjolfsson and colleagues are describing macro-economic trends—their J-curve captures how and when the adoption of a new general-purpose technology shows up in national income statistics. But we believe that the same logic applies at the level of individual firms—the macro J-curve is the aggregation of micro J-curves that play out at the firm-level. As such, it’s a useful lens for thinking about how AI investments—and the automation vs. augmentation choice—might play out and show up in the company results.

Think, for a moment, about the nuts and bolts of how automation with AI works. At its most basic

level, automation substitutes human labor with AI in relatively well-specified tasks. If a person’s job is characterized by a bundle of tasks, a machine can do a proportion of those tasks, enabling similar or possibly even more output from smaller teams. Looking at this process through the lens of the J-curve, the dip in productivity is relatively shallow and short, with early and more visible improvements driven by cost savings and increased throughput.

Augmentation, on the other hand, requires deep organizational transformation and learning-by-doing, as well as job redesign and the development of effective human-AI coordination routines—a longer and deeper initial dip. The J-curve logic, however, also suggests that augmentation holds greater long-run potential: once complementary investments are absorbed and new socio-technical routines stabilize, performance rises to reflect not just efficiency gains, but a shift in the organization’s productive frontier. Augmentation is about inventing the future rather than automating the past.

What this micro J-curve framework helps us see is what happens inside organizations as these processes unfold. That dynamic is critically important, because the relative advantage of augmentation over time is a function of human behavior. And that behavior is largely shaped by employee perceptions.

Whether AI is deployed for automation or augmentation, it sends powerful signals that shape employee expectations, feelings, and actions. These behavioral responses can actively bend the trajectory upward or downward. To understand why the AI automation path is likely to underdeliver in the longer run, we therefore need to look at the predictable behavioral dynamics that unfold as workers respond to perceived threats, uncertainty, and erosion of trust. Gradually all of this undermines the cost-saving promise of an automation path or bolsters the impact of an augmentation path. Our survey data reflects early signs of this progression already in motion: employees who feel mandated to adopt AI report lower well-being, higher intent to leave, and a greater suspicion of automation intent, consistent with the earliest phases of the decline we describe in this article. We believe this follows a

six-phase progression for both options, which begins after the initial up-front investment in AI tools and capability building.

The Automation Path: A Six-Phase Decline

The automation path generates a negative organizational trajectory that undermines long-term performance. When organizations signal that AI is primarily a tool for cost-cutting and workforce reduction, employees rationally disengage, trust erodes, and effort shifts toward short-term self-preservation rather than value creation. What begins as an efficiency play can compound into a capability deficit that weakens innovation and growth, eroding the very talent and adaptability needed to realize AI's full potential.

Phase 1: Early resistance to AI adoption.

When employees sense that AI is being introduced without a genuine commitment to their future—and may be a precursor to layoffs—they naturally begin to resist its broader integration into the workplace. Adoption appears to rise (because it is mandated), but engagement remains shallow. Instead of producing pilots, organizations generate passengers.

Phase 2: Layoffs undermine well-being and productivity.

As redundancies begin, workplace well-being drops sharply. Research one of us contributed to (Jan), found that happy workers are roughly 13% more productive. When well-being erodes, productivity does, too. Anxiety spreads, focus deteriorates, and initiative collapses.

Phase 3: Leaner teams become overburdened—and “workslop” rises.

Smaller teams paired with lower morale result in overextended employees. Many turn to AI to fill gaps in their workflows, often without training or context. This accelerates “workslop,” which undermines efficiency rather than enhancing it. As we saw in our workslop research, employees who feel forced to adopt AI, as opposed to those who are encouraged, show meaningfully higher intent to leave and a 65% higher self-reported rate of producing workslop.

Phase 4: Rising attrition as employees seek stability.

Declining well-being and rising overload lead more employees to seek opportunities elsewhere. High performers often leave first. Institutional knowledge dissipates. Innovation slows.

Phase 5: Declining employer brand and talent attraction.

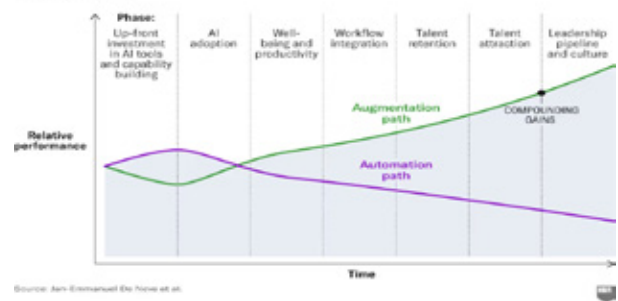
As layoffs, disengagement, and churn accumulate, the organization's reputation as an employer suffers. It becomes harder to attract the kind of talent that drives growth.

Phase 6: Erosion of leadership pipelines and culture.

In the space of a few years, a deeper consequence emerges: the loss of internal leadership pipelines. Junior roles disappear, continuity erodes, and future leaders aren't cultivated nor steeped in the distinct culture of the organization.

How Automation and Augmentation Compare over Time

Automation appeals to leaders because it offers short-term returns on AI technology investments through cost savings including head count reduction. However, the productivity J-curve suggests that deeper investments in human capital and processes alongside AI technology may lead to outperformance in the longer term, due to workers' predictable behavioral dynamics in response to signals on whether AI is ultimately meant to empower or replace them. On the automation path, those dynamics lead to a cycle of decline, whereas the augmentation path unlocks positive dynamics that are more likely to help the business grow in new ways.



The Augmentation Path: Six Phases that Drive Growth

In contrast, the augmentation path generates a positive trajectory where the same behavioral dynamics in the same sequence help bolster chances of successful business development. When organizations signal genuine commitment to their people and pair that commitment with thoughtful AI integration and investment, a compounding advantage emerges.

Phase 1: Trust accelerates AI adoption.

When employees believe AI is being introduced to make their work better, they engage with curiosity and a sense of agency. Adoption rises due to intrinsic uptake over compliance. The organization cultivates pilots over passengers.

Phase 2: Sustained workplace well-being raises productivity.

Without the specter of layoffs undermining morale, workplace well-being holds; and with it, productivity rises. Well-being translates directly into higher output, stronger focus, and greater motivation to secure longer-term competitive advantage.

Phase 3: Teams develop new capabilities and “workslop” is minimized.

Employees invest in collaboration, using judgment in when and where to use AI. With clear expectations and a culture of trust, “workslop” is kept to a minimum.

Phase 4: Retention strengthens and institutional knowledge broadens.

Employees who perceive investment stay and flourish. High performers deepen their expertise and grow their networks within the organization. Institutional knowledge accumulates across teams.

Phase 5: Employer brand becomes a talent magnet.

As the organization’s commitment to people becomes visible through culture, reputation, and career building, it creates a virtuous cycle of talent retention and attraction.

Phase 6: Leadership pipelines deepen and culture strengthens.

Junior roles are preserved and reimagined and become the training ground for future leaders. Continuity builds, culture strengthens, and the organization benefits from a workforce that has embedded AI in a way that affords efficiency, collaboration, and innovation.

A Credible Commitment

There’s an important caveat here: The augmentation path requires a credible commitment to working with existing employees, even if it means a longer dip in the J-curve at first. This includes a deep upfront

investment in capability-building as part of the rollout of AI technologies.

In practice, this might mean co-developing AI tools and business processes with employees to improve how they work, even if that takes change management, reskilling programs, and, when necessary, respectful right-sizing through natural attrition rather than layoffs. Employees will see this commitment—or its absence—in everyday workflow decisions, such as which tasks get routed to AI as opposed to humans.

Consider an example from the professional services firm Aon. Greg Case, Aon’s CEO, has emphasized a commitment to the firm’s 60,000 employees to increase AI literacy and treat headcount as a cornerstone of the company’s “Aon United” strategy and a driver of future growth. Aon’s strategy focuses on training employees to work with AI and gain digital fluency rather than replacing them; in 2025, chief administrative officer Lisa Stevens noted that the only job displacement from AI will be among those unwilling to learn the technology.

An employee-centric approach has worked for Aon before. During the Covid-19 pandemic, Case publicly pledged that there would be no redundancies for what was then a 50,000-person workforce, a move funded by temporary salary cuts for top executives. Today, when Case signals that AI will expand rather than erode opportunity at Aon, his workforce has direct evidence that such pledges are real: cutting jobs during Covid would have been far simpler and, in the short term, more profitable.

This strategy has also played out during a previous technological disruption. When Satya Nadella became CEO of Microsoft in 2014, the company faced a strategic inflection point: whether to optimize its legacy software business or reinvent itself around cloud computing and AI. Nadella chose transformation—and paired it with a company-wide investment in people. As described in his 2017 book *Hit Refresh*, Microsoft rebuilt its culture around continuous learning, shifting from a “know-it-all” to a “learn-it-all” organization. The company redesigned roles across engineering, sales, and product teams to align with cloud and AI, while investing heavily in reskilling.

Rather than relying primarily on automation or workforce reduction, Microsoft focused on equipping employees to work alongside new technologies—an approach that helped drive its resurgence as a leader in cloud and AI.

Choosing the Path of Human Potential

AI is a test of whether leaders truly believe their people are costs to be minimized—or potential to be amplified. We believe the former produces a brief spike in perceived efficiency before a sequence of behavioral dynamics begins to erode engagement, talent, and performance. The latter produces durable, long-term gains rooted in engagement and innovation. The first is a path of contraction; the second is a path of expansion. While AI adoption is too recent to have produced longitudinal outcome data, the behavioral preconditions for these long-term gains or losses are already visible. In our survey, employees who perceive augmentation intent report higher AI engagement, stronger collaboration, and 32% lower intent to leave than those who perceive automation intent.

Choosing the path of human potential is not the easy option. It is the more imaginative, strategically demanding path, and it requires leaders to take a leap of faith in their existing teams. It also requires leaders to articulate a credible commitment to their people, to invest in their capacity to use AI well, and to redesign workflows so that technology augments rather than replaces human judgment. It demands communication that is consistent, transparent, and anchored in trust. And it calls for patience, because compounding advantages—like compounding returns—are only visible to those who look beyond the next quarter.

In the end, the AI revolution will not be won by those who replace people fastest, but by those who empower them best. It might be the road less traveled, but it's the one that will make all the difference.

Disclosure: Both Block and Aon are BetterUp coaching customers. None of the authors have worked directly with either company.

About Author:

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Jeffrey T. Hancock is the Harry and Norman Chandler Professor of Communication at Stanford University. He is also the Founding Director of the Stanford Social Media Lab and Director of the Cyber Policy Center at Stanford. His research focuses on psychological aspects of technology use, including AI and social media.

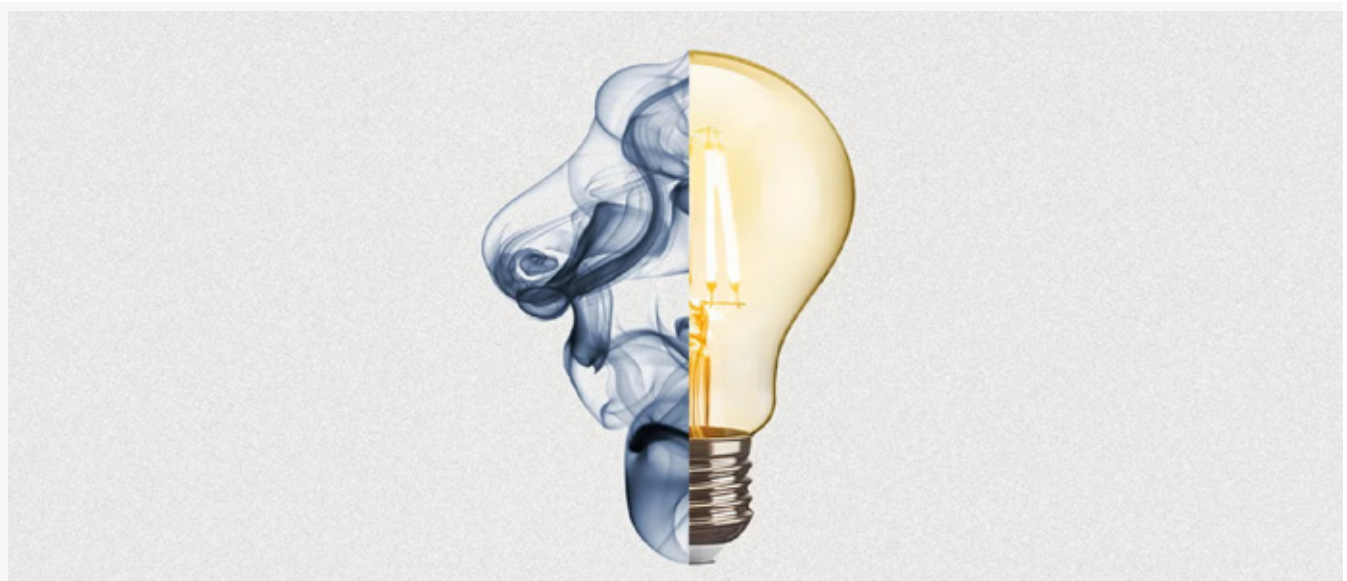
Kate Niederhoffer is Chief Scientist at BetterUp and a social psychologist. Her research explores the role of AI in workplace adoption, human development, and

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<https://hbr.org/2026/04/when-creating-an-ai-strategy-dont-overlook-employee-perception>

Tapping Into the Incomparable Power of a Good Analogy

Aimee Levitt
March 06, 2025



About 15 years ago, Glenn Carroll and Jesper Sørensen began teaching a mandatory course for first-year MBA students called Critical Analytical Thinking. “It was not a particularly popular course,” Carroll recalls. “These are kids that just came to business school, it’s their first quarter, and rather than learning about business, they’re learning about logic.”

Carroll and Sørensen, professors of organizational behavior at Stanford Graduate School of Business, looked for ways to connect the subject to more traditional business material. Eventually, they discovered they could use logic as a way to talk about strategy. A disciplined system of thinking, they reasoned, can help business leaders come up with new ideas or solutions.

However, they saw that logical thinking doesn’t come naturally to most people. Carroll believes this is because most of us have been taught that assumptions lead to conclusions, when really it is often the other way around, even for scientists: The insight comes first, and then logical reasoning becomes a test to see if the insight is correct.

Carroll and Sørensen put these ideas in a book,

Making Great Strategy: Arguing for Organizational Advantage. But after it came out, they realized they’d left out one important tool for guiding corporate strategy: analogy. They’ve rectified this in a new paper in *Strategy Science* in which they offer a step-by-step procedure for building and testing analogies between companies.

Quote

An analogy, Jesper Sørensen says, “very quickly gives people a way of structuring their thinking about otherwise vague ideas.”

In some ways, analogy is one of the more accessible logical tools. “It’s a very common way in which people argue,” Sørensen says. “It very quickly gives people a way of structuring their thinking about otherwise vague ideas.”

Analogies, Carroll says, are more intuitive than other forms of logical reasoning. That may be why they often appear in popular discourse, particularly in descriptions of movies (Carroll mentions a hypothetical “When Harry Met Sally meets The Terminator”) and wars (any long, expensive quagmire will invariably

be compared to Vietnam). And they've become an easy way to describe new apps or services — to say a startup is “like the Uber of ____” has become a Silicon Valley cliché.

To draw a useful analogy, Sørensen and Carroll suggest starting with the endpoint or solution you wish to reach. Then you should find another company — the target — that has reached a similar conclusion. For example, the founders of the job review site Glassdoor pitched their startup by comparing it to the popular travel website Tripadvisor: Both used ratings and user comments to offer otherwise hard-to-find information about personal experiences. Glassdoor was similar to Tripadvisor, the logic went, therefore it would be similarly successful.

Compare and Contrast

Of course, such similarities may prove skin deep. An analogy, Sørensen says, “can also be dangerous. You can get seduced by the analogy, and what you tend to lose sight of is the way in which the analogy might not work.” To avoid that mistake, Carroll says you should take a closer look at the target company’s business model and identify the elements, or premises, it has in common with your company. The next step is comparing each premise. This is where promising analogies sometimes die.

Sørensen recalls working through this exercise with a group of Australian executives. The analogy under discussion was that Rover.com was the “Uber of dog-walking.” As the group delved into the comparison, they stumbled on a potentially consequential misunderstanding. The Australians, who had never heard of Rover before, assumed it offered dog-walking on demand much as Uber offered rides on demand. But this was not the case: The similarity between the two companies was that both provided jobs for gig workers. Rover customers still had to schedule their

dog walks in advance.

There are two types of comparisons: horizontal and vertical. Horizontal comparisons are about the features of a business, as in the Rover-Uber analogy. Vertical comparisons are about the logic of a business decision. Sometimes they can be more valuable to an analogy.

Sørensen recalls a former MBA student who became an executive for a large rideshare company. The company wanted to provide rides to wheelchair users but couldn't figure out why, in most cities, a single company tended to dominate this market. The alum found the answer by drawing an apparently unlikely analogy to the Mexican cement company Cemex.

He saw that providing accessible transport and making cement depend on large initial investments in specialized equipment, and there are limits on the scope of both businesses. It's expensive to move cement, so a plant can only serve a certain area; likewise, a wheelchair-accessible van can only transport a certain number of passengers. “A fixed-cost investment like that creates really strong pressure so that only one player can survive in this market,” Sørensen explains. “So whoever gets there first and makes all those big investments will then be the only one who can survive.”

The appeal of these types of comparisons, Sørensen adds, is that they give you a chance to look at something that already works. He suggests making analogy strategy a group exercise where everyone is encouraged to come up with their own analogy for their business and then compare the results.

“It's one technique you could use,” he says, “for understanding your current business, but also for thinking about new opportunities. When you do it in groups, you start to see how everyone thinks about the business differently.”

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Ahmedabad Management Association

Panel Discussion

On 12th March 2026, an inspiring panel discussion titled 'SHE EVOLVES: Woman Through the Ages' explored the progress and impact of women across different generations. Moderated by Ms. Rajasi Gajjar (Partner, RI Kurame Innovations), the session featured diverse insights from Dr. Prof. Margie Parikh (Professor), Dr. Iti Shukla (Clinical Psychologist), Dr. Kavita Saxena (Educator), Ms. Smruti Mirani (Freediving Instructor), and Ms. Paraj Modi (Medical Student and Writer). Together, the panel shared their unique cross-disciplinary experiences to celebrate women's empowerment, resilience, and evolving roles in society.



Panelists with the moderator



Ms. Riddhi Doshi Patel addressing

Mental Health Insights for Women

On 14th March 2026, a session titled 'Dil aur Dimag: HER Edition' was addressed by Ms. Riddhi Doshi Patel (Founder of EmOcean, Child Psychologist, and Corporate Trainer). Drawing on her expertise in mental health, she offered practical and engaging insights into navigating emotional and cognitive well-being specifically tailored for women.

Scientific Approach to Stream Selection

On 15th March 2026, an insightful session titled 'Choosing Right Stream After Std. 10th - Scientifically' was delivered by Mr. Mohit Mangal, author, esteemed career counsellor, and Consultant to the Ministry of Education. During his address, Mr. Mangal provided valuable expertise on navigating the crucial academic transition following the 10th grade, emphasising a structured, analytical approach to selecting an educational pathway.



Mr. Mohit Mangal addressing



Mr. Ankit Majmudar addressing

India's Export and Trade Potential

On 18th March 2026, an illuminating session focusing on 'India's Exports Potential and Trade Agreements (EU, UK & US)' was delivered by Mr. Ankit Majmudar. During his comprehensive address, Mr. Majmudar provided deep insights into India's expanding footprint in the global marketplace, carefully analysing the strategic opportunities, challenges,

and economic implications of current and prospective trade agreements with major economic powerhouses.

Achieving Happiness Through Yoga

On 21st March 2026, an uplifting session titled 'Yoga for Self-Management: The Natural Path to Happiness' was conducted by renowned yoga expert Shri Girjesh Sharma, Founder, Kaivalya Yoga Shala, Ahmedabad. During the session, he shared practical techniques and profound insights on how integrating yoga into daily life serves as a holistic and effective approach to achieving personal well-being, stress relief, and lasting happiness.



Shri Girjesh Sharma addressing



Dr. Ekta Shah delivering the Lecture

Women Leading Science and Management

On 28th March 2026, the 16th Annual Dr. Lalita Iyer-AMA Lecture was delivered by Dr. Ekta Shah (Astrophysicist and Data Scientist), who spoke on 'Her Space, Her Story: Women Shaping Science and Management Education Through Leadership, Learning, and Legacy.' During her address, Dr Shah highlighted the vital role of women in STEM and management, stressing continuous learning and impactful leadership. The occasion also marked the ACP Certificate Distribution Ceremony, honouring the commitment and

success of the graduating participants.

Mindsets for Enhanced Workplace Productivity

On 28th March 2026, the Productivity Lecture Series featured a compelling session centered on cultivating an 'Organisation Mindset for Productivity,' delivered by Dr. Gunjan Arora. Dr. Arora drew upon profound industry expertise to explore how a structured, forward-thinking mindset directly influences workplace efficiency. The address offered practical frameworks and strategies to streamline operations, foster continuous improvement, and drive sustainable productivity across teams and organisations.



Dr. Gunjan Arora addressing



Speakers at the event

Keeping the Aging Brain Active

On 29th March 2026, an insightful session centered on the theme 'How to Keep the Brain Active with Age' was held at AMA. The session began with a warm welcome and a thought-provoking skit illustrating real-life scenarios related to aging and mental well-being. An expert panel featuring Dr. Sudhir Shah, Dr. Ajit Sowani, and Dr. Pranav Kharod led an engaging dialogue and interactive Q/A.

Empowering Women Through Training Programmes

During the month of March, the Dr. Lalita Iyer-AMA Centre for the Development of Women successfully organised 19 specialised training programmes. Focused on diverse areas of professional and personal growth, these impactful sessions actively engaged a total of 391 participants, reinforcing the Centre's ongoing dedication to women's empowerment and skill-building.



Participants during the training programme



Memento presentation at 263rd Book Lovers' Meet

Bharuch District Management Association

263 Book Lover's Meet

Bharuch District Management Association organised its 263rd Book Lovers' Meet on 1st March 2026 at the BDMA Hall. The session was based on the insightful theme 'Anuvaad na Ayaam,' focusing on the dimensions and nuances of translation.

The programme featured eminent speakers, Mr. Ramnik Agrawat and Ms. Minal Dave, who shared their valuable perspectives on literary translation and its cultural significance. Their engaging deliberations enriched the audience with deeper understanding of translated literature. The event also included presentations of translated songs, adding a creative and artistic touch to the session.



Mr. Parag Shah addressing

BDMA organised an engaging session on the book 'The Effective Executive' on 28th March 2026. The session was led by Mr. Parag Shah, who shared valuable insights inspired by Peter Drucker's principles of effectiveness and leadership. The discussion focused on decision-making, time management and prioritisation for achieving organisational excellence. Participants actively engaged in thought-provoking discussions and practical takeaways.

Collaboration with AMA and Industries Commissionerate – GoG

BDMA, in association with Ahmedabad Management Association, organised the EXIM Conclave 2026 on 7th March 2026 at Rang Lords Inn, Bharuch. The programme featured a keynote address highlighting the region's growing industry and EXIM potential. Eminent industry leaders and experts



Delegates at the EXIM Conclave 2026

shared insights on cost competitiveness, compliance, sustainability and logistics efficiency in the Bharuch–Dahej–Ankleshwar belt. Special addresses by Mr. Anupam Kumar, Dr. Bhumi Rajyaguru, and Mr. Vaishal Shah provided valuable perspectives on export infrastructure, NABL accreditation and trade finance.

Women’s Forum Seminar

Women’s Forum of BDMA organised a special meet on 11th March 2026 at the BDMA Conference Hall as a part of International Women’s Day. The session was centered on the theme ‘Beyond Boundaries: Empower – Evolve – Excel,’ focusing on women’s growth and empowerment. The programme featured Ms. Shraddha Shah, Celebrity Choreographer, Corporate Trainer and NLP Practitioner, as the guest speaker. She shared inspiring insights on self-development, confidence building and breaking personal and professional barriers.



Participants at the BDMA’s Women’s Forum

MDP

BDMA organised a MDP on ‘First Aid’ on 18th March 2026 at the BDMA Hall. The programme aimed at enhancing awareness and practical knowledge of emergency response and basic life-saving techniques. The session was conducted by expert doctors from Smt. J. B. Mody Hospital, who provided valuable insights on handling medical emergencies, administering first aid and ensuring timely intervention in critical situations. Participants actively engaged in the programme and benefited from the hands-on learning and expert guidance of preparedness and safety in workplaces and daily life.



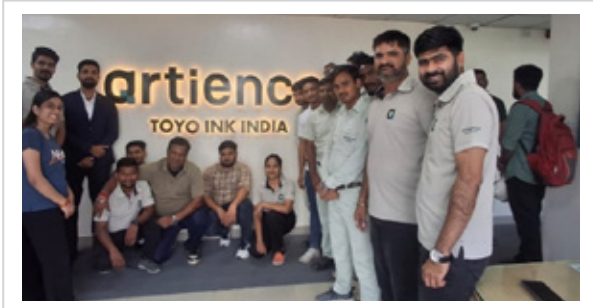
‘First Aid’ training in progress

In-house MDP

An In-house MDP on First Aid was conducted at the BASF Company Site on 27th March 2026. The session was delivered by expert doctors from J B Mody Hospital, Ankleshwar, who provided practical insights into handling medical emergencies at the workplace. Participants gained hands-on knowledge on basic life-saving techniques, injury management and emergency response preparedness. The programme emphasised the importance of timely first aid in industrial settings to ensure employee safety and well-being.



First Aid Training in progress at the BASF Company Site



MDP participants at Toyink India

An In-house MDP on ‘Building and Managing High Performance Teams’ was conducted at the Toyink India Pvt. Ltd., plant site on 28th March 2026. The session was facilitated by Mr. Keyur Patel (BE, MBA), who shared practical insights on team dynamics, leadership effectiveness and performance enhancement strategies. Participants gained valuable understanding of communication, collaboration and motivation techniques essential for building high-performing teams.

Finance and Taxation Forum

BDMA continued a Masterclass Series webinar on ‘Income Tax Act 2025’ in March 2026, featuring eminent tax experts. Ms. Mira Patel covered assessment lifecycle, documentation defence and risk management, while Mr. Nilesh Modi shared insights on international taxation, including PE, POEM, DTAA and GAAR. Ms. Twinkle Shah addressed faceless assessments, reassessment and penalty strategies. The series concluded with CA Jeet Shah, who discussed salary income, perquisites and house property along with litigation trends.

Regular	DRP	CIT(A)
Ability	Against draft assessment order (usually in TP cases / foreign companies)	Against final assessment order
Efficiency	Faster - directions to be issued within 9 months from end of month in which draft order is forwarded	Relatively slower - disposal may take several months to years due to case backlog
Deposit of cash	No pre-deposit required. Demand arises only after final order passed pursuant to DRP directions	Generally required to pay -20% of disputed demand (now proposed 10%) to obtain stay
	No enhancement - DRP can only confirm	Possible - CIT(A) has powers to enhance

Webinar on ‘Master Class Series’ in progress

The time limit for filing correction statements (TDS/TCS) has been reduced to 2 years wef 01.04.2026.

- Avoid interest, penalties, and disallowances.
- Smooth credit to deductees.
- Directly impact employees/vendors and avoid disputes.
- Timely reconciliation and real-time compliance.
- File accurate statements and timely corrections.
- Be proactive.

CA Nilesh Modi addressing the session

BDMA’s Finance and Taxation Forum organised a webinar on ‘Navigating New Income Tax Regulations: Rules, Forms and Implementation Safeguards’ on 25th March 2026. The session was delivered by CA Nilesh Modi, an expert in Corporate Tax, International Tax and Regulatory matters, who provided in-depth insights into recent changes in tax rules, compliance requirements and practical challenges in implementation.

Bhopal Management Association

Panel Discussion

Bhopal Management Association and The BSSS (IAS) Management Forum organised a live panel discussion on ‘Union Budget 2026 – Live Presentation and Decoding’ at BSSS Institute of Advanced Studies, Bhopal, on 1st February 2026. The panel deliberated on key highlights of the Union Budget 2026, including sector-wise fund allocation, fiscal



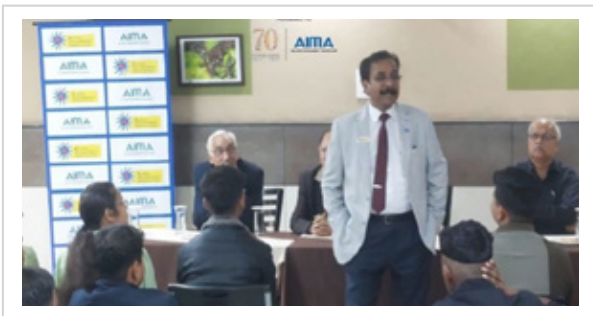
Mr. Shankar Krishnan addressing the forum

deficit, capital expenditure (CAPEX), benefits for the common man, students, and the education sector, as well as emerging employment opportunities for Gen Z. Dr. Pooja Gupta presented the key takeaways of the budget in a concise and insightful manner. Fr. Thomas welcomed the participants on behalf of BSSS. Mr. Shankar K., Hon. Secretary, BMA, highlighted the significance of the Union Budget and appreciated BSSS for the initiative. Dr. Atul Dubey briefed the audience on key points, while Dr. Rajeev Agarwal, President-Elect, BMA, discussed benefits for MSMEs and industries. The programme was conducted by Ms. Pooja Sharma, and the vote of thanks was delivered by Mr. Shankar K. Mementoes presented to the panelists were sponsored by Bank of India.

BMA, in collaboration with LNCT Group of Colleges, Bhopal, successfully organised a panel discussion titled 'Budget 2026 Decoded' on 2nd February 2026 at LNCT, Bhopal. The programme featured an insightful panel discussion followed by an engaging quiz competition based on the Union Budget 2026. Following the panel discussion, a Quiz Competition on the Union Budget 2026 was conducted, further strengthening students' understanding through an interactive and competitive format. The programme was organised under the guidance of Dr. Arvind Singh, Director, FMC, LNCT Group of Colleges, and was efficiently coordinated by Ms. Sandhya Awasthi, Dr. Ishpreet Kaur Saini, and Ms. Prachi Yadav. The programme was coordinated by Mr. Aamir Khan, Manager, BMA. Mr. N. K. Chhibbar, Director, Industrial Health, Safety and HR Training Wing, BMA was also present.



Dignitaries and participants at the 'Budget 2026 Decoded' programme



Dr. Rajeev Agrawal addressing

Motivational Talk

BMA organised a Motivational Talk titled 'Your Unseen Advantage: The Silent Force of Success' on 13th February 2026 at Institute of Hotel Management, Bhopal. The programme featured Dr. Rajeev Agarwal, Industrialist and Motivational Speaker, as the Chief Guest and keynote speaker. He delivered an insightful and engaging address, sharing valuable perspectives on personal growth, leadership mindset, and the hidden strengths that contribute to success. The programme was effectively coordinated by Ms. Asha Kolekar, HOD, IHM Bhopal, along with Mr. Aamir Khan, Manager, BMA.

Celebration of AIMA's Platinum Jubilee

BMA celebrated AIMA's Platinum Jubilee (70th Foundation Day) along with the 20th National Management Day on 21st February 2026. The programme witnessed enthusiastic participation from management professionals, industry representatives, academicians, and BMA members. Mr. Rajesh Tiwari, President, BMA, delivered the welcome



(L to R) Mr. Ajay Kumar Verma; Mr. Ajay Sinha; Mr. Rajesh Tiwari; Mr. R.K. Singh and Mr. Shankar Krishnan

address and highlighted the importance of resilient leadership, adaptive management practices, and sustainable organisational growth in today's dynamic business environment. The session featured distinguished guest speakers, Mr. R.K. Singh, Sr. Vice President, Vardhman Textiles Ltd., Mandideep, and Mr. Ajay Sinha, Vice President – IR, TAFE Motors and Tractors Ltd., Mandideep, who shared valuable insights on leadership transformation, organisational resilience, workforce management, and future-ready strategies. Membership certificates were presented to new members on this occasion. The programme was conducted by Mr. Ajay Kumar Verma, Former Hon. Secretary and Life Member, BMA, and concluded with a vote of thanks by Mr. Shankar Krishnan, Hon. Secretary, BMA.



Participants of the Elite Walk 2026 event

Elite Walk 2026

Jai Narain College of Technology and BMA hosted Elite Walk 2026, featuring an engaging Q/A and Corporate Interaction Round with students on 25th February 2026 at JNCT, Bhopal. Dr. Nishtha Tyagi Pachouri, AI Marketer / AI Skills Evangelist / Mentor and Joint Secretary, BMA interacted with participants, sharing valuable industry insights and perspectives on corporate readiness. The occasion was graced by Dr. Govind Bhargav Sir, Hon'ble VC, along with Dr. Neha Sharma and the JNCT leadership team.

Holi Milan

The festival of colours was celebrated with great zeal and enthusiasm by BMA on 1st March 2026, bringing members together in a spirit of harmony, joy, and positivity. Addressing the gathering, Hon. Secretary Mr. Shankar Krishnan highlighted the deeper significance of Holi, stating that the festival symbolises positivity over negativity, harmony over differences, and hope over challenges — values that are equally relevant in professional and organisational life. In his welcome address, Mr. Rajesh Tiwari noted that the Association serves as a dynamic platform uniting professionals from diverse backgrounds with a shared purpose of learning and growing together. The programme was smoothly conducted by Mr. Shailendra Ojha, while the vote of thanks was delivered by Hon. Secretary Mr. Shankar Krishnan.



BMA members at the Holi Milan event



Er. Sanjeev Agrawal addressing

SAGE Innovation Exhibition

The SAGE Group of Institutes, under the banner of SAGE Consultancy Services in association with BMA, organised an exhibition showcasing innovative projects developed by students and honoured young emerging entrepreneurs of the institution. Er. Sanjeev Agarwal, Chairman of the SAGE Group, the Chief Guest, appreciated the efforts of the students and their mentors for transforming innovative

ideas into practical products. Mr. Suhas Mishra, former General Manager of Hershey India Pvt. Ltd., and Member, BMA, praised the students for their clear vision and innovative thinking. Mr. Shankar Krishnan, Hon. Secretary, BMA highlighted the importance of incubation Centres in providing financial support to help students convert their ideas into commercially viable ventures. Dr. Jitendra Banweer, Dean FoPS, Group Coordinator, SCS and Head, EDC commended the students and mentors for their wholehearted participation and thanked Er. Agarwal for promoting such innovative initiatives. The programme concluded with prize distribution, followed by a vote of thanks by Ms. Saxena, HOD.

Monthly Speaker Meeting

BMA organised its monthly meeting and seminar on 28th March 2026, bringing together distinguished members, academicians, and professionals. The President of BMA, Mr. Rajesh Tiwari, in his inaugural address, emphasised the pivotal role of BMA in bridging the gap between students and industry. A key highlight of the event was the release of two books authored by esteemed members 'seva se srjan tak' by Mr. G. S. Yadav 'bas ek nazar' by Mr. M. P. Nigam. The books were formally released by the President along with other office bearers. The speaker meeting featured an insightful and thought-provoking session by Dr. Ranjan Kumar, Chief Economic Advisor, Absolute Gramya Pvt. Ltd., and Former National Advisor, German International Cooperation (GIZ) and Chief Project Officer, CRISP, Bhopal on 'Managerial Competency Towards Excellence.' The programme was skillfully conducted by Ms. Toshika Gupta, while the concluding remarks and vote of thanks were delivered by Mr. Shankar Krishnan, Secretary, BMA.



Participants at the meeting

Calcutta Management Association

CMA Carring Minds – Conversation 360

Calcutta Management Association hosted a special International Women's Day edition of CMA Carring Minds – Conversation 360 on 10th March 2026, themed 'When She Thrives, We Rise.' The event brought together professionals, academicians, and students for an inspiring dialogue on women's leadership. CMA President Mr. Indranil Banerjee inaugurated the session. The highlight of the evening was

an insightful conversation with Ms. Madhumita Basu, Former Chief Strategy, Marketing and Innovation Officer at Nuvoco Vistas Corp. Ltd., and Former President of CMA. The session was moderated by Ms. Sohini Gooptu, Treasurer of CMA, who began the interaction by introducing the speaker and engaging her in a lively discussion through spontaneous and thoughtful questions. A near-capacity gathering of participants engaged actively, making the evening vibrant and insightful. The session concluded with a vote of thanks delivered by Mr. Vibhor Tandon, Vice President, CMA, reaffirming CMA's commitment to inclusive growth and leadership.



Ms. Madhumita Basu with the participants



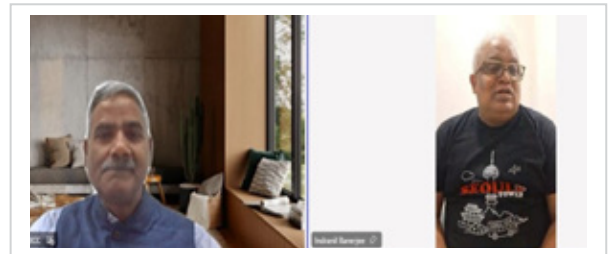
CMA Academic Sub-Committee members with officials of Adamas University

CMA’s Strategic Partnership

On 14th March 2026, CMA officials held discussions with Adamas University to explore a strategic academic partnership. The CMA delegation included Mr. Indranil Banerjee, Mr. Vibhor Tandon, Dr. Rana Bandyopadhyay, and Mr. Suwendu Narayan Roy, along with Mr. Kaushik Ghosh Chowdhury and Mr. Anirban Bhattacharjee. Adamas University was represented by Dr. Debasish Chakraborty, Prof. Abhijit Giri, Prof. (Dr.) Sampriti Chakraborty, and Prof. (Dr.) Shauvik Roychowdhury.

Webinar

On 19th March 2026 Jamshedpur Management Association (JMA) in collaboration with CMA organised a webinar for its members named ‘The Art of Prioritization in Time Management’ with Guest Speaker Mr. Debasis Satapathy, Chief General Manager, National Building Construction Corporation. Mr. Satapathy delivered the session with prime focus on leadership lessons and taking examples from Mahabharata and collating it in the business-scape of corporate world. The session concluded with a vote of thanks from Mr. Indranil Banerjee, President CMA. The engaging webinar saw a footfall of 60 participants.



Mr Indranil Banerjee, President CMA in discussion with Mr Debasis Satpathy



Winners of the Carrom Premier League

CMA and HDFC Bank Presents Carrom Premier League

CMA, in association with HDFC Bank, organised its first Carrom Competition for senior members on 21st March 2026 at Nehru Children's Museum. Teams of two participated, with Dr. Subrata Mohan Paul and Mr. Arun Kr Roy emerging as winners, and Mr. Krishnendu Das and Mr. Tamal Bose as first runners-up. The event also featured a health check-up camp. Dr. Rana Bandyopadhyay and Mr. Suwendu Narayan Roy were present to encourage participants. In the finale on 29th March, Dr. Paul and Mr. Arun Kumar reached the semifinals. Mr. Soumya Deepen Barik, AVP, HDFC, felicitated the finalists.

CMA–AIMK Collaborative Event

Army Institute of Management, Kolkata (AIMK) organised a seminar on Impact of Union Budget 2026 on ‘AI Led Fintech Innovations and Emerging Career Opportunities’ on 28th March 2026. In response to the invitation Mr.

Vibhor Tandon, Vice President and Mr. Debasish Mukherjee, EC Member represented the CMA. While Mr. Tandon was the moderator, Mr. Mukherjee was the speaker in the panel. The session was an enriching and informative one and attracted the attention of the Academia and Student communities of the institution.



Dignitaries at the event of CMA and AIMK



Participants at the Investors' Meet

CMA Initiatives for promotion of Startup

CMA, with the objective of empowering students and early-stage entrepreneurs with clarity, skills, and ecosystem access, initiated collaborations with universities and institutes across the state to nurture sustainable, impact-driven start-ups. During the last quarter of FY25, CMA organised an Investors'

Meet where 12 student start-ups pitched before investors, gaining real-world exposure, with 4 securing investment commitments. A Discovery Round at Netaji Subhash Engineering College saw 32 start-ups present ideas, with 11 shortlisted for mentorship. Additionally, a Start-up Orientation at Jalpaiguri Government Engineering College engaged nearly 70 participants, inspiring young innovators. The trial initiative for the FY'26 successfully ended under the supervision of Mr. Kaushik Ghosh Chowdhury, Chairperson Gen Z Connect Sub-committee.

Coimbatore Management Association

Monday Musings Talk

During the Monday Musings held on 2nd March 2026, Ms. Meena Swaminathan delivered a compelling session on why ambitious goals so often fall short - and what it takes to make them stick. The session walked through four proven goal-setting frameworks - SMART, OKRs, WOOP, and the Balanced Scorecard - each suited to different contexts, from individual clarity to enterprise alignment. Key insights included focusing on no more than 2-3 wildly important goals per quarter, tracking lead indicators over lag measures, and building accountability rhythms into everyday operations.



Speaker- Ms. Meena Swaminathan

On the occasion of Women's Day, a panel discussion on 'The Role of Women in Amplifying Net Worth' was organised, moderated by Mr. K. Seetharam. The panel featured Dr. K. Ramya, Ms. Akila, DGM-HR at Messer Cutting Systems



Speakers of the 'The Role of Women in Amplifying Net Worth'

India Pvt. Ltd., and Ms. Vanisree Gopalakrishnan, international facilitator. The discussion highlighted women's evolving role as key drivers of wealth creation—from managing household finances to leading successful enterprises. Inspiring examples reflected how resilience and vision have enabled women to transform challenges into opportunities. Key takeaways for young women included embracing frugality, prioritising financial independence, investing wisely, and building financial literacy.

Mr. Gokul K delivered a session on 'Dream, Decide, Deliver: A Strategic Roadmap for Young Professionals' guided MBA students and early-career professionals in navigating their careers with clarity and purpose. It addressed the modern career paradox—abundant opportunities yet widespread confusion due to lack of direction. A structured framework was presented: the 'Dream' phase focused on building a clear vision and developing domain expertise; the 'Decide' phase emphasised making informed career choices based on learning, exposure, and long-term value; and the 'Deliver' phase highlighted execution through competence, consistency, and credibility, encouraging participants to prioritise sustained growth over immediate comfort.



Speaker- Mr. Gokul K



Speaker - Prof. Sreeraman Nandhi

A session on 'Future-Proofing Your Career: Thriving in a Job Market Shaped by AI' was delivered by Prof. Sreeraman Nandhi on 23rd March 2026. He shared valuable insights into the benefits and challenges of AI in the workplace, highlighting its growing impact, particularly in the services sector where AI-powered chatbots enhance efficiency and customer support. Prof. Nandhi emphasised the need for young professionals to stay relevant by embracing change and adopting a proactive approach to continuous learning. He underscored the importance of upskilling in emerging domains such as data science, machine learning, and cybersecurity, while also developing essential soft skills like communication, leadership, and emotional intelligence. He encouraged participants to collaborate effectively with AI, foster creativity and innovation, and cultivate a growth mindset.

In today’s VUCA world—marked by volatility, uncertainty, complexity, and ambiguity—change is constant, with markets increasingly shifting from urban to rural focus. SMART Marketing, built on Specific, Measurable, Achievable, Reliable, and Time-bound strategies, enables organisations to respond effectively using the right tools, talent, and skills. It emphasises understanding both expressed and latent customer needs through robust market research. By driving usage, expanding customer base, and strengthening brand positioning, businesses can build loyalty and retention. Integrating ESG principles—environmental care, social responsibility, and strong governance—enhances sustainability, investor confidence, and long-term competitiveness in an evolving global landscape.



Session on- SMART Marketing



New inducted office bearers

Investiture of the CMA-SREC Student Chapter and Xestor Association

CMA-SREC Student Chapter and Xestor Association held the Investiture of Office Bearers on 23rd March 2026 at Sri Ramakrishna Engineering College, and MC Member Mr. K. Seetharam was the Chief Guest. He inducted the new office bearers and gave a talk on how to plan activities and collaborate with CMA for meaningful growth of the chapter.

Delhi Management Association

15th DMA Women Excellence Awards 2026

Delhi Management Association (DMA) successfully hosted the 15th Women Excellence Awards 2026 on 11th March at Silver Oak Hall, India Habitat Centre, New Delhi, celebrating outstanding women leaders who have made significant contributions across sectors including corporate leadership, entrepreneurship, governance, science, healthcare, social impact, arts, media, and sports. The ceremony was graced by Dr. Alka Mittal, Member (Administration), Capacity Building Commission and former CMD, ONGC, as Guest of Honour, while Dr. Veerendra Kumar Misra, IPS, Director, Ministry of Home Affairs, attended as Special Invitee. Speaking on the occasion, Dr. N.K. Sharma, President, DMA, welcomed the distinguished guests, awardees, and delegates. A key highlight was the Lifetime Achievement Award conferred on Padma Shri Naina Lal Kidwai for her pioneering contribution to banking, sustainability, and women’s leadership. The event also recognised a distinguished group of Women of Eminence, including Ms. Geeta Chandran, Ms. Ira Singhal, Ms. Shallu Jindal, Ms. Sarika Minda, Ms. Upasana Arora, Ms. Naghma Mulla, Ms. Abha Singh Yaduvanshi,



Awardees with DMA President Dr. N.K. Sharma; DMA Immediate Past President Dr. Yogesh Misra and DMA Vice President Dr. Neelam Gupta

Ms. Vidushi Jaya Bharti, and Captain Yashika Hatwal Tyagi. DMA President Dr. N.K. Sharma and Vice President Dr. Neelam Gupta emphasised the importance of recognising women leaders who are creating pathways for future generations. The event concluded with networking interactions, reaffirming DMA’s commitment to advancing women’s leadership and inclusive growth.

Ghaziabad Management Association

Outbound Picnic and Family get-together

Ghaziabad Management Association organised an outbound picnic and family get-together on 7th March 2026 at Chokhi Dhani, Meerut, with 73 members and their families participating. The day began with tea and cookies at the assembly point, sponsored by KGAP. The event featured vibrant Rajasthani cultural performances, including Ghoomar and Kalbeliya dances, a magic show, puppet show, and traditional folk music. Members enjoyed a range of rural activities such as camel and tractor rides, bullock cart rides, archery, air gun, and gulel, along with adventure sports like zip lining. A fun-filled Tambola game with exciting prizes added to the excitement. The gathering concluded with a traditional Rajasthani meal served in authentic style, and gifts were presented to all women attendees on the occasion of International Women’s Day.



GMA family members at Choki Dhani, Meerut



Participants of the POSH awareness programme

Celebration of International Women’s Week

Ghaziabad Management Association (GMA) marked International Women’s Week with a series of impactful programmes held from 8th to 17th March 2026, culminating in the celebration of International Women’s Day on 19th March 2026. The initiative began with a Women’s Health Check-up camp for female GMA members at Manipal Hospital, Ghaziabad, promoting awareness on preventive healthcare.

On 12th March, an engaging session on POSH (Prevention of Sexual Harassment) awareness was conducted at WIKA Instruments Pvt. Ltd. by Ms. Sonia Jaitly, attended by 44 employees. This was followed by a Financial Literacy workshop on 13th March at Hotel WALK, Ghaziabad, led by Ms. Vasundhara Goyal and Ms. Ambika Bajpai of HDFC AMC, benefiting 33 participants.



Karate training at the POSH awareness programme



Felicitation of Ms Sheela Chaudhary by Mr. Rahul Agrawal, ED GMA

The same day, a self-defence workshop was organised at Ram Chameli Chadha Girls College, where Mr. Anil Gupta trained 73 students in practical karate techniques to enhance personal safety and confidence. Concluding the series, a session on women’s safety and crime prevention was held on 16th March at ABES School of Business. Ms. Sheela Chaudhary, DSP, Ghaziabad, addressed 140 students, sharing valuable insights on safety measures and legal awareness.

International Women’s Day

GMA celebrated International Women’s Day on 19th March 2026 at IMS UC, Ghaziabad. The event recognised outstanding women across eight categories, including Sports Excellence, Entrepreneurship, Arts and Creativity, Education, Sustainability, Social Welfare, Women Leadership, and the newly introduced Young Women Award. A total of 31 nominations were received, with eight winners selected by the GMA Women Council jury and honoured with certificates, mementoes, and prizes, while other nominees were also felicitated. The Chief Guest, Ms. Kalpana Saxena, IPS, DIG, Meerut, graced the occasion. Dr. Riacha Bhardwaj delivered a keynote on women’s wellness. A panel discussion on ‘Give to Gain,’ moderated by Dr. Sapna Rakesh, featured eminent panellists, making the event insightful and inspiring.



Women achievers honoured by GMA



Mr. Pankaj Jain felicitating the winners

SHODH: Inter-Institute Paper Presentation Competition

Department of Management Studies, RKGIT, in association with GMA, organised SHODH 2025–26, an Inter-Institute Student Paper Presentation Competition, on 26th March 2026 at RKGIT, Ghaziabad. The theme, ‘AI for Sustainable Development – ESG Driven Transformation in Business,’ attracted 80 graduate and postgraduate students from various institutions, who presented insightful research. Among external participants, Anushri Rai (CMD College, Modinagar) won first prize, followed by Geetanshi Setia and Anjani Dixit (ITS Mohan Nagar) as first runners-up, and Sunny Kumar (Delhi University, SOL) as second runner-up. From RKGIT, Vanshika Varshney and Vaishnavi secured first place. Mr. Pankaj Jain, CQO, Shriram Pistons & Rings Ltd., presented the awards.

Goa Management Association

Industrial Visit

Goa Management Association organised an industry visit for the BBA (Shipping and Logistics) students of MES Vasant Joshi College of Arts & Commerce on 12th March 2026. The visit, an educational trip to Pentair Water India Pvt Ltd, Verna, Goa, was aimed at providing practical exposure to students and helping them understand real-world logistics and supply chain operations. During the visit, the students gained insights into industry practices such as manufacturing process, supply chain processes and operational efficiency. A total of 14 students participated in the visit.



Industrial visit at Pentair Water India Pvt Ltd



RoundTable in progress

RoundTable

GMA hosted the GMA RoundTable on 13th March 2026 on ‘Decoding Goa State Budget 2026,’ featuring a distinguished panel comprising Mr Manguirish Pai Raiker, Ex-National Chairman of MSME and Ex-President, GCCI; CA Sandip Bhandare, Former President, GCCI; and Dr Manoj Kamat, Principal, SS Dempo College. The session was moderated by Dr R Nirmala, Faculty, Goa Business School. The discussion focused on MSME’s, tourism, infrastructure, social welfare and the environment, highlighting a balanced approach between welfare and growth. The session commenced with a welcome address by the Chairman of GMA, Mr. Deepak A Bandekar and concluded with a vote of thanks by Mr. Rajesh Mehrotra, Vice Chairman, GMA.

MasterClass

GMA hosted a MasterClass on 17th March 2026 by Mr Harshvardhan Bhatkuly, Managing Director, Savoir Faire Advertising, on the topic ‘The Art of Persuasive Advertising – From Attention to Action.’ Mr. Bhatkuly shared his journey into advertising, highlighting his early fascination with the field and his entry at a young age. Through an engaging and interactive presentation, he drew upon over three decades of experience in advertising and business publishing. The session was followed by an engaging Q/A session. The Chairman, Mr. Deepak A Bandekar, welcomed the gathering and introduced the speaker. The programme concluded with a vote of thanks by the Vice Chairman, Mr. Rajesh Mehrotra and was effectively compered by Ms. Abigail Noronha, a student of SS Dempo College, Goa.



Mr Harshvardhan Bhatkuly receiving a memento from Mr Deepak A Bandekar

Guwahati Management Association

Industrial Visit

A team of Guwahati Management Association members visited the SRD Group of Industries in Mangaldoi on 25th February 2026. The team interacted with Mr. Anupam Deka, Executive Director, SRD; Mr. Bobby Mazumdar, General Manager, and Mr. Dipankar Deka, Manager (HR). SRD – Mangaldoi is the largest unit of its kind in this part of the country, equipped with state-of-the-art technology that is available both nationally and internationally. GMA visiting team was highly impressed with the modern infrastructure and operational efficiency of the unit.



Industrial visit at SRD Group of Industries



Quarterly Meeting of GMA in progress

Quarterly Meeting

The 4th Quarterly Meeting of GMA was held on 7th March 2026 at CSOI, Khanapara, Guwahati under the presidency of Mr. Dipak Chakravarty. He welcomed all the members of GMA to the meeting. Eminent speaker and a member of GMA Mr. Swapan Jyoti Sarma delivered an insightful address on ‘Power of Self.’ His talk on the above subject was highly informative and well appreciated by the members present.

GMA President, Mr. Dipak Chakravarty addressing

The 54th Annual General Meeting (AGM) of GMA was held on 7th March 2026 at CSOI, Khanapara, Guwahati. The meeting was presided over by the President, Mr. Dipak Chakravarty, and witnessed a strong turnout of members. In his welcome address, Mr. Dipak Chakravarty highlighted the key programmes and activities conducted over the past year. He commended the efforts of the current leadership team, including the Honorary General Secretary, Mr. Pulin Kumar Neog; Vice President, Mr. Prabhat Konwar; Working President, Mr. Ajit Kumar Hazarika; Honorary Treasurer, Mr. Nabarun Misra; and other members, for their dedication in making GMA a vibrant and active organisation. The Honorary Treasurer, Mr. Nabarun Misra, presented the audited financial statements and invited feedback from members. The meeting concluded with a vote of thanks delivered by the Vice President, Mr. Prabhat Konwar. The Honorary General Secretary then formally declared the meeting closed, followed by a grand dinner to mark the occasion.



Mr. Dipak Chakravarty addressing

Gwalior Management Association

Facilitation Ceremony

On the occasion of International Women’s Day, Gwalior Management Association (GMA) organised a felicitation ceremony on 8th March 2026 to honour Ms. Srishti Goyal, who secured All India Rank 160 in the prestigious UPSC Civil Services Examination. In his opening remarks, Dr. Praveen Agarwal, President, GMA, commended her dedication, perseverance, and hard work, encouraging young women to contribute towards the upliftment of underprivileged sections of society. Addressing the gathering, Ms. Goyal emphasised that there is no age limit to dreaming and encouraged everyone to pursue their aspirations with determination. She highlighted that women should not limit their ambitions and must strive to achieve their full potential. She also expressed her gratitude to GMA for the recognition and reaffirmed her commitment to social development. The event concluded with a vote of thanks by Prof. (Dr.) Manoj Patwardhan, Executive Director, GMA, and was attended by GMA members and dignitaries.



Participants with Ms. Srishti Goyal



Souvenir of AI Summit 2026 being officially unveiled

Souvenir of AI Summit 2026 being officially unveiled by the distinguished guests

The Gwalior AI Summit 2026 was held on 27th –28th March 2026 at ABV-IIITM Gwalior, an Institute of National Importance under the Ministry of Education, Government of India, with Gwalior Management Association (GMA) as the Industry Partner. The collaboration was facilitated with the support of Prof. Anurag Srivastava, Head, Department of Engineering Sciences. Envisioned as a high-impact academia–industry convergence platform, the summit brought together

students, researchers, startups, and industry leaders to explore advancements in Artificial Intelligence and data-driven technologies.

The summit was inaugurated by Dr. Anil Bhardwaj, Director, Physical Research Laboratory, Ahmedabad, along with Prof. S.N. Singh, Director, ABV-IIITM, and other distinguished dignitaries. A commemorative souvenir was also unveiled during the inauguration.

The event witnessed participation from over 130 delegates through poster presentations, technical sessions, and hackathon demonstrations and was attended by the President GMA President Dr. Praveen Agarwal, Prof. (Dr.) Manoj Patwardhan, Honorary Secretary Mr. Shyam Agarwal, and Joint Secretary Er. Mohit Verma. The summit hosted several distinguished speakers from academia and industry, offering valuable insights. GMA leadership and members were actively present, contributing to the success of the event.

Meeting of the Executive Body and Office Bearers

GMA convened a meeting of its Executive Body and Office Bearers on 29th March 2026 to discuss upcoming activities, membership renewal, and strategies for new member enrolment. Dr. Praveen Agarwal, President, and Prof. (Dr.) Manoj Patwardhan, Executive Director, reviewed preparations and shared valuable inputs on future programmes, awards, and training initiatives. Prof. Patwardhan also suggested exploring sponsorship opportunities for resource mobilisation. The meeting was attended by key office bearers, including the Honorary Secretary, Joint Secretary, and other Executive Members of GMA.

Indore Management Association

International Women’s Day

Indore Management Association celebrated International Women’s Day on 14th March 2026 with a special programme that highlighted the growing role of women in leadership and nation-building. IMA had the privilege of hosting an inspiring interaction with Hon’ble MP Mr. Shankar Lalwani, engaging with women entrepreneurs. The event featured distinguished speakers, including Mr. Ashish Katiyar, Mr. Saurabh Tongia, Mr. Swapnil Garg, Mr. Alok Vani, and Ms. Saloni Sethi, who shared their insights on women in driving economic growth, along with insightful discussions on funding, exports, and brand building.



IMA representatives at the programme



Speaker addressing the forum

IMA Women’s Speaking Lab

On 18th and 19th March 2026, IMA Women’s Forum recently hosted the ‘Women Speaking Lab,’ a transformative workshop designed to turn everyday insights into powerful, high-impact narratives. Inspired by the world-class standards of TEDx, the lab focused on the art of the 15-minute Power Talk—proving that brevity is the soul of influence.

IMA Student Chapter programme

IMA hosted a high-impact session on 25th March 2026 as part of its CEOs Talk series, focusing on the critical intersection of Leadership and Financial Literacy. The session featured Mr. Aashutosh Agrawal, Co-founder of IBRIX, who shared his expertise on how modern leaders must navigate the evolving landscape of wealth creation and strategic investment.



Mr. Aashutosh Agrawal addressing



Capt. Jaison Thomas addressing

IMA, continuing its commitment to fostering professional excellence across the region, successfully mentored an exclusive session for the Ujjain Management Association (UMA). The programme, titled 'Leadership and Team Building,' featured Mr. Vincent Thomas, a distinguished expert in organizational behavior and strategic human resources on effective leadership, team synergy, and practical strategies to build high-performing teams.

POP-UP Session on Leadership and Team Building On 26th March, under the mentorship of IMA, Ratlam Management Association (RMA) hosted this transformative programme to redefine the benchmarks of Leadership and Team Building for the regional business community. powerful learnings, practical insights, and engaging interactions, leaving participants inspired to lead with clarity and build stronger teams.



Mr. Vincent Thomas with the participants



Dr. Upinder Dhar, Dr. Tahir Jadhav, Dr. Usha Mullick, Dr. Garima Sanjay Dubey, Dr. Santosh Dhar, Mr. Sudhindra Mohan Sharma and Mr. Arash Fazli at the programme

IMA collaborative programme

IMA, with Drishyam events, organised a symposium on 28th March 2026 on 'Degradation of Ethics and Values: A Wake-Up Call for Society.' The event gathered students, professionals, and leaders to discuss growing ethical concerns in society and business. Dr. Upinder Dhar, in his keynote, stressed the need for character-driven success amid declining values. Speakers including Dr. Tahir Jadhav, Dr. Usha Mullick, Dr. Garima Sanjay Dubey, and Dr. Santosh Dhar shared perspectives on education, psychology, and workplace ethics, while Mr. Sudhindra Mohan Sharma and Mr. Arash Fazli highlighted

ethical business practices. Padmashri Dr. Janak Palta McGilligan emphasised value-based living and was honoured with the Sustainability Award by IMA President Mr. Naveen Khandelwal.

IMA Elevated Conversations – Part IV

IMA reimagined networking through 'Elevated Conversations – Part IV: 3G Conversations,' bringing together Millennials, Gen Z, and Gen Alpha for a dynamic exchange of ideas. The session showcased how diverse perspectives foster innovation, adaptability, and future-ready leadership, emerging as a collaborative platform that highlighted the value of cross-generational understanding and shared growth.



Glimpses of 'Elevated Conversations Part IV: 3G Conversations,'



Mr. Shreyans Dholakia addressing

IMA collaboration

On 30th March, IMA, along with Acropolis Innovation and Incubation Hub (AIIH) and the Entrepreneurship Development Cell, hosted a session titled ‘From Surat to Global Diamond Business’ with Mr. Shreyans Dholakia, Entrepreneur and Brand Custodian of SRK (Shree Ramkrishna Exports Pvt. Ltd.), who shared insights on scaling businesses globally, highlighting the importance of balancing Indian values with global standards, ensuring zero-defect quality, and building resilient organisations to navigate market challenges.

MDP

IMA conducted an MDP on ‘Influence, Clarity, and Business Communication in Action’ on 31st March 2026 at its office. Led by Mr. Vincent Thomas, the interactive session focused on communication, leadership, emotional intelligence, and storytelling, equipping participants with practical skills to strengthen professional effectiveness and business communication.



Mr. Vincent Thomas with the participants

Jamshedpur Management Association

Women's Day Celebration

On 6th March 2026, Jamshedpur Management Association (JMA), in collaboration with Timken India, organised a Women's Day Celebration bringing together participants for an engaging and enriching experience. The programme featured a variety of thoughtfully curated activities, including a Picture Guessing Game that encouraged creative thinking and team bonding, an insightful session on Artificial



Participants during the Women's Day programme

Intelligence and its growing relevance in the professional landscape, and an interactive activity of building a chain from random objects.

On 11th March 2026, JMA, in collaboration with Tata Power Ltd, organised a Women's Day Celebration at the Centre for Excellence (CFE) for Tata Power Ltd women employees. The programme featured a series of interactive team-building activities, including a Treasure Hunt, an Object Guessing Challenge conducted in teams, and several other engaging team-building exercises.



Tata Power participants at the workshop



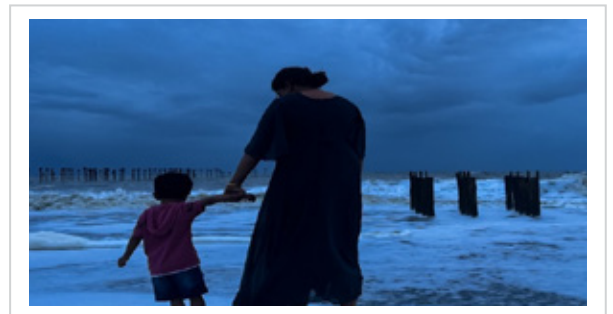
Participants at the Wealth Management workshop

Workshop

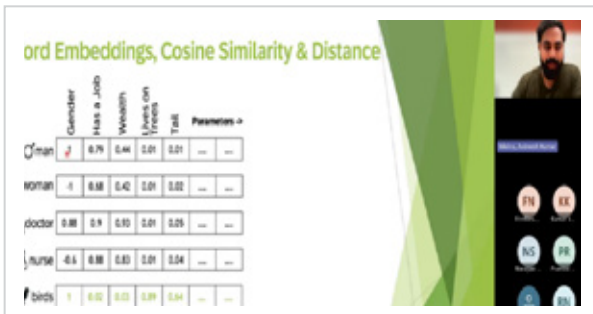
On 10th and 11th March 2026, JMA, in collaboration with Tata Power Ltd., organised a Women’s Day celebration seminar for plant employees. A Financial Awareness Session for Women at the Centre for Excellence (CFE). The programme was facilitated by professionals from ICICI Prudential, who conducted an informative workshop aimed at enhancing participants' understanding of basic financial knowledge, covering key areas such as savings, banking practices, and financial planning.

Women's Day Photography Contest

On the occasion of Women's Day, JMA organised a Photography Contest themed ‘Warmth and Care with Charm – Women Who Inspire in Every Role.’ The competition invited participants to capture and celebrate the essence of women across diverse roles, providing a creative platform to honour and acknowledge the inspiration that women bring to every sphere of life.



Winning Entry of the Women’s Day Photography Contest



Speaker- Mr. Animesh Kumar Mishra

Talk

On 12th March 2026, JMA organised a BAKE Talk webinar on ‘Bias in LLMs (Large Language Models): Awareness, Impact, and Action.’ The session was delivered by Mr. Animesh Kumar Mishra, Senior Specialist – AI Security, SAP Labs. The webinar examined the nature and origins of bias in Large Language Models, its broader implications for organisations, professionals, and end users, and the practical measures that can be adopted to identify, address, and mitigate such bias in real-world AI deployments.

Team Building Workshop

JMA, in collaboration with Tata Cummins, organised a Team Building Activity for Tata Cummins professionals on 18th March 2026. The programme featured a series of engaging activities, including Balloon Balancing, a Treasure Hunt, Sit-up Games, and several other fun-filled exercises designed to foster teamwork, communication, and camaraderie among participants.



Facilitator addressing the event



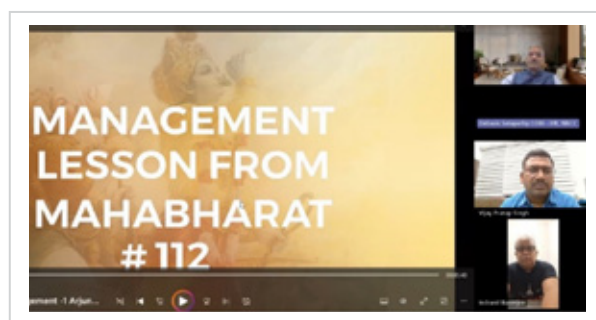
Speaker addressing

Workshop

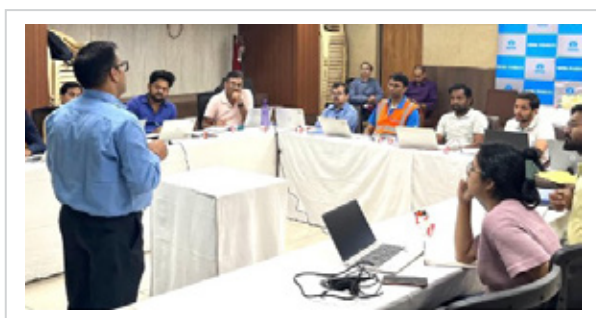
On 19th March 2026, JMA in collaboration with Arka Jain University, organised a Workshop on Ethical Dilemmas in AI for students of the Artificial Intelligence Department. The session was delivered by Mr. Abhinav Anish, Assistant Manager – Digital, Tata Steel.

Collaboration with Calcutta Management Association

JMA, in collaboration with CMA, organised a BAKE Talk on ‘The Art of Prioritisation in Time Management’ on 19th March 2026. The session was delivered by Mr. Debasis Satapathy, Chief General Manager, NBCC, and Visiting Faculty at IITs, IIMs, ASCI, and IIPA, among other premier institutions. The webinar offered a distinctive perspective on time management by drawing parallels with the Mahabharata, using examples and narratives from the epic to illustrate the principles of prioritisation, decision-making under pressure, and effective time utilisation in both personal and professional contexts.



Speaker addressing the participants



Trainer addressing the participants

Training

On 20th March 2026, JMA conducted a One-Day Training on Basic MS Word and MS Excel for professionals at Tata Pigments. The programme provided participants with a foundational understanding of essential Microsoft Office tools, covering key features and functionalities of both applications. The programme enabled participants to enhance their digital proficiency and apply these tools effectively in their day-to-day professional responsibilities, contributing to improved workplace efficiency and productivity.

Discussion on ESG and Sustainability for Leaders

On 21st March 2026, JMA conducted a focused discussion with Hindalco to understand key expectations and requirements around ESG and sustainability. The session centered on identifying relevant areas that can be integrated into upcoming leadership modules, along with understanding current challenges and practical implementation needs.



Students at Tata Steel Tinplate Division and Tata Power

Visit

On 21st March 2026, JMA facilitated an industrial visit for the students of St. Xavier's College, Kolkata to Tinplate Division of Tata Steel; Tubes Division of Tata Steel and Tata Power. The visit provided students with firsthand exposure to manufacturing processes, production operations, and quality management practices followed at one of India's leading steel packaging enterprises.

JMA facilitated an educational tour to the Centre for Excellence (CFE) for the students of St. Xavier's College, Kolkata on 22nd March 2026. The visit provided students with an enriching exposure to the centre's facilities, resources, and the legacy of excellence it represents, offering valuable insights into Tata Steel's rich industrial heritage and its pioneering contribution to India's growth story.



St. Xavier's College students at CFE visit



Speaker addressing the participants

Virtual session

On 23rd March 2026, JMA conducted a virtual session on 'Relevance of ESG and Sustainability Foundations in the Context of Mineral Resources.' The session was led by Mr. Arupendra Mullick, VP TERI and was focused on building awareness around ESG principles and their growing importance in the mining and mineral sector.

Women's Day

JMA, in collaboration with AIMA, organised a Women's Day Special webinar on 'The Future of Manufacturing: Emerging Technologies and Innovations' on 24th March 2026. The session was delivered by Ms. Latha Chembrakalam, Founder and CEO, AutoAscend Pvt. Ltd., with three decades of global experience in strategy, technology, and leadership. The webinar explored the evolving manufacturing landscape, examining emerging technologies, digital innovations, and their transformative impact on modern industrial operations.



Ms. Latha Chembrakalam addressing



Participants during the Management Olympiad

7th Management Olympiad

On 25th March 2026, JMA organised the 7th Management Olympiad, its flagship competition, bringing together students from various colleges for a day of intellectual and creative engagement. The event featured a Poster Design Competition centred around two compelling themes — AI & Transformation in Business, and Profit and Sustainability in a Disruptive Era — challenging participants to visually communicate complex management concepts with creativity and clarity.

Award in Contemporary Management Research (ACMR)

On 25th March 2026, JMA organised the Award in Contemporary Management Research (ACMR), a research paper competition open to Post Graduate and PhD students of B-Schools. The competition invited entries across four thought-provoking themes spanning retail evolution, work-life balance in the Indian context, the impact of digital and social media on children, and the penetration of digital technologies in Indian manufacturing.

Launch of Certification Course

On 26th March 2026, JMA, in association with The Energy and Resources Institute (TERI), commenced a 36-hour Certification Course on ESG and Sustainability Leadership Programme. The programme is designed to equip professionals with comprehensive knowledge of ESG frameworks, sustainability practices, and leadership capabilities required to drive responsible and future-ready business strategies.



Participants of the ESG Course

Interactive workshop on " The Art of Communication for Future Leaders"

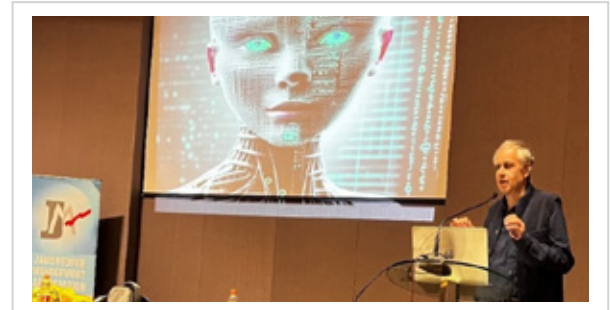


Dr. Jhumpa addressing

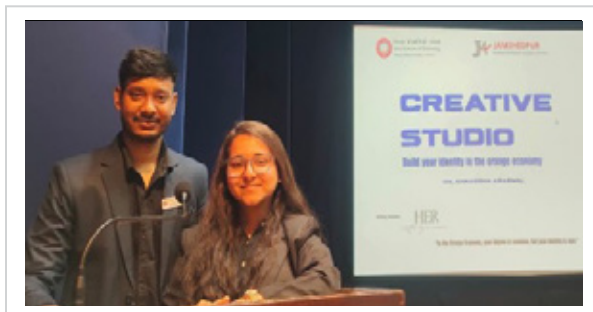
On 26th March 2026, JMA, in collaboration with the IQAC and Entrepreneurship Cell of Srinath University, organised an interactive workshop on ‘The Art of Communication for Future Leaders.’ The session was delivered by Dr. Jhumpa Mukherjee, IIM Amritsar alumna and a marketing professional. The workshop included engaging speaking and a Mini Pitch Session, providing students with a hands-on platform to practise and refine their communication skills.

Interactive Workshop

JMA organised an Interactive Workshop on ‘Unravelling the Mysteries of Artificial Intelligence’ at the Centre for Excellence (CFE) on 27th March 2026. The session was delivered by Mr. Mahesh Gurbaxani, alumnus of XLRI Jamshedpur, and was attended by professionals from several large corporates. The workshop covered a wide range of foundational and advanced AI concepts, including an introduction to Artificial Intelligence, live demonstrations of AI applications, an explanation of neural networks, Large Language Models (LLMs), and several other emerging dimensions of AI technology.



Speaker addressing



Students at the Creative Studio Workshop

On 27th March 2026, JMA, in collaboration with the Department of Management, BIT Mesra, organised an online interactive workshop on ‘Creative Studio – Building Your Identity in the Orange Economy.’ The workshop provided participants with insights into the Orange Economy — the world of creativity, culture, and knowledge-based industries — and guided them on how to build a distinct personal and professional identity within this growing economic landscape.

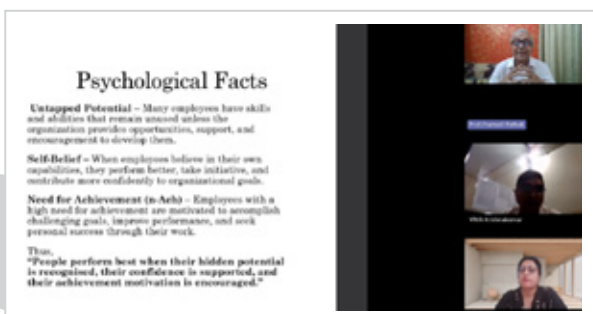
7th Energy Efficiency Best Practices Challenge

JMA organised the Energy Efficiency Challenge on 28th March 2026, an online competition that witnessed participation from professionals representing large corporate organisations. The competition provided participants with a platform to showcase energy efficiency initiatives already implemented within their organisations, highlighting best practices, measurable outcomes, and the impact of their efforts in driving sustainable and responsible energy consumption.



Participants presenting their corporate's Initiatives

JMA, in collaboration with Vidarbha Management Association, organised a webinar on ‘People-Centric Management for Sustainable Growth’ on 30th March 2026. The session was delivered by Mr. Pramod Pathak, Founder of Kaizen Mantra and former Professor at IIT (ISM) Dhanbad. The webinar explored the principles of people-centric management and its role in driving sustainable organisational growth, offering participants a thoughtful perspective on building human-focused strategies, nurturing workplace culture, and aligning people practices with long-term business sustainability.



Mr. Pramod Pathak addressing



Dr. Mini Varma presenting the KMA–Varma Homes Scholarship to Ms. G Priyanka IAS as Dr. Anil Joseph, Mr. K Harikumar and Mr. K Anil Varma look on

Kerala Management Association

Inauguration of KMA Management Week

Dr. Mini Varma handing over the KMA–Varma Homes Scholarship to Ms. G Priyanka IAS while Dr. Anil Joseph, Mr. K Harikumar and Mr. K Anil Varma look on

KMA launched Management Week 2026 on 8th March, as a strategic platform to foster leadership, governance excellence, and inclusive growth. The event was inaugurated by Ms. G Priyanka, who highlighted the need for women-centric development, emphasising that educational advancement

must translate into economic empowerment. The initiative featured value-driven activities including a medical check-up camp and the KMA–Varma Homes Scholarship, presented by Dr. Mini Varma. The session was presided over by Mr. K Harikumar, with Dr. Anil Joseph and Mr. K Anil Varma facilitating proceedings.

Prof. KT Chandy Memorial Lecture-Human Relations

KMA hosted the Prof. K T Chandy Memorial Lecture on 09th March 2026, as part of Management Week 2026, focusing on strengthening organisational effectiveness through human capital. Mr. Kochouseph Chittilappilly, Founder of V-Guard Industries, emphasised ‘Human Relations: The Keystone,’ highlighting that scalable business success depends on people management over marketing or finance. Mr. Sunil K Zachariah delivered the memorial address, portraying K T Chandy as a visionary leader whose intellectual clarity, humility, and transformative thinking shaped modern management practices. The session was presided over by K Harikumar, with Dr. Anil Joseph and Mr. B Balagopal facilitating proceedings.



Mr. Kochouseph Chittilappilly addressing

KMA Insight X Series

KMA hosted the 18th Insight X session at KMA Management House, Kochi, as part of Management Week, featuring



Dr. K N Raghavan addressing

Dr. K N Raghavan, Secretary General of the Seafood Exporters Association of India. Addressing ‘Free Trade Agreement with EU and Trade Negotiations with USA,’ he highlighted strategic trade resilience, emphasising endurance and adaptability in volatile global markets. He also analysed United States trade volatility, tariff risks, and India’s strategic move toward structured agreements to ensure stability. Mr. Algiers Khalid chaired the session, with Dr. Anil Joseph and Mr. Abraham Olikkal facilitating proceedings.

KMA Women Leadership Conclave

KMA concluded Management Week 2026 on 13th March 2026 at Taj Vivanta with the Women Leadership Conclave themed ‘Give to Gain,’ aligning with International Women’s Day. The event was inaugurated by Mariam Mammen Mathew, who emphasised opportunity readiness, self-belief, and continuous reinvention as drivers of leadership growth. Dr. Jain Joseph highlighted investment in time and effort as critical to personal and societal value creation, while Kukku Parameswaran stressed gratitude and purposeful giving. It was presided over by K Harikumar, with Dr. Anil Joseph and Meena Thomas leading proceedings.



Mariam Mammen Mathew lighting the lamp



Session in progress

Panel Discussion

On 25th March 2026, LMA, in collaboration with UPNEDA, organised a panel discussion on the theme ‘Transforming for Tomorrow: Growth with Resilience.’ The session featured eminent speakers including Mr. Inderjit Singh, IAS, Director, UPNEDA, who spoke on advancing solar and renewable resilience; Prof. Sabyasachi Sinha, IIM Lucknow, on reimagining management education; Ms. Neha Jain, IAS, Special Secretary, IT & Electronics, Government of Uttar Pradesh, on India’s opportunities in the AI age; and Mr. Shakti Singh, Plant Head, Ashok Leyland, Lucknow, on electric mobility transformation. The keynote address was delivered by Mr. Narendra Bhooshan, IAS, Additional Chief Secretary, Government of Uttar Pradesh and President, LMA. The discussion was effectively moderated by Dr. Anup Chand Pandey, IAS (Retd.), former Chief Secretary, Uttar Pradesh.

Lucknow Management Association

Awareness Session

Lucknow Management Association in collaboration with the Pension Fund Regulatory and Development Authority (PFRDA) organised an awareness session on the National Pension System (NPS) on 19th March 2026.



(L-R) Mr. Narendra Bhooshan IAS; Prof. Sabyasachi Sinha; Mr. Inderjit Singh IAS; Dr. Anup Chand Pandey IAS(R); Ms. Neha Jain IAS and Mr. Shakti Singh

LMA Annual Awards

LMA conferred the LMA Annual Awards 2026 on 25th March 2026 across ten categories, recognising excellence and impactful contributions. The awardees included Mr. Deepanshu Singh (Digital Transformation), Maa



Mr. Brajesh Pathak, Hon'ble Deputy Chief Minister, GoUP, Dr. Anup Chandra Pandey IAS (R) Former Chief Secretary GoUP, Mr. Narendra Bhooshan IAS, ACS, GoUP and the LMA Executive Committee with Awardees

Bhagwati Seva Sansthan, Chinhat, Lucknow (Rural Women Entrepreneurship), Mr. Aayush Awasthi (Young Achiever), Shakti Farmer Producer Company Ltd. and Kaurihar Organic Farmer Producer Co. Ltd. (Best FPO), Greenwear Fashion Pvt. Ltd. (Best Start-up), You and Me Deaf Community Trust (Non-Profit Organisation), MICROLIT (SDG Award), and Dr. Meena Mishra (Creativity and Innovation). The Lifetime Achievement Award was conferred posthumously on Late Mr. A.K. Mathur. Mr. Narendra Bhooshan, IAS, ACS, Government of Uttar Pradesh and President, LMA, along with Executive Members, LMA members, and distinguished guests, graced the occasion. Mr. Brajesh Pathak, Deputy Chief Minister, Government of Uttar Pradesh, attended as the Chief Guest.

Navsari Management Association

Celebration of International Women's Day

Navsari Management Association organised a programme to felicitate women entrepreneurs on 8th March 2026 at Rotary Hall, Navsari. The event honoured three accomplished women from Surat—Ms. Vaneeta Rawat, noted fashion designer, model and social worker; Dr. Mukti Naik, a successful dietician; and Ms. Mita Naik, Kathak dancer, trainer and model. Each was presented with a memento in recognition of their contributions to society. The programme witnessed participation from over 90 invited guests.



Awardees, Ms. Vaneeta Rawat, Dr. Mukti Naik and Ms. Mita Naik with other winners



Mr. Viraj Naik addressing

Talk Show

NMA organised a talk show on 9th March 2026 on 'Unlock your Potential – Path to Success' for the student members of NMA from Naran Lala college. The speaker Mr. Viraj Naik a very young and energetic entrepreneur talked about how to find your dream through proper path and in the age of fast communication how to be proper guided for goal. Around 250 students participated in the event.

Looking to the importance of Data in the digital era, NMA organised a talk show on 27th March 2026 on 'Data is New Gold' for the corporate members and other business community by Mr. Limesh Parekh from Valsad, a trainer and author of a book on CRM, the best seller. Around 90 members took benefit of it.



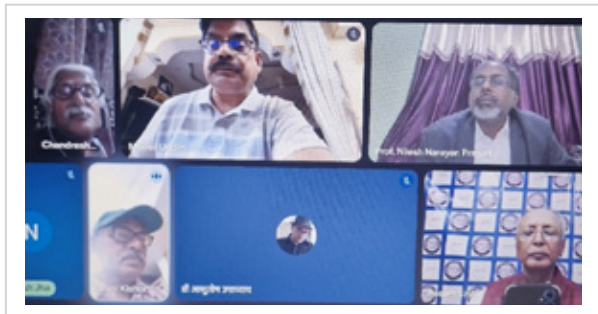
Mr. Nimesh Parekh addressing

Seminar

NMA, in collaboration with Shree Anavil Sanskar Trust and Vidyabharti Trust, organised a seminar on 'Garbh Sanskar and Shishu Vikas' on 28th March 2026 at Leuva Patel Samaj Bhavan, Navsari. The session was conducted for the benefit of members of the Leuva community, with around 200 participants in attendance. The keynote address was delivered by Mr. Divyanshu Dave, former Vice Chancellor of Children's University of Gujarat. He shared valuable insights on the scientific approach to prenatal care and early child development. The seminar proved particularly beneficial for couples planning parenthood, offering practical guidance on nurturing a healthy baby.



Mr. Divyanshu Dave addressing



Dignitaries addressing the online session

Patna Management Association

Patna Management Association organised a webinar on 30th March 2026 via Google Meet on the theme 'Economic Impact of Current Geopolitical Conflict and Steps for Disaster Management'. The keynote and inaugural address was delivered by Dr. P. R. Trivedi, Chancellor, Global Open University, Nagaland. The session commenced with a welcome address by Mr. D. K. Srivastava, Patron, PMA, and was presided over by Advocate B. K. Sinha, President, PMA. The programme featured insightful sectoral perspectives from experts across domains, including Mr. Nagesh Jha, Mr. Chandreshwar Khan, Dr. Ashutosh Upadhyaya, Dr. Nilesh Narayan, and disaster management specialist Md. Moej. Management experts Mr. Sanjay Choudhry and Dr. A. K. Verma also contributed to the discussions.

Key deliberations focused on energy diversification, supply chain disruptions, and potential shortages of essential commodities such as petroleum products and fertilisers. Speakers appreciated India's balanced geopolitical stance and humanitarian support to other nations. The session concluded with a summary by Er. M. K. Das, Secretary, PMA, highlighting resilience, self-reliance, and India's vision of global welfare.



Dr. Joseph Vinu addressing

Quilon Management Association

Quilon Management Association (QMA) organised an informative health awareness programme titled ‘Know Your Kidney and Its Diseases’ on 29th March 2026 at Quilon Beach Hotel. The session was delivered by Dr. Joseph Vinu, Consultant Nephrologist and Medical Superintendent, Holy Cross Hospital, who shared valuable clinical insights on kidney health, early detection of diseases, and preventive healthcare practices. The programme focused on educating the public about kidney functions, raising awareness on common kidney ailments, emphasising lifestyle-based prevention, highlighting the link between diabetes and kidney disease, and encouraging regular health screening for early diagnosis. Dr. Madhusoodanan Pillai, President, QMA, chaired the session. Mr. Appukuttan Pillai, Secretary General, delivered the welcome address, while Mr. Jayakumar Tharamel, Programme Secretary, introduced the speaker. The programme concluded with a vote of thanks by Mr. Prathap Chandran Pillai.

Dr. Madhusoodanan Pillai, President, QMA, chaired the session. Mr. Appukuttan Pillai, Secretary General, delivered the welcome address, while Mr. Jayakumar Tharamel, Programme Secretary, introduced the speaker. The programme concluded with a vote of thanks by Mr. Prathap Chandran Pillai.

Rajkot Management Association

Celebration of National Management Day

Rajkot Management Association celebrated National Management Day 2026 alongside the Foundation Days at 3 educational institutes of Rajkot: P D Malaviya College, Darshan University, and VVP Engineering College. Simultaneous Panel Discussions on the topic ‘Transforming for Tomorrow: ‘Growth with Resilience’ were part of this dual celebration and each panel featured a curated trio of expertise to provide a 360-degree view of the shifting management landscape with a moderator from RMA and an industry expert + a senior academician at each venue. In a massive logistical feat, an hour-long panel discussion was held simultaneously across all three campuses, drawing an enthusiastic crowd of more than 380 students.



Celebration of RMA National Management Day



Speaker- Mr. Pankaj Sanchania

Elevating Excellence: The Leap Formula Session

RMA recently hosted an intensive, high-level knowledge-sharing session designed to move beyond incremental progress and toward transformative expansion. This ‘Level Up’ meeting brought together 30 core RMA members, including entrepreneurs, CXOs, and industry leaders, for an evening of deep strategic dive. The session was led by the esteemed Mr. Pankaj Sanchania, a Senior Consultant renowned for his ability to decode complex business architectures.

RMA Traffic Awareness Campaign

Rajkot Management Association has launched a year-long Traffic Awareness Campaign in collaboration with Rajkot Traffic Police to promote civic responsibility and road discipline. The inaugural event witnessed participation from over 400 management professionals, students, and citizens, with coverage by Radio 94.3 MY FM. The programme featured diverse perspectives from a monk, motivational speaker, ex RTO official, and youth icon. Further strengthening its impact, 12 leading social and professional organisations across Rajkot have joined the initiative to expand outreach and engagement.



Curtain Raiser programme on 'Traffic Awareness'



AI Masterclass by Mr. Harshit Shah

Decoding the Future: AI Masterclass at Atmiya University

An RMA Academic Excellence Initiative - Empowering the Next Generation of Technocrats Under the visionary banner of Rajkot Management Association (RMA), a high-impact Masterclass on Artificial Intelligence was recently hosted at Atmiya University. The session was led by Mr. Harshit Shah, Vice President – Academia (RMA), whose expertise in bridging the gap between educational frameworks and industry requirements provided a unique edge to the masterclass. Mr. Shah's masterclass was structured to give the 60 students and 5 faculty members in attendance a comprehensive understanding of the AI ecosystem with live hands-on practice by the students.

Thrissur Management Association

Dr K Gopalan Memorial Lecture and Presentation of TMA Awards and Scholarships

Thrissur Management Association (TMA) successfully conducted the Dr K Gopalan Memorial Lecture and Presentation of TMA Awards and Scholarships on 5th March 2026, with 100 participants in attendance. Mr. V. K. Sreeraman graced the occasion as Chief Guest, while Mr. Ajith Kumar K. K. attended as Guest of Honour. The memorial lecture on 'Leadership for Inclusion: Empowering the Marginalised' highlighted the importance of inclusive leadership in integrating Marginalised communities into mainstream development. During the function, TMA presented several prestigious awards, including the TMA Beeline Special Achievers Award to Mr. P. R. Sreekumar and the TMA – Dr K Gopalan Memorial Award 2026 for Outstanding Contributions in the Field of Education to Mr. V. M. Xaviour, along with other awards and scholarships to deserving educators and students, reaffirming TMA's commitment to excellence and inclusive growth.



Presentation of TMA Awards and Scholarships

Young Leaders of Thrissur Conclave and Presentation of YLT Awards

On 11th March 2026, TMA hosted the Young Leaders of Thrissur Conclave and Presentation of YLT Awards, drawing around 200 participants for an engaging and forward-looking programme. The event was graced by Mr. Sreenath Vishnu as Chief Guest and Mr. Vijay Kurain Abraham as Guest of Honour. The occasion also recognised emerging



Glimpses of the Young Leaders of Thrissur Conclave

talent with the TMA YLT Young Entrepreneur Award presented to Mr. Nikhil Dharman, the TMA-YLT Innovative Startup Award conferred on Oppam, and the TMA – YLT Young Achiever Award awarded to Mr. Swaroop Krishnan.



TMA members handing over the report to Mr. V. P. Nandakumar

Young Leaders of Thrissur Conclave and Presentation of YLT Awards

TMA officials handed over the report 'TMA Vision Beyond 2025' to Mr. V. P. Nandakumar, CMD of Manappuram Finance, who is also a Patron and Past President of TMA. Under his mentorship, TMA will engage with multinational consulting firms to develop a comprehensive and detailed Vision document, charting a strategic roadmap for the Association's future growth and impact.

Managing Committee Meeting

TMA convened its Managing Committee Meeting on 10th March 2026, with the participation of 45 members. The meeting served as a platform for reviewing ongoing initiatives, deliberating on key proposals, and strengthening strategic direction for upcoming programmes. Important discussions included progress on flagship events, membership development, financial matters, and future initiatives aligned with TMA’s vision, ensuring continued focus on effective governance and organisational growth.



Managing Committee Meeting in progress



Mr. Amith Raman addressing

MDP Session

The MDP session held on 10th March 2026 at Sahrdaya College of Engineering and Technology brought together nearly 100 participants for an engaging exploration of future-ready learning. Mr. Amith Raman, Co-Founder and CEO of Inker Robotics, led the session on ‘Building the Future with STEM,’ emphasising how STEM education is shaping innovation, entrepreneurship, and career opportunities. The session inspired participants to adopt a forward-looking mindset, highlighting the role of technology, creativity, and interdisciplinary thinking in preparing for the rapidly evolving global landscape.

Centered on the evolving landscape of people management, the MDP Session conducted on 12th March 2026 at Nirmala College of Engineering witnessed the participation of 100 attendees. The session was led by Mr. John J. Kannath, who spoke on ‘Shaping the Future of HR,’ offering valuable perspectives on emerging HR trends, leadership transformation, and the strategic role of human resources in organisational success.

On 15th March 2026, TMA conducted an MDP session at the CMA Thrissur Chapter, drawing participation from 100 attendees. The session was led by Er Amith Raman, Co-founder of Inker Robotics, who engaged the audience on the theme ‘AI & BI,’ offering a practical understanding of how emerging technologies are reshaping business processes and decision-making. The session was highly engaging and left participants with valuable insights into the growing relevance of data-driven strategies in today’s dynamic work environment.



Students at the MDP Session



Er Amith Raman addressing

TMA organised an MDP session on 17th March 2026 at the ICMAI Thrissur Chapter, with 120 participants in attendance. The session was handled by CMA Jojo John Chingath, Member of TMA, on the topic ‘Career Pathways and Professional Opportunities for Cost Accountants in Practice.’ The programme offered valuable guidance on emerging career avenues, professional growth, and opportunities in practice, enabling participants to gain clarity on navigating the evolving landscape of the cost accounting profession, and was well appreciated by all attendees.

TMA organised an MDP session on 25th March 2026 at the CMA Thrissur Chapter, with 100 participants in attendance. The session was graced by CMA Madhu A P, Managing Committee Member of TMA, as the Chief Guest, and centred on the theme ‘Signatures – Joyful Journey from Classroom to Workplace.’ The programme provided meaningful insights into the transition from academic learning to professional life, equipping participants with practical perspectives and essential workplace skills.



CMA Jojo John Chingath addressing

Study Tour

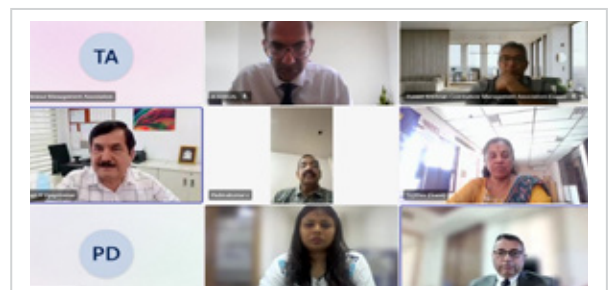
TMA organised a Study Tour on 17th March 2026 at the Kerala Forest Research Institute, with the participation of 22 members. The visit, centered on the theme ‘From Roots to Results: Understanding Sustainable Ecosystems,’ offered participants valuable insights into environmental sustainability, biodiversity conservation, and the science behind ecosystem management. The tour provided a practical understanding of how sustainable practices can be integrated into organisational and societal frameworks, reinforcing the importance of responsible and eco-conscious development.



TMA Study Tour at the Kerala Forest Research Institute

AIMA Southern Regional LMA Group Meeting

The Southern Regional LMA Group Meeting was held on 18th March 2026, where Padmakumar C. President of TMA represented Thrissur Management Association. During the meeting, he presented an overview of TMA’s key activities and initiatives, highlighting the Association’s programmes, member



AIMA Southern Regional LMA Group Meeting in progress

engagement efforts, and strategic direction, while contributing to discussions on collaboration and knowledge sharing among Local Management Associations in the region.



Delegates at the 34th TMA Annual Management Convention

34th Annual Management Convention

Marking a flagship engagement of the year, TMA hosted the 34th Annual Management Convention on 21st March 2026, bringing together 200 participants to deliberate on the theme 'Reimagining Kerala's Potential.' The convention was inaugurated by Dr. Shaji K. V. Chairman, NABARD as Chief Guest, setting the tone for insightful discussions on the State's growth trajectory. A high-powered panel comprising Ms. Shalini Warrior, Bhuvanesh Tharashankar, and Dr. K. Paul Thomas engaged in a stimulating session on 'Unlocking Kerala's Potential: Building Scalable Business,' moderated by Er. Vinod Manjila. The convention provided a strategic platform for thought leaders to explore pathways for sustainable growth, scalability, and innovation, reinforcing TMA's role in shaping progressive management dialogue in Kerala.

Presentation of TMA Management Awards

TMA presented the TMA Management Awards on 21st March 2026. The TMA Manappuram Group Lifetime Achievement Award was conferred on Mr. Madhu S. Nair, Former CMD of Cochin Shipyard. The TMA Leo Pharma Group Management Excellence Award was presented to Abdul Azeez V. K., Managing Director of Daya General Hospital, Thrissur; and the TMA Manappuram Group Change Maker Award was awarded to Ashokan P. K., Former Chairman of Vidya International Charitable Trust (VICT). The TMA Aquastar Green Project Award was presented to Green Ahalia, an environmental conservation and sustainability initiative based at Ahalia Health, Heritage and Knowledge Village, recognising its commitment to sustainable development.



Mr. Madhu S. Nair receiving the Manappuram Group Lifetime Achievement Award



CA K Santhakumar addressing

Inauguration of TMA Student chapter and MDP Session

TMA inaugurated its Student Chapter on 22nd March 2026 at Sree Keralavarma College, Thrissur, with 100 participants in attendance. The programme was led by Mr. K. Santhakumar, Past President of TMA, who delivered an insightful session on 'Building Future-Ready Professionals: Skills, Mindset & Leadership.' The session emphasised the importance of developing the right competencies, attitude, and leadership qualities among students to successfully navigate the evolving profes-

sional landscape, while the inauguration of the Student Chapter marked a significant initiative in strengthening industry-academia connect and nurturing future leaders.



Inauguration of TMA Student chapter at Vidya Academy of Science and Technology

TMA inaugurated its Student Chapter on 31st March 2026 at Vidya Academy of Science and Technology, with around 100 participants in attendance. The programme was led by CA V. Venugopal Past President of TMA who delivered an insightful session on ‘Developing Industry-Ready Talent: The Role of Skills and Attitude.’



CA T R Anantharaman at the AIMA Council Meeting

AIMA LMA Council Meeting

AIMA LMA Council Meeting was held on 23rd March 2026 in Mumbai, where T. R. Anantharaman represented the Thrissur Management Association.



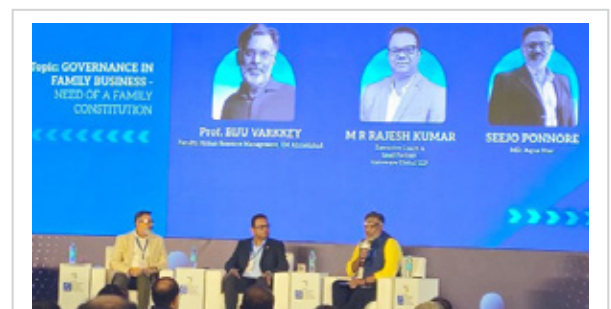
Management Movie Night Discussion in progress

Management Movie Night Discussion

TMA organised a Management Movie Night Discussion on 25th March 2026, with 20 participants. The session featured the film Moneyball and revolved around the theme ‘Data-Driven Decision Making: Rethinking Strategy and Leadership.’ The discussion explored how analytics, unconventional thinking, and resource optimisation can challenge traditional management practices, offering valuable insights into leadership, innovation, and strategic decision-making in a competitive environment.

Panel Discussion

As part of the Dhanam Family Business Conclave, a panel discussion on ‘Governance in Family Business: Need of a Family Constitution’ was held on 25th March 2026, with 250 participants. The session was chaired by Prof. Biju Varkey, who guided an insightful dialogue on governance frameworks in family-run enterprises. The panel featured M. R. Rajesh Kumar and Mr. Seejo Ponnore, who shared practical perspec-



Mr. Seejo Ponnore, MD, Aquastar and Sr Vice President, TMA at the Dhanam Family Business Conclave

tives on the importance of structured governance, succession planning, and the role of a family constitution in ensuring long-term sustainability and harmony in family businesses.

A panel discussion on ‘GST Reforms and Its Impact on Entrepreneurship’ was held on 25th March 2026, with 100 participants, providing a platform for insightful deliberations on evolving tax frameworks and their implications for businesses. The session was chaired by Mr. Sojan Joseph, Assistant Professor at Vimala College, Thrissur. The panel featured Mr. G. S. Prakash, Director, MSME, Thrissur; Mr. Prakash Pattabhiraman, Managing Director, Kalyan Silks; and Ms. Swapna Balasubramanian, Partner at M/s Manoj Swapna and Sindhu Chartered Accountants, who shared valuable insights on regulatory changes, compliance challenges, and opportunities for entrepreneurs under the GST regime.



Panel discussion in progress

Trivandrum Management Association

International Women’s Day Celebration and Tripartite Agreement

TMA organised, in association with TCCI and WEN, the International Women’s Day celebration on 7th March 2026. The highlight of the programme was the signing of a tripartite agreement between Trivandrum Management Association (TMA), Kerala Fibre Optic Network (KFON), and Women Entrepreneurs Network, Trivandrum (WEN). The agreement was signed by Mr. S. N. Raghuchandran Nair, Dr. Santhosh Babu, and Ms. Resmi Maxim. The programme was inaugurated by Ms. Asha Nath, Deputy Mayor, Thiruvananthapuram Corporation. The initiative aims to strengthen digital inclusion and enhance support systems for women entrepreneurs, promoting greater economic participation and empowerment.



Signing of the Tripartite Agreement



MoU signing and interactive session at St. Xavier’s Catholic College, Nagercoil

MoU and Chat with a Leader

TMA organised the MoU signing and ‘Chat with a Leader’ an interactive session on 11th March 2026, as part of its Student Chapter initiatives. The session featured Cmdr. Balgovind Kunhiraman, who delivered an inspiring talk titled ‘Chart Your Course’, encouraging students to take purposeful decisions and shape their career paths with clarity and confidence. The event provided a valuable platform for students to interact with an accomplished leader and gain practical insights into leadership and personal growth.



Participants at the workshop

Workshop

TMA's Student Chapter organised a workshop on 'Brand You: Build Your Professional Identity' on 14th March 2026 at Loyola College of Social Sciences (Autonomous), Trivandrum. The workshop aimed to enhance students' confidence, communication skills, and career readiness through expert guidance. Resource persons included Air Marshal IP Vipin (Retd. Air Marshal, Indian Air Force), Smt. Meena Nair (Vice President Operations & Head, Learning and Development, Trinity Skill works Pvt Ltd), Shri. Anil Kumar VK (Career Coach), Antony Thomas (Strategic Projects Consultant), and Dr. Sabu K Nair (Board Member, Jan Shikshan Sansthan, MSDE, Government of India). The experts shared valuable insights on personal branding, leadership, and professional growth, providing practical tools to help students build a strong professional identity and succeed in their careers.

Industry Connect

TMA YesLeap Committee organised an Industry Connect visit to Adani Vizhinjam Port on 17th March 2026. The visit brought together entrepreneurs, startups, and MSME companies for an insightful tour and engagement at one of India's major port infrastructure projects. This initiative aimed to foster closer industry interactions, provide firsthand exposure to port operations, and explore business opportunities linked to logistics and maritime sectors. The event strengthened networking and collaboration among emerging businesses and industry leaders, supporting growth and innovation in the regional economy.



Entrepreneurs, startups, and MSME representatives at the Adani Vizhinjam Port visit

TMA Heritage Walk

On 21st March 2026, TMA conducted the second series of its Heritage Walk, taking participants on a meaningful journey to rediscover the legacy of Kanthalloor Salai a prestigious, 1000+ year-old ancient university in Valiyasala, Thiruvananthapuram, often termed the 'Nalanda of the South.' Renowned historian Dr. M. G. Sasibhooshan shared valuable insights at Kanthalloor Shiva Temple, Valiyasala, emphasising the site's historical significance and the urgent need for preservation and excavation.



Participants at the Heritage Walk

Participants engaged with local vendors at Chalai Market, who highlighted the importance of safeguarding the area and recognising Chalai as a heritage site. The journey concluded at East Fort, with many visiting the Kuthiramalika Palace Museum. The event inspired a collective commitment to revive and preserve local heritage, drawing inspiration from the spirit of Nalanda University.

MoU

On 23rd March 2026, TrEST Research Park signed a three-year MoU with Trivandrum Management Association (TMA) to foster collaboration aimed at shaping the future of management by bridging technology and leadership. The partnership seeks to build a future-ready management ecosystem focused on innovation-centric organizations and strengthening competitiveness. This agreement will enable professionals to drive transformation through cutting-edge management practices, supporting the growth of dynamic and resilient businesses.



Signing of the MoU between TMA and TrEST Research Park

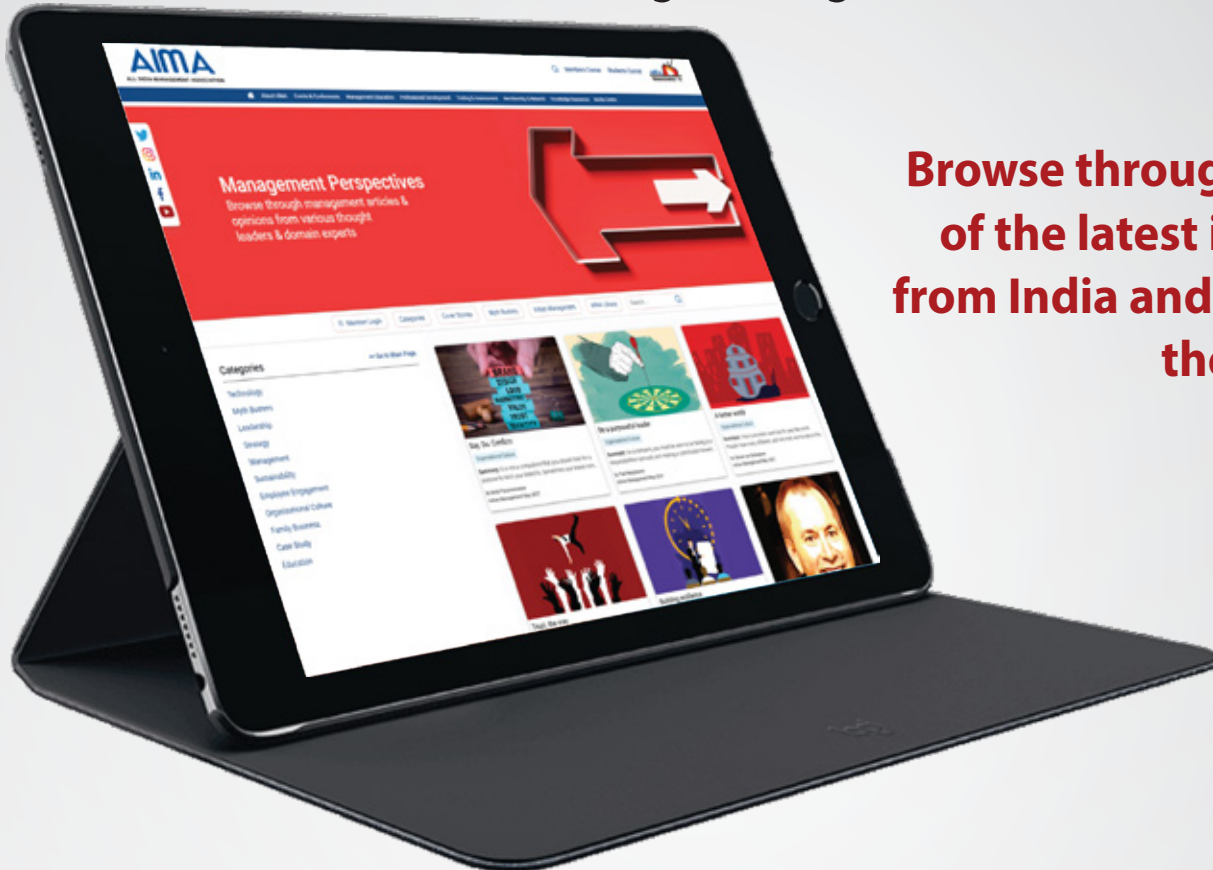


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AIMA Events Calendar

Event	Programme Chairman/Key Speaker	Venue	Date
AIMA YLC Session on 'Intuitive Leadership through Ancient Wisdom'	Dr. Saša Božič CEO & Founder, Sophia Academy, Content Creator, Coach, and Author	Online	6 May 2026
HR Leadership Retreat		Goa	21 - 23 May 2026
AIMA YLC Session on 'OKRs - Objectives and Key Results'	Rakshita Sharma Founder & Chief OKR Coach The OKR Institute India	Online	12 June 2026
Global Advanced Management Programme (GAMP)		Europe - Geneva & Munich	14 - 20 June 2026
35th National Management Games		Online/ Offline Rounds	23 June - 25 July 2026
Global Advanced Management Programme (GAMP)		Silicon Valley, US	12- 18 July 2026
Global Advanced Management Programme (GAMP)		China- Shanghai & Shenzhen	23 - 29 August 2026
National Management Convention		New Delhi	21 - 22 September 2026

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